

# RESPONSE TO SEXUAL DISCRIMINATION/HARASSMENT

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## What Do You Do if You Witness, or Someone Reports, Sexual Misconduct?

First and foremost, if someone comes to you personally to report sexual misconduct, you should offer your support. Encourage individuals to seek support from relevant campus and community resources (referenced below) when necessary. Know that an individual's health and safety is a primary concern. For safety concerns individuals can contact the ISU Police at 515-294-4428, or 911. For health concerns, individuals may be referred to Thielen Health Center or Mary Greeley Medical Center. Let them know that you are not a confidential resource and that any information you receive must be reported. If there is any question about how to proceed following a conversation with someone who has experienced misconduct, call and consult with the Title IX Coordinator, Margo Foreman.

## Reporting Sexual Misconduct, Including Sexual Harassment and Sexual Assault

The university strongly encourages you to report concerns to any or all of the following offices, or individuals:



## **Reporting Sexual Misconduct, Including Sexual Assault and Sexual Harassment**

### **Iowa State University Police Department: 515-294-4428**

The ISU Police can advise students of their options, assist in safety planning, and preserve evidence while students consider their options. Contacting the ISU Police does not mean a person must pursue criminal charges.

### **Iowa State University Office of Equal Opportunity: 515-294-7612**

Iowa State University's primary goal is to prevent discrimination and harassment and stop such behavior if it occurs. Iowa State University has adopted processes through which discrimination and harassment complaints can be resolved. Any person may file a complaint against a faculty member, staff, or student with the Office of Equal Opportunity:

In person: 3410 Beardshear Hall, 515 Morrill Road

Via phone: 515-294-7612 or **Hotline:**

**515-294-1222** Via email: [eooffice@iastate.edu](mailto:eooffice@iastate.edu)

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.

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## **Sexual Harassment Defined**

### **Discrimination and Harassment Policy**

Sexual harassment, in its legal definition, includes unwelcome sexual advances, requests to engage in sexual conduct, and other physical and expressive behavior of a sexual nature where (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education; (2) submission to or rejection of such conduct by an individual is used, or threatened or suggested to be used, as the basis for academic or employment decisions affecting the individual; or (3) such conduct substantially interferes with an individual's academic or professional performance or creating an intimidating, hostile, or demeaning employment or academic environment. Determination as to whether the alleged conduct constitutes sexual harassment should take into consideration the totality of the circumstances, including the context in which the alleged incidents occurred.

Under this policy, sexual harassment can be verbal, visual, or physical. It can be overt, as in the suggestion that a person could get a higher grade or a raise in salary by submitting to sexual advances. The suggestion or the advance need not be direct or explicit--it can be implied from the conduct, circumstances, and relationships of the persons involved. Sexual harassment can also consist of persistent, unwelcome attempts to change a professional or academic relationship to a personal one. It can range from unwelcome sexual flirtations and inappropriate put-downs of individual persons or classes of people to serious physical abuses such as sexual assault. Examples could include, but are not limited to, unwelcome sexual advances; repeated and unwelcome sexually-oriented bullying, teasing, joking, or flirting; verbal abuse of a sexual nature; commentary about an individual's body, sexual prowess, or sexual deficiencies; derogatory or demeaning comments about women or men in general, whether sexual or not; leering, touching, pinching, or brushing against another's body; or displaying objects or pictures, including electronic images, which are sexual in nature and which create a hostile or offensive work, education, or living environment.

## **Sexual Misconduct Involving Students Policy**

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.

## **Sexual Misconduct**

Sexual misconduct is a broad term encompassing any non-consensual behavior of a sexual nature that is committed by force or intimidation, or that is otherwise unwelcome. The term includes sexual assault, sexual exploitation, sexual intimidation, and sexual harassment as those behaviors are described later in this section. Sexual misconduct may vary in its severity and consists of a range of behavior or attempted behavior. It can occur between strangers or acquaintances, including people involved in an intimate or sexual relationship. Sexual misconduct can occur between members of the same or different sex and can also occur while individuals are fully clothed. Sexual misconduct includes, but is not limited to, the examples below of prohibited conduct. Click here to view the [Sexual Misconduct, Sexual Assault, and Sexual Harassment Involving Students Policy](#) in the Policy Library.

# 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](mailto: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 [Eyerly 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

**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/>  
3410 Beardshear Hall  
515-294-7612

**Title IX Coordinator:** The university has designated Margo Foreman, 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 complaint 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 3410 Beardshear Hall, Ames, IA 50011.

Deputy Title IX Coordinators:

- Dawn Bratsch-Prince, Associate Provost, 515-294-6410
- Sara Kellogg, Dean of Students Office, 515-294-1023
- Calli Sanders, Athletics Department, 515-294-3706
- Judy Strand, Graduate College, 515-294-5282

Contact information: <http://www.eoc.iastate.edu/>  
3410 Beardshear Hall  
515-294-7612

**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](mailto:dpsinfo@iastate.edu)

**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](mailto:cogilvie@iastate.edu)  
Dr. Craig Ogilvie, Assistant Dean of the Graduate College: [graves@iastate.edu](mailto:graves@iastate.edu)  
1137 Pearson Hall  
515-294-4531

**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

**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/>  
Sloss House on the ISU campus  
515-294-4154  
Email: [womenctr@iastate.edu](mailto:womenctr@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](http://www.public.iastate.edu/~ombuds/homepage.shtml)  
Elaine Newell, Ombuds Officer  
37 Physics Hall  
(515) 294-0268  
[ombuds@iastate.edu](mailto: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**

Contact information: <http://www.storycountyiowa.gov/index.aspx?NID=112>  
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**

Contact information: <http://www.storycountyiowa.gov/index.aspx?NID=90>  
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.  
<http://www.storycountyiowa.gov/index.aspx?NID=325>