VISION

To ensure equal access to employment and educational opportunities in support of the university’s commitment to equal opportunity, affirmative action, and diversity.

MISSION

Iowa State University’s Office of Equal Opportunity is committed to promoting a working and learning environment free of discrimination or harassment by complying with all federal, state and local laws pertaining to anti-discrimination, the American with Disabilities Act, and Title IX. To that end, we work toward a campus climate that is supportive of equity through complaint resolution, advice, education, outreach, and intervention.
HOT WEEKS

The first six weeks of the school year are sometimes referred to as "Hot Weeks". During this period campuses typically see rates of sexual misconduct spike due to the reunion of returning and new students.

To help keep the Iowa State campus educated and safe, inform and encourage students to take the Title IX Training available on Canvas. Consider offering incentive for completing the training (extra credit, free absent day, etc.) to help boost knowledge on how to protect themselves and others.

Sexual misconduct is any unwelcome and unreasonable behavior of a sexual nature that is committed without consent or by force, intimidation, coercion, or manipulation. Below are a few examples of sexual misconduct:

- **Sexual Assault** - intentional sexual contact without consent
- **Sexual Exploitation** - any act where one person violates or takes sexual advantage of the sexual privacy of another person without consent
- **Sex and/or Gender-based Harassment** - unwelcome behavior directed at someone because of that person's sex, gender, sexual orientation or gender identity
- **Sexual Intimidation** - threatening to commit a non-consensual sexual act or physical violence on a person because of sex, sexual orientation, gender, or gender identity
- **Intimate Partner Violence** - any act or threat of violence that occurs between persons who are or have been involved in a sexual, dating, spousal, domestic, or other intimate relationship
- **Stalking** - a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or to suffer substantial emotional distress

You can find the sexual misconduct policy with link below.  
https://www.policy.iastate.edu/policy/students/sexualmisconduct
Iowa State has a clear policy in place to combat sexual misconduct on campus. One of the most effective and efficient ways to make ISU a safer campus is to remain informed and aware. Do you know what consent is and is not? Do you know how to report instances of harassment, sexual assault, or stalking? Do you know what Title IX policy is? Join the Office of OEO on a journey to educate all Cyclones to prevent sexual misconduct, discrimination, or harassment.

**What consent is:**

- Informed: the individuals understand the sexual activity they are agreeing to;
- Voluntary: the individuals agree to the activity freely and without coercion, intimidation, or force; and
- Active: the individuals communicate their agreement to engage in the activity through affirmative words and/or actions. Consent cannot be assumed.

**What consent is not:**

- Silence
- Passivity
- Lack of protest or resistance
- The absence of “No”

Under Iowa law the following people are unable to give consent:

- Persons who are asleep or unconscious
- Persons who are incapacitated due to the influence of drugs, alcohol, or medication
- Persons who are unable to communicate consent due to a mental or physical condition
Deputy Title IX Coordinators

E Jacob Cummings, Senior Deputy Title IX Coordinator
Associate Director of Equal Opportunity 3410 Beardshear Hall
515-294-7143 ejacob@iastate.edu

Sara Kellogg, Deputy Title IX Coordinator for Student Affairs
Assistant Dean and Director of Student Conduct
1010 Student Services Building
515-294-1021 skellogg@iastate.edu

Dawn Bratsch-Prince, Deputy Title IX Coordinator for Academic Affairs
Associate Provost
1550 Beardshear Hall
515-294-6410 deprince@iastate.edu

Charles Small, Deputy Title IX Coordinator for Athletics
Senior Associate Director of Athletics 2157G Hixson Lied
515-294-3662 csmall@iastate.edu

Monica Howard-Martin, Deputy Title IX Coordinator for Veterinary Medicine
Director of Student Programs 2270B Vet Med
515-294-0391 mohoward@iastate.edu

Laura Bestler, Deputy Title IX Coordinator for Staff
CELT Program Coordinator II
3024 Morrill Hall
515-294-4533 Email: bestler@iastate.edu
Welcome back to campus! Classes begin August 23rd

OEO will be at the ExCYtement picnic for Destination Iowa State! "Center of ExCYtment" picnic Thursday, Aug. 19 (4:30-7:00 p.m., lot C-2 south of Hilton Coliseum).

If you would like to nominate someone for our Limelight or Highlighting a Hero section, contact us with our info below!

Find more Iowa State news and announcements here: https://www.inside.iastate.edu/bulletin/announcements/staff

Do you have topic suggestions or want to write for our next newsletter? Call or email us with the contact info provided below!

Contact Us!
Office of Equal Opportunity
3410 Beardshear Hall
515 Morrill Road
Ames, IA 50011
Phone: (515) 294-7612
Email: eooffice@iastate.edu
Web: www.eoc.iastate.edu

Follow us on social media!

Instagram: @iowaStateOEO
Twitter: @iowaStateOEO
Facebook: Office of Equal Opportunity at Iowa State University
LinkedIn: Iowa State University
Office of Equal Opportunity