

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, and 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

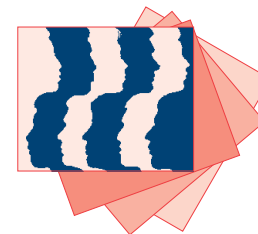
Office of the Ombudsperson
C108 Seashore Hall
335-3608

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 to a common pursuit of its educational purposes persons of many nations, races, and ethnicities. The University is guided by the principle that in no aspect of its programs should there be differences in the treatment of persons because of race, creed, color, national origin, age, sex, disability, sexual orientation, gender identity and any other characteristic that deprives a person of equal educational opportunity and access to facilities shall be afforded to all. Among the classifications of a person of consideration as to admission are those based on associational membership. These principles are expected to be observed in the internal policies and practices of the University; in the admission, housing, and treatment of students; in policies governing the conduct of extracurricular life and activities; and in the employment of faculty and personnel. The University

THE UNIVERSITY OF IOWA
OFFICE OF EQUAL OPPORTUNITY
AND DIVERSITY

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

INTRODUCTION

Racism poisons the community and negatively harms all of us in different ways. Racism affects the ability of an individual or group of individuals to make progress in their academic and professional pursuits.

The purpose of this brochure is to inform the campus community that The University of Iowa abhors racist behavior and to encourage everyone to assess his or her attitude about racism.

While it is easy to see the harm caused by blatantly hateful actions, even subtle or unintentional remarks or actions that are based on race can be discriminatory and deeply injure or anger.

The University of Iowa Human Rights Policy, Title VI and Title VII of the Civil Rights Act of 1964, and Executive Order 11246 prohibit discrimination based on race.

DEFINITION OF TERMS

Prejudice

An opinion for or against someone or something without adequate basis. Prejudice is different from racism.

Racism

A systematic form of oppression that discriminates against individuals or groups based on their race and confers advantages on a privileged group.

IDENTIFYING THE PROBLEM

Race Discrimination

Making discriminatory decisions or taking adverse actions against individuals or a group based on race.

Examples

The following examples may illustrate offensive and/or discriminatory actions that can occur at the University:

- Failing to recruit, hire, train, or assign responsibility to a person because he or she is of a different race.
- Denying individuals the opportunity for growth because of their race.
- Assuming that the hiring or advancement of a person is based solely on his/her racial identity.
- Defining a student's potential or an employee's performance by his or her membership in an ethnic group.
- Engaging in a discussion with a member of a different racial group only when the topic is race.
- Seeing only the differences between yourself and a co-worker or a student of another race.
- Assuming people of different races are immigrants.

WHAT TO DO

Listed below are some things you can do to promote racial awareness.

- Learn about other cultures and lifestyles to broaden your knowledge.
- Remain sensitive to the effect of your actions and words on people of different races. What you consider to be acceptable or "no big deal" may actually be offensive to another.
- Try to break down some of the barriers that exist between people of different races. You might be surprised to find that you have things in common which may lead to new and interesting friendships.
- Apologize if you offend someone.
- Mentor students and colleagues of different races.

WHAT NOT TO DO

Avoid the following behaviors that may suggest a racist attitude.

- Do not assume that an individual member of a group represents or can speak for the attitudes, opinions, and beliefs of the whole group.
- Do not decide if you will interact with someone based solely on his/her race.
- Do not use or tolerate language that is disrespectful, intimidating, or demeaning to people of different races.

RACIAL AWARENESS

How often do you:

- Challenge others on racially derogatory comments?
- Refuse to participate in jokes that are racially derogatory?
- Get to know people from different cultures and groups as individuals?
- Disregard physical characteristics when making decisions about competence or ability?
- Learn about and appreciate the richness of other cultures and respect their holidays and events?
- Listen to the issues that are important to other groups?
- Follow and reinforce University and departmental policies regarding equal treatment?

EDUCATIONAL PROGRAMS

The Office of Equal Opportunity and Diversity offers educational programs on diversity and racial awareness. 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, which may lead to disciplinary action ranging from verbal warning to separation or termination from the University of Iowa.