

IF YOU EXPERIENCE HARASSMENT OR DISCRIMINATION

Complaints alleging violations of the University's Policy on Human Rights (based on race, creed, color, national origin, age, sex, disability, sexual orientation, or gender identity) may be pursued in the Office of Equal Opportunity and Diversity.

Copies of the Human Rights Policy and the Office of Equal Opportunity and Diversity Procedures for Discrimination Complaints are available upon request from the Office of Equal Opportunity and Diversity.

ADDITIONAL RESOURCES

Office of Equal Opportunity and Diversity
202 Jessup Hall
335-0705 (voice)
335-0697 (text)

UI Human Rights Committee
335-3557

Office of the Ombudsperson
C108 Seashore Hall
335-3608

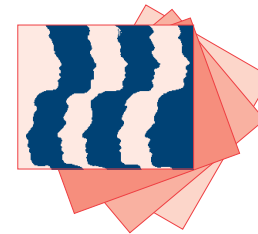
Women's Resource and Action Center
130 N. Madison Street
335-1486

Nondiscrimination Statement

The University of Iowa prohibits discrimination in employment and in its educational programs and activities on the basis of race, national origin, color, creed, religion, sex, age, disability, veteran status, sexual orientation, gender identity, or associational preference. The University also affirms its commitment to providing equal opportunities and equal access to University facilities. For additional information on nondiscrimination policies, contact the Coordinator of Title IX, Section 504, and the ADA in the Office of Equal Opportunity and Diversity, 319/335-0705 (voice) or 319/335-0697 (text), 202 Jessup Hall, The University of Iowa, Iowa City, Iowa 52242-1316.

Diversity Statement

The University of Iowa values diversity among students, faculty, and staff, and regards Equal Employment Opportunity and Affirmative Action as tools to achieve diversity. The University believes that a rich diversity of people and the many points of view they bring serve to enhance the quality of the educational experience at The University of Iowa.



Office of Equal Opportunity and Diversity

202 Jessup Hall
335-0705 (voice)
335-0697 (text)

diversity@uiowa.edu (email)

THE UNIVERSITY OF IOWA
Iowa City, Iowa 52242

*The University of Iowa brings
common pursuit of its educational
persons of many nations, race,
The University is guided by
that in no aspect of its pro
should be discriminated in the
persons because of race, creed,
origin, age, sex, disability, se
gender identity and any other
that supports a person of so
an individual, and that equ
and access to facilities shall
to all. Among the classificat
a person of consideration as
are those based on associatio
These principles are expect
observed in the internal p
practices of the University;
the admission, housing, an
students; in policies gover
of extracurricular life and
in the employment of fac
personnel. The University*

THE UNIVERSITY OF IOWA
OFFICE OF EQUAL OPPORTUNITY
AND DIVERSITY

202 JESSUP HALL
335-0705 (VOICE) 335-0697 (TEXT)

INTRODUCTION

As with most prejudice, bias against people who identify as lesbians, gays, bisexuals, and/or transgender (LGBT), is often based on negative stereotypes and lack of information. Due to socialization and fear of the unknown, people often regard lesbians, gays, bisexuals, and transgender people stereotypically or deny their existence altogether; individuals and the campus climate as a whole are harmed by such attitudes, which may result in both outwardly hateful and/or subtly discriminatory behaviors.

Lesbian, gay, bisexual and transgender (LGBT) representation on campus crosses all socioeconomic and ethnic boundaries, ages, religions, family circumstances, and roles: faculty, student, staff, and administration. At The University of Iowa, LGBT people are both visible and “out”; others find it necessary to remain invisible and “closeted” in their work or academic environments. Many differences exist among lesbian, gay, bisexual, and transgender people, but they share in common the experience of discrimination on the basis of their sexual or gender identity.

The University of Iowa Human Rights Policy prohibits discrimination based on sexual orientation and gender identity. The University’s strength is demonstrated in its ability to bring together a diversity of beliefs and experiences. Toward this end, it is essential that all people be treated fairly and with respect. This brochure is designed to provide information that will assist the campus community in achieving that goal.

DEFINITION OF TERMS

Lesbians and gays

People whose primary affections, sexual identities, and social orientations are toward individuals of the same sex. A cultural identity inclusive of, but not limited to, one’s sexual identity.

Heterosexual

People whose primary affections and sexual identities are toward people of the opposite sex. A cultural identity inclusive of, but not limited to, one’s sexual identity.

Bisexuals

People whose affections, sexual identities, and social orientations are toward people of both sexes. A cultural identity inclusive of, but not limited to, one’s sexual identity.

Transgender

People who have or who are perceived as having a self-image or identity not traditionally associated with one’s biological sex; this includes people who elect surgical reassignment and/or hormonal therapy to physically become the other sex.

Homophobia

Fear of gays, lesbians, and bisexuals. Intolerance of anyone who is not heterosexual.

Heterosexism

Personal and societal systems that promote the superiority of heterosexuality. The assumption that everyone is or should be heterosexual. Many people are unaware of making this assumption, of the ways they may communicate it, and of its hurtful impact on lesbians, gays, and bisexuals.

WHAT TO DO

Positive things you can do to promote a safe and accepting environment:

- Treat all people with respect.
- Challenge homophobic remarks.
- Educate yourself about lesbian, gay, bisexual, and transgender culture.
- Assume that the partner of a gay, lesbian, bisexual, or transgender person is as important to them as anyone else’s and act accordingly.
- Make yourself aware of how insensitivity injures others.
- Act as a role model for others by being informed and nonjudgmental.
- Apologize if you offend someone.
- Realize that unintended words or actions may be offensive.
- Listen when someone tells you that your words or actions are homophobic.

WHAT NOT TO DO

Avoid the following behavior that may suggest a heterosexist attitude:

- Do not tolerate “jokes” which are potentially injurious to lesbians, gays, bisexuals, and transgender persons.
- Do not assume that a lesbian, gay, or bisexual person is sexually attracted to you just because you are of the same gender.
- Do not use gender-specific language when alternatives are available (e.g., use “partner” when asking about an acquaintance’s home life).
- Do not assume everyone is or wants to be heterosexual.

DIVERSITY AWARENESS

How often do you:

- Challenge others on derogatory comments about sexual or gender identity?
- Speak up when someone is humiliating another person because of his or her sexual or gender identity?
- Get to know people with differing sexual or gender identities as individuals?
- Listen when lesbians, gays, bisexuals, or transgender persons speak out on their issues and concerns?
- Follow and reinforce University policies regarding equal treatment?
- Object to stereotypes of lesbians, gays, bisexuals, or transgender people?

EDUCATIONAL PROGRAMS

The Office of Equal Opportunity and Diversity offers educational programs on sexual identity and gender identity. Please contact the Office of Equal Opportunity and Diversity for more information, 319/335-0705 (voice) or 319/335-0697 (text), or by email at diversity@uiowa.edu.

Education can help prevent violations of the Policy on Human Rights, which may lead to disciplinary action ranging from verbal warning to separation or termination from the University of Iowa. Complaints of discrimination may be filed with the Office of Equal Opportunity and Diversity.