

RESPONSE TO RACIAL/ETHNIC HARASSMENT

University Non-discrimination Statement

"Iowa State University does not discriminate on the basis of race, color, age, ethnicity, religion, national origin, pregnancy, sexual orientation, gender identity, genetic information, sex, marital status, disability, or status as a U.S. veteran. Inquiries regarding non-discrimination policies may be directed to Robinette Kelley, Director, Office of Equal Opportunity, Title IX/ADA Coordinator, and Affirmative Action Officer, 3350 Beardshear Hall, Ames, Iowa 50011, Tel. 515 294-7612, email eooffice@iastate.edu."

Iowa State University Discrimination and Harassment Policy state that ***Racial and Ethnic***

Harassment is

Harassment that is directed at a person or group of persons because of race, color, ethnicity, or national origin is covered under this policy. Even if actions are not directed at specific persons, a hostile environment can be created when the conduct is sufficiently severe or pervasive and objectively offensive so as to substantially interfere with the person's work, education, or activities on campus. (Section 1:2)

Iowa State University takes all claims of discrimination and harassment seriously. Students who perceive that they have experienced racial/ethnic harassment should report the incident immediately using the following methods:

OPTION 1: File a Complaint

- Complaints can be either formal or informal
- [Office of Equal Opportunity](#) A formal complaint involves completing an Intake Form in addition to submitting a written, signed complaint. This formal complaint process is explained in more detail in the University's policy. Our staff can also answer questions about the formal complaint process.
 - **In person: 3350 Beardshear Hall**
 - **Via phone: 515 294-7612**
 - **Via email: eooffice@mail.iastate.edu**

Any person may file a complaint against a faculty member, staff, or student with the Office of Equal Opportunity

OPTION 2: Other Options to File a Complaint:

- DOGE (Director of Graduate Education)
- Department Chair
- [Graduate College 515-294-4531](#)
- [Provost's Office](#)
 - Complaint against a faculty member
- [Dean of Students Office](#)
 - Complaint against a student

Each of the above can also advise you on steps you might take if you don't want to file a complaint. The Ombuds office can also provide an impartial source of advice.

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