RESPONSE TO SEXUAL DISCRIMINATION/HARASSMENT

Sexual Harassment
Sexual harassment is a form of discrimination, as defined in the university Discrimination and Harassment policy. Sexual harassment can include unwelcome behavior (verbal, written, physical) that is directed at someone because of that person's sex or gender, and that meets either of the following criteria:

• Submission or consent to the behavior is believed to carry consequences for the student's education or employment.
  ◦ Examples can include pressure to engage in sexual behavior to further the student's education or employment; real or perceived threat that rejecting the behavior would carry a negative consequence for the student.
• The behavior creates a hostile, intimidating or demeaning environment that is sufficiently severe, pervasive and objectively offensive to substantially interfere with or deny participation in a student's educational activities and benefits or employment opportunities.
  ◦ Examples can include persistent efforts to develop a sexual relationship; bullying/cyber-bullying of a sexual nature or for a sexual purpose; unwelcome commentary about an individual's body or sexual activities; unwanted sexual attention; repeated and unwelcome sexually-oriented teasing, joking or flirting; verbal abuse of a sexual nature. Comments or communications could be verbal, written or electronic.

Determination as to whether the alleged conduct constitutes sexual harassment should take into consideration all of the circumstances, including the context in which the alleged incidents occurred.

Reporting Sexual Misconduct, Including Sexual Assault and Sexual Harassment

The university strongly encourages students to report concerns to either or both of the following offices:

ISU Police
- Emergencies: Contact 911
- Phone: 515-294-4428
- In person: Room 55, Armory Building

Dean of Students Office
- Phone: 515-294-1020
- In Person: 1010 Student Services Building,
- Email: dso@iastate.edu
Reporting Sexual Misconduct, Including Sexual Assault and Sexual Harassment

ISU Police

- Contacting ISU Police does not mean you must pursue charges. ISU Police can advise you of your options and can also preserve evidence while you consider your options.

Dean of Student Office

- The Dean of Students Office will make a student services staff member available to a student with a complaint if the student would like assistance throughout any university investigation or adjudication process. This staff member is not an "advocate" as that term is used below (see "Confidential Advocacy and Support"), nor is that staff person a representative who will speak on behalf of the student in any investigatory or adjudication process. Rather, the staff member serves as a point of contact to answer questions and explain processes, make sure the student's expressed needs are being addressed, and join the student in meetings if requested. Because sexual misconduct cases can be difficult for all students involved, the Dean of Students staff will not require or offer mediation, or an arranged meeting between the students, as part of the complaint resolution process.

- Both ISU Police and the Dean of Students Office will notify the Title IX Coordinator of the report. This notification does not require that a student file a disciplinary or judicial complaint.

In all situations, the university's goals are to provide a prompt and effective response and to treat the student who reports misconduct with sensitivity and fairness, while also ensuring the accused individual receives due process if any disciplinary action is to be imposed. In situations where an accused student faces both a disciplinary complaint and a criminal charge, the university reserves the right to move forward with the disciplinary and adjudication processes at the same time the criminal process is proceeding.

Options for Filing Complaints

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<thead>
<tr>
<th>Informal Complaint</th>
<th>Formal Complaint against other student</th>
<th>Formal Complaint against faculty</th>
<th>Formal Complaint against staff</th>
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<td>University Ombuds Office</td>
<td>Contact the Office of Judicial Affairs</td>
<td>Contact the Office of Vice President and Provost</td>
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<td></td>
<td>The Graduate College</td>
<td>Faculty Handbook will govern the process</td>
<td>Discrimination and Harassment Policy will govern the process</td>
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Resources and Services for Students

There are campus and community services available to students even if university or criminal reports are not made. The university strongly encourages students to seek assistance to care for themselves emotionally and physically through confidential crisis intervention, health care, and counseling. As students tend to their health, they should keep in mind that medical examinations are time-sensitive, and are critical in preserving evidence of sexual assault so that options can be considered at a later time.

CONFIDENTIAL ADVOCACY AND SUPPORT

ACCESS (Assault Care Center Extending Shelter and Support): An ACCESS advocate is trained to assist victims of sexual misconduct and can speak with students confidentially as they consider their options. Any communication with an ACCESS advocate is legally protected under Iowa Code Section 915.20, which allows for confidential communications that cannot be disclosed without the student’s permission. Although the advocate is not a university employee, the advocate may accompany the student through any university investigation or adjudication process.

Contact information: http://www.assaultcarecenter.org/
Trained advocate: 515-292-5378 (29-ALERT)
Trained advocate 24 hours/day: 800-203-3488
General information: 515-292-0500

SART (Story County Sexual Assault Response Team): SART consists of specially trained professionals who provide a community coordinated response to sexual assaults. Members of SART represent the fields of law enforcement, health care, advocacy/counseling, and prosecution. SART identifies the barriers that keep sexual assault victims/survivors from coming forward and works to overcome those barriers through its sensitive, survivor-centered approach. In individual cases, a three-person team consisting of a police officer, sexual assault nurse examiner, and advocate respond to sexual assault reports, offering their services but leaving all decisions to the victim/survivor. SART strives to provide the first response to all sexual assaults in Story County to ensure a consistent, compassionate, and professional initial contact for victims.

Contact information: http://www.police.iastate.edu/sart to file an online report with SART 515-292-5378 (or 29-ALERT) to discuss more options
Email: sart@iastate.edu

CAMPUS RESOURCES

ISU Student Counseling Services (SCS): Students can meet with a confidential mental health counselor.

Contact information: http://www.public.iastate.edu/~stdtcouns/
3rd Floor, Student Services Building
515-294-5056 - Let the receptionist know you are requesting a same-day crisis appointment.

If a student would like to talk with someone after hours or on a weekend/holiday when Student Counseling Services is not open, the student may call Everly Ball (community mental health services) at 515-598-3300.

Thielen Student Health Center: Students can meet with a confidential health care provider.

Contact information: http://www.health.iastate.edu/about/contact/
Corner of Union Drive and Sheldon Avenue on the ISU campus
515-294-5801
**Dean of Students Office:** The office staff can assist a student in filing a report or, if the student is not ready to file a report, the staff can work with him or her to address concerns over housing, class assignments or schedules, leaves of absence, withdrawal or other academic concerns. The office staff can also assist the student in notifying ISU Police or local law enforcement, if the student so requests, or referring the student to resources such as counseling or a confidential advocate.

Contact information: [www.dso.iastate.edu/](http://www.dso.iastate.edu/)
1010 Student Services Building
515-294-1020

**The Graduate College:** The Deans at the Graduate College are able to talk with graduate students and faculty about any issues that may arise with programs/departments. Incidents of a severe or repetitive nature and allegations of misconduct will be reported to ISU as per Sexual Harassments/Discrimination Policy.

Contact information: [www.grad-college.iastate.edu/](http://www.grad-college.iastate.edu/)
Deans of the Graduate College
Dr. Bill Graves, Associate Dean of the Graduate College: cogilvie@iastate.edu
Dr. Craig Ogilvie, Assistant Dean of the Graduate College: graves@iastate.edu
1137 Pearson Hall
515-294-4531

**Office of Equal Opportunity:** EO staff can discuss concerns over sexual harassment and options for students, and can assist in filing a complaint under university policy.

Contact information: [http://www.eoc.iastate.edu/](http://www.eoc.iastate.edu/)
3350 Beardshear Hall
515-294-7612

**Title IX Coordinator:** The university has designated Robinette Kelley, director of the Office of Equal Opportunity, as the Title IX Coordinator to ensure Title IX compliance for the entire campus. Because sexual assault is considered to be a severe form of sexual harassment, an alleged victim may wish to file a sexual harassment compliant with the Title IX Coordinator. The Title IX Coordinator is responsible for ensuring a non-discriminatory campus environment that is free from harassment. Questions or concerns may be directed to 515-294-7612, or in person at 3350 Beardshear Hall, Ames, IA 50011.

Deputy Title IX Coordinators are:

- Dawn Bratsch-Prince, Associate Provost, 515-294-6410
- Sara Kellogg, Dean of Students Office, 515-294-1023
- Calli Sanders, Athletics Department, 515-294-3706

Contact information: [http://www.eoc.iastate.edu/](http://www.eoc.iastate.edu/)
3350 Beardshear Hall
515-294-7612

**Margaret Sloss Women's Center (MSWC):** The MSWC provides support and information through educational outreach, appropriate referral services, and a safe space.

Contact information: [http://www.dso.iastate.edu/wc/](http://www.dso.iastate.edu/wc/)
Sloss House on the ISU campus
515-294-4154
Email: womenctr@iastate.edu
ISU Police Division: Contacting ISU Police does not mean a student must pursue criminal charges. ISU Police can advise students of their options, help preserve evidence while they consider options, and assist students in safety planning.

Contact information: http://www.police.iastate.edu/
Room 55 Armory
Emergency phone: 911
Non-emergency phone: 515-294-4428
Safety Escort: 515-294-4444
E-Mail: dpsinfo@iastate.edu

University Ombuds Office: The University Ombuds Office is a confidential, independent, neutral resource you can use to informally work through challenges you might be facing in the workplace or at school – with colleagues or supervisors, major professors, or policies and procedures. The Ombuds Officer can provide you with a range of information, assistance, options and resources to help you more clearly understand or even resolve your concerns. You then decide what course of action is best for you.

Contact Information: www.public.iastate.edu/~ombuds/homepage.shtml
Elaine Newell, Ombuds Officer
37 Physics Hall
(515) 294-0268
ombuds@iastate.edu

COMMUNITY RESOURCES

Mary Greeley Medical Center
Contact information: http://www.mgmc.org/
1111 Duff Avenue
515-239-2011

Planned Parenthood of Ames
Contact information: http://www.plannedparenthood.org/health-center/centerDetails.asp?f=2385
2530 Chamberlain St.
877-811-7526

Ames Police Department
Contact information: http://www.cityofames.org/index.aspx?page=156
515 Clark Avenue, Ames, IA 50010 (entrance on 6th Street)
Emergency phone: 911
Non-emergency phone: 515-239-5133

Story County Sheriff's Office
1315 South B Avenue, Nevada, IA 50201
515-382-6566
If outside the Ames area, call local law enforcement or sheriff.

Story County Attorney's Office
Main Office: 1315 South B Avenue, Nevada, IA 50201; phone 515-382-7255
Ames Office: 126 S. Kellogg, Ste 203; phone 515-232-4185

See also the Story County Attorney's Office Victim Witness Assistance Program, which can offer information on the criminal process and also help locate financial assistance for crime victims.