

Title IX Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, and Stalking

Effective Date: August 14, 2020

Updated: September 15, 2023

Contact: [Office of Equal Opportunity](#); [Division of Student Affairs](#); [Office of the Senior Vice President and Provost](#); [University Human Resources](#)

Contents

[INTRODUCTION](#)

[POLICY STATEMENT](#)

[Scope of Policy](#)

[Resources and Reporting Options](#)

-- [Campus Reporting Resources \(respect privacy but not confidential\)](#)

-- [Law Enforcement Resources \(respect privacy but not confidential\)](#)

-- [Confidential / Privileged Resources](#)

-- [Campus Confidential Resources](#)

[Procedures, Applications, and Guidance](#)

[RESOURCES \(more\)](#)

Introduction

Iowa State University is committed to creating a welcoming and respectful educational, work, living, and campus environment that is free from all forms of sexual harassment, sexual assault, dating violence, domestic violence, and stalking. All members of the university community are proscribed from engaging in such prohibited conduct. The university will respond promptly and effectively to reports of prohibited conduct and will take appropriate action to stop, eliminate, remedy, and prevent prohibited conduct. The university provides comprehensive support, education, and reporting mechanisms to all members of the university community to address these critical issues.

This policy and the accompanying procedures, applications, and guidance document (collectively referred to hereafter as the “policy”) defines specific conduct prohibited by this policy, sets forth the services and resources available to community members, and explains the internal administrative procedures the university uses to respond, investigate, and adjudicate reports of prohibited conduct. As detailed in the policy, the university provides a prompt, fair and impartial investigation and resolution process for complaints filed under this policy and, where appropriate, administers supportive measures and disciplinary action. The severity of any disciplinary action, up to and including termination or expulsion of persons found responsible for violating this policy, depends upon the totality of the circumstances. [top](#)

Policy Statement

Iowa State University (“ISU” or the “university”) does not tolerate sexual harassment, sexual assault, dating violence, domestic violence, or stalking in its education programs or activities. In this policy, these unacceptable behaviors are collectively referred to as “Prohibited Sexual Harassment” and are specifically defined within the policy and guidance. An individual alleged to have engaged in Prohibited Sexual Harassment is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the applicable adjudication

43 process. Individuals who alone, or in concert with others, are found responsible for engaging in
44 Prohibited Sexual Harassment will be subject to disciplinary action by the university, up to and
45 including expulsion or termination, notwithstanding any action that may or may not be taken by civil
46 or law enforcement authorities. The university may also implement reasonable and appropriate
47 supportive measures or other interim measures prior to the conclusion of an investigation/hearing
48 following an individualized assessment of the matter.

49 ISU strongly urges students, faculty, staff, and visitors to promptly report all incidents of Prohibited
50 Sexual Harassment to the university's Title IX Coordinator. Responsible Employees of the university
51 are responsible for promptly reporting incidents of Prohibited Sexual Harassment to the university's
52 Title IX coordinator. ISU will respond in a reasonable manner to all reports of Prohibited Sexual
53 Harassment. As described in this Policy, in appropriate cases, ISU will conduct a prompt, fair, and
54 impartial investigation and hearing of complaints and, where appropriate, issue interim and/or final
55 remedial measures. The standard of evidence that will be used in investigating and adjudicating
56 complaints made under this Policy is the "preponderance of the evidence" standard. This standard is
57 met if the reported conduct is deemed more likely to have occurred than not at the conclusion of the
58 adjudication process. [top](#)

59 Retaliation, including intimidating, threatening, coercing, or discriminating against any individual for
60 the purpose of interfering with any right or privilege secured by Title IX or because the individual has
61 made a report or complaint, testified, assisted, or participated or refused to participate in any manner
62 in an investigation, proceeding, or hearing is strictly prohibited and may constitute a separate and
63 independent violation of university policy.

64 All ISU students, employees, and campus community members have access to "Confidential
65 Resources" that may be accessed regardless of whether they make a report to the university or
66 participate in a university or law enforcement investigation or hearing process. The university also
67 provides, when appropriate and reasonable, supportive measures to individuals which are designed
68 to restore or preserve equitable access to the university's education programs and activities.

69 In addition to violating university policy, Prohibited Sexual Harassment described in this Policy may
70 also constitute criminal activity. Individuals who have experienced Prohibited Sexual Harassment are
71 strongly encouraged to contact law enforcement authorities. It is important that evidence is collected
72 and maintained immediately by law enforcement authorities. Normally, individuals may inform law
73 enforcement authorities about Prohibited Sexual Harassment and discuss the matter without making
74 a criminal complaint. However, in cases of domestic violence, law enforcement authorities may be
75 mandated to make an arrest of the primary physical aggressor when there is sufficient evidence of
76 an assault and a physical injury has occurred.

77 The university will make this Policy and related educational opportunities readily available to all
78 students and other members of the university community. Specifically, the university provides initial
79 and appropriate follow-up training to all students and employees regarding Prohibited Sexual
80 Harassment and this Policy. Special training is also provided to the Title IX Coordinator,
81 investigators, decision-makers, and other administrators who facilitate this Policy. In addition,
82 members of the campus community may contact the Title IX Coordinator with questions regarding
83 this Policy or to request more information. By engaging as active and responsible community
84 members, all members of the university community contribute to a respectful, safe, and inclusive
85 environment. [top](#)

86 **Scope of Policy**

87 This policy applies anytime a student, faculty member, employee, or visitor reports alleged
88 Prohibited Sexual Harassment within a university education program or activity in the United States.
89 University education programs and activities in the United States include locations, events, or

90 circumstances over which ISU exercises substantial control over both the individual(s) alleged to
91 have engaged in the Prohibited Sexual Harassment and the context in which the alleged Prohibited
92 Sexual Harassment occurs, and also includes any building owned or controlled by the university or a
93 student organization that is officially recognized by the university. Recognized student organizations
94 may be held responsible for violating this policy in accordance with the Student Code of Conduct, §
95 3.8.

96 **Important:** The definitions, processes, procedures and guidance detailed in this policy apply only to
97 reports of or matters involving allegations of Prohibited Sexual Harassment within a university
98 education program or activity in the United States. The university maintains additional policies and
99 codes of conduct that impose conduct expectations on university students, faculty, staff, and visitors
100 that are distinct from the conduct expectations and mandates detailed in this policy. ISU students,
101 faculty, staff and visitors are expected to comply with all applicable university policies and codes of
102 conduct. In addition, even when an individual alleged to have engaged in Prohibited Sexual
103 Harassment is not affiliated with the university in any way, the university may be able to provide
104 appropriate and reasonable resources and support to impacted parties. [top](#)

105 **On-campus / Off-campus conduct:** This Policy may apply to on-campus conduct and off-campus
106 conduct, as described below:

107 Whether Prohibited Sexual Harassment occurs or allegedly occurs within a university
108 education program or activity in the United States is a fact specific inquiry focusing on whether
109 the university exercises(ed) substantial control over the individual(s) alleged to have engaged
110 in the Prohibited Sexual Harassment and the context in which the alleged Prohibited Sexual
111 Harassment occurs. There is no bright-line geographic boundary, and off-campus Prohibited
112 Sexual Harassment is not automatically excluded from this policy. In assessing whether
113 alleged Prohibited Sexual Harassment is subject to this policy, the university may consider
114 several factors, including but not limited to, whether the university funded, promoted, or
115 sponsored the event or circumstance; and whether the event or circumstance was in
116 connection with an academic course assignment, internship, practicum, field trip, student
117 teaching, research, or other university program or activity. No single factor is determinative
118 and each matter is assessed independently.

119 **Timeliness:** To promote timely and effective review and response, the university strongly
120 encourages individuals to come forward as soon as possible with their inquiries, reports, and
121 complaints relating to Prohibited Sexual Harassment and to seek assistance from the Title IX
122 Coordinator. Delays in reporting may impact the university's ability to respond fully to the matter,
123 including pursuing disciplinary action. ***There is no strict period of limitations for notifying the
124 university's Title IX Coordinator of Prohibited Sexual Harassment, and individuals are
125 encouraged to seek assistance from the university at any time regardless of how much time
126 has elapsed.*** However, a formal complaint filed pursuant to this policy, must be filed by a person
127 participating in, or attempting to participate in, the university's education programs or activities at the
128 time of filing. This requirement may impact the timeliness of complaints under this policy. The
129 university is always available to assist individuals in contacting law enforcement authorities or in
130 contacting other resources. [top](#)

131 **Resources and Reporting Options**

132 **In an emergency call 911. 24/7 crisis support is available at 1-800-203-3488 (ACCESS Hotline).**

133 ISU offers a range of resources to students, faculty, staff, and community members dealing with
134 incidents of Prohibited Sexual Harassment. Individuals have many options, including seeking
135 assistance and guidance from confidential resources, contacting and requesting assistance from
136 local law enforcement authorities, and/or contacting and requesting assistance from the university's

137 Title IX Coordinator. These resource and reporting options are detailed below, and identified as
138 either campus reporting resources, law enforcement resources, confidential/privileged resources, or
139 campus confidential resources. Additional information regarding privacy and confidentiality may be
140 found in the [Procedures, Applications, and Guidance document](#).

141 **Campus Reporting Resources (respect privacy but not confidential)**

142 The university encourages all individuals to report potential incidents of Prohibited Sexual
143 Harassment to the university's Title IX Coordinator who works within the Office of Equal Opportunity.
144 Individuals can make a report and/or seek guidance from the Title IX Coordinator and Office of Equal
145 Opportunity staff in person, by telephone, by email, or online.

146 **Title IX Coordinator – Mary Howell-Sirna**
147 **Office of Equal Opportunity**
148 *Coordinates the university's comprehensive response to incidents of Prohibited Sexual*
149 *Harassment*
150 3410 Beardshear Hall
151 515-294-7612; Hotline: 515-294-1222
152 Email: eooffice@iastate.edu; msirna@iastate.edu
153 <https://www.eoc.iastate.edu/>

154 The Title IX Coordinator may delegate responsibilities under this policy to designated administrators
155 or external professionals, who will have appropriate training and experience. When used in this
156 policy, the term Title IX Coordinator may include appropriate designees. [top](#)

157 In addition to the Title IX Coordinator and the Office of Equal Opportunity, individuals may seek
158 guidance from these university offices:

159 **Office of Student Assistance**
160 *Provides assistance in navigating processes and procedures at the university, and helps*
161 *administer support and resources to students*
162 1010 Student Services Building, First Floor
163 515-294-1020
164 studentassistance@iastate.edu
165 <http://www.studentassistance.dso.iastate.edu/>

166 **Office of Student Conduct**
167 *Provides information on the student code of conduct and hearing processes, and information*
168 *regarding restricted contact notices*
169 1010 Student Services Building, First Floor
170 515-294-1020
171 <http://www.studentconduct.dso.iastate.edu/>

172 In addition to the Title IX Coordinator and the offices identified above, individuals may seek guidance
173 from university Deputy Title IX Coordinators:

174 **Linda Svenson, Deputy Title IX Coordinator for Residence Life**
175 Senior Residence Life Coordinator
176 1211 Friley, 212 Beyer Ct, Ames, IA 50012
177 Phone: 515-294-7708
178 Email: lsvenson@iastate.edu

179 **Monica Howard-Martin, Deputy Title IX Coordinator for Veterinary Medicine**
180 Director of Student Programs

181 2270B Vet Med, Ames, IA 50011
182 Phone: 515-294-0391
183 Email: mohoward@iastate.edu

184 **Sara Kellogg, Deputy Title IX Coordinator for Student Affairs**
185 Assistant Dean and Director of Student Conduct
186 1010 Student Services Building, Ames, IA 50011
187 Phone: 515-294-1021
188 Email: skellogg@iastate.edu

189 **Shamaree Brown, Deputy Title IX Coordinator for Athletics**
190 Senior Associate Athletics Director for Student Services
191 Jacobson, 1800 Jack Trice Way, Ames, IA 50011
192 Phone: 515-294-3662
193 Email: shamaree@iastate.edu

194 **Jamie Williams, Deputy Title IX Coordinator for Graduate College**
195 Graduate College Data Analyst
196 2255 Kildee, 806 Stange Rd, Ames, IA 50011
197 Phone: 515-294-2774
198 Email: jwill@iastate.edu

199 Disability and accessibility accommodations are available to help students report Prohibited Sexual
200 Harassment, participate in the investigation and hearing process, and otherwise participate in the
201 university's programs and activities. In compliance with applicable law, the university will provide
202 reasonable accommodations for individuals with disabilities. Requests for disability related
203 accommodations must be made to:

204 **Student Accessibility Services**

205 *Supports students with disabilities and promotes equitable access to education and university*
206 *programs, activities and services. Administers the university's procedures for providing*
207 *reasonable accommodation for qualified students with disabilities.*
208 1076 Student Services Building, First Floor
209 Phone: 515-294-7220
210 Email: accessibility@iastate.edu / website: <https://sas.dso.iastate.edu/>

211 **University Human Resources**

212 *Supports employees with disabilities and promotes workplace related accommodations*
213 3810 Beardshear Hall, 515 Morrill Rd.
214 Phone: 515-294-4800
215 Email: UHRdar@iastate.edu / website: <https://www.hr.iastate.edu/tools-for-employees>

216 **Law Enforcement Resources (respect privacy but not confidential)**

217 Individuals who have experienced Prohibited Sexual Harassment have the right to report, or decline
218 to report, such conduct to law enforcement. Consistent with its objective to stop, eliminate, remedy,
219 and prevent Prohibited Sexual Harassment, ISU strongly encourages individuals to report such
220 conduct to law enforcement as soon as possible. Expedited reporting may be critical in collecting
221 and preserving any physical evidence. In addition, law enforcement agencies have unique
222 authorities, including the power to execute search warrants, collect forensic evidence, make arrests,
223 and assist in acquiring legal protective orders. University processes and law enforcement processes
224 operate independently of one another, although the university coordinates responses with the ISU
225 Police Department. Upon request, the university will assist individuals in contacting law enforcement
226 and may assist in seeking legal protective orders. [top](#)

227 Campus and local law enforcement authorities include:

228 **Iowa State University Police Department**

229 *Assistance in emergency situations, help in exploring and filing criminal charges, and*
230 *assistance in navigating the criminal process for on-campus incidents*

231 Armory Building, Room 55

232 Emergencies: 911

233 Non-Emergencies: 515-294-4428

234 <http://www.police.iastate.edu>

235 **City of Ames Police Department**

236 *Assistance in emergency situations, help in exploring and filing criminal charges, and*
237 *assistance in navigating the criminal process for off-campus incidents*

238 515 Clark Avenue, Ames, Iowa

239 Emergencies: 911

240 Non-Emergencies: 515-239-5133

241 <https://www.cityofames.org/government/departments-divisions-i-z/police>

242 **Story County Attorney's Office**

243 *Assistance in exploring and filing criminal charges, assistance in navigating the criminal*
244 *justice process and court procedures, and victim/witness assistance*

245 Ames Office

246 126 S. Kellogg

247 Suite 203

248 Ames, IA 50010

249 515-232-4185

250 <http://www.storycountyowa.gov/index.aspx?NID=90>

251 **Confidential / Privileged Resources**

252 Under Iowa law and university policy, communications with certain individuals are considered
253 confidential and/or privileged. This means that, with very limited exceptions, confidential resources
254 may not and will not disclose information shared with them to anyone unless the individual holding
255 such privilege has waived it. Generally, confidentiality and/or privilege apply when a party seeks
256 professional services from the following persons:

- 257 • Psychological and mental health counselor, including counselors at ISU Student Counseling
258 Services and the Employee Assistance Program (EAP) as defined by Iowa Code § 228.8
259 and 622.10;
- 260 • Health care provider, including medical professionals at ISU Thielen Student Health Center,
261 as defined by Iowa Code § 622.10;
- 262 • Victim counselor/advocate, including advocates from ACCESS as defined by Iowa Code §
263 915.20A
- 264 • Personal attorney, as defined by Iowa Code § 622.10;
- 265 • Religious/spiritual adviser, as defined by Iowa Code § 622.10

266 Individuals should always confirm whether confidentiality/privilege applies to their communication
267 and the scope of any confidentiality/privilege with the individual with whom they are seeking
268 professional services. Exceptions to confidentiality may be made in cases involving imminent threat
269 to the safety of the individual or others, or the information concerns conduct involving suspected
270 abuse or neglect of a minor child under the age of 18. The university's processes do not require,
271 allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of,

272 information protected under a legally recognized privilege, unless the individual holding such
273 privilege waives it. [top](#)

274 At ISU and in the local community, the following resources are recognized as Confidential /
275 Privileged Resources:

276 **ACCESS (Assault Care Center Extending Shelter & Support)**

277 *Provides assistance and advocacy to victims of sexual abuse and domestic violence*
278 Ames, Iowa (and other locations throughout Iowa)
279 Sexual Assault Crisis Line (24/7): 515-292-5378 or Toll Free 800-203-3488
280 Domestic Abuse Crisis Line (24/7): 515-292-0519 or Toll Free 855-983-4641
281 Housing/Sheltering Crisis Line (24/7): 515-292-0543 or Toll Free 855-696-2980
282 <https://www.assaultcarecenter.org/>

283 **ISU Student Counseling Services**

284 *Provides counseling and mental health services to all ISU students free of charge*
285 Student Services Building, Third Floor
286 515-294-5056
287 <http://www.counseling.iastate.edu/counseling>

288 **ISU Thielen Student Health Center**

289 *Provides general medical treatment and psychiatry services to all students*
290 2647 Union Drive, Iowa State University
291 515-294-5801
292 <http://www.cyclonehealth.org/>

293 **ISU Employee Assistance Program (EAP)**

294 *EAP provides all benefit eligible ISU employees (faculty, P&S, merit and pre/post doc.), as*
295 *well as immediate family members, with free access to confidential, professional services for*
296 *help with issues affecting your day-to-day performance and health*
297 Call anytime, 24/7: 1-800-327-4692
298 <https://www.hr.iastate.edu/benefits/addlbenefits>

299 **Mary Greeley Medical Center**

300 *Provides emergency medical treatment and in-patient services*
301 1111 Duff Avenue, Ames, Iowa
302 515-239-2011
303 <http://www.mgmc.org>

304 **ISU Student Legal Services**

305 *Provides legal advice and assistance to students in a variety of areas. Not able to represent*
306 *students in controversies involving the university or other ISU students, but may help students*
307 *connect to other resources*
308 Memorial Union, Office 6580
309 515-294-0978
310 <https://www.studentlegal.dso.iastate.edu/>

311 **The Legal Aid Society of Story County**

312 *Provides legal assistance in civil matters to individuals who cannot afford to hire an attorney in*
313 *private practice*
314 937 6th Street, Nevada, Iowa 50201
315 515-382-2471
316 <http://www.legalaidstory.com/>

317 **Campus Confidential Resources**

318 By designation of university policy, Campus Confidential Resources are not Responsible
319 Employees, and are therefore not responsible for notifying the Title IX Coordinator about reports of
320 Prohibited Sexual Harassment. By speaking with Campus Confidential Resources, individuals agree
321 that the Campus Confidential Resource will not disclose the contents of their conversation, disclose
322 personally identifiable information, or testify in any formal university proceeding, unless given
323 express written permission by the individual to do so. This agreement promotes access to resources
324 and support, and helps provide a safe and neutral place for discussing and navigating concerns of a
325 sensitive nature.

326 Exceptions to confidentiality may be made in cases involving imminent threat to the safety of the
327 individual or others, or the information concerns conduct involving suspected abuse or neglect of a
328 minor child under the age of 18. In addition, Campus Confidential Resources are not protected under
329 Iowa law as confidential/privileged. This means that information shared with a Campus Confidential
330 Resource may be subject to legal subpoena and/or used as evidence in any external judicial or
331 administrative proceeding. Individuals should always confirm whether confidentiality applies to their
332 communication and the scope of any confidentiality with the individual with whom they are seeking
333 services. [top](#)

334 ISU has designated the following two offices and their staff members as Campus Confidential
335 Resources:

336 **Center for LGBTQIA+ Student Success**

337 *Provides programs, services, referrals and resources focused on sexual orientation and*
338 *gender identity/expression for students at Iowa State University*

339 Memorial Union, Office 4600

340 515-294-5433 // <https://center.dso.iastate.edu/>

341 **Margaret Sloss Center for Women and Gender Equity**

342 *Provides support and information through educational outreach, appropriate referral services,*
343 *and a safe space*

344 Sloss House on the ISU Campus

345 515-294-4154 // <https://sloss.dso.iastate.edu/>

346 Individuals wishing to remain anonymous to all university personnel can make a report through the
347 university's discrimination, harassment, and sexual assault hotline at 515-294-1222, or through an
348 anonymous email account to eooffice@iastate.edu. It is important to note that electing to remain
349 anonymous may greatly limit the university's ability to stop the reported conduct, collect evidence,
350 and take effective action against individuals or organizations accused of violating this policy.
351 Generally, formal disciplinary action is not feasible based solely on an anonymous report. In
352 addition, anonymous reporting does not satisfy a university Responsible Employee's responsibility to
353 report Prohibited Sexual Harassment to the Title IX Coordinator.

354 Concerns about the university's application of this or other non-discrimination related policies, Title
355 IX, and/or the Clery Act may be addressed to the university's [Compliance and Ethics Hotline](#) (at 515-
356 294-7119); the university's [Office of Equal Opportunity](#) (at 515-294-7612 or eooffice@iastate.edu);
357 the United States Department of Education, Clery Act Compliance Division (at clery@ed.gov); the
358 United States Department of Education, Office for Civil Rights (at OCR@ed.gov or 1-800-421-3481);
359 the United States Equal Employment Opportunity Commission (at info@eeoc.gov or 1-800-669-
360 4000); and/or the Iowa Civil Rights Commission (at 1-800-457-4416).

361 **Procedures, Applications, and Guidance**

362 For important guidelines and procedures on the application of this policy, see the
363 online [Procedures, Applications, and Guidance](#) document. [top](#)

364 **Resources**

365 **Links**

- 366 • [Student Code of Conduct](#)

367 **Files**

- 368 • [Procedures, Applications, and Guidance: Title IX Policy 2022-12-07 \[PDF\]](#)