Help Spread PTSD Awareness

Post-traumatic stress disorder (PTSD) is a mental health condition that is triggered by experiencing or witnessing a terrifying event. PTSD is a psychological response to the experience of intense traumatic events, particularly those that threaten life. These events can include combat or military exposure, sexual or physical violence, serious accidents, and natural disasters. Symptoms can include flashbacks, nightmares, and severe anxiety, as well as uncontrollable thoughts about the event.

PTSD symptoms can vary in intensity over time. A person with PTSD may have more symptoms when they’re stressed in general, or when they come across reminders of what they went through. For example, someone may hear a car backfire and relive combat experiences. Or someone may see a report on the news about a sexual assault and feel overcome by memories of their own experience.

PTSD Awareness Month is dedicated to raising awareness about this life-long struggle, the people it affects, and how each of us can help make their lives just a little easier. The best way to celebrate is to take the time to understand the experiences and day to day realities of those around you who may be suffering from PTSD.

Another important step is to never use the term PTSD lightly, like most psychological disorders there are people who will claim to experience it (with OCD being a common example) to simply describe personality quirks. This undermines the experiences of those who actually have these issues and denigrates the seriousness of the condition which can lead to misunderstandings about its cause and effects.
Encouraging an employee to retire, advertising a job opening for "young, energetic" candidates, excluding older employees from training and opportunities for advancement; these are all examples of age discrimination. Ageism can also be subtle or expressed as a microaggression. An individual's age does not determine their ability to perform at work. If you find yourself determining a person's ability based on the number of years they have been alive, remember the following:

**AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)**

- The Age Discrimination in Employment Act (ADEA) forbids age discrimination against people who are age 40 or older.
- The ADEA applies to employers with 20 or more employees, state and local governments, employment agencies, labor organizations, and the federal government. The ADEA permits employers to favor older workers based on age even when doing so adversely affects a younger worker who is 40 or older.
- Age discrimination involves treating an applicant or employee less favorable because of their age.
- ADEA protections include:
  - Any term, condition, or privilege of employment, including hiring, firing, promotion, layoff, compensation, benefits, job assignments, and training
  - Pre-employment inquiries
  - Advertisements and job notices
  - Apprenticeship programs

Harassing an older worker because of age is also prohibited. For more information on the ADEA, see the U.S. Equal Employment Opportunity Commission, https://www.eeoc.gov/laws/types/age.cfm.

**ISU’S DISCRIMINATION AND HARASSMENT POLICY**

ISU’s Discrimination and Harassment Policy prohibits discrimination, which can include disparate treatment directed toward an individual or group of individuals, based on age (40 and over). You can find the full policy here: https://www.policy.iastate.edu/policy/discrimination#Defined
Welcome new staff member to the office

Amber Davis
Administrative Assistant
Office of Equal Opportunity

Margo Foreman, Asst. VP for Diversity, Inclusion, and the Equal Opportunity Office staff are happy to welcome Amber Davis to the OEO team in her new role as Administrative Assistant.

Amber is coming to Iowa State from the Ames Community School District where she was a Human Resources Specialist. Amber's role as an Administrative Assistant includes assisting the AVP and EO staff.

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."

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