MEMORANDUM

TO: All University of Iowa Faculty and Staff

FROM: Monique DiCarlo, Title IX Coordinator
       Lena Hill, Interim Chief Diversity Officer and Associate Vice President
       Kevin Kregel, Associate Provost for Faculty
       Cheryl Reardon, Chief Human Resources Officer and Associate Vice President

SUBJECT: Annual Policy Notifications

DATE: Aug. 28, 2017

As part of our series of annual policy notifications, and in compliance with federal law, we encourage you to review the following policies and statements that are crucial to the mission of the university. Please review the information and bookmark this website for future reference: https://hr.uiowa.edu/policies/annual-notifications

This is the first in a two-part series of reminders about the university’s community policies.

Title IX (Federal law):
"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity receiving Federal financial assistance." -Title IX of the Educational Amendments of 1972.

Title IX (http://diversity.uiowa.edu/policies/title-ix) prohibits sex discrimination in all programs and activities of the university. It applies to academic matters, admissions, athletics, career services, counseling and medical services, employment, financial aid, housing and facilities, and all other programs, events, and activities available at the university. The University of Iowa takes all reports of sex discrimination seriously, which includes reports of sexual harassment, sexual assault, and sexual violence.

The University of Iowa has designated Monique DiCarlo as its Title IX Coordinator. For more information, please contact Ms. DiCarlo in the Office of the Sexual Misconduct Response Coordinator (335-6200 or http://osmrc.uiowa.edu/) or contact staff in the Office of Equal Opportunity and Diversity (335-0705, diversity@uiowa.edu). For the full text of the statute, please visit the United States Department of Labor website: http://www.dol.gov/oasam/regs/statutes/titleix.htm

UI POLICY ON SEXUAL HARASSMENT:

Sexual harassment and other unwelcome sexual behaviors 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).

UI 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:
https://opsmanual.uiowa.edu/students/sexual-misconduct-dating-domestic-violence-or-stalking-involving-students.

It is common for students to seek assistance from a faculty or staff member if they have experienced sexual misconduct, dating/domestic violence, or stalking. If a student should seek out your assistance in making a report, please support the student in contacting the Office of the Sexual Misconduct Response Coordinator (319-335-6200) or refer them to the OSMRC’s website for more information:
http://osmrc.uiowa.edu/.

UI 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.

UI POLICY ON 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 Department of Public Safety. 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: https://opsmanual.uiowa.edu/community-policies/physical-and-sexual-abuse-children.

UI 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: https://opsmanual.uiowa.edu/community-policies/consensual-relationships-involving-students.
UI 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.

UI 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: https://opsmanual.uiowa.edu/community-policies/anti-retaliation.