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

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.
The Title VII of the Civil Rights Act of 1964 prohibits the discrimination of employees because of their religious beliefs. Title VII also requires employers to reasonably accommodate any time request for accommodation based on their employees’ religious beliefs. According to the U.S. Department of Labor, “accommodation requests often relate to work, schedules, dress and grooming, or religious expression in the workplace. If it would not pose an undue hardship, the employer must grant the accommodation.” Undue hardships can be used to justify declining an accommodation if the accommodation would be dangerous for the workplace, too expensive, would infringe on the rights of other employees, etc.

Iowa State and the Office of Equal Opportunity recognizes that there may be instances where academic or work requirements may interfere with one’s religious practices. For information about our religious accommodation policy, visit https://www.eoc.iastate.edu/how-we-can-help/religious.
On October 29, 2021, the American Psychological Association issued a public apology regarding their contribution to systemic inequities, specifically regarding race. The apology stated that, “many existing historical records and narratives have been centered in Whiteness.” Since their founding, the APA has focused largely on psychological studies and research that reflected the ideas of white people. Their apology was aimed toward people of color who have been harmed from such racial discrimination. In their apology, the APA set specific goals to increase their racial diversity in their research and practices. Iowa State can benefit from these new goals.

Iowa State is committed to creating an atmosphere where all faculty, staff, and students have equal opportunities to succeed. Find Iowa State’s Non-Discrimination and Anti-Harassment Policy at https://www.policy.iastate.edu/policy/discrimination/.
Welcoming Sharon Perry-Fantini to Iowa State!

Sharon has been named the next vice president for diversity, equity and inclusion following a national search. Perry-Fantini, who serves as vice provost for equity, access and opportunity and Title IX coordinator at Tiffin University in Tiffin, Ohio, will begin at Iowa State on Jan. 18, 2022.

Perry-Fantini holds bachelor's degrees in organizational management and human resources management and an MBA from Tiffin University and a Ph.D. in human resources and organization management from Minneapolis-based Capella University.

"It is an honor to join a team that embodies the same purpose I do -- fostering an inclusive campus climate in which every member of the community can thrive in a safe and welcoming environment by embracing, supporting, including and valuing our unique diversity and cultural differences," said Perry-Fantini. "The opportunity to join an institution with a dedicated focus on advancing diversity, equity and inclusion within its organizational mission is one I am excited about."

From Inside Iowa State
Spring Semester begins Tuesday, January 18

If you would like to nominate someone for our Limelight or Highlighting a Hero section, share your suggestions via email. Our information is below!

Have topic suggestions? Reach out to us!

Find more Iowa State news and announcements at Inside Iowa State: https://www.inside.iastate.edu

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