



Title IX Sexual  
Harassment, Sexual  
Assault, Dating  
Violence, Domestic  
Violence, and  
Stalking

**Respondent's Guide**

**IOWA STATE  
UNIVERSITY**



Being accused of Prohibited Sexual Harassment or related charges can be confusing and unsettling. This Respondent’s Guide provides information about Iowa State University’s complaint resolution process as well as resources and services available to accused individuals. An individual who has been reported to be the perpetrator of conduct that could constitute Prohibited Sexual Harassment is referred to as the “Respondent” during the complaint resolution process.

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Iowa State University is committed to providing an inclusive, welcoming and respectful educational, work, living, and campus environment that is free from all forms of sexual harassment, sexual assault, dating violence, domestic violence, and stalking.

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*This Respondent's Guide is intended as an overview of Iowa State University's Title IX Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, and Stalking Policy. The content, information, and definitions provided herein are summary in fashion and do not constitute official university policy. The university's full policy is available at: <https://www.policy.iastate.edu/policy/students/sexualmisconduct>.*

Iowa State University (ISU) does not tolerate sexual harassment, sexual assault, dating violence, domestic violence, or stalking in its education programs or activities. These unacceptable behaviors are collectively referred to as "Prohibited Sexual Harassment" and are specifically defined within ISU's **Title IX Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, and Stalking Policy** (Title IX Policy) and accompanying **Procedures, Applications, and Guidance**, both available in the ISU Policy Library at: <https://www.policy.iastate.edu/>. ISU strongly urges students, faculty, staff, and visitors to promptly report all incidents of Prohibited Sexual Harassment to the university's Title IX Coordinator.

ISU will respond in a reasonable manner to all reports of Prohibited Sexual Harassment. In appropriate cases, ISU will conduct a prompt, fair, and impartial investigation and hearing of complaints and, where appropriate, issue interim and/or final remedial measures. ISU may implement reasonable and appropriate supportive measures or other interim measures prior to the conclusion of an investigation/hearing following an individualized assessment of the matter.

Retaliation, including intimidating, threatening, coercing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by Title IX or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing is strictly prohibited and may constitute a separate and independent violation of university policy.

All ISU students, employees, and campus community members have access to "Confidential Resources" that may be accessed regardless of whether they make a report to the university or participate in a university or law enforcement investigation or hearing process.

ISU also prohibits all forms of discrimination and harassment on the basis of age, color, creed, disability, gender identity, genetic information, national origin, pregnancy, race, religion, sex, sexual orientation, and/or protected U.S. Veteran status (collectively referred to as "Protected Status") in its programs, activities, and/or employment. Concerns regarding discrimination and harassment are addressed by ISU's **Discrimination and Harassment Policy**, available at: <https://www.policy.iastate.edu/policy/discrimination>.

Individuals can make a report and/or seek guidance from ISU's Title IX Coordinator and Office of Equal Opportunity (OEO) staff by email ([eooffice@iastate.edu](mailto:eooffice@iastate.edu)), by telephone (515-294-7612), or in person (3410 Beardshear Hall).

The information and definitions contained in this Respondent's Guide are abbreviated and in summary form only. Individuals must consult Title IX *Procedures, Applications, and Guidance* for complete definitions, available at: <https://www.policy.iastate.edu/sites/default/files/resources/223/PAG%20Title%20IX%202020-08-14.pdf>.

### Important terms and concepts

**Complainant:** An individual who is alleged to be the victim of conduct that could constitute Prohibited Sexual Harassment.

**Respondent:** An individual who has been reported to be the perpetrator of conduct that could constitute Prohibited Sexual Harassment.

**Witness:** An individual who may have information relevant to a report of Prohibited Sexual Harassment. A witness may be a student, faculty member, staff member, third party, or expert.

**Prohibited Title IX Sexual Harassment:** Conduct on the basis of sex that satisfies one or more of the following:

- Quid pro quo sexual harassment—an employee (faculty, staff, or student employee) of the university conditioning the provision of an aid, benefit, or service of the university on an individual's participation in unwelcome sexual conduct.
- Severe, pervasive, and objectively offensive sexual harassment—unwelcome conduct (physical and/or verbal) determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the university's education programs or activities.

**Consent:** Consent is an informed, voluntary, and active agreement expressed through affirmative words or actions, and mutually understandable to all parties involved, to engage in a specific sexual act at a specific time. Consent must be:

- *Informed:* the individuals know about and understand the specific sexual activity they are agreeing to;
- *Voluntary:* the individuals agree to the specific sexual activity freely without coercion, intimidation, or undue influence; and
- *Active:* the individuals communicate their agreement to engage in the specific sexual activity through affirmative words and/or actions that are reasonably recognizable, i.e., not silence, passivity, lack of resistance, or the absence of "No."

Consent cannot be obtained by force. Force includes the use of physical violence, threats, intimidation, and/or coercion. Consent cannot be obtained by taking advantage of a person who does/did not have the capacity to consent, where the person initiating sexual activity knew or reasonably should have known the other person lacked this capacity. Consent also cannot be assumed. Since individuals may experience the same interaction in different ways, it is the responsibility of each party to make certain that the other party has consented before engaging in the activity.

## IMPORTANT TERMS AND CONCEPTS (continued)

**Sexual assault:** “Sexual assault” includes conduct classified as “Sex Offenses” under the uniform crime reporting system. This includes any sexual act including rape, sodomy, sexual assault with an object, fondling, incest, and statutory rape against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

**Dating violence:** Violence committed by a person:

- Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- Where the existence of such a relationship shall be determined based on a consideration of the following factors: length of the relationship; type of relationship; and frequency of interaction between the persons involved in the relationship.

**Domestic violence:** Felony or misdemeanor crimes of violence committed by:

- A current or former spouse of the victim;
- A person with whom the victim shares a child in common;
- A person who is cohabitating with or has cohabitated with the victim as a spouse;
- A person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction; or
- Any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.

**Stalking:** Engaging in 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
- Suffer substantial emotional distress.

**Retaliation:** ISU prohibits retaliation against any party or individual who reports misconduct or participates in the investigation of a report of misconduct. ISU’s Non-Retaliation Against Persons Reporting Misconduct policy can be found at:

<https://www.policy.iastate.edu/policy/nonretaliation>.

## ISU is available to assist you with:

- Connecting with on-campus and off-campus resources, including counseling, health, mental health, advocacy, legal assistance, visa and immigration assistance, student financial aid, LGBTQIA+ student services, and other applicable resources and services.

## Supportive measures

ISU offers individualized supportive measures, as appropriate and reasonably available, without fee or charge to complainants, respondents, and witnesses. These supportive measures are available before or after filing a formal complaint or where no formal complaint has been filed. Such measures may include, but are not limited to:

- Information about and access to counseling, mental health, and medical resources
- Extension of deadlines or other course-related adjustments
- Modifications of work or class schedules
- Campus escort services
- Mutual restricted contact notices
- Assistance in requesting no contact orders or protective orders under Iowa law
- Changes in work or housing or dining locations
- Leaves of absence
- Increased security or monitoring of certain campus areas
- Referral to resources that can assist with financial aid, visa, and immigration concerns
- Safety planning
- Assistance in obtaining a sexual assault forensic exam
- Assistance in contacting and filing a report with local law enforcement

Questions and requests concerning supportive measures should be directed to the Title IX Coordinator. See page 17 for contact information.

## About reporting

- Internal university Prohibited Conduct investigations can occur at the same time as law enforcement investigations.
- To encourage reporting and honest disclosure, the university generally does not hold complainants, respondents, and/or witnesses accountable for non-egregious student code violations (including alcohol or drug possession related violations) that may have occurred at the time of the reported Prohibited Conduct.
- When individuals report Prohibited Title Sexual Harassment to the ISU Police Department and/or Ames Police Department, these law enforcement agencies have a practice of not pursuing charges for improper use of alcohol or drugs against reporting parties.
- All reports are handled in a sensitive and private manner. Information is shared only with those university employees who need to know in order to assist in the investigation and/or resolution of the matter.
- ISU prohibits retaliation of any kind as a result of an individual making a report or participating in an investigation of a report.
- ISU employees who have been designated Responsible Employees are responsible for reporting Prohibited Sexual Harassment concerns to the Title IX Coordinator.

## Privacy & confidentiality

**Privacy** refers to the way in which the university will treat reports and information relating to Prohibited Sexual Harassment. ISU is committed to protecting the privacy of all individuals involved in the reporting, investigation, and/or adjudication of incidents of Prohibited Sexual Harassment. In all cases, the university will share the details of reports of Prohibited Sexual Harassment only with university officials, law enforcement personnel, and other individuals who have a legitimate administrative or legal reason to be so informed, and records will not be disclosed outside the university unless required by law or legal subpoena.

**Confidentiality** refers to the protections provided to information disclosed within legally-protected or privileged relationships pursuant to university policy and/or Federal and State of Iowa law, including communications with licensed medical and clinical care professionals, licensed mental health care providers and counselors, ordained clergy, personal attorneys, and certain victim counselors as defined by Iowa Code § 915.20. Some resources (on- and off-campus) are able, with very limited exceptions, to maintain complete confidentiality with

respect to reports of Prohibited Sexual Harassment. This means that these resources will not share with anyone (including law enforcement, university officials, or anyone else) any information relating to reports of Prohibited Sexual Harassment, including information that identifies or might be used to identify persons related to reports of Prohibited Sexual Harassment, unless the speaker consents to the disclosure in writing, or where there is an imminent threat to the safety of the speaker or others, or the information concerns conduct involving suspected abuse or neglect of a minor under the age of 18. These confidential resources are identified on pages 13-14 of this resource guide.

## Reporting obligation

ISU strongly encourages anyone who has experienced, witnessed, or learned about a potential incident of Prohibited Sexual Harassment to talk to a resource about what has happened, to ensure they are informed of available support, resources, and available complaint processes, and to allow the university to respond appropriately.

University community members who have been designated **Responsible Employees** are responsible for immediately reporting information they learn concerning Prohibited Sexual Harassment to the Title IX Coordinator.

A “Responsible Employee” is a university employee who has been identified as having the responsibility of reporting potential Prohibited Sexual Harassment to the university’s Title IX Coordinator.

At ISU, Responsible Employees include:

- All instructors, including full-time professors, adjuncts, lecturers, adjunct instructors, and any others who offer classroom instruction or office hours to students;
- All advisors;
- All coaches, trainers, and other athletic staff that interact directly with students;
- All student affairs administrators;
- All residential hall staff;
- All supervisors and university officials; and
- All employees who work in offices that interface with students.

Responsible employees cannot promise confidentiality, anonymity, or withhold important information from the Title IX Coordinator. Responsible employees should not discuss or share any information related to the incident with anyone other than those directly involved in handling the university’s response, unless they received the individual’s prior consent or in the event of an emergency or existing threat.

**Confidential resources** do not have an obligation to report information to the Title IX Coordinator. See pages 13-14 for a list of confidential resources.



## Complaint investigation and resolution

ISU is committed to providing a prompt, fair, and impartial response to reports of Prohibited Title IX Sexual Harassment. In all cases, the university will take prompt steps to investigate reports and stop, prevent, and remedy the impact of any Prohibited Sexual Harassment.

A university **Formal Complaint** may be initiated by filing a document with the Title IX Coordinator, or by meeting in person with the Title IX Coordinator or other designated staff member in the Office of Equal Opportunity to report Prohibited Sexual Harassment. When the university receives a Formal Complaint, the Title IX Coordinator (or their designee) will request an initial meeting with the complainant in order to gain a basic understanding of the nature and circumstances of the allegations. At this meeting, the complainant will be provided with information regarding university policies, information about the process for filing a Formal Complaint and the investigation and hearing process, and information about available supportive measures. Information about Formal Complaints, complaint assessment, and resolution options can be found at: <https://www.policy.iastate.edu/sites/default/files/resources/223/PAG%20Title%20IX%202020-08-14.pdf>.

If an **investigation** is initiated, it will be conducted by an investigator who has received appropriate training on university policy, conducting investigations, impartiality, and relevancy. All parties in an investigation have corresponding **rights**, including the right to participate equitably in any investigation or hearing process, the right to be accompanied and assisted by an adviser/support person, equal opportunity to identify witnesses and provide evidence, the right to review investigative reports, the right to provide an impact statement, and the right to appeal final determinations and sanctions.

At the conclusion of the investigation process, a **Final Investigative Report** and all directly related evidence will be delivered to the parties, their advisers, the Title IX Coordinator, and the relevant hearing administrator(s). The Title IX Coordinator or appropriate hearing administrator will then contact the complainant and respondent individually to review the Final Report, explain available informal resolution options, explain the formal resolution and hearing process, and address any questions.

A **live hearing process** will be used to determine responsibility/non-responsibility for alleged violations of ISU's Title IX Policy. The live hearing will be presided over by a decision-maker who will review, assess, weight, and objectively evaluate all relevant evidence and will reach a determination regarding responsibility based upon a preponderance of the evidence standard. Complete investigation and hearing procedures can be found at: <https://www.policy.iastate.edu/sites/default/files/resources/223/PAG%20Title%20IX%202020-08-14.pdf>.

## Timeline

In all cases, the university will take prompt steps to investigate reports and stop, prevent, and remedy the impact of any Prohibited Title IX Sexual Harassment. The university cannot guarantee a definite timeframe for this process, but in all matters the university will make a good-faith effort to complete a fair and impartial investigation in a timely manner based on the totality of the circumstances present. Factors that may impede the timing of the process include the complexity and severity of the matter, the number and availability of parties and witnesses, concurrent law enforcement activity, or the need to identify and acquire physical or other evidence.

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## Advisers

All parties to an investigation, including the Complainant, the Respondent, and any witnesses, are entitled to be accompanied and assisted by an adviser of their own choosing and at their own expense at all related meetings, including formal and informal meetings, investigation interviews, and any necessary hearings. An adviser may be disallowed if they are identified as a witness related to the matter or another conflict of interest is present. A chosen adviser may be a friend, parent, attorney, support person, or other appropriate person. During all related meetings, advisers are not permitted to speak for the party, but parties may confer with their adviser during meetings.

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## Interference with an investigation

Any person who knowingly and intentionally interferes with an investigation or adjudication is subject to disciplinary action. Interference with an investigation/adjudication may include, but is not limited to: attempting to coerce, compel, or prevent an individual from providing testimony; removing, destroying, or altering documentation relevant to the investigation; and/or knowingly providing false or misleading information to an investigator, or encouraging others to do so.

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## Retaliation is prohibited

ISU does not tolerate retaliation against persons who report misconduct. The university is committed to creating an environment wherein members of the university community are encouraged to report misconduct without fear of retaliation.

Retaliation against a person who makes a good faith effort of activity believed to be unlawful, unethical, or in violation of university policy is prohibited. Retaliation is also prohibited against persons who participate in an investigation of such activity or who otherwise take steps to object to or resists such activity.

“Retaliation” is a materially (not trivial) adverse action taken against a person because of the person’s report of misconduct, participation in the investigation of a report of misconduct, or objecting to or resisting such misconduct. Retaliation includes intimidating, threatening, coercing or discriminating against any individual for the purpose of interfering with any right or privilege secured by Title IX or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing.

Examples of retaliation may include: spreading false rumors, transfer to a less desirable position, engaging in verbal or physical abuse, increased scrutiny, or purposefully making work more difficult. Concerns related to retaliation should be made to the Office of Equal Opportunity as soon as possible.

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## How to help others

It can be challenging to be prepared when someone tells you that they've been accused of sexual harassment or violence. Below are some suggestions on how to respond and support.

### Respond

If someone tells you that they have been accused of sexual harassment or violence:

- **Acknowledge:** Thank them for trusting you and acknowledge their feelings.
- **Listen:** Give them your complete attention and try not to interrupt. Use empathetic listening and ask things like, "What can I do to support you?" and "What can I do to help you right now?"
- **Support:** Let them know that you want to make sure they're safe and offer them nonjudgmental support. Offer to accompany them or make a phone call to connect them with resources.
- **Be patient:** Be careful not to ask what happened, ask for details, or compare/discuss your personal experience. Don't offer easy answers like, "Everything will be alright" or "Just move on."

### Respect

- **Respect their privacy.** Don't tell friends, classmates, or colleagues what happened.
- **Respect their experience.** Don't question whether they are telling the truth, say that you know what they're going through, or ask for details about the incident.
- **Respect the situation.** Do not offer to contact the Complainant on the Respondent's behalf. This could be seen as retaliation.
- **Respect the process.** Don't destroy any possible evidence.
- **Don't cast blame on the Respondent or on the Complainant.**

**Refer:** You are not expected to have all of the answers, and it is not your responsibility to fix the problem or determine what occurred. An important part of being helpful is providing the individual with information about options and resources. Please refer to the resources and other options detailed in this Respondent's Guide. And don't investigate on your own.

**Get support for yourself:** Sometimes friends and family of people who have been accused can also feel the impact of the incident. Hearing about sexual assault, dating or domestic violence, and stalking can be upsetting. You may want to utilize resources and support for yourself. The resources listed in the next section are available for parties, witnesses, and impacted individuals as well.



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## Confidential/Privileged Resources

Under Iowa law and University policy, communications with certain individuals are considered confidential and/or privileged. This means that, with very limited exceptions, confidential resources may not and will not disclose information shared with them to anyone unless the individual holding such privilege has waived it.

Generally, confidentiality and/or privilege applies when a party seeks professional services from the following persons:

- Psychological and mental health counselor, including counselors at ISU Student Counseling Services and the Employee Assistance Program (EAP)
- Health care provider, including medical professionals at ISU Thielen Student Health Center and Mary Greeley Medical Center
- Victim counselor/advocate, including advocates from ACCESS
- Personal attorney
- Religious/spiritual advisor

Individuals should always confirm whether confidentiality/privilege applies to their communication with the individual with whom they are seeking services. At ISU and in the local community, the following resources are recognized as Confidential Resources:

### **ISU Student Counseling Services**

*Provides counseling and mental health services to all ISU students free of charge.*

Student Services Building, Third Floor

515-294-5056

<http://www.counseling.iastate.edu/counseling>

### **ISU Thielen Student Health Center**

*Provides general medical treatment and psychiatry services to all students.*

2647 Union Drive, Iowa State University

515-294-5801

<http://www.cyclonehealth.org/>

### **ISU Employee Assistance Program (EAP)**

*EAP provides all benefit eligible ISU employees (faculty, P&S, merit and pre/post doc.), as well as immediate family members, with free access to confidential, professional services for help with issues affecting your day-to-day performance and health.*

Call anytime, 24/7: 1-800-327-4692

<https://www.hr.iastate.edu/benefits/addlbenefits>

**Mary Greeley Medical Center**

*Provides emergency medical treatment and in-patient services.*

1111 Duff Avenue, Ames, Iowa

515-239-2011

<http://www.mgmc.org>

**ISU Student Legal Services**

*Provides legal advice and assistance to students in a variety of areas. Not able to represent students in controversies involving the university or other ISU students, but may help students connect to other resources.*

Memorial Union, Office 0367

515-294-0978

<http://www.studentlegal.dso.iastate.edu/>

**The Legal Aid Society of Story County**

*Provides legal assistance in civil matters to individuals who cannot afford to hire an attorney in private practice.*

937 6th Street, Nevada, Iowa 50201

515-382-2471

<http://www.legalaidstory.com/>

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## Campus Confidential Resources

By designation of university policy, Campus Confidential Resources are not Responsible Employees, and are therefore not responsible for notifying the Title IX Coordinator about reports of Prohibited Sexual Harassment. By speaking with Campus Confidential Resources, individuals agree that the Campus Confidential Resource will not disclose the contents of their conversation, disclose personally identifiable information, or testify in any formal university proceeding, unless given express written permission by the individual to do so. This agreement promotes access to resources and support, and helps provide a safe and neutral place for discussing and navigating concerns of a sensitive nature.

Exceptions to confidentiality will be made in cases involving imminent threat to the safety of the individual or others, or the information concerns suspected child abuse. **Please note, Campus Confidential Resources are not protected under Iowa law as confidential/privileged.** This means that information shared with a Campus Confidential Resource may be subject to legal subpoena and/or used as evidence in any external judicial or administrative proceeding.

ISU has designated the following two offices and their staff members as Campus Confidential Resources:

**Center for LGBTQIA+ Student Success**

*Provides programs, services, referrals and resources focused on sexual orientation and gender identity/expression for students at Iowa State University.*

3224 Memorial Union

515-294-5433 // <http://center.dso.iastate.edu/>

**Margaret Sloss Center for Women and Gender Equity**

*Provides support and information through educational outreach, appropriate referral services, and a safe space.*

Sloss House on the ISU Campus

515-294-4154 // <http://www.mswc.dso.iastate.edu/>

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## Reporting Resources (respects privacy but not confidential)

The university encourages all individuals to report potential incidents of Prohibited Sexual Harassment to the university's Title IX Coordinator who works within the Office of Equal Opportunity. Individuals can make a report and/or seek guidance from the Title IX Coordinator and Office of Equal Opportunity staff in person, by telephone, by email, or online.

**Title IX Coordinator – Margo Foreman**

**Office of Equal Opportunity**

*Coordinates the university's comprehensive response to incidents of Prohibited Sexual Harassment.*

3410 Beardshear Hall

515-294-7612; Hotline: 515-294-1222

[eooffice@iastate.edu](mailto:eooffice@iastate.edu)

<https://www.eoc.iastate.edu/>

In addition to the Title IX Coordinator and the Office of Equal Opportunity, individuals may seek guidance from the following university offices:

**Office of Student Assistance**

*Provides assistance in navigating processes and procedures at the university, and helps administer support and resources to students.*

1010 Student Services Building, First Floor

515-294-1020 [studentassistance@iastate.edu](mailto:studentassistance@iastate.edu)

<http://www.studentassistance.dso.iastate.edu/>

**Office of Student Conduct**

*Provides information on the student code of conduct and adjudication processes.*

1010 Student Services Building, First Floor

515-294-1020

<http://www.studentconduct.dso.iastate.edu/>

Disability and accessibility accommodations are available to help students report Prohibited Sexual Harassment, participate in the investigation and hearing process, and otherwise participate in the university's programs and activities. In compliance with applicable law, the university will provide reasonable accommodations for individuals with disabilities. Requests for disability related accommodations must be made to:

**Student Accessibility Services**

*Supports students with disabilities and promotes equitable access to education and university programs, activities and services. Administers the university's procedures for providing reasonable accommodation for qualified students with disabilities.*

1076 Student Services Building, First Floor

Phone: 515-294-7220

Email: [accessibility@iastate.edu](mailto:accessibility@iastate.edu) / website: <https://sas.dso.iastate.edu/>

**University Human Resources**

*Supports employees with disabilities and promotes workplace related accommodations.*

3810 Beardshear Hall, 515 Morrill Rd.

Phone: 515-294-4800

Email: [UHRdar@iastate.edu](mailto:UHRdar@iastate.edu) / website: <https://www.hr.iastate.edu/tools-for-employees>

Individuals who have experienced Prohibited Sexual Harassment have the right to report, or decline to report, such conduct to law enforcement. Law enforcement authorities include:

**Iowa State University Police Department**

*Provides assistance in emergency situations, help in exploring and filing criminal charges, and assistance in navigating the criminal process for on-campus incidents.*

Armory Building, Room 55    Emergencies: 911

Non-Emergencies: 515-294-4428    <http://www.police.iastate.edu>

**City of Ames Police Department**

*Assistance in emergency situations, help in exploring and filing criminal charges, and assistance in navigating the criminal process for off-campus incidents.*

515 Clark Avenue, Ames, Iowa    Emergencies: 911

Non-Emergencies: 515-239-5133



**Story County Attorney's Office**

*Assistance in exploring and filing criminal charges, assistance in navigating the criminal justice process and court procedures, and victim/witness assistance.*

126 S. Kellogg, Suite 203, Ames, IA

515-232-4185 <http://www.storycountyiowa.gov/index.aspx?NID=90>

## Title IX Coordinator and Deputy Title IX Coordinators

Individuals may report Prohibited Conduct and/or seek guidance by contacting:

**Margo Foreman, Title IX Coordinator**

Assistant Vice President for Diversity, Inclusion, and Equal Opportunity

Phone: 515-294-7612

Email: [mrforema@iastate.edu](mailto:mrforema@iastate.edu)

**E. Jacob Cummings, Senior Deputy Title IX Coordinator**

Associate Director of Equal Opportunity

Phone: 515-294-7143

Email: [ejacob@iastate.edu](mailto:ejacob@iastate.edu)

**Sara Kellogg, Deputy Title IX Coordinator for Student Affairs**

Assistant Dean and Director of Office of Student Conduct

Phone: 515-294-1021

Email: [skellogg@iastate.edu](mailto:skellogg@iastate.edu)

**Dawn Bratsch-Prince, Deputy Title IX Coordinator for Academic Affairs**

Associate Provost

Phone: 515-294-6410

Email: [deprince@iastate.edu](mailto:deprince@iastate.edu)

**Charles Small, Deputy Title IX Coordinator for Athletics**

Senior Associate Director of Athletics

Phone: 515-294-3662

Email: [csmall@iastate.edu](mailto:csmall@iastate.edu)

**Laura Bestler, Deputy Title IX Coordinator for Staff**

CELT Program Coordinator II

Phone: 515-294-4533

Email: [bestler@iastate.edu](mailto:bestler@iastate.edu)

**Monica Howard-Martin, Deputy Title IX Coordinator for Veterinary Medicine**

Director of Student Programs

Phone: 515-294-0391

Email: [mohoward@iastate.edu](mailto:mohoward@iastate.edu)