



**The University of Iowa
Office of Equal Opportunity and Diversity**

**Annual Report of Complaints Filed
Fiscal Year 2007**

Submitted by Marcella David
Special Assistant to the President for Equal Opportunity and Diversity
and Associate Provost for Diversity
and Title IX Coordinator

and

Jennifer Modestou
Director of Equal Opportunity and Diversity

Office of Equal Opportunity and Diversity
202 Jessup Hall
Iowa City, IA 52242-1316
e-mail: diversity@uiowa.edu
(319) 335-0705 (voice)
(319) 335-0697 (text)

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**THE UNIVERSITY OF IOWA
OFFICE OF EQUAL OPPORTUNITY AND DIVERSITY**

**ANNUAL REPORT OF COMPLAINTS FILED
FISCAL YEAR 2007**

I. Introduction

The University of Iowa Office of Equal Opportunity and Diversity investigates complaints pursuant to the following University policies:¹

- [Policy on Human Rights](#)
- [Policy on Sexual Harassment](#)
- [Policy on Consensual Relationships Involving Students](#)
- [Policy on Violence](#)
- [Anti-Harassment Policy](#)

Any student, staff member, or faculty member may file a complaint with the Office of Equal Opportunity and Diversity alleging violation of any of these policies by any other member of the University community. Where appropriate, such complaints may be filed against units, departments, or other organizational components of the University.

This report describes complaints filed with the Office of Equal Opportunity and Diversity (i.e., internal complaints), complaints filed with outside agencies such as the Iowa Civil Rights Commission (i.e., external complaints), and complaints of sexual harassment resolved within other academic and administrative units of the University. Part II discusses the internal and external complaints filed over the past five years. Part III addresses in more detail the internal complaints filed in Fiscal Year 2007, while Part IV describes the external complaints filed during that year. Part V discusses complaints of sexual harassment filed with the Office of Equal Opportunity and Diversity and with other University offices in Fiscal Year 2007. Finally, Part VI lists University of Iowa resources where faculty, staff, and students may receive confidential information and advice.

Questions about this report may be directed during business hours to:

The Office of Equal Opportunity and Diversity
The University of Iowa
202 Jessup Hall
Iowa City, IA 52242
Voice telephone: 319-335-0705
Text telephone: 319-335-0697
E-mail: diversity@uiowa.edu
Website: <http://www.uiowa.edu/~eod/>

¹ The full text of these University policies is available at <http://www.uiowa.edu/~eod/policies/index.html>

II. Internal and External Complaints, Fiscal Years 2003 - 2007

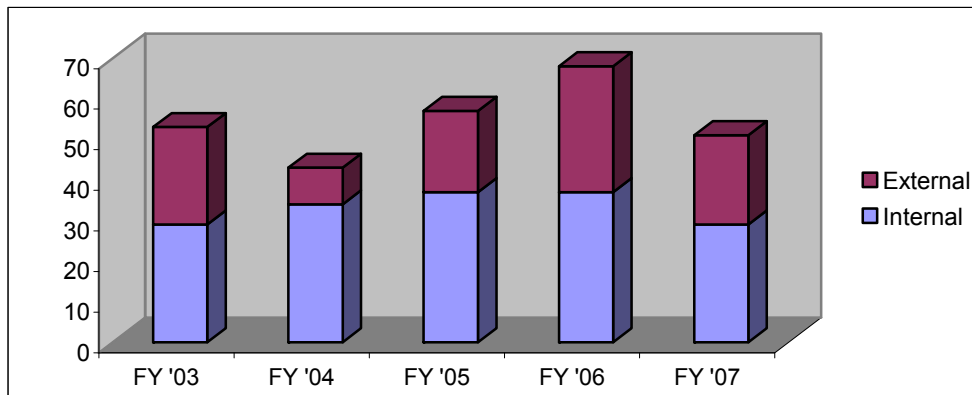
A. Number of Complaints Filed

During Fiscal Year 2007 (July 1, 2006 – June 30, 2007), 34 complainants filed a total of 51 complaints alleging violation of University of Iowa policies with the Office of Equal Opportunity and Diversity (EOD) or with external agencies. This total represents a 25 percent decrease from the number of complaints filed during the previous fiscal year and a 4 percent decrease from the number of complaints filed in Fiscal Year 2003.

Table 1 and Figure 1 below show the number of internal and external complaints filed over the past five years.

Table 1 and Figure 1
Number of Internal and External Complaints Filed, Fiscal Years 2003 - 2007

Category	FY '03	FY '04	FY '05	FY '06	FY '07	Total, FYs '03 - '07
Internal Complaints (filed with EOD)	29 55 %	34 79 %	37 65 %	37 54 %	29 57 %	166 61 %
External Complaints (filed with outside agencies)	24 45 %	9 21 %	20 35 %	31 46 %	22 43 %	106 39 %
Total	53	43	57	68	51	272



B. Bases of the Complaints

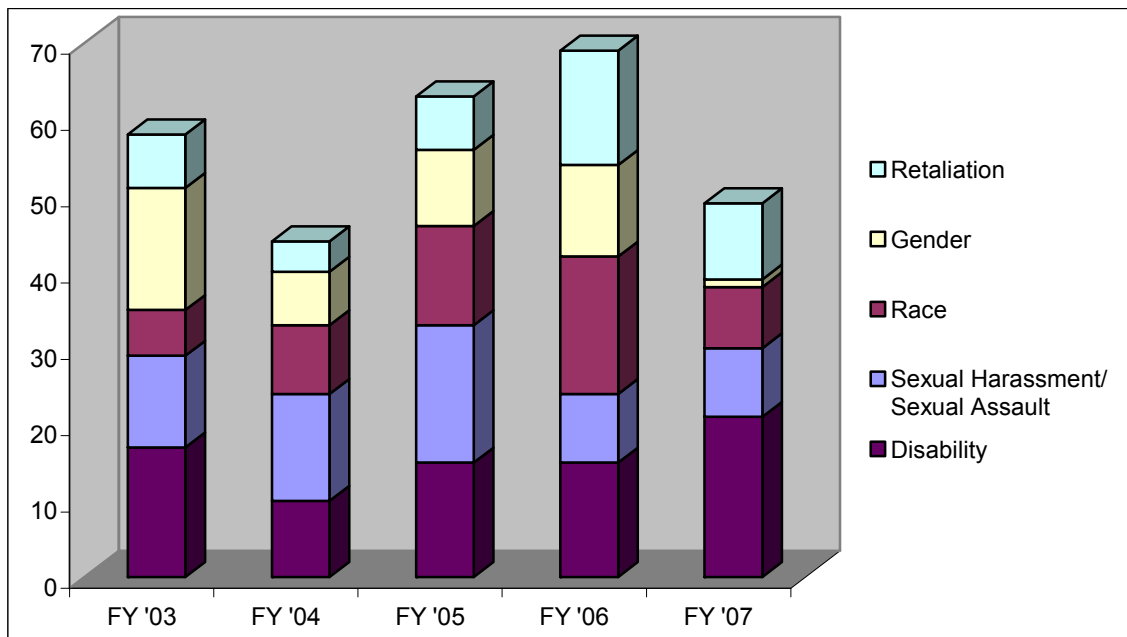
The 51 complaints in FY 2007 were based upon 75 allegations of discrimination, harassment, or other policy violations. The most prevalent allegation was of discrimination based on disability, with an increase of 40 percent over the previous fiscal year (21 complaints, up from 15 complaints). The second most common allegation was of retaliation (10 complaints, down from 15 complaints in FY 2006), followed by allegations of sexual harassment/sexual assault (9 complaints, the same number filed in FY 2006), racial/ethnic discrimination (8 complaints, down from 18) and age discrimination (7 complaints, down from 13).

Table 2 and Figure 2 below describe the bases of complaints filed in the last five years.

**Table 2 and Figure 2
Bases of Internal and External Complaints, Fiscal Years 2003 - 2007**

Basis	FY '03	FY '04	FY '05	FY '06	FY '07	Total, FYs '03 – '07
Disability	17	10	15	15	21	78
Sexual Harassment/ Sexual Assault	12	14	18	9	9	62
Race	6	9	13	18	8	54
Gender	16	7	10	12	1	46
Retaliation	7	4	7	15	10	43
Age	4	5	1	13	7	30
Religion	3	7	5	5	7	27
National Origin	3	2	11	8	2	26
General Unfair Hiring Practices*	1	2	2	1	6	12
Sexual Orientation/ Gender Identity/ Associational Preference	2	1	2	4	1	10
Violence Policy	3	3	0	0	1	7
Marital Status	0	0	1	2	0	3
Pregnancy	0	0	0	0	2	2
Consensual Relationships	0	1	1	0	0	2
Total	74	65	86	102	75	402

* Includes instances where complainants believe they did not receive a job or promotion due to unfair treatment or inadequate consideration of their qualifications.



C. Complainant Characteristics

Complainant Status. Thirty-four complainants filed complaints during FY 2007. Individuals with no current affiliation with the University of Iowa comprised the largest group of complainants (17), followed by staff (9) and students (8). Table 3 and Figure 3 below summarize the status of the complainants in the internal and external complaints.

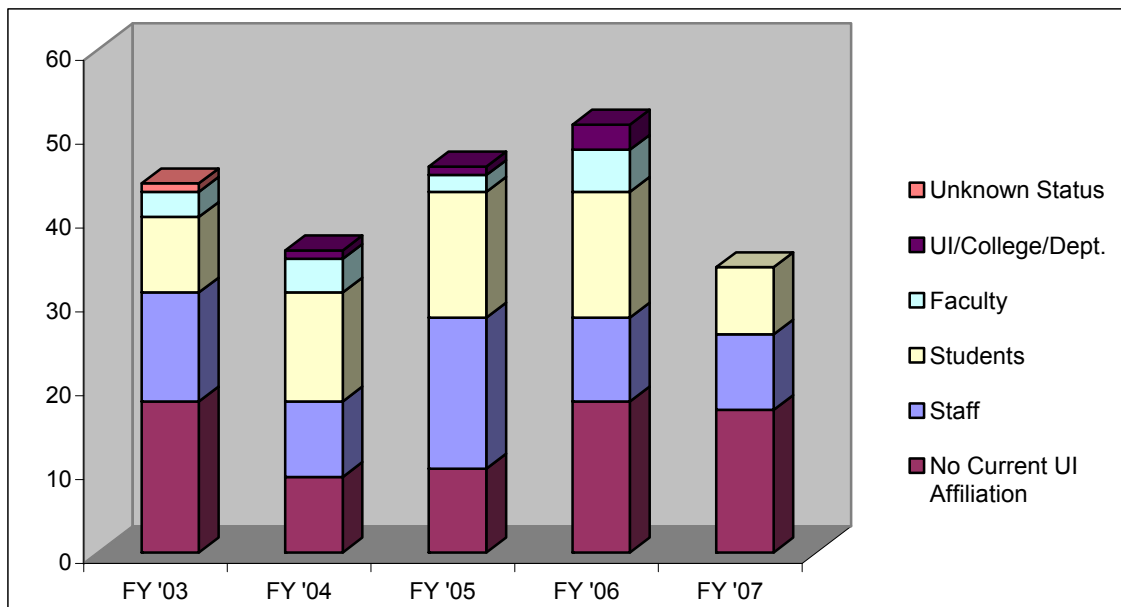
**Table 3 and Figure 3
Status of Complainants, Internal and External Complaints, FYs 2003 - 2007**

Status of Complainants	FY '03	FY '04	FY '05	FY '06	FY '07	Total, FYs '03 - '07
No Current UI Affiliation	18	9	10 *	18**	17***	72
Staff	13	9	18	10	9	59
Students	9	13	15	15	8	60
Faculty	3	4	2	5	0	14
University/College/Dept.	0	1	1	3	0	5
Unknown Status	1	0	0	0	0	1
Total	44	36	46	51	34	211

* Includes four former employees and two former students.

** Includes five former employees and two former students.

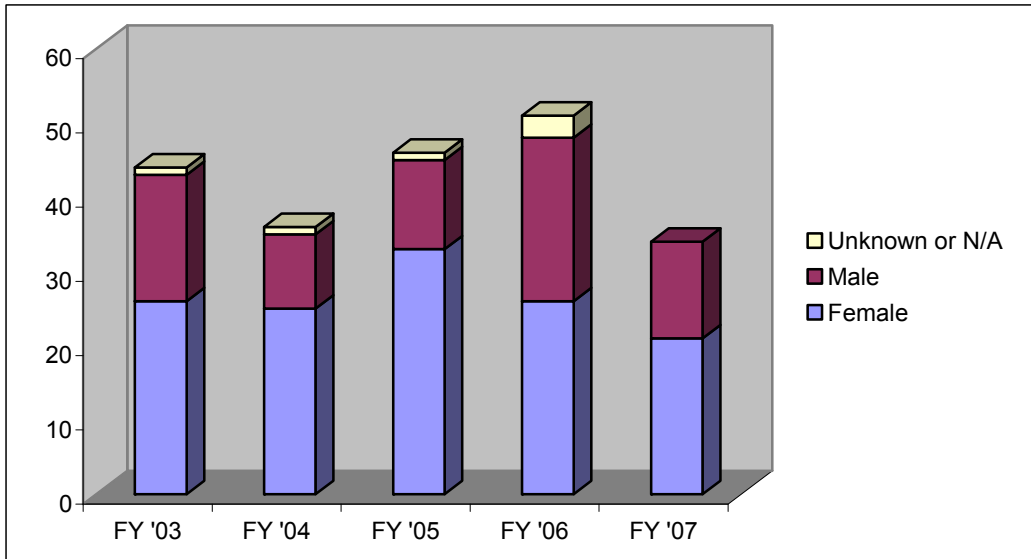
*** Includes eleven former employees and one former student.



Complainant Gender. Table 4 and Figure 4 below present the gender of the complainants in the internal and external complaints.

**Table 4 and Figure 4
Gender of Complainants, Internal and External Complaints, FYs 2003 - 2007**

Gender of Complainants	FY '03	FY '04	FY '05	FY '06	FY '07	Total, FYs '03 - '07
Female	26	25	33	26	21	131
Male	17	10	12	22	13	74
Unknown Gender or N/A (University/College/Dept.)	1	1	1	3	0	6
Total	44	36	46	51	34	211



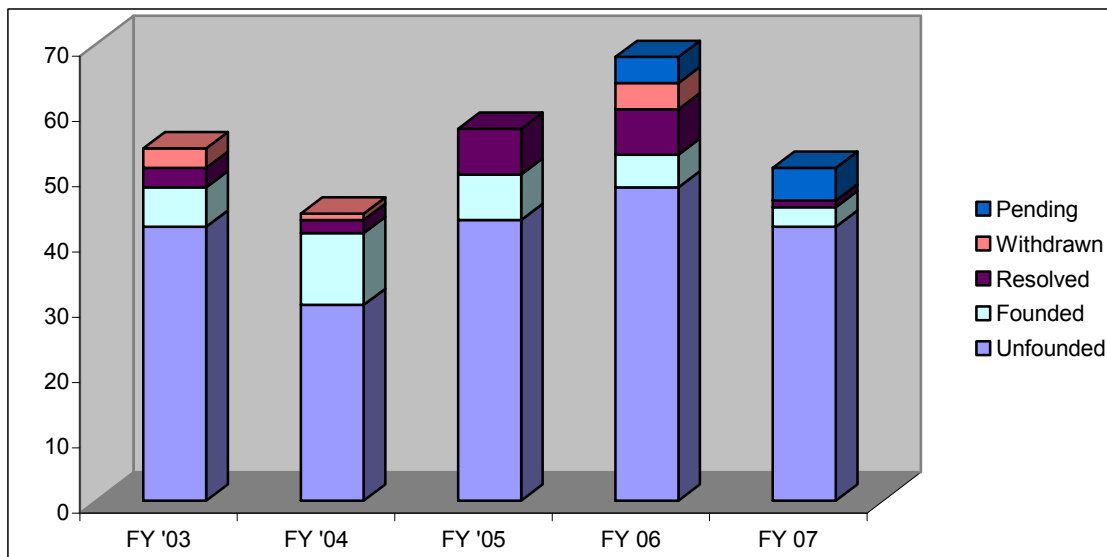
D. Resolution of the Complaints

Table 5 and Figure 5 summarize the resolutions of the internal and external complaints for Fiscal Years 2003 - 2007 as of January 10, 2008. Complaints resulting in split findings (e.g., founded as to one charge and unfounded as to another, or founded as to one respondent and unfounded as to another) are counted in both the “founded” and “unfounded” categories.

**Table 5 and Figure 5
Resolution of Complaints, Internal and External Complaints, FYs 2003 - 2007**

Resolution (as of January 10, 2008)	FY '03	FY '04	FY '05	FY '06	FY '07	Total, FYs '03 – '07
Unfounded/ Dismissed/ Administratively Closed/ No Probable Cause	42	30	43	48	42	205
Founded/Probable Cause	6	11	7	5	3	32
Resolved/Settled	3	2	7	7	1	20
Pending *	0	0	0	4	5	9
Withdrawn/Not Pursued	3	1	0	4	0	8
Total	54	44	57	68	51	274

* The pending complaints were filed with external agencies.



The need for continued and increased training on sexual harassment and areas involving potential discrimination on campus cannot be overemphasized. Because of such training, at least in part, the University has been successful in keeping employment discrimination complaints below national averages in recent years. However, resolving those relatively few cases when complaints result in litigation (nine cases in the past year) can result in the payment of settlements, judgments, costs, and attorneys fees in the tens and sometimes hundreds of thousands of dollars. As a result, a relatively small investment in additional training which might prevent even one lawsuit would be money well spent.

III. Internal Complaints, Fiscal Year 2007

This section describes internal complaints filed with the Office of Equal Opportunity and Diversity in FY 2007.

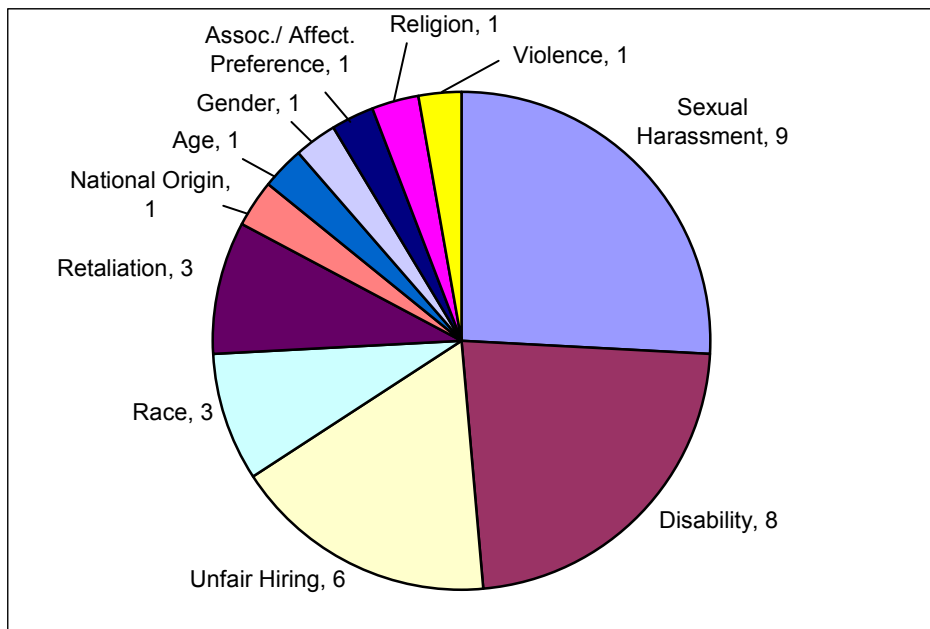
A. Bases of the Complaints

The 29 internal complaints filed in FY 2007 were based on 35 allegations of violation of University policies. Table 6 and Figure 6 below provide a summary of the bases upon which the internal complaints were filed. The most prevalent allegations among internal complaints were of sexual harassment (9 complaints)², discrimination based on disability (8 complaints), and general unfair hiring practices (6 complaints).

**Table 6 and Figure 6
Bases of Internal Complaints, Fiscal Year 2007**

Basis	Number	Percent	Basis	Number	Percent
Sexual Harassment (including Sexual Assault) ⁴	9	26 %	National Origin	1	3 %
Disability	8	23 %	Age	1	3 %
General Unfair Hiring Practices *	6	17 %	Gender	1	3 %
Race	3	9 %	Sexual Orientation/ Gender Identity/ Associational Pref.	1	3 %
Retaliation	3	9 %	Religion	1	3 %
			Violence	1	3 %
Total		35			

* Includes instances where complainants believe they did not receive a job or promotion due to unfair treatment or inadequate consideration of their qualifications.



² For further information about sexual harassment complaints, see Section V of this report.

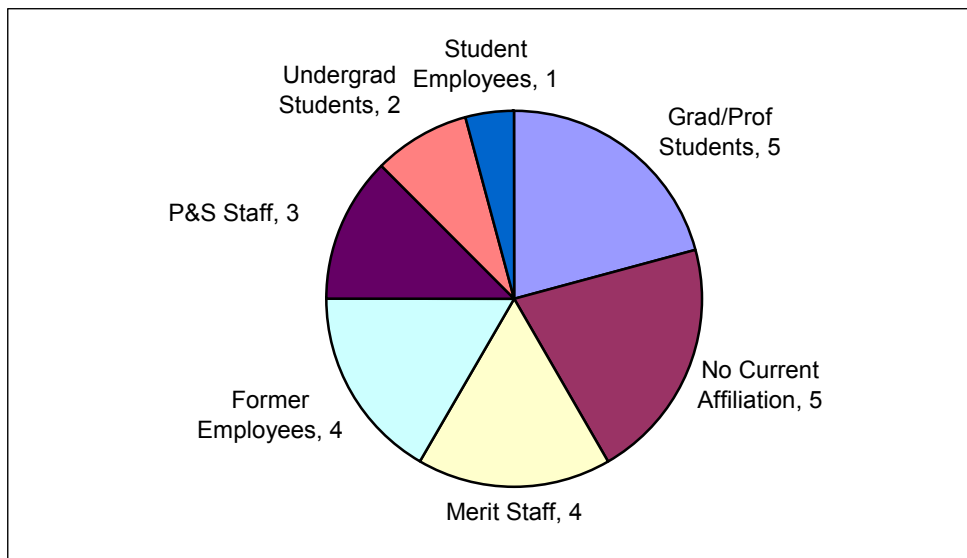
B. Complainant Characteristics

In FY 2007, 24 complainants filed internal complaints; two of these complainants also filed external complaints.

Complainant Status. Graduate/professional students and individuals with no current affiliation with the University comprised the largest groups of complainants (5 each), followed by Merit staff and former employees (4 each). Table 7 and Figure 7 below provide the status of the complainants.

**Table 7 and Figure 7
Status of Complainants, Internal Complaints, Fiscal Year 2007**

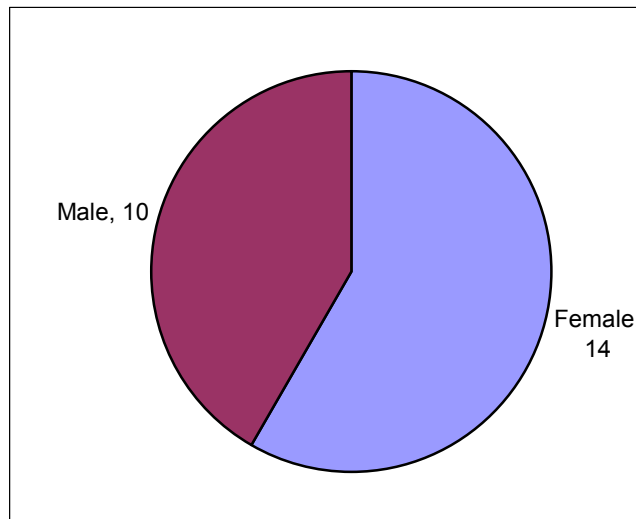
Status of Complainants	Number	Percent
Graduate/Professional Students	5	21 %
No Current UI Affiliation	5	21 %
Merit Staff	4	17 %
Former Employees	4	17 %
Professional & Scientific Staff	3	13 %
Undergraduate Students	2	8 %
Student Employees	1	4 %
Total	24	



Complainant Gender. Table 8 and Figure 8 below provide the gender of the complainants in the internal complaints.

**Table 8 and Figure 8
Gender of Complainants, Internal Complaints, Fiscal Year 2007**

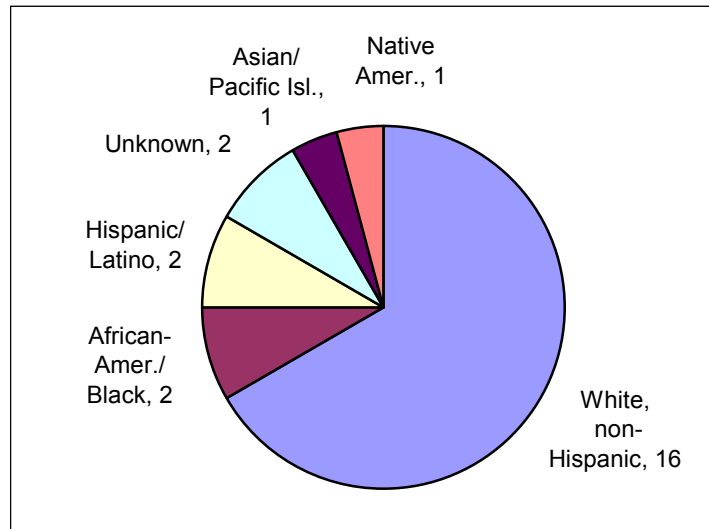
Gender of Complainants	Number	Percent
Female	14	58 %
Male	10	42 %
Total	24	



Complainant Race/Ethnicity. Table 9 and Figure 9 below show the race/ethnicity of the complainants in the internal complaints in FY 2007.

**Table 9 and Figure 9
Race/Ethnicity of Complainants, Internal Complaints, Fiscal Year 2007**

Race/Ethnicity of Complainants	Number	Percent
White, non-Hispanic	16	67 %
African-American/Black	2	8 %
Hispanic/Latino	2	8 %
Unknown Race/Ethnicity	2	8 %
Asian/Pacific Islander	1	4 %
Native American	1	4 %
Total	24	

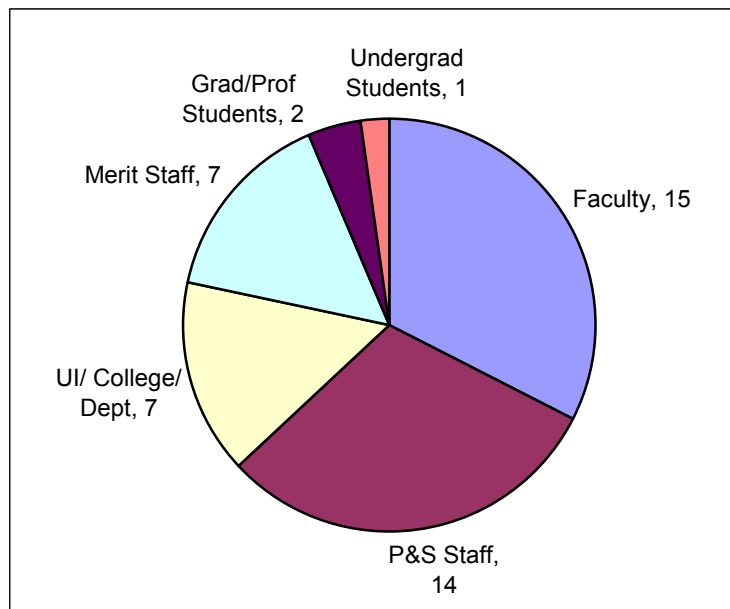


C. Respondent Characteristics

Respondent Status. Table 10 and Figure 10 below indicate the status of the respondents in the internal complaints.

Table 10 and Figure 10
Status of Respondents, Internal Complaints, Fiscal Year 2007

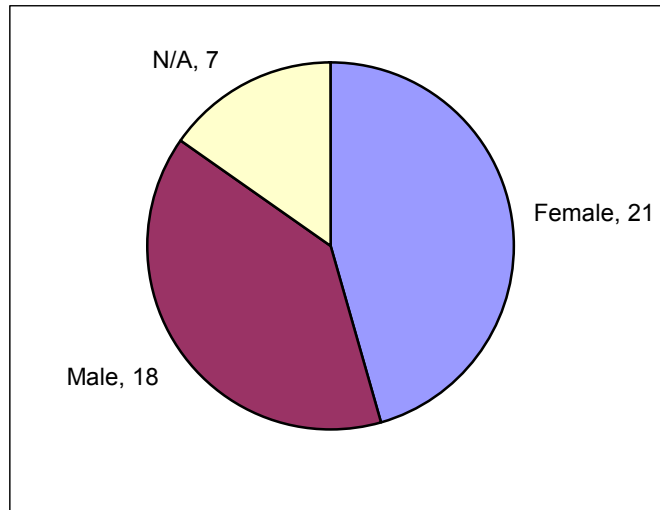
Status of Respondents	Number	Percent
Faculty	15	33 %
Professional & Scientific Staff	14	30 %
University/College/Department	7	15 %
Merit Staff	7	15%
Graduate/Professional Students	2	4 %
Undergraduate Students	1	2 %
Total	46	



Respondent Gender. Table 11 and Figure 11 below provide the gender of the respondents in the internal complaints during FY 2007.

**Table 11 and Figure 11
Gender of Respondents, Internal Complaints, Fiscal Year 2007**

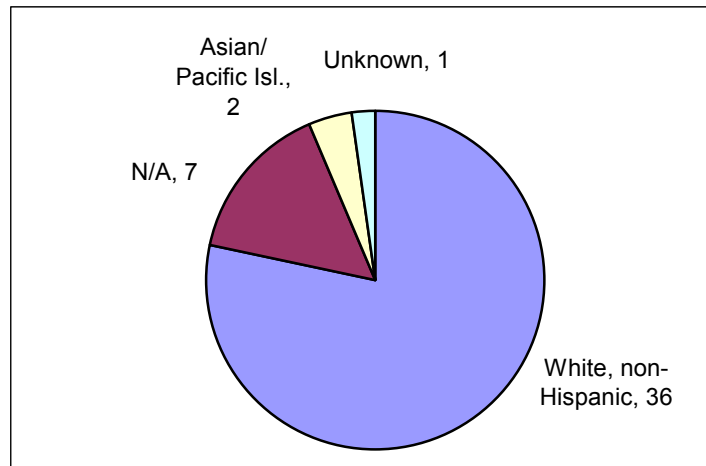
Gender of Respondents	Number	Percent
Female	21	46 %
Male	18	39 %
N/A (University/College/Dept.)	7	15 %
Total	46	



Respondent Race/Ethnicity. Table 12 and Figure 12 below indicate the race/ethnicity of the respondents in the internal complaints during FY 2007.

**Table 12 and Figure 12
Race/Ethnicity of Respondents, Internal Complaints, Fiscal Year 2007**

Race/Ethnicity of Respondents	Number	Percent
White, non-Hispanic	36	78 %
N/A (University/College/Dept.)	7	15 %
Asian/Pacific Islander	2	4 %
Unknown Race/Ethnicity	1	2 %
Total	46	

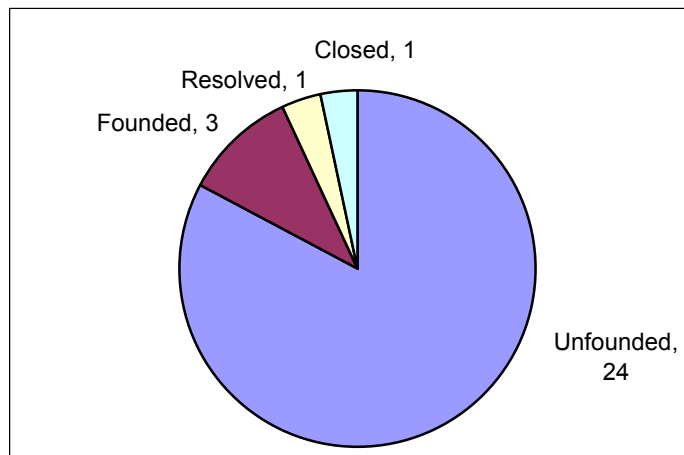


D. Resolution of the Complaints

Table 13 and Figure 13 illustrate the status of the internal complaints as of January 10, 2008.

Table 13 and Figure 13
Resolution of the Internal Complaints, Fiscal Year 2007

Resolution (as of January 10, 2008)	Number	Percent
Unfounded	24	83 %
Founded	3	10 %
Resolved	1	3 %
Closed	1	3 %
Total	29	



IV. External Complaints, Fiscal Year 2007

The Office of Equal Opportunity and Diversity responded to 22 external complaints filed in Fiscal Year 2007 with state and/or federal civil rights enforcement agencies against The University of Iowa. These 22 complaints were filed by 12 complainants. Ten complaints were filed with the Iowa Civil Rights Commission, and 12 were filed with the Equal Employment Opportunity Commission.

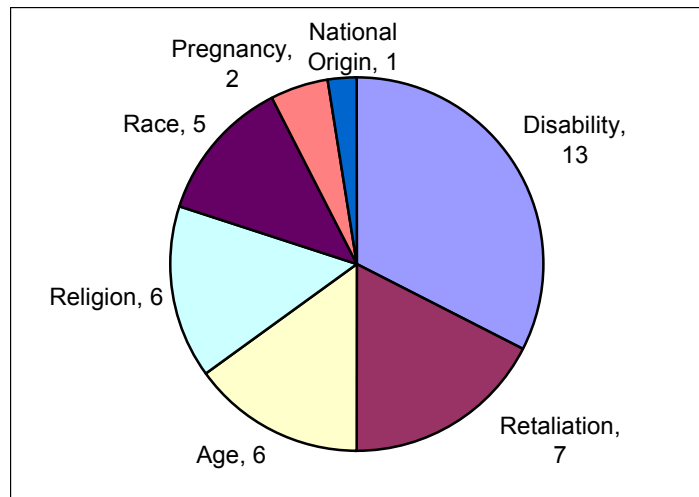
A. Bases of the Complaints

The 22 external complaints were based on 40 charges of alleged discrimination and/or retaliation. The most prevalent allegation was of discrimination based on disability (13 complaints or 33 percent), followed by retaliation (7 complaints or 18 percent).

Table 14 and Figure 14 below provide the bases of the complaints filed with external civil rights agencies against The University of Iowa during FY 2007.

**Table 14 and Figure 14
Bases of the External Complaints, Fiscal Year 2007**

Basis	Number	Percent
Disability	13	33 %
Retaliation	7	18 %
Age	6	15 %
Religion	6	15 %
Race	5	13 %
Pregnancy	2	5 %
National Origin	1	3 %
Total	40	



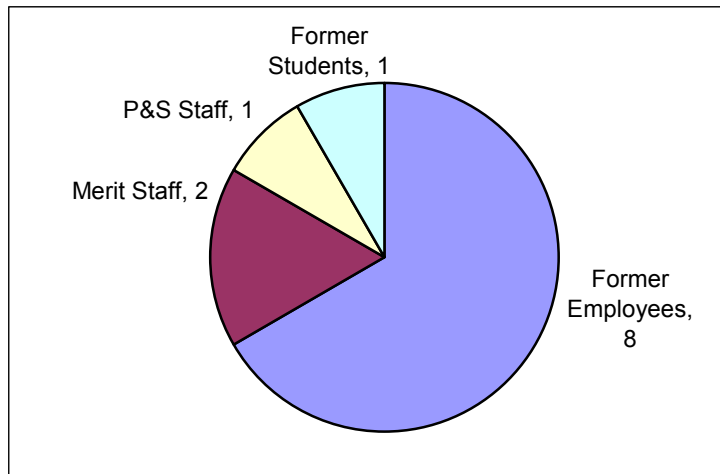
B. Complainant Characteristics

In FY 2007, 12 complainants filed external complaints; two of these complainants also filed internal complaints.

Complainant Status. Table 15 and Figure 15 below provide the status of the complainants in the external complaints.

**Table 15 and Figure 15
Status of Complainants, External Complaints, Fiscal Year 2007**

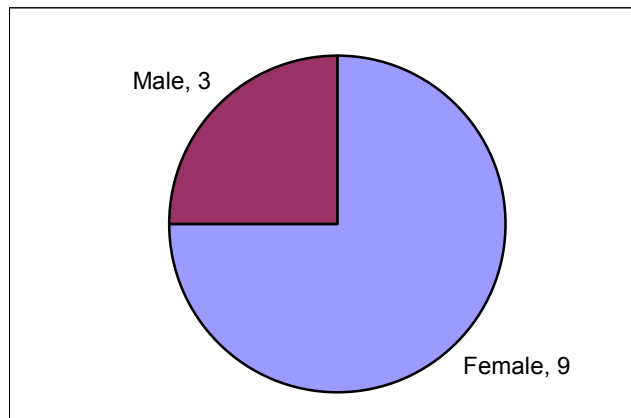
Status of Complainants	Number	Percent
Former Employees	8	67 %
Merit Staff	2	17 %
Professional & Scientific Staff	1	8 %
Former Students	1	8 %
Total	12	



Complainant Gender. Table 16 and Figure 16 below indicate the gender of the complainants in the external complaints.

**Table 16 and Figure 16
Gender of Complainants, External Complaints, Fiscal Year 2007**

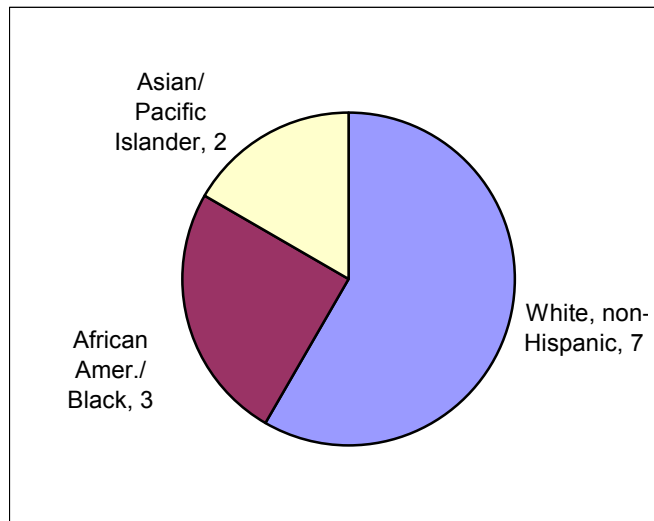
Gender of Complainants	Number	Percent
Female	9	75 %
Male	3	25 %
Total	12	



Complainant Race/Ethnicity. Table 17 and Figure 17 below indicate the race/ethnicity of the complainants in the external complaints.

**Table 17 and Figure 17
Race/Ethnicity of Complainants, External Complaints, Fiscal Year 2007**

Race/Ethnicity of Complainants	Number	Percent
White, non-Hispanic	7	58 %
African American/Black	3	25 %
Asian/Pacific Islander	2	17 %
Total	12	

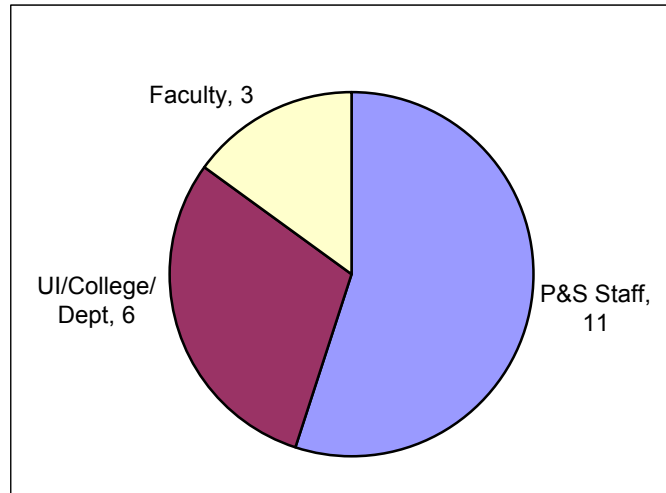


C. Respondent Characteristics

Respondent Status. Table 18 and Figure 18 below indicate the status of the respondents in the external complaints.

Table 18 and Figure 18
Status of Respondents, External Complaints, Fiscal Year 2007

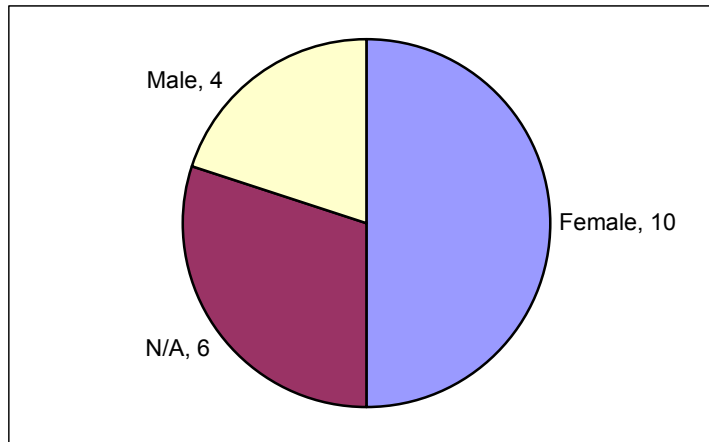
Status of Respondents	Number	Percent
Professional & Scientific Staff	11	55 %
University/College/Department	6	30 %
Faculty	3	15 %
Total	20	



Respondent Gender. Table 19 and Figure 19 below indicate the gender of the respondents in the external complaints during FY 2007.

**Table 19 and Figure 19
Gender of Respondents, External Complaints, Fiscal Year 2007**

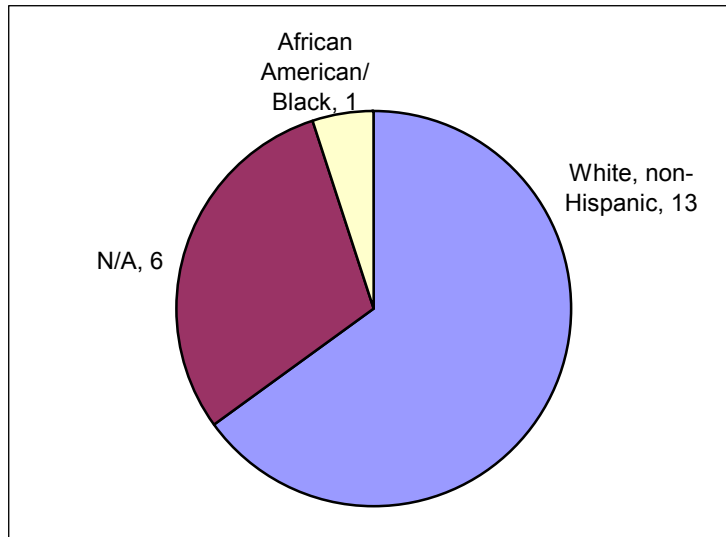
Gender of Respondents	Number	Percent
Female	10	50 %
N/A (University/College/Dept.)	6	30 %
Male	4	20 %
Total	20	



Respondent Race/Ethnicity. Table 20 and Figure 20 below indicate the race/ethnicity of the respondents in the external complaints during FY 2007.

**Table 20 and Figure 20
Race/Ethnicity of Respondents, External Complaints, Fiscal Year 2007**

Race/Ethnicity of Respondents	Number	Percent
White, non-Hispanic	13	65 %
N/A (University/College/ Dept.)	6	30 %
African American/Black	1	5 %
Total	20	

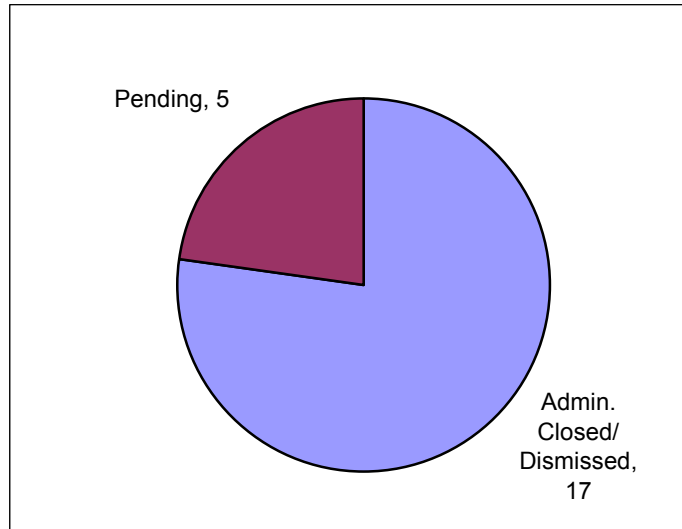


D. Resolution of the Complaints

Table 21 and Figure 21 illustrate the resolution of the external complaints as of January 10, 2008.

**Table 21 and Figure 21
Resolution of the External Complaints, Fiscal Year 2007**

Resolution (as of January 10, 2008)	Number	Percent
Administratively Closed/ Dismissed	17	77 %
Pending	5	23 %
Total	22	



V. Sexual Harassment Complaints, Fiscal Year 2007

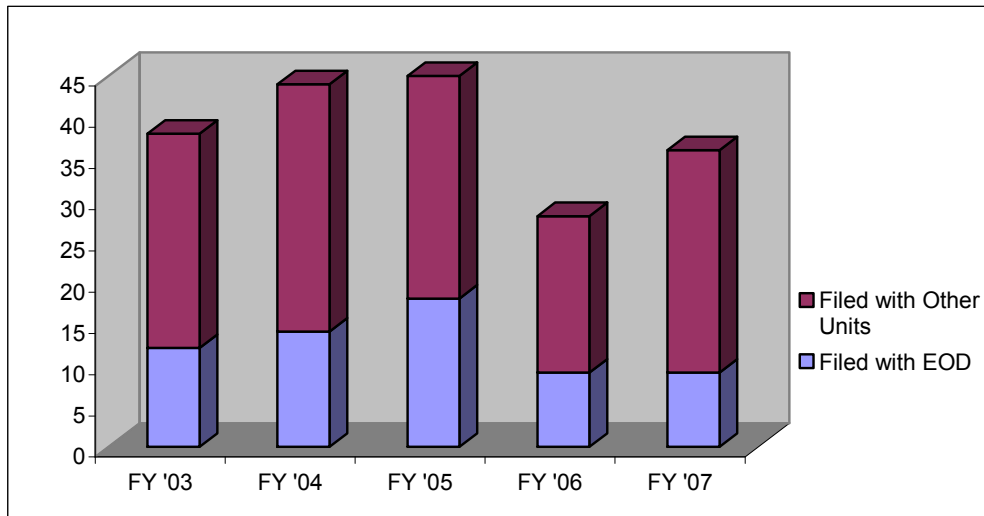
Beginning in FY 2007, the University launched a campaign explaining in greater detail the Policy on Sexual Harassment, reporting requirements, and avenues for assistance. Pursuant to the University's sexual harassment policy, a complaint may be brought informally to any academic or administrative officer of the University³, and persons alleging they are victims of violations of the policy are counseled as to resources available on campus, including the Rape Victim Advocacy Program. University practice is to recommend that persons alleging they are victims of violations of the sexual harassment policy report crimes to campus or local police authorities.

A. Number of Complaints Filed

During FY 2007, a total of 36 complaints of sexual harassment (including sexual assault) were filed: nine were filed with the Office of Equal Opportunity and Diversity (EOD), and 27 informal sexual harassment complaints were investigated by academic or administrative officers in units other than EOD. The 36 complaints in FY 2007 represent a 29 percent increase over the 28 complaints filed in FY 2006 and a 5 percent decrease from the 38 complaints filed in FY 2003.

Table 22 and Figure 22
Sexual Harassment Complaints Filed at The University of Iowa, Fiscal Years 2003 - 2007

Investigative Area	FY '03	FY '04	FY '05	FY '06	FY '07
Office of Equal Opportunity & Diversity	12	14	18	9	9
Other Academic/ Administrative Units	26	30	28	19	27
Total	38	44	46	28	36



³ For purposes of this policy, "academic or administrative officer" means any collegiate dean; any faculty member with administrative responsibilities at the level of departmental executive officer or above; any faculty member serving as director of undergraduate or graduate/professional studies; any staff academic advisor; the director of equal opportunity and diversity; the president; any vice president; the provost or designee; any director; any supervisor; or any human resources representative.

B. Bases of the Complaints

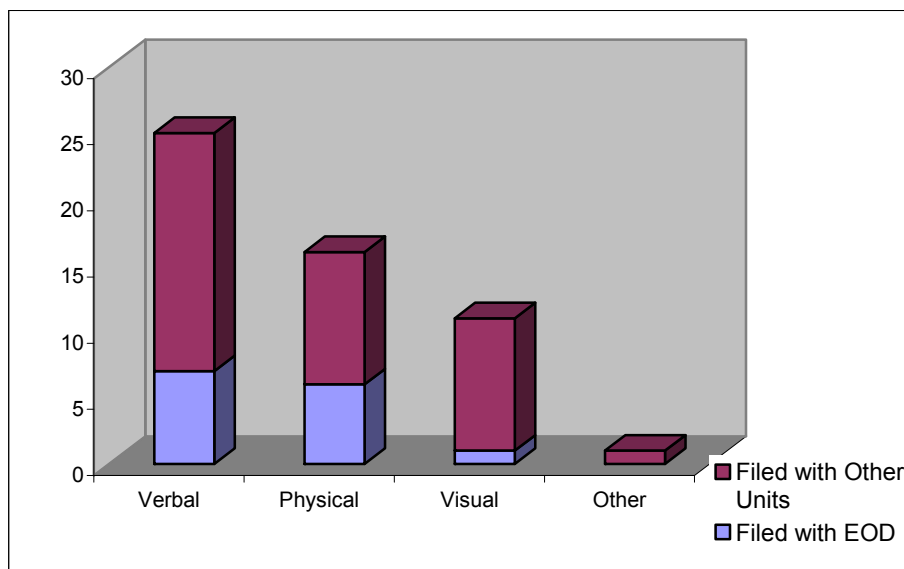
The nine sexual harassment complaints investigated by the Office of Equal Opportunity and Diversity were based on 14 categories of harassing behaviors, and the 27 informal complaints of sexual harassment investigated by other academic or administrative units were based on 39 categories of harassing behaviors.

Verbal harassment can include comments of a sexual nature, unwelcome advances, derogatory sex-based comments, and verbal threats. Examples of physical harassment are unwelcome contact, physical gestures, exhibitionism, stalking, and assault. Visual harassment can include written materials, pictures or photographs, posters, and electronic/computer images. Other forms of sexual harassment can include conditioning employment or educational benefits on submitting to sexual advances or retaliation for making a sexual harassment complaint.

Table 23 and Figure 23 below provide a summary of the bases upon which the sexual harassment complaints were filed during FY 2007.

**Table 23 and Figure 23
Bases of Sexual Harassment Complaints, Fiscal Year 2007**

Basis	Total	Filed with EOD	Filed with Other Units
Verbal Harassment	25 47 %	7 50 %	18 46 %
Physical Harassment	16 30 %	6 43 %	10 26 %
Visual Harassment	11 21 %	1 7 %	10 26 %
Other	1 2 %	0	1 3 %
Total	53	14	39



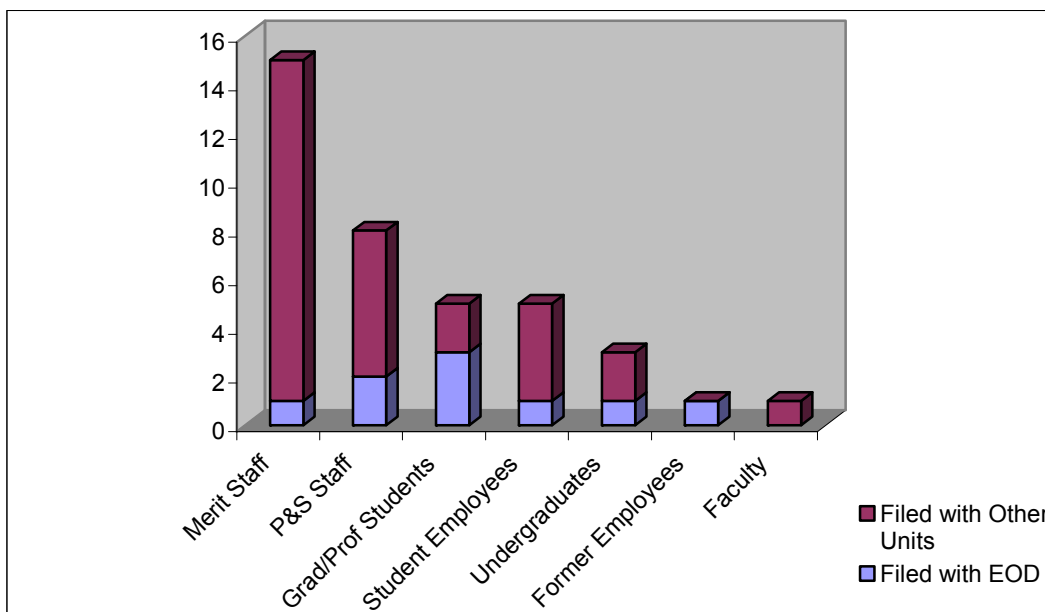
C. Complainant Characteristics

In Fiscal Year 2007, 38 individuals filed sexual harassment (including sexual assault) complaints: 9 complainants filed with the Office of Equal Opportunity and Diversity and 29 complainants filed with other academic or administrative units on campus.

Complainant Status. Table 24 and Figure 24 below provide the status of the complainants in the sexual harassment complaints filed in FY 2007.

**Table 24 and Figure 24
Status of Complainants, Sexual Harassment Complaints, Fiscal Year 2007**

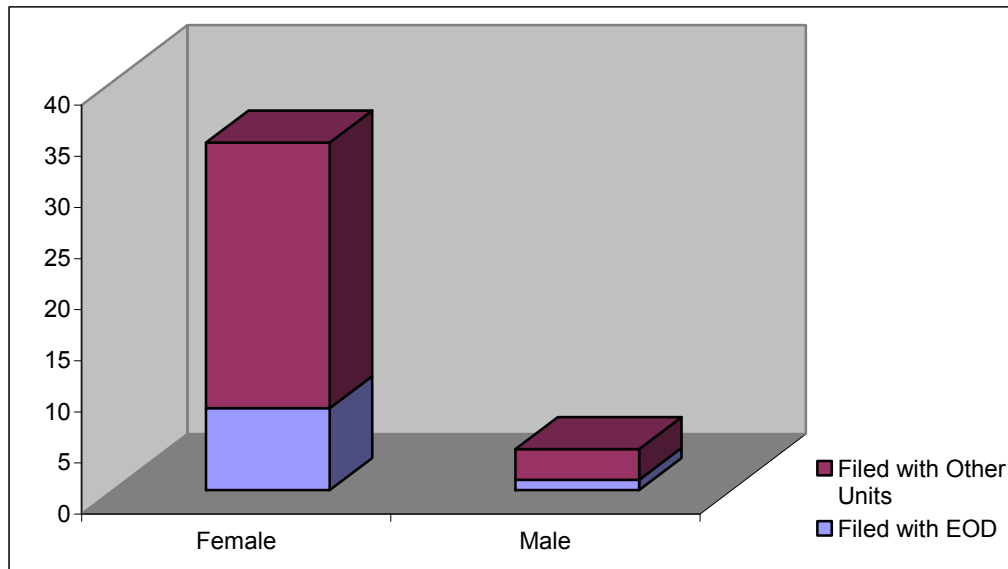
Status of Complainants	Total	Filed with EOD	Filed with Other Units
Merit Staff	15 39 %	1 11 %	14 48 %
Professional & Scientific Staff	8 21 %	2 22 %	6 21 %
Graduate/Professional Students	5 13 %	3 33 %	2 7 %
Student Employees	5 13 %	1 11 %	4 14 %
Undergraduate Students	3 8 %	1 11 %	2 7 %
Former Employees	1 3 %	1 11 %	0
Faculty	1 3 %	0	1 3 %
Total	38	9	29



Complainant Gender. Table 25 and Figure 25 below indicate the gender of the complainants in the sexual harassment complaints filed in FY 2007.

**Table 25 and Figure 25
Gender of Complainants, Sexual Harassment Complaints,
Fiscal Year 2007**

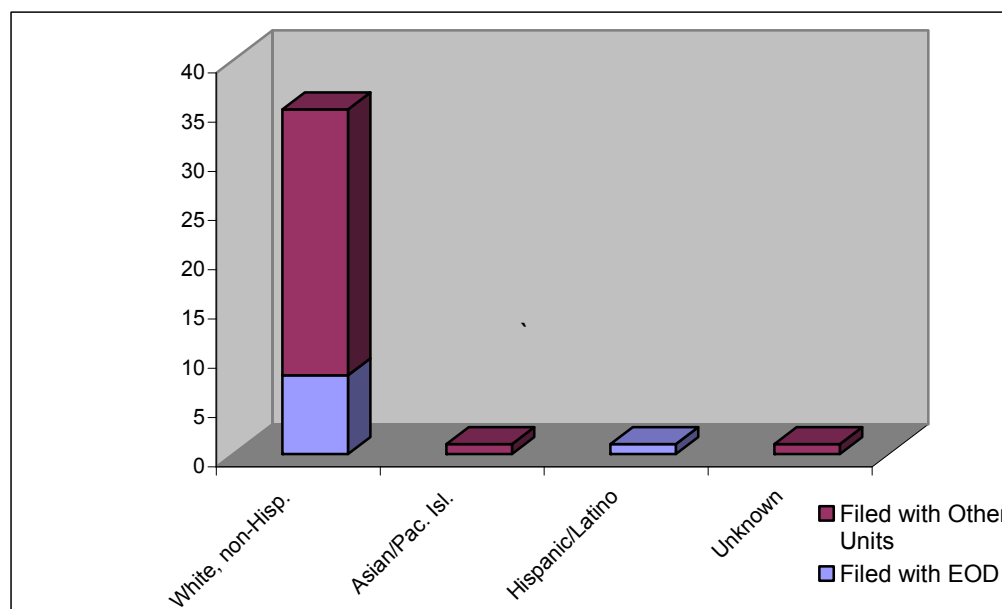
Gender of Complainants	Total	Filed with EOD	Filed with Other Units
Female	34 89 %	8 89 %	26 90 %
Male	4 11 %	1 11 %	3 10 %
Total	38	9	29



Complainant Race/Ethnicity. Table 26 and Figure 26 below indicate the race/ethnicity of the complainants in the sexual harassment complaints filed in FY 2007.

Table 26 and Figure 26
Race/Ethnicity of Complainants, Sexual Harassment Complaints, Fiscal Year 2007

Race/Ethnicity of Complainants	Total	Filed with EOD	Filed with Other Units
White, non-Hispanic	35 92 %	8 89 %	27 93 %
Asian/Pacific Islander	1 3 %	0	1 3 %
Hispanic/Latino	1 3 %	1 11 %	0
Unknown Race/Ethnicity	1 3 %	0	1 3 %
Total	38	9	29



D. Third-Party Complaints

Under the University's sexual harassment policy, a complaint may be brought forward by any member of the University community, including a third party, or by the University itself. A third-party complaint must state specific and credible allegations to warrant an investigation. Third-party complainants brought forward two sexual harassment complaints investigated by other units in FY 2007; no third-party complaints were filed with the Office of Equal Opportunity and Diversity during the fiscal year.

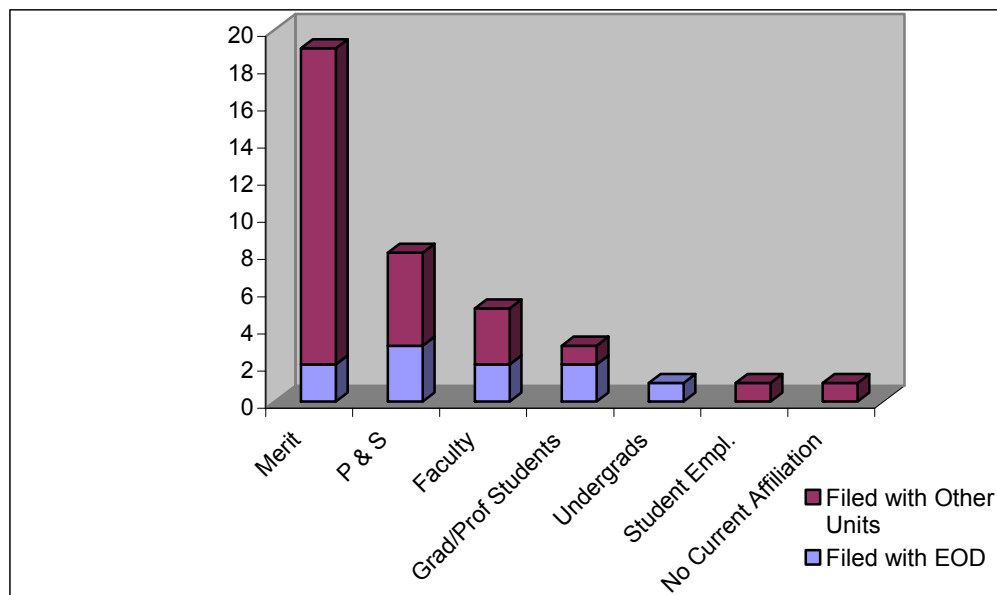
E. Respondent Characteristics

There were a total of 38 respondents to sexual harassment (including sexual assault) complaints in FY 2007: 10 respondents to complaints investigated by Office of Equal Opportunity and Diversity and 28 respondents to complaints investigated by other units.

Respondent Status. Table 27 and Figure 27 below show the status of the respondents in the sexual harassment complaints filed in FY 2007.

Table 27 and Figure 27
Status of Respondents, Sexual Harassment Complaints, Fiscal Year 2007

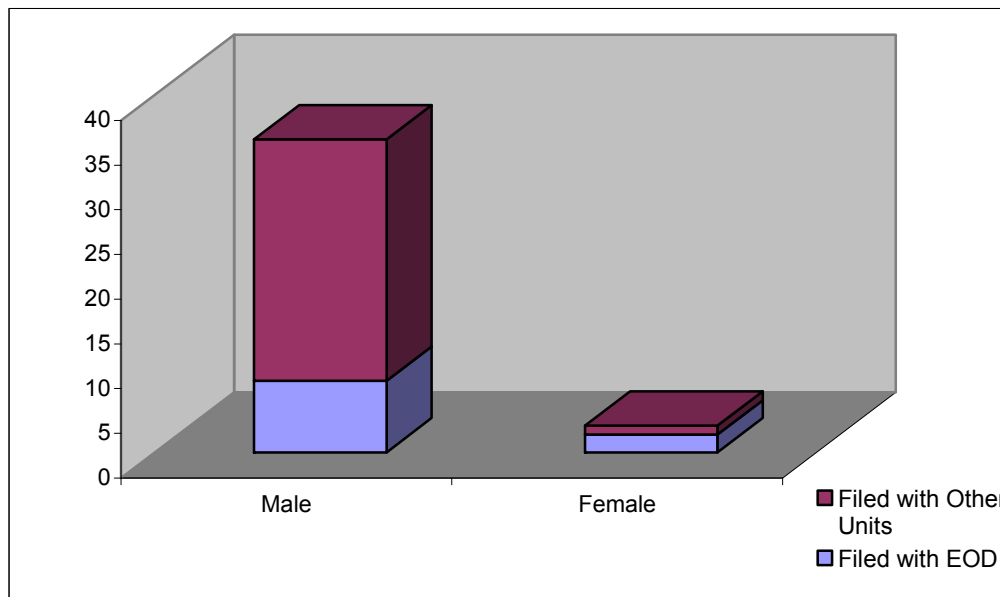
Status of Respondents	Total	Filed with EOD	Filed with Other Units
Merit Staff	19 50 %	2 20 %	17 61 %
Professional & Scientific Staff	8 21 %	3 30 %	5 18 %
Faculty	5 13 %	2 20 %	3 11 %
Graduate/Professional Students	3 8 %	2 20 %	1 4 %
Undergraduate Students	1 3 %	1 10 %	0
Student Employees	1 3 %	0	1 4 %
No Current UI Affiliation	1 3 %	0	1 4 %
Total	38	10	28



Respondent Gender. Table 28 and Figure 28 below indicate the gender of the respondents in the sexual harassment complaints filed in FY 2007.

**Table 28 and Figure 28
Gender of Respondents, Sexual Harassment Complaints,
Fiscal Year 2007**

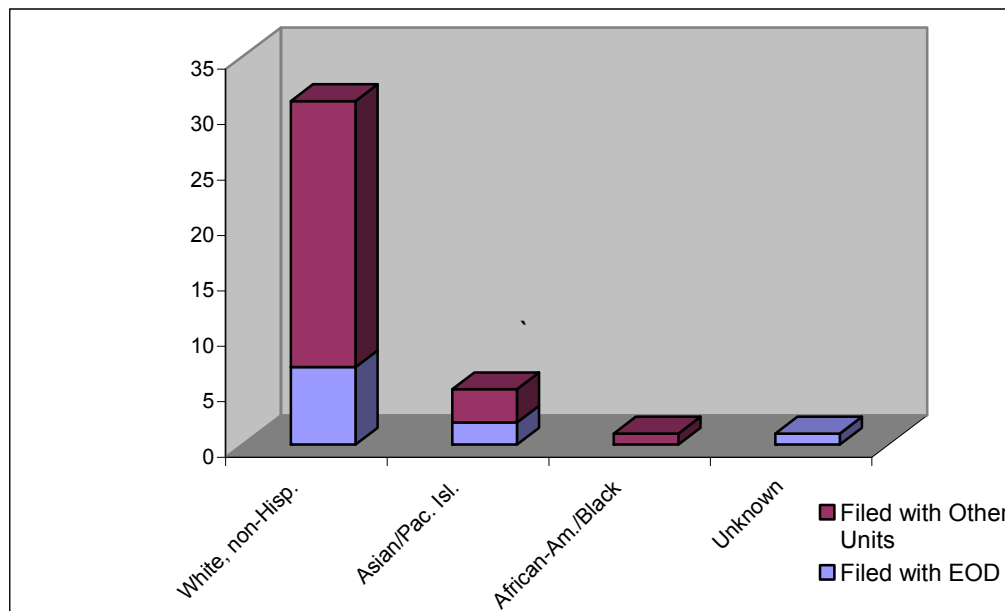
Gender of Respondents	Total	Filed with EOD	Filed with Other Units
Male	35 92 %	8 80 %	27 96 %
Female	3 8 %	2 20 %	1 4 %
Total	38	10	28



Respondent Race/Ethnicity. Table 29 and Figure 29 below indicate the race/ethnicity of the respondents in the sexual harassment complaints filed in FY 2007.

**Table 29 and Figure 29
Race/Ethnicity of Respondents, Sexual Harassment Complaints,
Fiscal Year 2007**

Race/Ethnicity of Respondents	Total	Filed with EOD	Filed with Other Units
White, non-Hispanic	31 82 %	7 70 %	24 86 %
Asian/Pacific Islander	5 13 %	2 20 %	3 11 %
African American/Black	1 3 %	0	1 4 %
Unknown Race/Ethnicity	1 3 %	1 10 %	0
Total	38	10	28

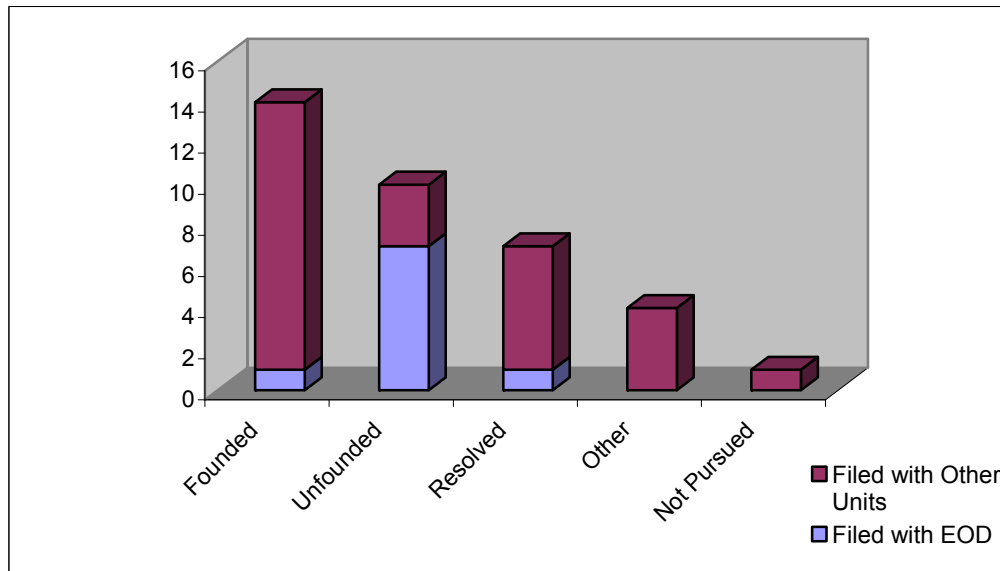


F. Resolution of the Complaints

Table 30 and Figure 30 illustrate the findings of sexual harassment (including sexual assault) complaints filed in FY 2007 as January 10, 2008.

Table 30 and Figure 30
Resolution of Sexual Harassment Complaints, Fiscal Year 2007

Resolution (as of January 10, 2008)	Total	Filed with EOD	Filed with Other Units
Founded	14 39 %	1 11 %	13 48 %
Unfounded	10 28 %	7 78 %	3 11 %
Resolved/Settled	7 19 %	1 11 %	6 22 %
Other	4 11 %	0	4 15 %
Complainant Elected Not to Pursue	1 3 %	0	1 4 %
Total	36	9	27

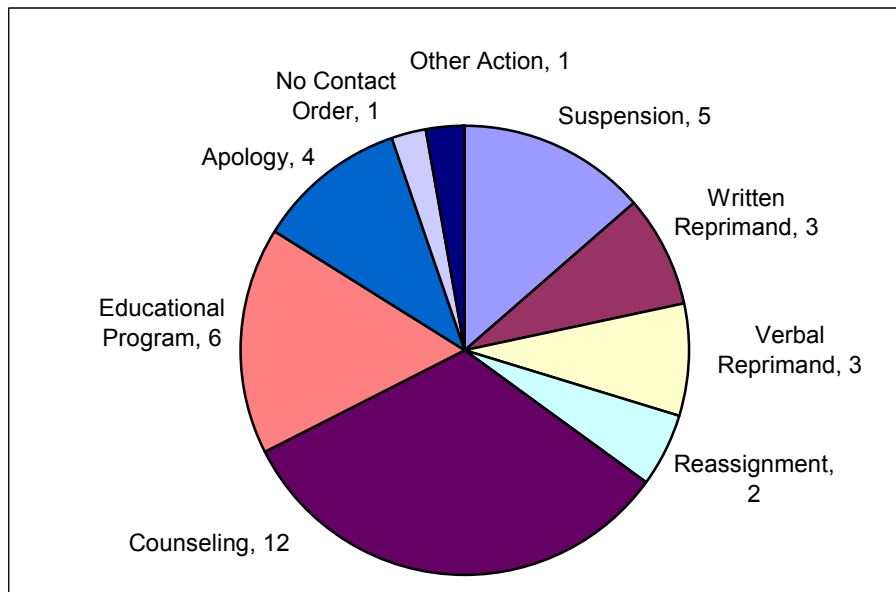


G. Discipline/Action Taken

A single complaint may result in a number of disciplinary measures or actions taken. Table 31 and Figure 31 illustrate the disciplinary measures and actions taken in response to sexual harassment (including sexual assault) complaints filed in FY 2007. As noted in Table 30, there were 14 founded sexual harassment complaints in FY 2007; of these, one was investigated by the Office of Equal Opportunity and Diversity and 13 were investigated by other units.

Table 31 and Figure 31
Discipline/Action Taken Regarding Sexual Harassment Complaints, Fiscal Year 2007

Discipline / Action Taken	Total	Filed with EOD	Filed with Other Units
Suspension	5 14 %	0	5 15 %
Written Reprimand	3 8 %	1 33 %	2 6 %
Verbal Reprimand	3 8 %	0	3 9 %
Reassignment	2 5 %	0	2 6 %
Counseling	12 32 %	1 33 %	11 32 %
Educational Program	6 16 %	1 33 %	5 15 %
Apology	4 11 %	0	4 12 %
No Contact Order	1 3 %	0	1 3 %
Other Action	1 3 %	0	1 3 %
Total	37	3	34



VI. Confidential Resources for Faculty, Staff, and Students

Members of the University of Iowa community may receive confidential information and advice from the following resources.

Office of the Ombudsperson

C108 Seashore Hall

Phone: 335-3608

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

E-mail: ombudsperson@uiowa.edu

Hours: M – F 9 a.m. to 5 p.m.

Women's Resource and Action Center (WRAC)

130 N. Madison Street

Phone: 335-1486

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

E-mail: wrac@uiowa.edu

Hours: M, W, F 9 a.m. to 5 p.m.

T & Th 9 a.m. to 7 p.m.

Rape Victim Advocacy Program (RVAP)

320 S. Linn Street

Business Phone: 335-6001

Rape Crisis Line: 335-6000 (24 hours/day)

Website: <http://www.rvap.org/pages/home/>

E-mail: rvap@uiowa.edu

Hours: M – F 9 a.m. to 5 p.m.

For Faculty and Staff:

Faculty and Staff Services

121-50 USB

Phone: 335-2085

Website: <http://www.uiowa.edu/hr/oe/fss/>

Hours: M – F 8 a.m. to 5 p.m.

For Students:

University Counseling Service

3223 Westlawn

Phone: 335-7294

Website: <http://www.uiowa.edu/~ucs/index.html>

Hours: M – F 8 a.m. to 5 p.m.