

**NON-DISCRIMINATION, EQUAL OPPORTUNITY  
AND AFFIRMATIVE ACTION STATEMENT  
IOWA STATE UNIVERSITY  
(March 14, 2018 Reaffirmation)**

Iowa State University is committed to developing and implementing a program of non-discrimination and equal opportunity/affirmative action, a responsibility the university accepts willingly because it is the right and just thing to do. Removing societal barriers and promoting an inclusive and welcoming environment is especially critical considering the university's mission of exposing the youth of Iowa, the nation and the world to a multitude of ideas that positively influences their development.

The purpose of the university's non-discrimination and equal opportunity/affirmative action program is to provide a learning, living, and working environment free from unlawful discrimination and harassment and to foster a safe and supportive climate for all members of the university community. The university herein recommits itself to comply with all federal and state laws, regulations, and orders, including the policies of the Board of Regents, State of Iowa, which pertain to non-discrimination, equal opportunity and affirmative action.

All administrators and personnel providing input into administrative decisions are directed to ensure that their decisions relative to employment, conditions of employment and access to programs, services and benefits are made without unlawful discrimination on the basis of age, color, creed, disability, gender identity, genetic information, national origin, pregnancy, race, religion, sex, sexual orientation, U.S. veteran status, or any other applicable legally protected status. In addition, federal regulations require affirmative action programming on behalf of minority group members, women, disabled persons, and Vietnam-era and disabled veterans. No otherwise qualified person will be denied access to, or participation in, any program, activity, service, or the use of university facilities on the basis of factors previously enumerated. Reasonable accommodation will be made to facilitate the participation of persons with disabilities in all such activities consistent with applicable federal and state laws, orders and policies.

Further, all administrators and personnel are responsible for maintaining an environment that is free from unlawful discrimination and harassment and sexual misconduct. Unwelcome behavior that is sufficiently severe, persistent, or pervasive to unreasonably interfere with, limit, or deprive another's ability to participate in university programs, activities, or services is subject to discipline. Retaliation against persons filing complaints, for bringing the violation of this policy forward for review, or for assisting in a review, pursuant to a filed complaint or grievance, is also prohibited.

Questions and/or concerns related to the university's non-discrimination, equal opportunity/affirmative action, anti-harassment and anti-retaliation policies can be directed to Margo Foreman, Assistant Vice President for Diversity, Inclusion, and Equal Opportunity, in the Office of Equal Opportunity, 3410 Beardshear Hall, Iowa State University, Ames, Iowa, 50011-2024, (515) 294-7612. Ms. Foreman directs the university's equal opportunity, affirmative action, non-discrimination, anti-harassment and sexual misconduct programs, and serves as the university's Title IX Coordinator. Individuals who believe they have been subjected to unlawful discrimination, harassment or retaliation may also contact the United States Equal Employment Opportunity Commission, the Department of Labor's Office of Federal Contract Compliance Programs, and/or the Iowa Civil Rights Commission.



Wendy Wintersteen  
President

Reaffirmed on March 14, 2018