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this policy. Note: Sexual harassment is addressed by the University's Policy on Sexual Harassment and Sexual Misconduct (II-4).

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and associate provosts), and those persons' designees,

(f) Directors and supervisors in an employment context, including faculty and staff who supervise student employees, in relation to matters involving the employees they supervise (other than Department of Public Safety personnel when receiving criminal complaints or reports), and

(g) Human resource representatives (including all central University Human Resources staff).

(2) Allegations: to the extent possible, allegations of policy violations should provide factual details such as, but not limited to, time, place, actions, participants, and witnesses. Allegations do not necessarily have to be based on firsthand observation of events to be "specific and credible," but direct observation normally results in greater specificity and credibility than indirect knowledge.

(3) Graduate assistant: a graduate student employed by the university as a research assistant or teaching assistant.

(4) Human resources representative: the individual designated as a unit's departmental authority on human resource policies and procedures, and all central human resources staff.

(5) Impacted party: a person who allegedly has been harassed.

(6) Instructor: a person engaged in teaching students or in evaluation or supervision, direct or indirect, of a student's academic work.

(7) Member of the university community: any university student, or faculty or staff member.

(8) Protected interests: university employment, education, on-campus living, or participation in a university activity.

(9) Reporting party: the person who brings a complaint of violation of this policy, who could be an impacted party, a third-party reporter, or an academic or administrative officer of the university.

(10) Responding party: a person who has been accused of harassment.

(11) Stalking:

(a) "Stalking" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

(i) Fear for their safety or the safety of others; or

(ii) Suffer substantial emotional distress.

(b) Examples of stalking include:

(i) Attempting to gather information about the target of unwelcome conduct;

(ii) Vandalism, including attacks on data and equipment;

(iii) Direct physical and/or verbal threats against an impacted party or an impacted party's loved ones, including animal abuse;

(iv) Gathering of information about an impacted party from family, friends, co-workers, and/or classmates;

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(d) The conduct has the purpose or reasonably foreseeable effect of substantially interfering with the work or educational performance of UI students, faculty, or staff;

(e) The conduct creates an intimidating or hostile environment for anyone who is involved in or seeks to participate in university employment, education, on-campus living, or other university-sponsored activities; or

(f) The conduct demonstrates that the individual poses a reasonable threat to campus safety and security.

b. Acts by persons other than employees or students. The university will make reasonable efforts to address harassment of its faculty, other instructors, staff, or students by persons participating in university-related programs or activities, conducting business with or visiting the university, even if such persons are not directly affiliated with the university. Reports of harassment by visitors to campus and other persons not directly affiliated with the university should be made to an academic or administrative officer or the Office of Institutional Equity (319-335-0705).

Effective January 2020, this policy has been revised. For individual changes, see the redlined version.

a. Individuals who believe they have experienced harassment are encouraged to report it, even if they are not certain whether a violation of this policy has occurred. Reports of protected class harassment (see II-3 Human Rights) should be brought to the Office of Institutional Equity under this policy. Reports also may be directed separately to other offices under applicable policies and procedures as follows:

(1) Complaints that a student violated the rights of any member of the university community may be investigated under a process initiated by the ~~MOE~~

- c. Substantial weight will be given to the wishes of the impacted party when determining how to respond to a complaint. However, the university may investigate the allegations even without the impacted party's consent, if circumstances warrant (such as when there are multiple complaints of harassment involving the same person or allegations are particularly egregious).
- d. Anyone (impacted parties or others) who wishes to consult with someone about a specific situation without making a complaint, or who wishes simply to learn more about enforcement of this Anti-Harassment Policy may contact any of the following offices or organizations: These offices are exempt from the reporting requirements set forth below in II-14.5e. In addition, staff in these offices and organizations generally have professional or legal obligations to keep communications with their clients confidential. Faculty and staff in other university offices typically do not have confidentiality obligations and may be required to report allegations as described below in II-14.5e.

(1) Office of the Ombudsperson (for faculty, staff, or students), 308 Jefferson Building;

(2) Employee Assistance Program (for faculty or staf















