



Office of the Sexual Misconduct  
Response Coordinator  
**ANNUAL REPORT**  
**2018**

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# TABLE OF CONTENTS

Letter from the Director _____	3
Overview of Campus Projects _____	4
Preparing for new Title IX regulations _____	4
Speak Out Iowa climate survey _____	4
Student respondent resources implemented _____	6
Prevention and Education _____	7
Prevention and education for students _____	7
Prevention and education for employees _____	13
Training _____	15
OSMRC Case and Outcome Data _____	18
Reporting myths and facts _____	18
What happens when a report is made? _____	20
What happens when a student receives notice that they are under investigation? _____	21
New reports by month _____	23
4-year comparison of reports received _____	23
Affiliation of the reporting party _____	24
Affiliation of the respondent _____	26
Incident location _____	27
Report resolution _____	28
Investigation length _____	30
Appeals _____	31
Sanctions _____	31
Appendix _____	33
Report response process _____	33
Sanctions imposed _____	34

# LETTER FROM THE DIRECTOR

The University of Iowa implemented its second Anti-Violence Plan in 2018, reinforcing its commitment to addressing, preventing and responding to sexual misconduct, through collaborative multi-disciplinary partnerships. One of the highest priorities from the beginning of the Anti-Violence Coalition has been to inform, educate, and train members so that we may collectively combat sexual misconduct, mitigate its harmful effects, and ensure a fair process for resolving complaints. Through this work, we've witnessed value in having people from different disciplines working together, each drawing on their specific training, knowledge and role in our community. There are positive impacts, but with new students, staff, and faculty arriving to our campus every year, as well as an ever-changing higher education environment, our commitment to our work must remain steadfast. In that spirit, we share the annual report as a tool to provide insight into our work and specific information about the incidents reported to our office. I hope you find the 2018 Annual Report useful and informative. As always, I invite you to learn more and access additional information online at [endingviolence.uiowa.edu](http://endingviolence.uiowa.edu).

**Monique DiCarlo, Title IX Coordinator**  
**Office of the Sexual Misconduct Response Coordinator**

# OVERVIEW OF CAMPUS PROJECTS

## Preparing for new Title IX regulations

In anticipation of draft Title IX regulations being issued by the Department of Education Office of Civil Rights, the October UI Anti-Violence Coalition meeting focused on demystifying the rulemaking process. Coalition members identified ways they would share information and encourage other stakeholders to participate in the open comment period. Coalition members hosted post-card writing sessions, workshops, and information tables in the IMU. On November 16th, Secretary DeVos released the proposed Title IX rules and the open public comment period closed in January 2019. The University of Iowa conducted a thorough review of the U.S. Department of Education's new proposed Title IX rules on sexual misconduct for higher education institutions. Members of the Office of Student Accountability, University Human Resources, the Office of General Counsel, Threat Assessment Team, Department of Public Safety, and the Office of Equal Opportunity and Diversity served on the review committee. The Title IX Coordinator met and consulted with members of the Student Advisory Committee on Sexual Misconduct, University of Iowa Student Government, Graduate Professional Student Government, confidential victim advocacy agencies, and other members of the UI Anti-Violence Coalition as each readied to submit their written response to the proposed rules. The university letter formally submitted on January 30, 2019 can be found on the OSMRC website. Final rules are expected to be issued in fall 2019.

## Speak Out Iowa climate survey

In 2018, the UI Anti-Violence Coalition released results from the second Speak Out Iowa survey and UI Anti-Violence Plan for Sexual Misconduct, Dating Violence, and Stalking (Summer 2018 - Spring 2021). Student experiences continue to be at the core of UI's comprehensive strategy to respond to sexual misconduct, dating violence, and stalking on campus. All undergraduate, graduate, and professional students were invited to participate in the survey. A shorter survey and comprehensive marking plan lead to a response rate of 22.8%. "Campus climate surveys on sexual misconduct provide campus specific prevalence estimates of sexual misconduct (sexual harassment, stalking, dating violence, sexual violence victimization) experienced by students. The surveys also provide data on students'

perceptions of campus safety and how the institution responds to sexual misconduct, their exposure to sexual misconduct information and education, and their awareness of campus resources for addressing sexual misconduct,” says Carolyn Hartley, chair of the Campus Climate Survey Subcommittee. Hartley continued to say, “The data from these surveys provides campus administrators with actionable information about their campus climate to inform campus specific prevention and intervention efforts. The process of conducting campus climate surveys also signals to the campus community the institution’s commitment to addressing sexual misconduct.”

Survey results indicated that students have trust in campus services and how the UI will respond to a report of sexual misconduct. Results also continue to show that students are at increased risk of sexual assault during the first semester, which is consistent with research, but that this risk may persist into the second semester. With the increased response rate, the UI was also able to make comparisons by race/ethnicity and sexual orientation. The findings reinforced what we know from research, students who identify as LGBTQ are at an increased risk of sexual misconduct. The key findings and full report are linked on the OSMRC website.

The UI Anti-Violence Plan guides the campus and outlines efforts to respond to sexual misconduct, dating violence, and stalking. The 2018-2021 Anti-Violence Plan includes new action items as well as four items carried over from the previous plan. It focuses on prevention and education, intervention, and policy, and is influenced by the Speak Out Iowa survey, evidence-informed practices, and input from members of the UI Anti-Violence Coalition, survivors, and stakeholders.

Some strategies within the plan include: ensuring campus prevention and education efforts meet the needs of racial and ethnic minority students, students with disabilities, international students, and LGBTQ communities on campus; increasing knowledge of how to get help and where to report; and identifying and utilizing a variety of mechanisms to collect campus feedback to inform policy review and revision. To keep campus informed of progress, updates will be made regularly on the plan webpage. The complete 2018-2021 Anti-Violence Plan can be found on the OSMRC website.



“The plan includes input from 10 stakeholder groups which included students, shared governance representatives, staff and faculty, administrators, and community partners; I am grateful for their input and ongoing commitment to our shared work,” stated Monique DiCarlo, UI Title IX Coordinator.

### **Student respondent resources implemented**

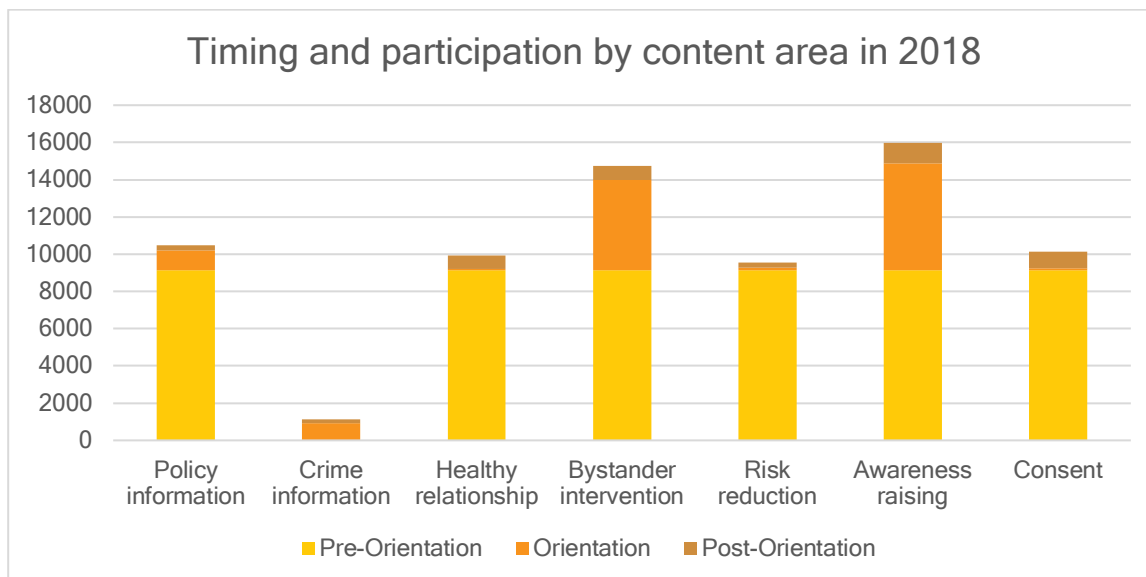
The Office of Sexual Misconduct Response Coordinator established services for students being investigated for a sexual misconduct policy violation. OSMRC reaches out to responding students after they receive notice of investigation from the Office of Student Accountability. OSMRC works to ensure these students have access to information about the complaint process and are linked with confidential resources. A response coordinator will explain the complaint resolution process as described in the Student Misconduct Procedure; review any interim measures that have been put in place, and assist with requests for reconsideration if needed; work to better understand and help address an individual’s needs or concerns through accommodations or other measures related to the complaint resolution process; talk about resources for confidential support; and discuss the university’s Anti-Retaliation Policy. OSMRC is not a confidential resource, so anything shared with the response coordinator may also be shared with the investigator assigned to the case. For this reason, the focus of interactions is on the process and available resources, not the allegations. OSMRC does not give legal advice or assist with their defense.

# PREVENTION AND EDUCATION

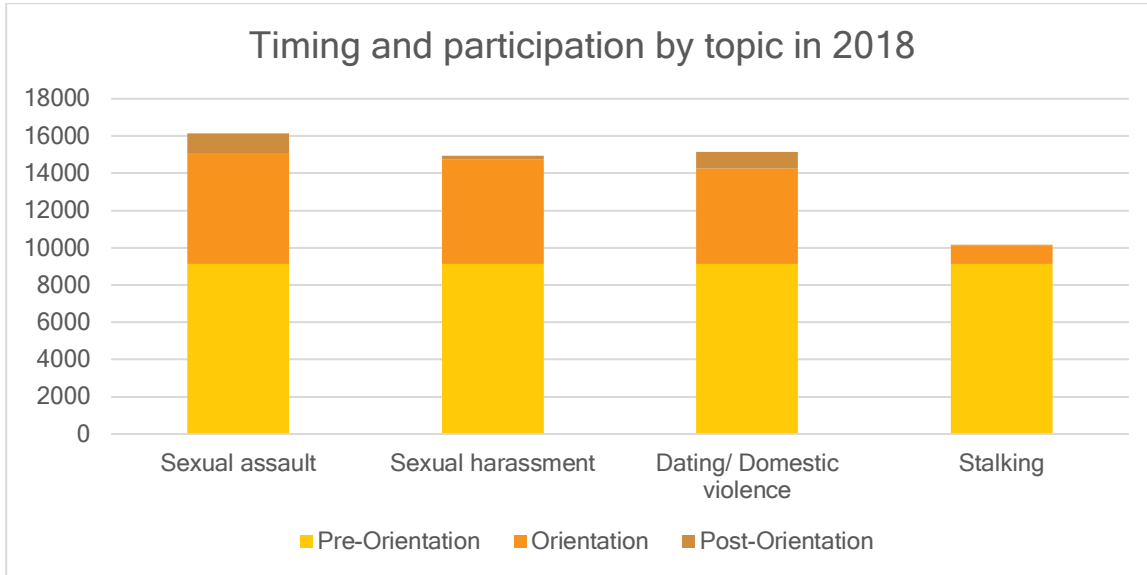
Comprehensive prevention and education efforts are one component of a multi-faceted strategy for ending gender-based discrimination and violence in our community. Many groups on campus are involved in prevention and education efforts, bringing diverse perspectives that reach a broader audience than any one group can achieve alone. The Campus Education Subcommittee brings together education providers and stakeholders from across campus to facilitate collaboration and ensure that messages are in alignment.

## Prevention and education for students

The Department of Justice's Office on Violence Against Women (OVW) influences UI education efforts through a federal grant and associated training and education requirements. OVW endorses approaching education in three phases: pre-orientation, orientation, and post-orientation. Pre-orientation is concerned with incoming students prior to arriving on campus. Orientation is concerned with incoming students after their arrival, but before classes begin. Post-orientation occurs after classes start and includes education activities reaching students throughout their academic career.



Unique participants are not tracked; someone attending two or more events may be counted more than once.



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### *Pre-orientation education*

The UI's education efforts begin prior to students arriving on campus with a mandatory online education program. All incoming undergraduate and transfer students are required to complete an online sexual misconduct prevention course called Every Choice. The Every Choice program is one part of a larger course called Success at Iowa. Students receive two credit hours for completing the entire Success at Iowa course during their first semester at The University of Iowa. The Every Choice program is an interactive online program that is designed to help students protect themselves and others from sexual assault, harassment, stalking, and dating/domestic violence. The program also focuses on bystander intervention skills to help students feel empowered to speak up and intervene to prevent potentially violent situations from occurring.

All incoming graduate and professional students are required to take Not Anymore, an online course which educates students on gender-based violence and discrimination and bystander intervention. Students who do not complete the mandatory program have a hold placed on their registration until they complete the course.

The Every Choice and Not Anymore programs are coordinated by Student Wellness. In addition to coordinating program implementation, monitoring completion, and providing support to students, Student Health and Wellness facilitates an alternate program option for



students who are unable to complete the online course due to personal experience with the issues.

### Completion rates of online education program

Spring 2018			
Course	Completed	Total	Percent complete
Every Choice	410	417	98%
Every Choice Refresher	398	417	96%
Not Anymore	303	319	95%
Not Anymore Refresher	293	319	92%
Fall 2018			
Course	Completed	Total	Percent complete
Every Choice	5731	5775	99%
Every Choice Refresher	5664	5775	98%
Not Anymore	2002	2018	99%
Not Anymore Refresher	1983	2018	98%

After taking Every Choice:

- 95% of students agreed that interpersonal violence is a significant problem on college campuses, compared with 90% before taking the course.
- 96% of students understood the approaches they would want to use to intervene against interpersonal violence, compared with 72% before taking the course.
- 95% of students agreed or strongly agreed they possessed the tools to protect themselves against interpersonal violence, compared with 86% before taking the course.

After taking Not Anymore:

- 95% of students agreed that, within their abilities, they were responsible for stopping interpersonal violence, compared with 91% before taking the course.
- 92-95% of students said that they were likely or very likely to intervene against a form of interpersonal violence, compared with 76-89% before taking the course.
- 93-95% of students agreed that interpersonal violence was a moderate or big program on campuses in the U.S., compared with 71-83% before taking the course.

The Anti-Violence Plan identifies parents and guardians as key partners in supporting the university's prevention efforts. Parents and guardians have the opportunity to participate in pre-orientation sessions related to supporting their incoming students. The *Difficult*

*Conversations: Partnering for Student Success* session is presented by the Department of Public Safety, Office of the Dean of Students, Student Wellness, and RVAP. It focuses on providing parents and families with strategies to engage their student in difficult conversations about alcohol, sexual assault, and other aspects of college life that impact a student's ability to be successful. In 2018, the *Difficult Conversations: Partnering for Student Success* session was offered 4 times to 300 parents.

### *Orientation education*

All incoming undergraduate students are required to attend the CHOOSE session during On Iowa! During the session, students expand on what they learned in the pre-orientation online program, particularly on the topic of bystander intervention, by viewing a video illustrating various problematic situations staged on campus to show students intervening to make campus safer and more welcoming. This session engages students in a variety of hands on and interactive learning experiences to better enhance their skills, knowledge, and resources surrounding topics of gender-based violence and discrimination as they enter the University of Iowa.

In addition to regular orientation activities, international students participate in orientation facilitated by International Students and Scholars Services (ISSS). In 2018, ISSS invited OSMRC and Monsoon Asians and Pacific Islanders in Solidarity to facilitate a workshop titled "Setting Sail to Healthy Relationships" to incoming international students. The 30-minute workshop teaches students to recognize gender-based violence and know where to get help for themselves or a friend. In 2018, OSMRC and Monsoon facilitated 4 workshops to approximately 200 incoming students.

Additional orientation education was hosted across campus to extend the reach of in-person workshops. The Department of Public Safety offered Better Men. Better Hawkeyes., a one-hour program dedicated to promoting healthy masculinity by fostering discussions about gender stereotypes and sexual consent, to 35 Residence Education staff at the beginning of the fall 2018 semester. WRAC provided bystander education to 156 incoming students in the College of Law in fall 2018.

### *Post-orientation education*

After orientation, students have opportunities to continue to participate in events related to the prevention of sexual misconduct, dating violence, and stalking. Post-orientation events are varied in their format, and include workshops, awareness raising campaign, curriculum infusion, and community events. Collaboration between the departments responsible for providing education ensures that our messaging is aligned and that our programs build upon pre-orientation and orientation programming.

### *Workshops*

Education workshops have been developed by providers on campus based on current best practices and campus needs. Workshop providers start with a standard plan and frequently modify it to meet the specific needs of the group requesting or hosting the workshop. Campus groups learn about available workshops and request workshops through the Ending Violence at Iowa site. Assessments are collected at conclusion of each workshop to measure effectiveness and inform future programming.

Many workshops are scheduled at the request of a campus group that has reached out directly to the workshop provider or made a request through the Ending Violence at Iowa site. Ongoing collaboration across the campus community expands opportunities for campus partners to host these educational events. In 2018, groups that hosted events included Fraternity and Sorority Life, Athletics, International Students and Scholars Services, the Center for Student Involvement and Leadership, Women in Science and Engineering, Student United Way, Campus Activities Board, and Residence Education.

### Workshop attendance and content area covered in 2018

	Number of workshops	Number of participants	Policy information	Crime information	Healthy relationships	Bystander intervention	Risk reduction	Awareness raising	Consent
<b>Sexual Health Education</b> Student Wellness, RVAP, WRAC	5	317			✓			✓	✓
<b>Bystander Intervention</b> WRAC, RVAP	6	302				✓			
<b>Dismantling Rape Culture</b> WRAC, RVAP	8	274						✓	
<b>Relationship Remix</b> WRAC, RVAP, Monsoon	8	274			✓	✓		✓	✓
<b>Know the Law, Know Your Rights</b> Student Legal Services	5	190		✓		✓	✓	✓	✓
<b>Enthusiastic Consent/Queering Consent</b> WRAC, RVAP	3	75			✓			✓	✓
<b>Better Men. Better Hawkeyes.</b> DPS	6	57	✓	✓	✓	✓		✓	✓

Unique participants are not tracked; someone attending two or more events may be counted more than once.

### *Campaigns, community events, and information booklets*

Campaigns play an important role in changing social norms by sharing basic facts with members of the community and raising awareness around issues of gender-based violence and discrimination.

In 2018, seven community campaigns or events organized by RVAP, WRAC, Transformative Healing, and Residence Education raised awareness about the dynamics of sexual assault and provided information about local hotlines and resources. Information tables at multiple campus events promoted the services of campus and community organizations and provided information about responding to someone who discloses being a victim/survivor.

Student Health and Wellness included information about affirmative consent and healthy relationships in their 2018 Healthy Hawk Challenge online survey, which reached 1568 students.

In fall 2018, the UI Parent and Family Network once again provided a safety booklet in every residence hall room highlighting resources available on campus to ensure students knew where to get help and where to make a report.

Raise the Bar is a training opportunity for local bar staff to gain knowledge on sexual assault dynamics, perpetrator red flags, the use of alcohol as a weapon and camouflage, and bystander intervention skills with the goal of developing a coordinated response to prevent sexual assault. Raise the Bar also allows bar staff to share safety messages that encourages respectful behavior and informs patrons that bar staff are available for help. The 2018 Anti-Violence Plan included RVAP scheduling training with bars, revising their outreach plan and training materials.

Peer leaders trained by WRAC and RVAP co-facilitate workshops on campus and help with coordinating community awareness raising events.

### **Prevention and education for employees**

All University of Iowa faculty and staff that hold a 50% or greater appointment are required to complete sexual harassment prevention education. In 2018, this requirement was extended to also include undergraduate students who are employed as resident assistants by University Housing & Dining, graduate/professional students who hold a teaching assistantship for one semester or longer, and medical and postdoctoral residents and fellows who hold an appointment of at least 50% time during the academic year.

This required course is designed to educate employees about prohibited conduct and the problems associated with sexual harassment, as well as inform alleged and potential victims of their rights and instruct administrators about how to address complaints. In 2017, The University of Iowa collaborated with Iowa State University and the University of Northern Iowa

to select a new online provider for employee harassment prevention education. The new product was implemented in spring 2018.

New employees complete the course within two to six months of being hired, depending on their role in the university. All employees must complete a refresher course every three years. The Office of Equal Opportunity and Diversity (EOD) provides the instructor-led version of the course and monitors compliance.

In 2018, 101 instructor-led workshops were held with a total of 3,546 participants. An additional 1,775 employees completed the online course.



# TRAINING

Ongoing training is provided to individuals involved in the campus response in order to ensure prompt, fair, and trauma-informed proceedings. The topics for training are based on best practices recommended by national institutions, federal compliance requirements, and needs identified by campus community members. Training is accomplished through a variety of methods: national trainers are brought to campus to provide training to interdisciplinary groups; staff are supported to attend train-the-trainer events to gain skills for developing sustainable training programs for their departments; campus partners provide training related to their areas of expertise; and webinars from national providers are watched and discussed in a group setting. In addition to the training summarized in this report, individuals are supported to attend training at conferences and events offered by external organizations.

## *Training for Academic and Administrative Officers (A/AOs)*

The University of Iowa designates certain employees as Academic and Administrative Officers, or A/AOs. Under university policy, A/AOs are responsible to report incidents of sexual misconduct, dating/domestic violence, and stalking. OSMRC's website provides information for employees who wish to determine if they are A/AOs and their reporting responsibilities.

In 2017, The University of Iowa collaborated with Iowa State University and the University of Northern Iowa to select a new online provider for mandatory employee harassment prevention education. The new product, which was implemented in spring 2018, includes expanded interactive training on how to respond to a disclosure of sexual misconduct, dating/domestic violence, or stalking. In addition to providing information on reporting responsibilities, the new online training for A/AOs includes guidance on a trauma-informed response. All A/AOs must complete the training within the first two months of their appointment and renew the training every three years.

Additionally, OSMRC and RVAP offer the *Responding to Disclosures as an A/AO* workshop to ensure a caring, effective, and prompt response to disclosures by clarifying A/AO responsibilities under the Policy on Sexual Harassment, highlighting our institutional obligations, and providing trauma-informed response. OSMRC also participates in annual

training for all residence hall coordinators, resident assistants, and Hawkeye guides to ensure that participants can identify incidents of sexual misconduct, dating/domestic violence, and stalking and respond appropriately.

#### *Training for judicial administrators*

OSMRC collaborated with campus partners to develop and implement a 12-hour training series for investigators, adjudicators, appeal officers, and decision makers. This series is intended to provide baseline information for all individuals involved in resolving complaints of sexual misconduct, dating/domestic violence, or stalking. The training consists of three 4-hour modules presented by consultant Kristal Gibson, provided an opportunity to practice application of an investigative framework. Training topics were developed through a collaborative process and were informed by best practice recommendations from national organizations as well as compliance requirements. 6 people attended the training in 2018.

#### *Collaborative training: Community partnerships are critical*

The University of Iowa is grateful to the Iowa City Police Department for sharing training resources harnessed through a competitive \$450,000 Department of Justice grant the city's police department received. The grant initiative, titled, "Integrity, Action, and Justice: Strengthening Law Enforcement Response to Domestic and Sexual Violence," started in January 2018. UI campus responders, including IT forensic security analysts, were able to attend trainings provided by national experts affiliated with the International Association of Chiefs of Police. Topics included, trauma, stalking, strangulation, LGBTQ+ response, and drug and alcohol facilitated sexual assault. Longtime UI Anti-Violence Coalition collaborator, Sgt. Scott Stevens, Iowa City Police Department, served as the Iowa City Police Department's project director.

#### *Anti-Violence Coalition In-Service Training Series*

The Anti-Violence Coalition In-Service Training Series provides ongoing training opportunities to decision makers and others involved in adjudicating or responding to sexual misconduct, dating/domestic violence, and stalking cases. Training opportunities are open to members of the Anti-Violence Coalition, community partners, and others in the campus community. Each training event includes time scheduled for discussion; participants critically discuss how the training content relates to their role in the university's response process, share questions and

concerns, and offer multidisciplinary perspectives on the training content. Participants complete an evaluation at the end of each training session.

The in-service training series concluded in spring 2018 with two sessions:

*The Ontario Domestic Assault Risk Assessment (ODARA)*

Scott Stevens, Iowa City Police Department, and Delaney Dixon, Domestic Violence Intervention Program

*The “#MeToo” Movement in Higher Education: Legal, Governance, and Public Relations Considerations*

Steve Coffin, Susan D. Friedfel, and Patrick T. O’Rourke for NACUA

# OSMRC CASE AND OUTCOME DATA

We share our case data in order to increase transparency and provide some insight into the university's response process. Sharing data helps us work with campus partners to identify potential action for our prevention, policy, or intervention work. OSMRC case data provides one piece of the larger picture of incidents of sexual misconduct, dating/domestic violence, and stalking impacting members of our campus and community. It fits together with data shared by the Department of Public Safety, the Office of Equal Opportunity and Diversity, the Office of the Dean of Students, RVAP, the Domestic Violence Intervention Program, and the Speak Out Iowa campus climate survey.

## *About our data*

The data in this section reflect reports that were received by OSMRC between January 1, 2018, and December 31, 2018. The data do not reflect Clery crime statistics nor are they a reflection of adjudicated outcomes—only reports. While many of these reports refer to incidents that happened in the context of a person's affiliation to the University of Iowa, OSMRC also receives reports about incidents that happened off campus or before a person came to the university; these reports are included in the data shared in this report.

## **Reporting myths and facts**

*Myth: Unwelcome behavior only counts as sexual harassment if it comes from your boss.*

**Fact:** Any verbal, visual, or physical behavior may be considered sexual harassment if it creates a quid pro quo or an intimidating, hostile, or demeaning environment. If you've witnessed or experiences such behavior, contact OSMRC or a confidential resource to consult about options.

*Myth: Sexual assault is the same thing as rape.*

**Fact:** Under university policy, sexual assault includes nonconsensual sexual touching and nonconsensual sexual penetration. The term "rape" is used in some criminal jurisdictions and is not used in university policy.

*Myth: Dating violence has to include physical abuse to be worth reporting.*

**Fact:** The university prohibits coercive, abusive, and threatening behavior toward intimate partners. This includes actions that are sexual, emotional, economic, or psychological as well as physical actions. The Domestic Violence Intervention Program (DVIP) has a 24-hour hotline at 800-373-1043 where you can seek confidential help for yourself or a friend.

*Myth: Most people who report to a UI official move forward with a complaint.*

**Fact:** The reporting party has a say in what happens with their report, and not all reports result in a complaint; in fact, most do not. We work hard to balance the needs of the person harmed with the need for campus safety, and to maintain transparency with reporting parties and campus partners.

*Myth: Stalking means following someone around.*

**Fact:** Stalking is a course of conduct directed at a specific person that would cause a reasonable person to feel fear. While stalking may involve following someone around, many other behaviors may also be considered stalking if they create fear, including nonconsensual repeated communication, monitoring someone's online activity, threatening to harm someone's friends or pets, or posing as someone else.

*Myth: I can only get help if I make a complaint.*

**Fact:** It is not necessary to make a complaint to ask for help. OSMRC facilitates accommodations, provides linkage to confidential resources, and discusses administrative and criminal complaint options, regardless of whether you decide to make a complaint or not.

*Myth: Reporting anonymously on social media will hold someone accountable for their actions.*

**Fact:** Social media is a powerful tool for raising awareness, but the university is limited in the actions we can take based on anonymous reports. Contact OSMRC or a confidential resource for information about administrative and criminal complaint options.

We are here to help. If you or someone you know has been impacted by sexual misconduct, dating/domestic violence, or stalking, contact OSMRC. Reports can be made:

- In person with OSMRC: email [osmrc@uiowa.edu](mailto:osmrc@uiowa.edu) or call 319-335-6200 to make an appointment
- Over the phone: 319-335-6200

- My email: [osmrc@uiowa.edu](mailto:osmrc@uiowa.edu)
- Using our online form: [osmrc.uiowa.edu/report-problem-0](https://osmrc.uiowa.edu/report-problem-0)

## What happens when a report is made?

OSMRC serves as a central place to report incidents of sexual misconduct, dating/domestic violence, and stalking. Our office receives reports from across campus, including from Academic or Administrative Officers (A/AOs), residence halls, and our online form.

When OSMRC receives a report, we reach out to the reporting party offering to meet. Our initial meeting with the reporting party has three main goals:

- *To provide linkage with a confidential resource*  
We work closely with confidential offices to ensure that people know where to speak to an advocate or get counseling or other support resources.
- *To facilitate accommodations*  
Individuals may ask OSMRC for accommodations from the university to address safety or privacy concerns, the impact of trauma or stress, or scheduling conflicts that arise as a result of judicial or criminal proceedings. Common accommodation requests include excused absences, changes in housing, extension on assignments, and retroactive or late drops. You don't need to make a complaint to ask for help.
- *To review reporting and complaint options*  
OSMRC provides information about options to make an administrative complaint to the university or to report to law enforcement.

We understand that talking about a traumatic incident can be hard and that options for reporting may feel overwhelming. We reach out to reported victims/survivors because we care and we want to ensure every survivor receives information about supportive resources, whether they choose to make a complaint or not. Our goal is to provide information, including information about making an administrative complaint or reporting to law enforcement, so reporting parties can make an informed choice.



OSMRC monitors the campus climate for patterns and takes action to address a possible hostile environment. OSMRC is not a confidential office; we have a responsibility to balance the needs of the survivor with the need for campus safety. If we receive information that indicates there might be a threat to campus safety, we may be required to take action. We work closely with confidential resources to ensure reporting parties can make informed decisions about possible implications of reporting.

### *Academic or Administrative Officers (A/AOs)*

Title IX requires that universities identify *responsible employees* who are required to report disclosures of sexual misconduct, dating/domestic violence, and stalking. At The University of Iowa, employees in positions designated as Academic or Administrative Officers (A/AOs) are responsible employees under Title IX.

When an A/AO hears a disclosure, they are required to refer the person harmed to RVAP or DVIP and report to OSMRC or EOD within two business days.

To find out if you are an A/AO, visit [osmrc.uiowa.edu](http://osmrc.uiowa.edu)

## **What happens when a student receives notice that they are under investigation?**

The University of Iowa is committed to treating reporting parties and respondents with dignity and respect, providing equitable procedural protections, providing both parties with reasonable opportunity to be heard and present evidence, and investigating and resolving university complaints fairly. When a student receives notice that they are under investigation for sexual misconduct, dating/domestic violence, and/or stalking, a response coordinator from OSMRC reaches out to:

- *Describe the complaint resolution process as stated in the Student Misconduct Procedure* OSMRC provides information about the offices involved in investigating a complaint, the anticipated timeline, and next steps.

- *Review and assist with requests for reconsideration of interim measures*

In some situations, interim measures can be imposed that serve to protect the parties involved and prevent a situation from escalating. Common interim measures include interim housing suspensions, interim no contact directives, interim building prohibitions, interim campus bans, and/or a temporary leave of absence. OSMRC reviews interim measures with student respondents and may assist with requests for reconsideration.

- *Facilitate accommodations*

Individuals may ask OSMRC for accommodations from the university to address safety or privacy concerns, the impact of trauma or stress, or scheduling conflicts that arise as a result of judicial or criminal proceedings. University policy and federal law ensure that such requests are given thoughtful consideration and that efforts are made to provide needed flexibility. Common accommodation requests include excused absences, changes in housing, extensions on assignments, and retroactive or late drops.

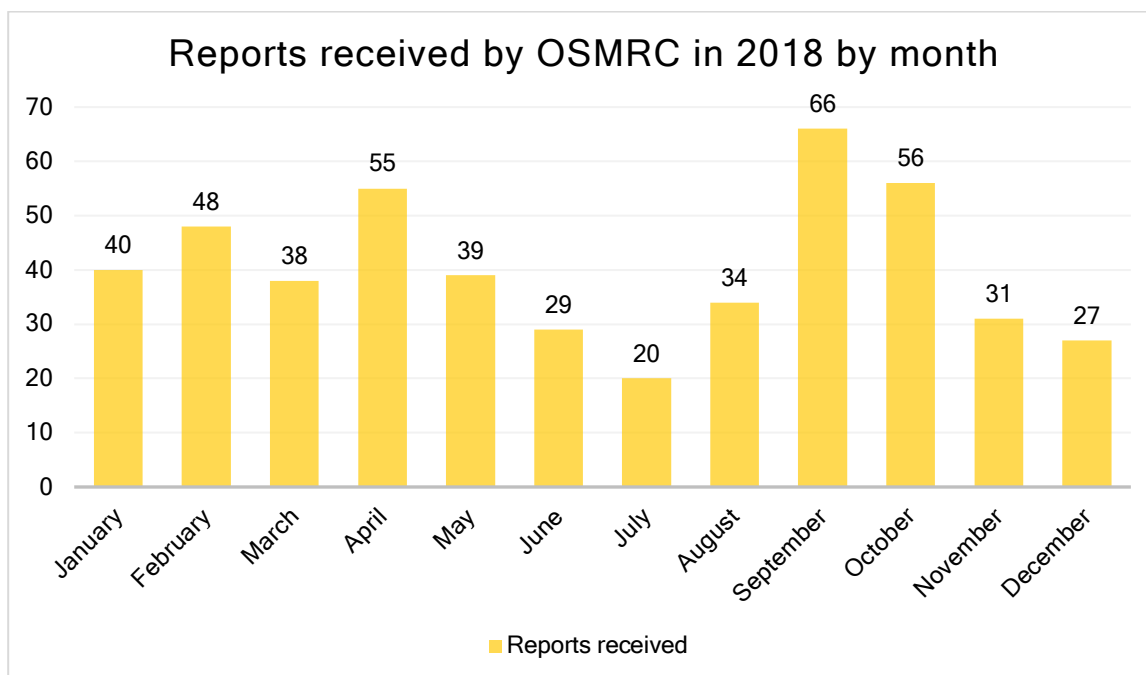
- Provide linkage with a confidential resource

OSMRC is not a confidential resource. Connecting those involved in the complaint process with confidential, supportive resources is among the office's primary concerns.

OSMRC is not a confidential resource, so anything shared with the response coordinator may also be shared with the investigator assigned to the case. For this reason, the focus of interactions is on the process and available resources, not the allegations. OSMRC does not give legal advice or assist with defense. Those accused of violating a university policy may choose to consult with an attorney at their own expense.

## New reports by month

The data in this section reflect reports that were received by OSMRC between January 1, 2018, and December 31, 2018. The data do not reflect Clery crime statistics, which can be found in the Annual Security Report published by the Department of Public Safety. While many of these reports refer to incidents that happened in the context of a person's affiliation to The University of Iowa, OSMRC also receives reports about incidents that happened off campus or before a person came to the university. These reports are also included in the data shared in this section.



Reports may contain more than one incident and/or incident type, or more than one reporting party or respondent.

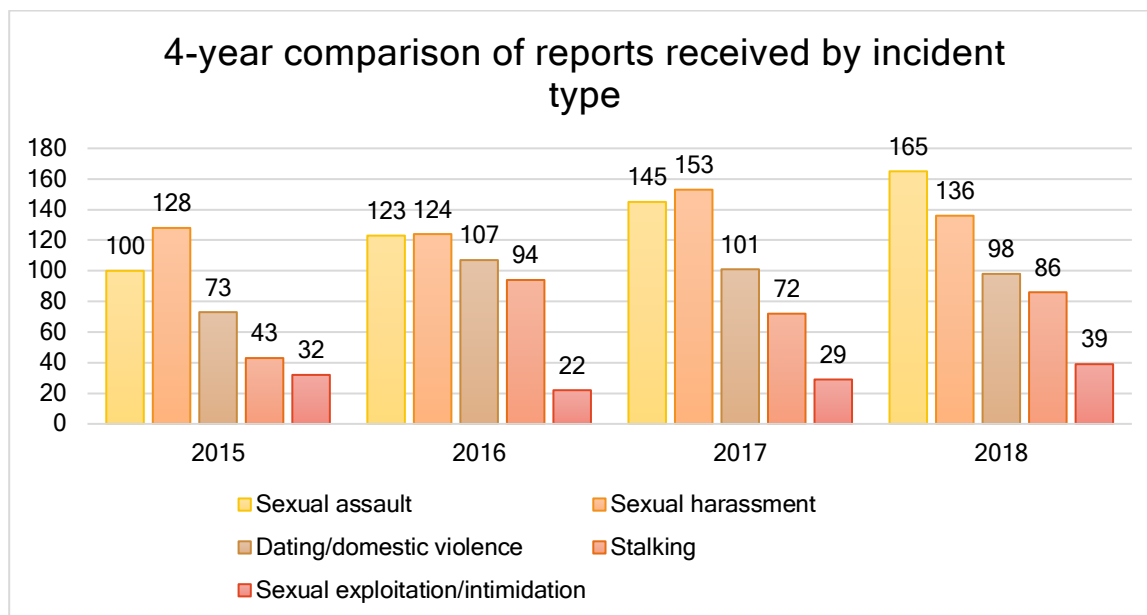
This breakdown of reports received by month reflects changes throughout the calendar year. September is the month with the highest number of reports, which is consistent with national statistics reflecting increased risk of victimization at the beginning of the academic year, especially for first-year students.

## 4-year comparison of reports received

The data in this section reflect reports that were received by OSMRC in each calendar year (January 1 to December 31) in 2015, 2016, 2017, and 2018. The data do not reflect Clery crime statistics, which can be found in the Annual Security Report published by the

Department of Public Safety. While many of these reports refer to incidents that happened in the context of a person's affiliation to The University of Iowa, OSMRC also receives reports about incidents that happened off campus or before a person came to the university. These reports are also included in the data shared in this section.

Reports are classified based on the best information we have available; reports we receive vary greatly in the level of detail they contain. A single report may include multiple incidents and/or multiple incident types. Reports including multiple incident types appear under each incident type category.



Reports may contain more than one incident and/or incident type, or more than one reporting party or respondent.

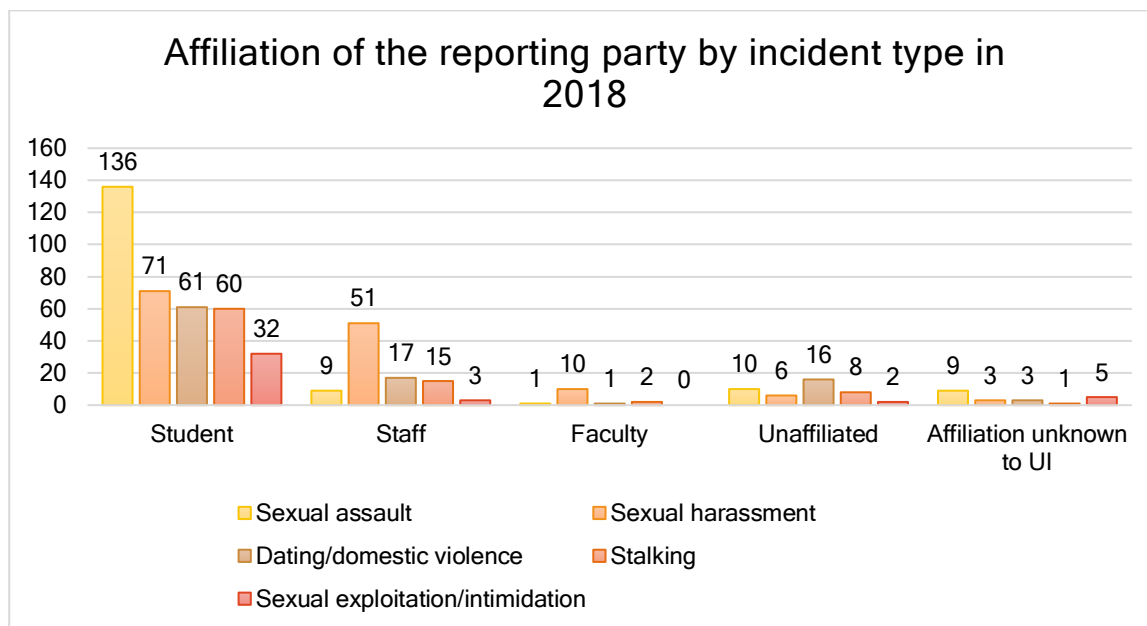
The number of reports received by OSMRC has increased for some incident types, while remaining the same or decreasing for other incident types. An increase in the number of reports doesn't necessarily indicate that more incidents are occurring, but may instead reflect a greater awareness of what constitutes a reportable incident.

### **Affiliation of the reporting party**

We use the term "reporting party" to describe the individual harmed in an incident reported to the university. Any person harmed, including those with no UI affiliation, has the option to make an administrative complaint against a UI student or employee.

OSMRC facilitates accommodations for any university student or employee impacted by sexual misconduct, dating/domestic violence, or stalking, whether or not that individual chooses to make a complaint. In cases in which the reporting party has no university affiliation, OSMRC may reach out to provide information about confidential support resources.

The “affiliation unknown to the UI” category includes reports in which the party’s affiliation was known but not disclosed to the UI. These data reflect reports in which the respondent was student, staff, faculty, unaffiliated, or of unknown affiliation.



Reports may contain more than one incident and/or incident type, or more than one reporting party or respondent.

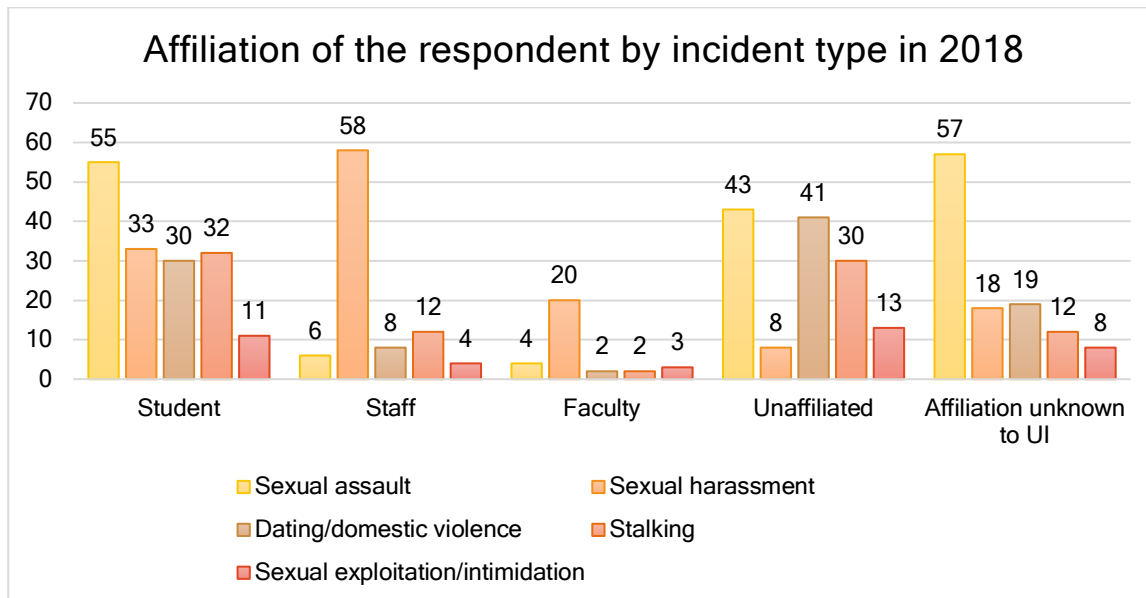
National statistics indicate that college-aged students are at higher risk of victimization than other age groups. Prevention programming for students continues to focus on shifting cultural norms and encouraging bystander intervention. Data from the Speak Out survey indicates that students are most likely to disclose to a peer. Based on this data, the Student Advisory Committee, a subcommittee of the Anti-Violence Coalition, was tasked with developing education for students on how to help a friend.

## Affiliation of the respondent

We use the term “respondent” to describe the individual reported to have committed harm. The affiliation of the respondent determines whether the university has jurisdiction to investigate, which policies apply, and which offices might be involved in responding.

Student conduct investigations are conducted by the Office of the Dean of Students. Employee conduct investigation are conducted by the Office of Equal Opportunity and Diversity. If a respondent is not affiliated with the university, our ability to take action is limited.

The “affiliation unknown to the UI” category includes reports in which the party’s affiliation was known but not disclosed to the UI. These data reflect reports in which the reporting party was student, staff, faculty, unaffiliated, or of unknown affiliation.



Reports may contain more than one incident and/or incident type, or more than one reporting party or respondent.

The high number of reports of sexual harassment involving staff relative to other incident types likely reflects and increased awareness of sexual harassment as a workplace policy. University of Iowa employees with a greater than 50% appointment are required to complete a prevention education program when they begin employment and must repeat the training every three years.



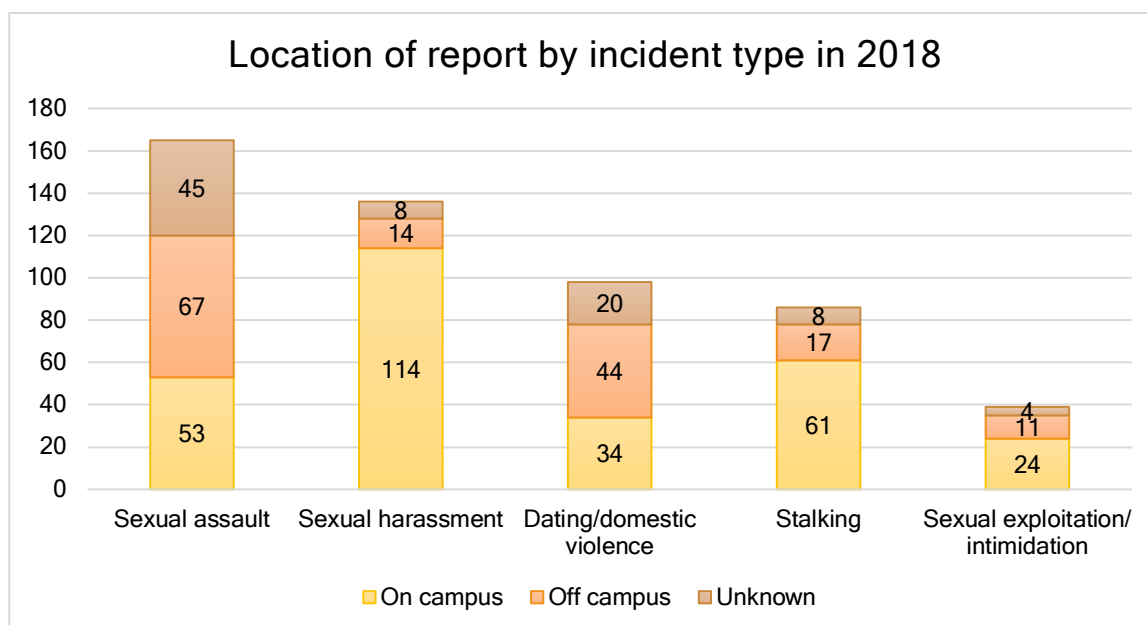
Some reports involving unaffiliated respondents are Clery reports and relate to incidents that occurred on campus properties, including incidents in which neither party is affiliated.

The reports in which the respondent's affiliation is unknown include reports in which the respondent's identity was known but not shared as well as reports in which the respondent was a stranger.

## Incident location

Tracking the locations of reported incidents OSMRC to identify and address possible patterns. The location of incidents is also important for data collection related to the Clery Act, which requires that campuses report information about crimes committed on campus or areas adjacent to campus.

For the purposes of this report, “on campus” refers to reports in which at least one incident took place in a campus building, including academic buildings, residence halls, and the hospital; in campus parking lots and public areas; in fraternity and sorority houses; and in buildings controlled by our university, such as dorms in a university-sponsored study abroad program. “Off campus” refers to reports in which incidents took place at a reported off campus location. “Unknown” refers to reports in which no location information was shared.



Reports may contain more than one incident and/or incident type, or more than one reporting party or respondent.

Most reports received by OSMRC relate to incidents that occurred on campus, indicating an opportunity to continue our prevention efforts by working with departments and colleges to create protective environments on campus. There continues to be a clear need to collaborate with community partners; a 2018 Department of Justice grant expanded training for Iowa City Police Department officers on responding to reports of sexual assault and domestic violence.

## **Report resolution**

When OSMRC receives a report, we reach out to the reporting party offering to meet to provide linkage with a confidential resource, facilitate accommodations, and review reporting and complaint options. As much as possible, we strive to put control over the decision to make a complaint in the hands of the reporting party; however, there are certain circumstances in which the university has an obligation to move forward with an investigation in order to maintain a safe campus environment. The reporting party will always be told if this happens, and it is always the reporting party's choice to participate in an investigation.

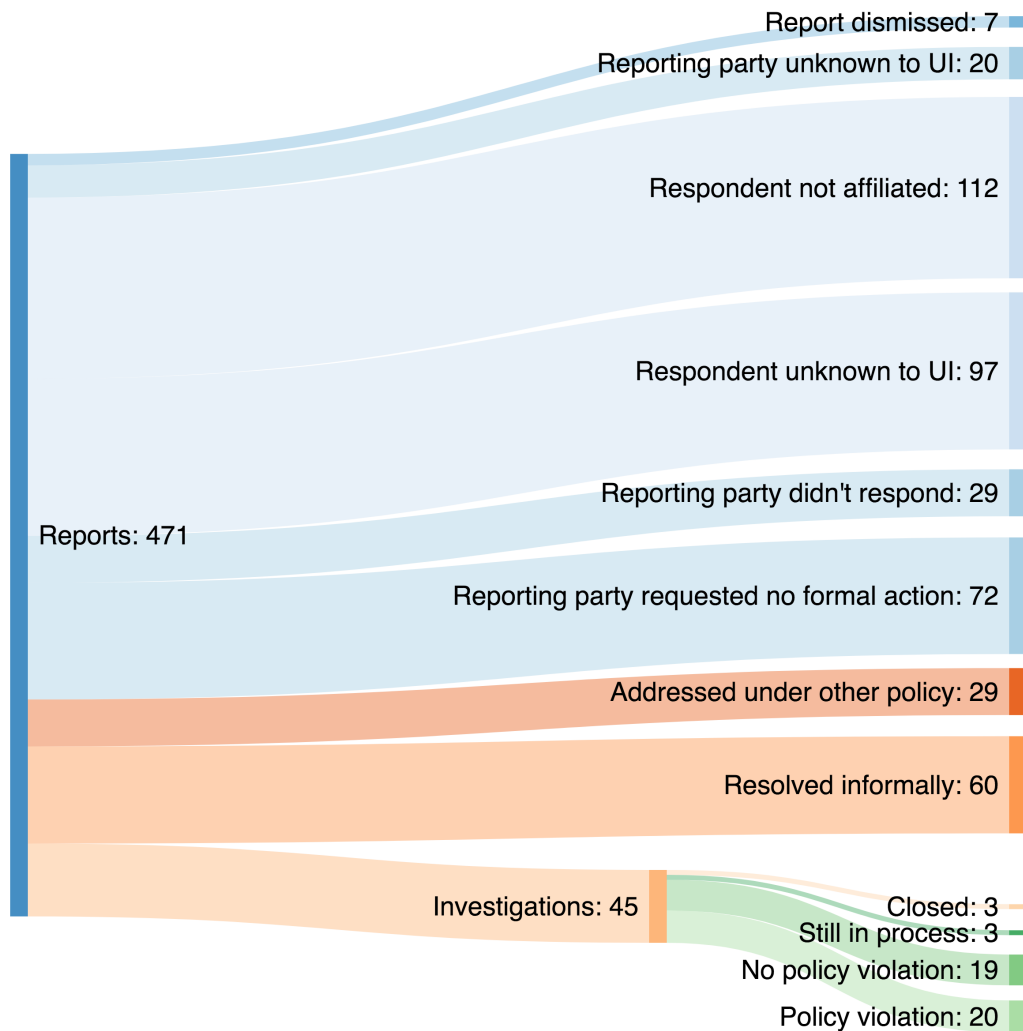
*Reports not moving forward:* In the absence of an investigation, OSMRC works with the reporting party to explore their options. Sanctions are not imposed on the respondent unless an investigation has found evidence of a policy violation. However, there may be options to pursue environmental remedies that will help put an end to the unwelcome behavior in the absence of an investigation. Accommodations can be facilitated without making a complaint. A reporting party has the option to change their mind at any point; there is no time limit to making a university policy complaint.

*Informal resolutions:* An informal resolution may be an option in cases in which the respondent is a university employee. The purpose of an informal resolution is to stop the unwelcome behavior from recurring. Resolution may take many forms, including direct communication with the respondent, changes to the work or education environment, or group education of the whole work unit. The reporting party's wishes concerning notifying the respondent are taken into account. Informal resolutions are facilitated by the senior human resources representative or associate dean of the department where the behavior occurred, or by the Office of Equal Opportunity and Diversity.

*Investigations:* Complaints involving student respondents are investigated by the Office of the Dean of Students, and complaints involving employee respondents are investigated by the Office of Equal Opportunity and Diversity. OSMRC is not an investigating office. Interim sanctions may be imposed on the respondent during the investigation if there is a concern related to safety or an ongoing threat of disruption to the academic process. The Anti-Retaliation Policy applies in both student conduct and employee conduct investigations.

The purpose of an investigation is to determine whether it is more likely than not that a university policy was violated. University administrative investigations are separate from law enforcement investigations, which may be pursued concurrently or not at all.

Additional information can be found in the appendix.



Many reports received by OSMRC do not ultimately result in a university administrative investigation. A response coordinator from OSMRC may still work with the people involved in these reports to provide linkage to a confidential resource, facilitate accommodations, and provide information about complaint options for the future.

There is always the potential that publishing information about reports not moving forward may lead to the unintended consequence of blame being directed at the reporting party. It is always the choice of the reporting party to participate in an investigation. Research has repeatedly found that victims/survivors of sexual assault choose not to report out of feelings of self-blame, not wanting other involved, and minimizing the seriousness of the assault. When explaining administrative complaint options, OSMRC regularly describes interim sanctions and the Anti-Retaliation Policy.

## Investigation length

During an investigation, OSMRC provides regular process updates to the reporting party and respondent. We work with the investigating offices to track the length of investigations and help parties understand the anticipated length of an investigation. In 2018, 45 reports led to an investigation. At the time of publication, three investigations were still open. For the remaining 42 investigations, the length of time between the start of an investigation (the date the reporting party indicated they would like to make a complaint) and the distribution of the investigator's report was:

Investigation length	
Total number of resolved investigations	42
Average investigation length	109 calendar days
Median investigation length	102 calendar days

The length of an investigation can be affected by a number of factors. For example, investigations tend to take longer if multiple witnesses need to be interviewed or if one or more parties wishes to involve legal representation. The length of investigations can also be affected by university breaks, when fewer student are available to participate.

## Appeals

An appeal may be based on the grounds that the decision was unsupported by substantial evidence when viewed as a whole; the decision was arbitrary, capricious, unreasonable, or constituted an abuse of discretion; the sanction was unreasonably harsh or lenient in light of the circumstances; the procedures were not properly followed, resulting in prejudice to the appealing party; or new evidence, not reasonably available at the time of hearing, warrants reconsideration. The appeal process is conducted in writing. The non-appealing party is given the option to respond to the appeal.

Appeals	
Total number of resolved investigations	42
Number of findings appealed	8
Average appeal length	29 calendar days
Median appeal length	29 calendar days
Decisions overturned on appeal	0
Decisions/sanctions modified on appeal	2

In 2018, 45 reports led to an investigation. At the time of this publication, three investigations were still open. Of the remaining 42 investigations, 8 were appealed by one or both parties. The length of time between the start of an appeal (the date the notice of appeal was distributed) and the distribution of the appeal officer's decision had an average length of 29 days and a median length of 29 days. In 2018, no decisions were overturned on appeal. One appeal led to a modified decision and sanctions, and one appeal led to modified sanctions.

## Sanctions

Campus actions resulting from adjudication of complaints can include sanctions against the person found responsible, remedies for the individual or individuals harmed, one-on-one or targeted group education, or implementation of specific security measures.

There are protocols in place to ensure that intentional and appropriate outcomes, including sanctions, are imposed. When a policy violation has been determined, in either student conduct or employee conduct cases, the decision maker (the Dean of Students, the respondent's supervisor, or the Provost) must receive sanctioning input from the investigator and the Sexual Misconduct Response Coordinator. The Student Judicial Procedure allows for a victim impact statement to be provided to the decision maker before sanctions are

imposed. Ongoing professional development is provided to decision makers. Outcomes are tracked to ensure fair and consistent institutional response and to decrease the effect of implicit bias.

The Anti-Violence Coalition continues to engage the campus community in conversation about appropriate sanctions which assists in our ongoing review of the sexual assault sanctioning guidelines established in 2014. We must ensure that there are no unintended side effects, such as hindrance to reporting or judicial administrators wanting to adjust a finding of responsibility in order to issue or avoid a specific sanction.

Definitions of sanctions can be found in the Appendix.

*Outcomes from 7 sexual assault policy violations:*

25 disciplinary/safety measures  
8 educational/counseling requirements  
3 suspensions

*Outcomes from 3 sexual harassment policy violations:*

3 disciplinary/safety measures  
1 educational/counseling requirement  
2 separations

*Outcomes from 1 dating/domestic violence policy violation:*

3 disciplinary/safety measures  
2 educational/counseling requirements

*Outcomes from 1 sexual exploitation policy violation:*

2 disciplinary/safety measures  
1 educational/counseling requirement

*Outcomes from 8 cases involving policy violations for multiple incident types:*

21 disciplinary/safety measures  
9 educational/counseling requirements  
3 suspensions

# APPENDIX

## Report response process

*Report dismissed:* Reports made that were determined, on their face or following an initial review, to not constitute any form of sexual misconduct.

*Reporting party unknown to the UI:* Reports made anonymously and/or without enough information to allow the university to identify the potential reporting party to reach out for further investigation.

*Respondent unaffiliated:* Reports in which the misconduct was committed by an individual determined not to be affiliated with the university. In the event the respondent is affiliated with another institution, the university may address the matter with the other institution to make them aware of the incident.

*Respondent unknown to the UI:* Reports in which the identity of the respondent is either unknown, not disclosed to the university, and/or otherwise unable to be ascertained by the university, and therefore the university is limited in its ability to move forward with potential action. In these instances, there is no time limit placed on moving forward in the event the individual who has been harmed decides to proceed by sharing more information, or in the event the student or the university is later able to identify the respondent.

*Reporting party didn't respond:* Reports in which the reporting party did not respond to university outreach.

*Reporting party requested no action:* Reports which did not move forward because the reporting party requested no formal university action.

*Addressed under another policy or procedure:* Reports in which a response was pursued using a non-Title IX-related policy

*Policy violation:* It is more likely than not that the respondent violated a Title IX-related university policy.

*No policy violation:* The behavior reported did not rise to the level of a policy violation, or there was insufficient evidence to demonstrate whether a policy violation occurred. Respondents may also have been found responsible for violating other non-Title-IX-related university policies in a concurrent investigation; this information is not recorded in this report. A finding of no policy violation does not indicate that the reporting party was lying or not believed. Accommodations, including a no-contact directive, may still be offered following the conclusion of an investigation, even if there was a finding of no policy violation.

*Closed:* The respondent withdrew before a finding was issued, or the reporting party requested that the investigation cease. If a respondent withdraws before a finding is issued, the investigator compiles a report of information shared about the case and closes the investigation. No sanctions are imposed due to a lack of jurisdiction. Student respondents who withdraw in the middle of an investigation receive a registration hold to prevent them from re-enrolling until the investigation can be resolved.

## **Sanctions imposed**

*Disciplinary/safety measures:* Examples of disciplinary/safety measures that might be imposed as sanctions are listed below. More information about these sanctions can be found in the Student Judicial Procedure.

- building prohibition
- campus prohibition
- completion of all court requirements
- computer restriction
- disciplinary probation
- group education
- limited access to activities
- no classes/student orgs in common
- no contact directive
- one-to-one conversation
- permission required to graduate



- registration hold placed
- reprimand
- restitution
- work prohibition

*Educational/counseling requirements:* Examples of educational/counseling requirements that might be imposed as sanctions are listed below. More information about these sanctions can be found in the Student Judicial Procedure and OSMRC's page about the UI-CERB Program.

- education mandate
- counseling mandate
- substance abuse assessment
- UI-CERB

*Separation:* Separation from the institution could take the form of termination (for employees) or expulsion (for students). Individuals who are separated from the institution are also issued a campus prohibition preventing them from returning to campus, and are prevented from future employment or student status at the university.

*Suspension:* Students who have been suspended are issued a campus prohibition preventing them from returning to campus for the duration of their suspension. Re-enrollment requirements may be imposed as a condition of returning to the university.

*Withdraw before resolution:* If a respondent withdraws following a finding of responsibility for a policy violation but before the imposition of sanctions, the university loses jurisdiction to impose sanctions. Student respondents who withdraw before the resolution of an investigation receive a registration hold to prevent them from re-enrolling until the investigation can be resolved.