MEMORANDUM

TO: All University of Iowa faculty and staff

FROM: Georgina Dodge, Chief Diversity Officer and Associate Vice President, Title IX Coordinator
       Kevin Kregel, Associate Provost for Faculty
       Kevin D. Ward, Interim Vice President for Human Resources

SUBJECT: Annual Policy Notifications

DATE: September 1, 2016

As part of our series of annual policy notifications, we encourage you to review the following policies and statements that are crucial to the mission of the university.

Several UI policies, including the policies on Sexual Harassment, Sexual Misconduct Involving Students, Anti-Harassment, Violence, and the Code of Student Life, were revised in July 2015, consistent with the recent reauthorization of the Violence Against Women Act (VAWA) and guidance from the U.S. Department of Education’s Office for Civil Rights, to clarify that acts of dating/domestic violence are prohibited under UI policies.

POLICY ON SEXUAL HARASSMENT:

Sexual harassment and other unwelcome sexual behavior are reprehensible and will not be tolerated by the university. To review the complete policy, please see: http://opsmanual.uiowa.edu/community-policies/sexual-harassment.

If you have any questions or concerns about potential sexual harassment, including acts of dating/domestic violence or stalking, please contact the Office of the Sexual Misconduct Response Coordinator (319-335-6200), the Office of Equal Opportunity and Diversity (319-335-0705), or any academic or administrative officer of the university, as defined in the policy (see section II-4.1-c1).

POLICY ON SEXUAL MISCONDUCT, DATING/DOMESTIC VIOLENCE, OR STALKING INVOLVING STUDENTS:

This policy sets forth resources available to students, describes prohibited conduct, and establishes procedures for responding to sexual misconduct, dating/domestic violence, stalking, and other unwelcome sexual behavior. To review the complete policy, please see: http://opsmanual.uiowa.edu/students/sexual-misconduct-datingdomestic-violence-or-stalkinginvolving-students. For assistance in making a report, contact the Office of the Sexual Misconduct Response Coordinator (319-335-6200) or see: http://osmrc.uiowa.edu/.
POLICY ON VIOLENCE:

The university considers acts and threats of violence to be serious violations of university policy. To review the complete policy, please see:  http://opsmanual.uiowa.edu/community-policies/violence.

PHYSICAL AND SEXUAL ABUSE OF CHILDREN:

In addition to our underage students, children are often on our campuses as participants in a wide variety of campus programs and activities or just as visitors. Consistent with Iowa Code §262.9(37), all university employees who in the course of their employment receive information related to physical or sexual abuse of children must immediately report such information to the University of Iowa Police. In the case of incidents not on the Iowa City campus, local police authorities should also be called in order to avoid any delay in response.

University employees who are statutory mandatory reporters of all forms of child abuse (not just physical or sexual abuse) under state law must also fulfill their statutory obligation to report to the Department of Human Services as provided by Iowa Code §232.67-70.

University employees, students and visitors who are not statutory mandatory reporters may and are strongly encouraged to report all forms of child abuse directly to the Department of Human Services as provided under Iowa Code §232.67-70.

To review the complete policy, please see: http://opsmanual.uiowa.edu/communitypolicies/physical-and-sexual-abuse-children.

POLICY ON CONSENSUAL RELATIONSHIPS INVOLVING STUDENTS:

Sexual or romantic relationships between a student and a faculty or staff member who functions in an instructional context with the student are prohibited by this policy. To review the complete policy, please see: http://opsmanual.uiowa.edu/community-policies/consensual-relationships-involvingstudents.

NONDISCRIMINATION STATEMENT:

The university’s Nondiscrimination Statement was revised in 2015 to include new protected categories.

The University of Iowa prohibits discrimination in employment, educational programs, and activities on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideration as an individual. The university also affirms its commitment to providing equal opportunities and equal access to university facilities. For additional information on nondiscrimination policies, contact the Director, Office of Equal Opportunity and Diversity, The University of Iowa, 202 Jessup Hall, Iowa City, IA, 52242-1316, 319-335-0705 (voice), 319-335-0697 (TDD), diversity@uiowa.edu.

The university's Nondiscrimination Statement must be included in all departmental publications, such as brochures, pamphlets, manuals, and guidebooks, describing or inviting participation in programs affiliated with the University of Iowa. The inclusion of the Nondiscrimination Statement is required by federal regulation and is designed to make clear to prospective applicants or participants the university’s commitment to equal opportunity in employment and equal access to its programs and activities.
POLICY ON HUMAN RIGHTS:

The university is guided by the precepts that in no aspect of its programs shall there be differences in the treatment of persons because of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideration as an individual, and that equal opportunity and access to facilities shall be available to all. To review the complete policy, please see: http://opsmanual.uiowa.edu/community-policies/human-rights.

ANTI-HARASSMENT POLICY:

The purpose of this policy is to prevent harassment within the University of Iowa community and to provide a process for addressing all forms of harassment if and when they occur. To review the complete policy, please see: http://opsmanual.uiowa.edu/community-policies/anti-harassment.

ACCESSIBILITY STATEMENT:

Per the university’s Accessibility Statement, the following language must be included in all institutional or departmental publications that describe or invite public participation in programs at the university, whether the publication is dispersed via print or electronic means, published on the Internet, or advertised using social media.

"Individuals with disabilities are encouraged to attend all University of Iowa-sponsored events. If you are a person with a disability who requires a reasonable accommodation in order to participate in this program, please contact (insert: the sponsoring department or contact person) in advance at (insert: telephone number)."

The sponsoring department name or contact person and telephone number must be incorporated into the statement as the sponsoring department is responsible for making the necessary reasonable accommodations.


ANTI-RETALIATION POLICY:

The University of Iowa encourages its faculty, staff, and students to make good faith disclosures of university-related misconduct. Retaliation as a response to such disclosure will not be tolerated. To review the complete policy, please see: http://opsmanual.uiowa.edu/community-policies/antiretaliation.