



**OFFICE OF EQUAL OPPORTUNITY
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MEMORANDUM

To: All University of Iowa faculty and staff

From: Susan Buckley, Vice President for Human Resources
Marcella David, Special Assistant to the President for Equal Opportunity and Diversity
and Associate Provost for Diversity
Susan Johnson, Associate Provost for Faculty

Subject: Annual Policy Notifications

Date: September 1, 2009

Federal law requires the University to disseminate broadly certain policies to faculty, staff, and students on an annual basis. This memo presents information relating to several University policies that are crucial to the mission of the University. Please review the information below, familiarize yourself with these important policies, and bookmark the websites for future reference.

Policy on Sexual Harassment:

Sexual harassment and other unwelcome sexual behavior are reprehensible and will not be tolerated by the University. It subverts the mission of the University, and threatens the careers, educational experience, and well-being of students, faculty, and staff. In both obvious and subtle ways, sexual harassment is destructive to individual students, faculty, staff, and the academic community as a whole. When, through fear of reprisal, a student, staff member, or faculty member submits, or is pressured to submit, to unwanted sexual attention, the University's ability to carry out its mission is undermined.

To review the complete Policy on Sexual Harassment, please see <http://www.uiowa.edu/~opmanual/ii/04.htm> . For information about confidential resources visit <http://www.uiowa.edu/homepage/safety/index.html> . To file a formal complaint, contact the Office of Equal Opportunity & Diversity (319-335-0705).

**Policy on Sexual Misconduct Involving Students, Including Sexual Assault and Sexual Harassment:
(POLICY ENACTED IN DECEMBER 2008)**

The University of Iowa strives to create a respectful, safe, and non-threatening environment for its students, faculty and staff. This sexual misconduct policy sets forth resources available to students, describes prohibited conduct, and establishes procedures for responding to sexual misconduct incidents (including sexual assault, sexual harassment, and other unwelcome sexual behavior).

When a staff or faculty member is victimized by a UI student, or when a student is victimized by a UI student, the investigation is undertaken by the Office of the Vice President for Student Services. UI student conduct rules defining sexual misconduct are spelled out in the Policy on Sexual Misconduct Involving Students, Including Sexual Assault and Sexual Harassment at <http://www.uiowa.edu/~our/opmanual/iv/02.htm> . For assistance in making a report, contact the Sexual Misconduct Response Coordinator at (319-335-6200).

Anti-harassment Policy:

The University is committed to maintaining an environment that recognizes the inherent worth and dignity of every person, and that fosters tolerance, sensitivity, understanding, and mutual respect. This commitment requires that the highest value be placed on the use of reason and that harassment in the University community be renounced as repugnant and inimical to its goals. Harassment destroys the mutual trust which binds members of the community in their pursuit of truth. The Anti-harassment Policy addresses harassment based on any protected classification (race, creed, color, national origin, age, sex, disability, sexual orientation, or gender identity) as well as harassment based on other factors. To review the complete Anti-harassment Policy please see <http://www.uiowa.edu/~our/opmanual/ii/14.htm> .

Policy on Consensual Relationships Involving Students:

Romantic and/or sexual relationships where one member of the University community has evaluative responsibility for the other create conflicts of interest and perceptions of undue advantage. Sexual and/or romantic relationship between individuals in inherently unequal positions of power (such as teacher and student) may undermine the real or perceived integrity of the supervision and evaluation provided, and the trust inherent particularly in the student-faculty relationship. They may, moreover, be less consensual than the individual whose position confers power believes. To review the complete Policy on Consensual Relationships Involving Students, please see <http://www.uiowa.edu/~our/opmanual/ii/05.htm> .

Policy on Violence:

The faculty, staff, and students of The University of Iowa form a community whose common commitment is to learning. This commitment requires that the highest value be placed on the use of reason and that violence be renounced as inimical to the University's goals. Violence, whether actual or threatened, destroys the mutual trust which must bind members of the community if they are to be successful in pursuing truth, and therefore undermines the University's status as a community of learning. To review the complete Policy on Violence, please see <http://www.uiowa.edu/~our/opmanual/ii/10.htm> .

Anti-retaliation Policy:

The University of Iowa encourages its faculty, staff, and students to make good faith disclosures of University-related misconduct. The commitment to improve the quality of the University through such disclosures is vital to the well-being of the entire campus community. Retaliation as a response to such disclosure will not be tolerated. Retaliation, whether actual or threatened, destroys a sense of community and trust that is central to a quality environment. To review the complete Anti-retaliation Policy, please see <http://www.uiowa.edu/~our/opmanual/ii/11.htm> .

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