

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

Effective Date: August 14, 2020

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 process. Individuals who alone, or in concert with others, are found responsible for engaging in

43 Prohibited Sexual Harassment will be subject to disciplinary action by the university, up to and  
44 including expulsion or termination, notwithstanding any action that may or may not be taken by civil  
45 or law enforcement authorities. The university may also implement reasonable and appropriate  
46 supportive measures or other interim measures prior to the conclusion of an investigation/hearing  
47 following an individualized assessment of the matter.

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

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

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

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

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

## 85 **Scope of Policy**

86 This policy applies anytime a student, faculty member, employee, or visitor reports alleged  
87 Prohibited Sexual Harassment within a university education program or activity in the United States.  
88 University education programs and activities in the United States include locations, events, or  
89 circumstances over which ISU exercises substantial control over both the individual(s) alleged to

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

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

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

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

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

## 130 **Resources and Reporting Options**

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

132 ISU offers a range of resources to students, faculty, staff, and community members dealing with  
133 incidents of Prohibited Sexual Harassment. Individuals have many options, including seeking  
134 assistance and guidance from confidential resources, contacting and requesting assistance from  
135 local law enforcement authorities, and/or contacting and requesting assistance from the university's  
136 Title IX Coordinator. These resource and reporting options are detailed below, and identified as

137 either campus reporting resources, law enforcement resources, confidential/privileged resources, or  
138 campus confidential resources. Additional information regarding privacy and confidentiality may be  
139 found in the [Procedures, Applications, and Guidance document](#).

#### 140 **Campus Reporting Resources (respect privacy but not confidential)**

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

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

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

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

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

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

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

173 **E. Jacob Cummings, Senior Deputy Title IX Coordinator**  
174 Associate Director of Equal Opportunity  
175 3410 Beardshear Hall, Ames, IA 50011  
176 Phone: 515-294-0044  
177 Email: [ejacob@iastate.edu](mailto:ejacob@iastate.edu)

178 **Charles Small, Deputy Title IX Coordinator for Athletics**  
179 Senior Associate Director of Athletics  
180 2157G Hixson Lied, Ames, IA 50011

181 Phone: 515-294-3662  
182 Email: [csmall@iastate.edu](mailto:csmall@iastate.edu)

183 **Dawn Bratsch-Prince, Deputy Title IX Coordinator for Academic Affairs**  
184 Associate Provost  
185 1550 Beardshear Hall , Ames, IA 50011  
186 Phone: 515-294-6410  
187 Email: [deprince@iastate.edu](mailto:deprince@iastate.edu)

188 **Monica Howard-Martin, Deputy Title IX Coordinator for Veterinary Medicine**  
189 Director of Student Programs  
190 2270B Vet Med, Ames, IA 50011  
191 Phone: 515-294-0391  
192 Email: [mohoward@iastate.edu](mailto:mohoward@iastate.edu)

193 **Sara Kellogg, Deputy Title IX Coordinator for Student Affairs**  
194 Assistant Dean and Director of Student Conduct  
195 1010 Student Services Building, Ames, IA 50011  
196 Phone: 515-294-1021  
197 Email: [skellogg@iastate.edu](mailto:skellogg@iastate.edu)

198 **Laura Bestler, Deputy Title IX Coordinator for Staff**  
199 CELT Program Coordinator II  
200 3024 Morrill Hall, Ames IA 50011  
201 Phone: 515-294-4533  
202 Email: [bestler@iastate.edu](mailto:bestler@iastate.edu)

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

208 **Student Accessibility Services**

209 *Supports students with disabilities and promotes equitable access to education and university*  
210 *programs, activities and services. Administers the university's procedures for providing*  
211 *reasonable accommodation for qualified students with disabilities.*  
212 1076 Student Services Building, First Floor  
213 Phone: 515-294-7220  
214 Email: [accessibility@iastate.edu](mailto:accessibility@iastate.edu) / website: <https://sas.dso.iastate.edu/>

215 **University Human Resources**

216 *Supports employees with disabilities and promotes workplace related accommodations*  
217 3810 Beardshear Hall, 515 Morrill Rd.  
218 Phone: 515-294-4800  
219 Email: [UHRdar@iastate.edu](mailto:UHRdar@iastate.edu) / website: <https://www.hr.iastate.edu/tools-for-employees>

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

221 Individuals who have experienced Prohibited Sexual Harassment have the right to report, or decline  
222 to report, such conduct to law enforcement. Consistent with its objective to stop, eliminate, remedy,  
223 and prevent Prohibited Sexual Harassment, ISU strongly encourages individuals to report such  
224 conduct to law enforcement as soon as possible. Expedited reporting may be critical in collecting  
225 and preserving any physical evidence. In addition, law enforcement agencies have unique

226 authorities, including the power to execute search warrants, collect forensic evidence, make arrests,  
227 and assist in acquiring legal protective orders. University processes and law enforcement processes  
228 operate independently of one another, although the university coordinates responses with the ISU  
229 Police Department. Upon request, the university will assist individuals in contacting law enforcement  
230 and may assist in seeking legal protective orders. [top](#)

231 Campus and local law enforcement authorities include:

232 **Iowa State University Police Department**

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

235 Armory Building, Room 55

236 Emergencies: 911

237 Non-Emergencies: 515-294-4428

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

239 **City of Ames Police Department**

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

242 515 Clark Avenue, Ames, Iowa

243 Emergencies: 911

244 Non-Emergencies: 515-239-5133

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

246 **Story County Attorney's Office**

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

249 Ames Office

250 126 S. Kellogg

251 Suite 203

252 Ames, IA 50010

253 515-232-4185

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

255 **Confidential / Privileged Resources**

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

- 261 • Psychological and mental health counselor, including counselors at ISU Student Counseling  
262 Services and the Employee Assistance Program (EAP) as defined by Iowa Code § 228.8  
263 and 622.10;
- 264 • Health care provider, including medical professionals at ISU Thielen Student Health Center,  
265 as defined by Iowa Code § 622.10;
- 266 • Victim counselor/advocate, including advocates from ACCESS as defined by Iowa Code §  
267 915.20A
- 268 • Personal attorney, as defined by Iowa Code § 622.10;
- 269 • Religious/spiritual adviser, as defined by Iowa Code § 622.10



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

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

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

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

287 **ISU Student Counseling Services**

288 *Provides counseling and mental health services to all ISU students free of charge*  
289 Student Services Building, Third Floor  
290 515-294-5056  
291 <http://www.counseling.iastate.edu/counseling>

292 **ISU Thielen Student Health Center**

293 *Provides general medical treatment and psychiatry services to all students*  
294 2647 Union Drive, Iowa State University  
295 515-294-5801  
296 <http://www.cyclonehealth.org/>

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

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

303 **Mary Greeley Medical Center**

304 *Provides emergency medical treatment and in-patient services*  
305 1111 Duff Avenue, Ames, Iowa  
306 515-239-2011  
307 <http://www.mgmc.org>

308 **ISU Student Legal Services**

309 *Provides legal advice and assistance to students in a variety of areas. Not able to represent*  
310 *students in controversies involving the university or other ISU students, but may help students*  
311 *connect to other resources*  
312 Memorial Union, Office 0367  
313 515-294-0978  
314 <https://www.studentlegal.dso.iastate.edu/>

315 **The Legal Aid Society of Story County**  
316 *Provides legal assistance in civil matters to individuals who cannot afford to hire an attorney in*  
317 *private practice*  
318 937 6th Street, Nevada, Iowa 50201  
319 515-382-2471  
320 <http://www.legalaidstory.com/>

### 321 **Campus Confidential Resources**

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

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

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

340 **Center for LGBTQIA+ Student Success**  
341 *Provides programs, services, referrals and resources focused on sexual orientation and*  
342 *gender identity/expression for students at Iowa State University*  
343 Student Services Building, Office 1064  
344 515-294-5433 // <https://center.dso.iastate.edu/>

345 **Margaret Sloss Center for Women and Gender Equity**  
346 *Provides support and information through educational outreach, appropriate referral services,*  
347 *and a safe space*  
348 Sloss House on the ISU Campus  
349 515-294-4154 // <https://sloss.dso.iastate.edu/>

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

358 Concerns about the university's application of this or other non-discrimination related policies, Title  
359 IX, and/or the Clery Act may be addressed to the university's [Compliance and Ethics Hotline](#) (at 515-  
360 294-7119); the university's [Office of Equal Opportunity](#) (at 515-294-7612 or [eooffice@iastate.edu](mailto:eooffice@iastate.edu));



361 the United States Department of Education, Clery Act Compliance Division (at [clery@ed.gov](mailto:clery@ed.gov)); the  
362 United States Department of Education, Office for Civil Rights (at [OCR@ed.gov](mailto:OCR@ed.gov) or 1-800-421-3481);  
363 the United States Equal Employment Opportunity Commission (at [info@eeoc.gov](mailto:info@eeoc.gov) or 1-800-669-  
364 4000); and/or the Iowa Civil Rights Commission (at 1-800-457-4416).

### 365 **Procedures, Applications, and Guidance**

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

## 368 **Resources**

### 369 **Links**

- 370 • [Student Code of Conduct](#)

### 371 **Files**

- 372 • [Sexual Misconduct Policy PRIOR VERSION 2019-10-15 \[PDF\]](#)
- 373 • [Policy - Title IX Sexual Harassment 2021-10-25](#)
- 374 • [Procedures, Applications, and Guidance: Title IX Policy 2022-01-07 \[PDF\]](#)