

Iowa State University establishes this procedures, applications, and guidance document to assist it in carrying out its responsibilities in administering and enforcing applicable federal and state law and University and Board of Regents policies relating to discrimination and harassment. This procedures, applications, and guidance document is intended to create a process for reporting, responding to, addressing, investigating, and adjudicating reports of potential violations of ISU's [Non-Discrimination and Anti-Harassment Policy](#). This procedures, applications, and guidance document should be read in conjunction with and as a supplement to that policy. The policy and this procedures, applications, and guidance document are collectively referred to hereafter as the "Policy."

In keeping with its commitment to offer a fundamentally fair process for all parties involved, ISU reserves the right in its sole discretion to adapt certain aspects of the Policy in specific circumstances in order to meet the interests of all involved parties, including the University. The University also reserves the right to extend the time limits described in the Policy, in its sole discretion, in order to ensure a fundamentally fair process and to meet the interests of all involved parties, including the University.

adverse treatment

adverse impact

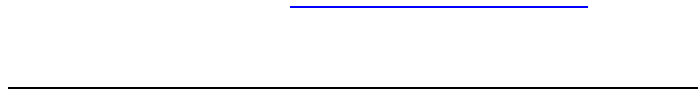
failure to accommodate

hostile environment

quid pro quo

See

See



Training and Education



Submission of Formal Complaint

Intake Interview

Preliminary Review

Amending the Complaint
