

1 Title IX Sexual Harassment, Sexual Assault, 2 Dating Violence, Domestic Violence, and 3 Stalking

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

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19 Introduction

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

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

36 Policy Statement

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

42 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 welcoming
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
134 with incidents of Prohibited Sexual Harassment. Individuals have many options, including

135 seeking assistance and guidance from confidential resources, contacting and requesting
136 assistance from local law enforcement authorities, and/or contacting and requesting
137 assistance from the university's Title IX Coordinator. These resource and reporting options
138 are detailed below, and identified as either campus reporting resources, law enforcement
139 resources, confidential/privileged resources, or campus confidential resources. Additional
140 information regarding privacy and confidentiality may be found in the [Procedures,](#)
141 [Applications, and Guidance](#) document.

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

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

147 **Title IX Coordinator – Mary Howell Sirna**
148 **Office of Equal Opportunity**
149 *Coordinates the university's comprehensive response to incidents of Prohibited Sexual*
150 *Harassment*
151 2680 Beardshear Hall
152 515-294-7612
153 Email: eooffice@iastate.edu; msirna@iastate.edu
154 <https://www.eoc.iastate.edu/>

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

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

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

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

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

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

180 **Monica Howard-Martin, Deputy Title IX Coordinator for Veterinary Medicine**
181 Director of Student Programs
182 2270B Vet Med, Ames, IA 50011
183 Phone: 515-294-0391
184 Email: mohoward@iastate.edu

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

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

195 **Jamie Williams, Deputy Title IX Coordinator for Graduate College**
196 Graduate College Data Analyst
197 1137 Pearson Hall, Ames, IA 50011
198 Phone: 515-294-2774
199 Email: jwill@iastate.edu

200 **Kaela Black, Deputy Title IX Coordinator for Provost**
201 Faculty Personnel and Policy Director
202 1550 Beardshear Hall, 515 Morrill Rd., Ames, IA 50011
203 Phone: 515-294-9591
204 Email: kblack@iastate.edu

205 **Tera Jordan, Deputy Title IX Coordinator for Provost**
206 Assistant Provost for Faculty Success
207 1550 Beardshear Hall, 515 Morrill Rd., Ames, IA 50011
208 Phone: 515-294-9591
209 Email: trh@iastate.edu

210 **Alice Fulk Wisner, Deputy Title IX Coordinator for ISU Police**
211 Clery Compliance Program Manager
212 Armory, 2519 Osborn Dr., Ames, IA 50011
213 Phone: 515-294-4044
214 Email: wisneraf@iastate.edu

215 **Andrea Little, Deputy Title IX Coordinator for UHR**
216 Associate Director Human Resource
217 3210 Beardshear Hall, 515 Morrill Rd., Ames, IA 50011
218 Phone: 515-294-8915
219 Email: alittle@iastate.edu

220 **Billy Boulden, Deputy Title IX Coordinator for Sorority and Fraternity Engagement**
221 Director of Sorority and Fraternity Engagement
222 0355 Memorial Union, 2229 Lincoln Way, Ames, IA 50014
223 Phone: 515-294-1023
224 Email: bboulden@iastate.edu

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

230 **Student Accessibility Services**

231 *Supports students with disabilities and promotes equitable access to education and university*
232 *programs, activities and services. Administers the university's procedures for providing*
233 *reasonable accommodation for qualified students with disabilities.*

234 Hixson-Lied Student Success Center, 215 Beach Rd., Ames, IA 50011

235 Phone: 515-294-7220

236 Email: accessibility@iastate.edu / website: <https://sas.dso.iastate.edu/>

237 **University Human Resources**

238 *Supports employees with disabilities and promotes workplace related accommodations*

239 3810 Beardshear Hall, 515 Morrill Rd.

240 Phone: 515-294-4800

241 Email: UHRdar@iastate.edu / website: <https://hr.iastate.edu/employee-assistance-program>

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

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

253 Campus and local law enforcement authorities include:

254 **Iowa State University Police Department**

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

257 Armory Building, Room 55

258 Emergencies: 911

259 Non-Emergencies: 515-294-4428

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

261 **City of Ames Police Department**

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

264 515 Clark Avenue, Ames, Iowa

265 Emergencies: 911

266 Non-Emergencies: 515-239-5133

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

268 **Story Country Attorney's Office**

269 *Assistance in exploring and filing criminal charges, assistance in navigating the criminal*

270 *justice process and court procedures, and victim/witness assistance*
271 Ames Office
272 126 S. Kellogg, Suite 203
273 Ames, IA 50010
274 515-232-4185
275 <http://www.storycountyiowa.gov/index.aspx?NID=90>

276 *Confidential / Privileged Resources*

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

- 282 • Psychological and mental health counselor, including counselors at ISU Student Counseling
283 Services and the Employee Assistance Program (EAP) as defined by Iowa Code § 228.8
284 and 622.10;
- 285 • Health care provider, including medical professionals at ISU Thielen Student Health Center,
286 as defined by Iowa Code § 622.10;
- 287 • Victim counselor/advocate, including advocates from ACCESS as defined by Iowa Code §
288 915.20A
- 289 • Personal attorney, as defined by Iowa Code § 622.10;
- 290 • Religious/spiritual adviser, as defined by Iowa Code § 622.10

291 Individuals should always confirm whether confidentiality/privilege applies to their communication
292 and the scope of any confidentiality/privilege with the individual with whom they are seeking
293 professional services. Exceptions to confidentiality may be made in cases involving imminent threat
294 to the safety of the individual or others, or the information concerns conduct involving suspected
295 abuse or neglect of a minor child under the age of 18. The university's processes do not require,
296 allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of,
297 information protected under a legally recognized privilege, unless the individual holding such
298 privilege waives it. [top](#)

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

301 **ACCESS (Assault Care Center Extending Shelter & Support)**
302 *Provides assistance and advocacy to victims of sexual abuse and domestic violence*
303 Ames, Iowa (and other locations throughout Iowa)
304 Sexual Assault Crisis Line (24/7): 515-292-5378 or Toll Free 800-203-3488
305 Domestic Abuse Crisis Line (24/7): 515-292-0519 or Toll Free 855-983-4641
306 Housing/Sheltering Crisis Line (24/7): 515-292-0543 or Toll Free 855-696-2980
307 <https://www.assaultcarecenter.org/>

308 **ISU Student Counseling Services**
309 *Provides counseling and mental health services to all ISU students free of charge*
310 Student Services Building, Third Floor, 2505 Union Dr., Ames, IA 50011
311 515-294-5056
312 <https://cyclonehealth.iastate.edu/counseling>

313 **ISU Thielen Student Health Center**
314 *Provides general medical treatment and psychiatry services to all students*

315 2647 Union Drive, Ames, IA 50011
316 515-294-5801
317 <http://www.cyclonehealth.org/>

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

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

324 **Mary Greeley Medical Center**

325 *Provides emergency medical treatment and in-patient services*
326 1111 Duff Avenue, Ames, IA 50010
327 515-239-2011
328 <http://www.mgmc.org>

329 **ISU Student Legal Services**

330 *Provides legal advice and assistance to students in a variety of areas. Not able to represent*
331 *students in controversies involving the university or other ISU students, but may help students*
332 *connect to other resources*
333 367 Memorial Union, 2229 Lincoln Way, Ames, IA 50010
334 515-294-0978
335 <https://www.studentlegal.dso.iastate.edu/>

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

337 *Provides legal assistance in civil matters to individuals who cannot afford to hire an attorney in*
338 *private practice*
339 220 H Ave., Nevada, IA 50201
340 515-382-2471
341 <http://www.legalaidstory.com/>

342 **Campus Confidential Resources**

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

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

359 ISU has designated the following office and their staff members as Campus Confidential Resources:

360 **Margaret Sloss Center for Women and Gender Equity**
361 *Provides support and information through educational outreach, appropriate referral services,*
362 *and a safe space*
363 205 Sloss House on the ISU Campus; Ames, IA 50011
364 515-294-4154 // <https://sloss.dso.iastate.edu/>

365 *Anonymous Reporting*

366 It is important to note that electing to remain anonymous may greatly limit the university's ability to
367 stop the reported conduct, collect evidence, and take effective action against individuals or
368 organizations accused of violating this policy. Generally, formal disciplinary action is not feasible
369 based solely on an anonymous report. In addition, anonymous reporting does not satisfy a university
370 Responsible Employee's responsibility to report Prohibited Sexual Harassment to the Title IX
371 Coordinator.

372 Concerns about the university's application of this or other non-discrimination related policies, Title
373 IX, and/or the Clery Act may be addressed to the university's [Compliance and Ethics Hotline](#) (at 515-
374 294-7119); the university's [Office of Equal Opportunity](#) (at 515-294-7612 or eooffice@iastate.edu);
375 the United States Department of Education, Clery Act Compliance Division (at clery@ed.gov); the
376 United States Department of Education, Office for Civil Rights (at OCR@ed.gov or 1-800-421-3481);
377 the United States Equal Employment Opportunity Commission (at info@eeoc.gov or 1-800-669-
378 4000); and/or the Iowa Civil Rights Commission (at 1-800-457-4416).

379 *Procedures, Applications, and Guidance*

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