Welcome!

The Office of Diversity and Inclusion

- Collaborates to foster a community of inclusiveness
- Empowers and helps facilitate efforts to achieve potential
- Helps create shared understanding of diversity, equity and inclusion
- Is at the forefront of addressing our common global challenges

Resources

http://www.diversity.iastate.edu (VPDI)
http://www.eoc.iastate.edu (OEO)
http://strategicplan.iastate.edu (Strategic Plan)
Office of Equal Opportunity Team

Margo Foreman  
AVP of Diversity, Inclusion, and Equal Opportunity and Title IX Coordinator

Adrienne Lyles  
Associate Director and Senior Deputy Title IX Coordinator

Amber Davis  
Administrative Assistant

Dave Konopa  
EO Specialist

Regenea Hurte  
EO Specialist

Julie Reilly  
EO Specialist

Sean Nelson  
Extension EO Specialist

Jazzmine Brooks  
Equity and Inclusion Coordinator
Office of Equal Opportunity

- Ensures compliance with non-discrimination & anti-harassment laws
- Offers a safe place for one-on-one consultations
- Provides education, consultation, facilitation, and outreach
- Investigates discrimination and harassment complaints
- Responds to requests for accommodations and/or access
ISU does not discriminate on the basis of:

- Age
- Race
- Color
- Creed
- Ethnicity
- Religion
- National origin
- Sex
- Sexual orientation
- Gender identity
- Pregnancy
- Marital status
- Genetic information
- Disability
- Status as a U.S. Veteran

“Protected Status”
ISU Policies
available at ISU Policy Library

Sexual Misconduct, Sexual Assault, Sexual Harassment, Stalking, and Intimate Partner Violence Involving Students Policy

Discrimination and Harassment Policy

Which policy applies depends on the status of the Respondent
“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”
What Does Title IX Prohibit?

- Sex-Based Discrimination
- Sexual Harassment
- Sexual Assault
- Intimate Partner Violence
- Stalking
<table>
<thead>
<tr>
<th>IF YOU KNOW</th>
<th>REPORT</th>
<th>TO OEO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Misconduct</td>
<td>The W’s</td>
<td><a href="mailto:eooffice@iastate.edu">eooffice@iastate.edu</a></td>
</tr>
<tr>
<td>• Sexual assault</td>
<td>• Who</td>
<td>515-294-7612</td>
</tr>
<tr>
<td>• Sexual harassment</td>
<td>• What</td>
<td></td>
</tr>
<tr>
<td>• Stalking</td>
<td>• Where</td>
<td></td>
</tr>
<tr>
<td>• Intimate partner violence</td>
<td>• When</td>
<td></td>
</tr>
<tr>
<td>• Sexual exploitation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Sexual intimidation</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
What happens when you report to OEO?

OEO sends the party an email outreach with resources & support

- Reporting does not file any complaint
- Reporting does not start an investigation

Process is Complainant-driven:

- They can choose to *not* reply to outreach
- They can choose to meet (or not) with OEO
- They can choose from menu of OEO options:
  - Education
  - Consultation
  - Facilitation
  - Investigation
  - Do nothing
If You Experience Harassment

- Contact OEO at 515-294-7612 or eooffice@iastate.edu

- Address it as soon as possible because
  - If you don’t like it the first time, you won’t like it the second, third, or fourth time . . .
  - Doing nothing is the worst option
Office of Equal Opportunity

eooffice@iastate.edu
3410 Beardshear Hall
515-294-7612
Hotline: 515-291-1222
https://www.eoc.iastate.edu/