Are you a Responsible Employee?

Most of our staff and faculty will quickly answer "yes" to the above question but, what does this mean?

Responsible Employees include:

- all supervisors and university officials
- all coaches, trainers, and other athletic staff that interact directly with students,
- all employees who work in offices that interact directly with students
- all faculty who offer instruction to students, including professors, adjuncts, and lecturers
- all advisors
- all student affairs administrators
- all residential staff

Any university employee who has direct contact with students are obligated to immediately report all learned and rumored information concerning sexual misconduct to the Office of Equal Opportunity. Reporting such incidents is not only required by federal law and university policy, it also protects others from experiencing misconduct. While not mandated by policy, employees should also take steps to report issues of Discrimination and Harassment.
Vigilance During Hot Weeks

Did you know...

Thousands of freshman arrive to campus excited about new freedom and first time experiences. Some informal gatherings may include alcohol and new students with little experience drinking responsibly. This combination creates an environment that make students vulnerable to dangerous situation. Therefore, 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.

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 by clicking the following link: https://www.policy.iastate.edu/policy/students/sexualmisconduct
Keeping "Hot Weeks" in mind, there is a need for increased attention on the safety of students and employees. If you find yourself in a conversation with someone who mentions experiencing sexual misconduct, remember to do the following:

- Accept what you hear without judgment.
- Respond with Empathy.
- Remember to share your responsibility to report sexual misconduct to the Office of Equal Opportunity.
- Reinforce to the individual that it is not their fault. Sexual assault is NEVER the individual's fault.
- It is important not to ask “why” questions, such as “Why were you in that area at that time?” that suggest that they are to blame for the assault.
- Report the misconduct to the Office of Equal Opportunity.
- Respect the individual’s right to decide whether or not to report the assault to the police.

For more information about responding to sexual misconduct, assault and other instances of crisis, please visit the Critical Incident Readiness Team (CIRT) web page at web.iastate.edu/students/safety and Dean of Students Office Sexual Misconduct web page at https://www.sexualmisconduct.dso.iastate.edu/

SEXUAL MISCONDUCT, SEXUAL ASSAULT, SEXUAL HARASSMENT, STALKING, AND INTIMATE PARTNER VIOLENCE INVOLVING STUDENTS

Iowa State University ("ISU" or the "university") does not tolerate sexual misconduct, sexual assault, sexual exploitation, sexual and/or gender-based harassment, sexual intimidation, intimate partner violence, stalking, retaliation, or complicity in any of these acts. This Policy mandates that each and every participant involved in sexual activity obtain and give consent in each instance and before each specific sexual act.

https://www.policy.iastate.edu/policy/students/sexualmisconduct

July 30th: International Day of Friendship, proclaimed in 2011 by the U.N. General Assembly with the idea that friendship between peoples, countries, cultures, and individuals can inspire peace efforts and build bridges between communities.
Sexual Assault Prevention

Sexual Assault Prevention Training will be active on Canvas and Learn@ISU on the dates below.

- Undergraduate and Graduate Students - Early August on Canvas
- Student Athletes - Early July on Canvas
- Athletic Staff - Early July on Learn@ISU
- ISU Faculty and Staff - Ongoing on Learn@ISU

*more details about these trainings can be found at https://www.eoc.iastate.edu/training--learning-and-development*

Fill out this form regarding Barriers to Access around the ISU campus

CONTACT
OFFICE OF EQUAL OPPORTUNITY
3410 Beardshear Hall & 2750 Beardshear Hall
515 Morrill Road
Ames, IA 50011

PHONE
(515) 294-7612

EMAIL
eoooffice@iastate.edu

WEB
www.eoc.iastate.edu

FACEBOOK

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

**OEO 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 Americans 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.

"Iowa State University does not discriminate on the basis of race, color, age, ethnicity, religion, national origin, pregnancy, sexual orientation, gender identity, genetic information, sex, marital status, disability, or status as a U.S. Veteran."