

What To Do

- Think about the impact of your actions and words on the work/learning environment, performance, and self-esteem of others.
- Distinguish between behavior which may be acceptable socially, but which may not be acceptable in the workplace or classroom.
- Stop when someone asks you to discontinue a behavior.
- Learn about sexual harassment and your rights and responsibilities.

What Not To Do

- Do not assume that your peers or supervisees enjoy comments about their appearance, sexually-oriented jokes or comments, being touched, stared at, or propositioned.
- Do not assume that what you consider to be welcome sexual invitations will be welcomed by others.
- Do not instruct co-workers and supervisors to put up with offensive behavior.
- Do not take any action to retaliate against someone who has filed a complaint or provided information during an investigation. Doing so violates the University's Anti-Retaliation Policy (see II—11 University Operations Manual).

If you would like a copy of the University's Policy on Sexual Harassment, please contact the Office of Equal Opportunity and Diversity or visit <http://www.uiowa.edu/~eod/> for information about this and other University policies.

Administrative Resources

Office of Equal Opportunity and Diversity
202 Jessup Hall
335-0705 (voice)
335-0697 (text)
www.uiowa.edu/~eod

Office of Human Resources
Associate Vice President for Finance and Operations and
Director of Human Resources
121 University Services Bldg.
335-3558
www.uiowa.edu/hr/

Office of the Vice President for Student Services and Dean of
Students
249 Iowa Memorial Union
335-3557
www.uiowa.edu/~vpss

Office of the Provost
Associate Provost for Faculty
111 Jessup Hall
335-3565
www.uiowa.edu/~provost/

Other Resources

These offices will maintain confidentiality and will not disclose concerns or allegations revealed to them.

Women's Resource and Action Center (for faculty, staff, or
students)
130 North Madison Street
335-1486

Office of the Ombudsperson (for faculty, staff, or students)
C108 Seashore Hall
335-3608

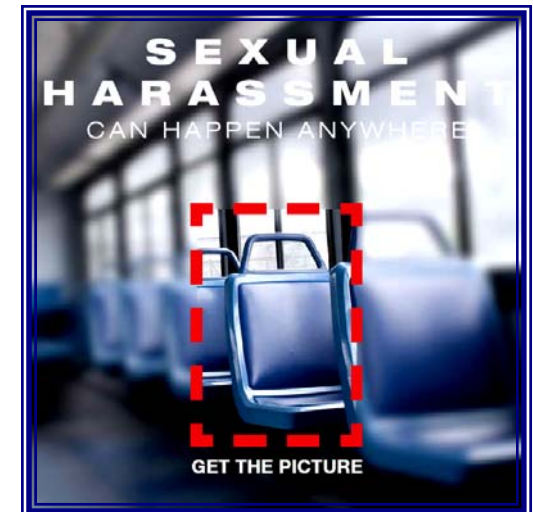
Rape Victim Advocacy Program (for faculty, staff, or stu-
dents)
320 South Linn Street
335-6001

Faculty and Staff Services (for faculty and staff)
121-50 University Services Building
335-2085

University Counseling Services (for students)
3223 Westlawn
335-7294



Sexual Harassment, Unwanted Sexual Behavior, and Consensual Relationships



The University of Iowa

Office of Equal Opportunity and Diversity

202 Jessup Hall; Iowa City, IA 52242-1316

Phone: 319-335-0705 Text: 319-335-0697

Fax: 319-353-2088 Email: diversity@uiowa.edu

Website: <http://www.uiowa.edu/~eod/>

Sexual Harassment and Consensual Relationships

Sexual harassment undermines the University's ability to provide a safe, respectful workplace for employees and a well-rounded education for students. Sexual harassment can take many forms, from conditioning job benefits or grades on sexual favors to more subtle behaviors that create an intimidating or hostile campus environment and may prevent a person from achieving his or her full potential. All forms of sexual harassment violate the University's policy.

Sexual Harassment: The University of Iowa's Policy

Definition

The University of Iowa forbids sexual harassment by any member of the University community. Sexual harassment is defined as persistent, repetitive, or egregious conduct directed at a specific individual or group of individuals that a reasonable person would interpret, in the full context in which the conduct occurs, as harassment of a sexual nature, when:

- submission is made or threatened to be made an express or implied term or condition of employment, education, on-campus living environment, or participation in a University activity; or
- submission to or rejection of the conduct is used or threatened to be used to make a decision affecting employment, education, on-campus living environment, or participation in a University activity (such as hiring, promotion, or grading a course); or
- the conduct has the purpose or effect of unreasonably interfering with a person's work or educational performance or creates an intimidating or hostile environment for employment, education, on-campus living, or participation in a University activity.

Behavior that may constitute sexual harassment includes but is not limited to:

- Physical assault
- Direct or implied threats that submission to sexual advances will be a condition of employment, work status, promotion, grades, or letters of recommendation
- Direct propositions of a sexual nature
- Subtle pressure for sexual activity, an element of which may be repeated staring
- A pattern of sexually explicit statements, questions, jokes, or anecdotes
- Unnecessary touching, patting, hugging, or brushing against a person's body
- Remarks of a sexual nature about a person's clothing or body, about sexual activity, or about previous sexual experience
- A display of graphic sexual material where others are not free to avoid it

About Consensual Relationships

The University Policy on Consensual Relationships Involving Students prohibits romantic and/or sexual relationships between faculty (all instructional personnel at the University, including graduate students and instructional staff) and students enrolled in their classes or subject to their supervision. These romantic and/or sexual relationships are prohibited and viewed as unethical even when the relationship appears to be consensual (i.e., both parties have consented). Because of the power imbalance, the voluntariness of the student's consent is subject to question.

Such relationships present a conflict of interest for the parties which significantly impacts the learning or working environment.

Romantic and/or sexual relationships between students and faculty outside the instructional context are discouraged because they also present the potential for conflicts of interest.

If You Are the Subject of Unwanted Sexual Behavior

You are entitled to a work or an educational environment free from sexual harassment. Some things you can do if you are harassed include:

- **Learn more about your rights and responsibilities:** Consult the University's Policy on Sexual Harassment which includes the complaint procedures. (Printed copies are available from the Office of Equal Opportunity and Diversity –or any one of the office listed below.
- **Seek information and support:** You may feel a range of emotions from helplessness, to rage, to confusion, to fear. Talking with someone often helps to lessen isolation and may help you to develop strategies to remedy the situation. Campus resources are listed on the back of this brochure.
- **Explore your informal and formal options:**
 - 1) Document the incidents. Writing an account as soon as possible after the event can keep details about time, place, and what happened from being forgotten.
 - 2) Talk with the student, faculty member, or staff member directly or write a letter to that person. Clearly recount the incidents in question and their impact on you, and demand that the behavior stop. Deliver the letter by certified mail or in person; keep a copy.
 - 3) Discuss your experience confidentially with any of the "Other Resources" listed on back. These offices will maintain your confidentiality and will not disclose your concerns.
 - 4) Discuss the situation with your supervisor, dean, department head, or human resources representative to request informal resolution. These individuals will have a duty to take appropriate action based on your concerns.
 - 5) Contact the Office of Equal Opportunity and Diversity for an informal resolution or if you wish to file a formal sexual harassment complaint.