

IOWA

Annual Report 2023

Title IX & Gender Equity,
Office of Institutional Equity



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Table of Contents

LETTER FROM THE DIRECTOR	4
OVERVIEW OF CAMPUS PROJECTS	5
Implementation of the Guardian Case/Data Management System	5
The University of Iowa Anti-Violence Plan for Sexual Misconduct, Dating Violence, and Stalking: Fall 2021 – Fall 2024	Error! Bookmark not defined.
Campus Education Subcommittee New Charge	5
Consensual Relationships Policy Review	5
Video Acquainting Students with Sexual Assault Nurse Examiner (SANE)	5
Ontario Domestic Assault Risk Assessment (ODARA) Training	6
Law Enforcement Training Created for Campus Safety Officers	6
Anti-violence Coalition 2023 In-services	6
PREVENTION AND EDUCATION	7
Interpersonal Violence Prevention (IVP) education dashboard	7
Prevention and education for students	7
<i>Pre-orientation education</i>	7
<i>Timing and participation by content area in 2023**</i>	8
<i>Orientation and post-orientation education</i>	8
<i>Student Participation in Online Education for 2023</i>	9
<i>Workshops</i>	9
<i>Training for University Employees</i>	11
REPORT, COMPLAINT, AND OUTCOME DATA	13
What happens when a report is made?	13
<i>Academic or Administrative Officers (AAOs)</i>	14
What happens when a respondent receives notice that they are under investigation?	14
New reports by month	15
4-year comparison of reports received	15
Affiliation of the complainant	17
Affiliation of the respondent	18

Incident location	19
Supportive Measures	20
Report Resolution	21
<i>Options under the Procedure for Alleged Violations of the Policy on Sexual Harassment and Sexual Misconduct</i>	21
<i>Options under the Discrimination Complaint Procedures</i>	21
Formal Complaints	25
Adaptable Resolutions	25
Investigations	25
Sanctions	26
Appeals	27
<i>Under the Procedure for Alleged Violations of the Policy on Sexual Harassment and Sexual Misconduct</i>	27
<i>Under the Discrimination Complaint Procedures</i>	27


LETTER FROM THE DIRECTOR

Change is constant for professionals who respond to sexual harassment and sexual misconduct on college campuses. Our work is driven by the evolving regulatory environment, the shifting expectations of campus members, the ongoing assessment of best practices, and the growing precedent set by case law. Calendar year 2023 brought many changes, some of which are noted in our project updates. The year ended with more change on the horizon with the expected issuance of the updated Title IX Regulation in 2024.

Preventing, addressing, and mitigating the harmful effects of sexual harassment and sexual misconduct at the University of Iowa requires a community effort. It starts with building awareness and educating, providing resources and support and remedying the effects and preventing future occurrences. Our [Anti-violence Coalition](#) is a multi-disciplinary team rooted in a belief that every single member of our campus community has a role to play. It is critical that we work together to ensure that campus members have resources to make informed decisions, and that the university has data to inform how it will work to prevent, stop, and remedy misconduct. This requires surveying community needs, providing access to accurate, complete information about policies, procedures, community expectations, resolution options, and supportive measures. Together, we must ensure this information is abundantly available and unobstructed.

To that end, it is my hope that this report is useful in building a broad understanding of how the university responds to concerns of sexual harassment and sexual misconduct, including the numbers and types of reports OIE-TIXGE receives; how those concerns are addressed; and why. The report addresses some aspects of the response process that are most asked about and most useful for community members to understand. Accordingly, the information contained in this report is shared via aggregate, de-identified data. This is intentional and consistent with OIE-Title IX's commitment not to compromise individual privacy even as we remain committed to transparency.

As you review the project updates and case data, you may have suggestions for the next [Anti-violence Plan](#). I welcome your suggestions and remain grateful for the contributions of the TIXGE staff and UI Anti-Violence Coalition members. Their true desire to balance compliance responsibilities with research informed strategies to prevent harm and remedy its affects rises above the noise that can accompany the ever-changing environment—demonstrating that together, we can create a respectful and inclusive campus.



Monique DiCarlo, Title IX Coordinator
Director, Title IX and Gender Equity

OVERVIEW OF CAMPUS PROJECTS

Implementation of the Guardian Case/Data Management System

In spring of 2023, the Office of Institutional Equity (OIE) engaged in the university's RFP process to select a new case/data management system to be used by both the Title IX & Gender Equity (TIXGE) and Equity Investigations (EIU) units. OIE moved forward with Guardian, a software product from Campus Kaizen, at the conclusion of the RFP process. The OIE Implementation Team worked throughout the summer and fall of 2023 along with the Guardian support team, the UI Application Development team, and UI Information Technology Services to take on the complicated business of transitioning TIXGE and EIU from their separate case management systems to the integrated Guardian system. After a complex implementation period, on December 20, 2023, OIE launched Guardian as a new [report intake](#), case management, and data management system.

Campus Education Subcommittee New Charge

The Campus Education Subcommittee (CES) is a sub-committee of the Anti-Violence Coalition created in the spring of 2011 to focus on student education. In the Fall 2023, a new charge for the committee was created to focus on employee education beyond compliance requirements. Committee members were added from human resources and the University of Iowa Hospitals and Clinics. The new charge is to "Engage in multidisciplinary collaboration to advance comprehensive, evidence-informed prevention and training strategies to prevent sexual harassment, sexual misconduct, dating/domestic violence and stalking."

Consensual Relationships Policy Review

The University of Iowa 2021-2024 Anti-Violence Plan and the Office on Violence Against Women grant included a strategy to convene a committee to review and recommend possible changes to the [Consensual Relationships Involving Students Policy](#). This strategy was added to the plan due to reports of harm to individuals and to the trust level in the academic program caused by romantic or sexual relationships between faculty and students that did not violate the current policy. The charge to the workgroup was envisioned with a goal to better align university policy with community expectations regarding relationships between faculty and students. The policy review workgroup included members from Faculty Senate, Undergraduate Student Government, Graduate and Professional Student Government, the Office of Institutional Equity, Office of the Provost, University Human Resources, and the Office of the Vice President for Student Life. They were tasked with developing a report that outlined policy recommendations from research literature, best practice, and campus stakeholder meetings. The report can be found by clicking [here](#).

Video Acquainting Students with Sexual Assault Nurse Examiner (SANE)

As part of the Anti-Violence Plan and Office on Violence Against Women Campus Program Grant, a short video was created to enhance the successful linkage of victim/survivors with a Sexual Assault Nurse Examiner (SANE). The video features Katy Rasmussen, a SANE in the UI Department of Nursing, who explains the comprehensive services provided to individuals who have experienced sexual assault. SANEs are registered nurses who conduct medical

forensic exams, offer emotional support, and collaborate with various community partners. You can watch the video here: <https://www.youtube.com/watch?v=ROE82Vj1Z4I>.

Ontario Domestic Assault Risk Assessment (ODARA) Training

As a part of the Anti-Violence Plan, the Anti-Violence Coalition partnered with campus and local agencies to train staff on the use of lethality assessment in domestic/dating violence cases. In spring 2023, a train-the-trainer session on ODARA, a tool for estimating the risk that a domestic violence offender will assault a partner again, was conducted. The Domestic Violence Intervention Program, the University of Iowa Police Department, the Johnson County Attorney's Office, the Iowa City Police Department, the Coralville Police Department, and the Johnson County Sheriff's Office participated in the train-the-trainer opportunity. In fall 2023, ODARA training was extended to the Anti-Violence Coalition and other partners, including Monsoon, Nisaa, and the Johnson County Attorney's Office.

Law Enforcement Training Created for Campus Safety Officers

A new training was created for Campus Safety law enforcement officers as part of the Anti-Violence Plan and Office on Violence Against Women Campus Program Grant. Experts on and off campus were charged with creating and presenting the asynchronous training. The training aims to equip officers with the skills to recognize incidents of sexual assault, dating/domestic violence, or stalking, and respond in a victim-centered and trauma-informed manner. It emphasizes a victim-centered approach, acknowledging the victim as the expert on their lives, and ensuring no harm is done. Campus policies and procedures, local and state laws, and medical forensic exams were also included in the training. The training has been integrated into new officer training and will serve as a refresher training for current officers.

Anti-violence Coalition 2023 In-services

The Anti-Violence Coalition sponsored seven campus-wide in-service sessions throughout the Spring and Fall semesters. These are hour-long sessions offered over Zoom, with discussion following the presentations.

Spring 2023 topics included: Engaging Men in Masculinities Discussions and Education on Campus to be Allies in Preventing Gender-Based Violence, Role of a Sexual Assault Nurse Examiner (SANE) exam and how to refer a student, Trauma and Healing for Sexual Assault Victims on Campus, and Alcohol and Sexual Violence at the University of Iowa: Progress and Partnerships.

Fall 2023 topics included: Overview of Immigration Options for Victims of Crime, Social Environment Shaping Curriculum at the Aurora Center (University of Minnesota), and ODARA Training: Review the Ontario Domestic Abuse Risk Assessment (ODARA) tool used by law enforcement.

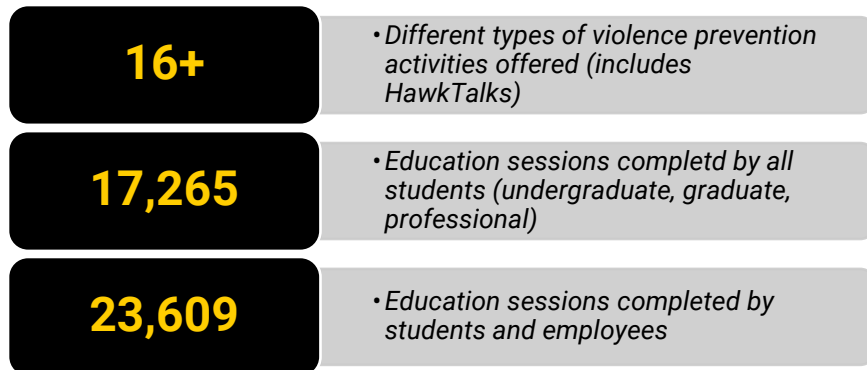
PREVENTION AND EDUCATION

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, content and outcomes are in alignment. Gender-based learning outcomes are utilized to track and evaluate education content delivered.

Interpersonal Violence Prevention (IVP) education dashboard

A violence prevention education dashboard remains in place to track students and employees who complete in-person and online courses and workshops. Activity attendance is tracked by university ID in SWIPE and imported into an assessment dashboard, tied to education content areas. The dashboard enables staff members to better track student engagement with programs and services, provides for multi-level assessment and reporting for individual students, student groups/cohorts/lists, department-specific training and training across departments. Education data from the dashboard is reported to the Campus Education subcommittee of the Anti-Violence Coalition (AVC.)

EDUCATION OVERVIEW – BY THE NUMBERS



Prevention and education for students

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. The online 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 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 “Part 1: Sexual Violence for Graduate Students”, an online course which educates students on gender-based violence and discrimination and bystander intervention, followed by “Part 2: Refresher.” Students who do not complete the mandatory program have a hold placed on their registration until they complete the course.

The online programs are coordinated by Student Wellness. In addition to coordinating program implementation, monitoring completion, and providing support to students, Student Wellness facilitates an alternate program option for students who are unable to complete the online course due to personal experience with the issues in partnership with the Women’s Resource and Action Center (WRAC).

The Anti-Violence Plan identifies parents and guardians as key partners in supporting the university’s prevention efforts. A digital handbook is made available to parents and family members of incoming UI students entitled [Talking with your Student about Sexual Assault and Dating Violence](#).

Timing and participation by content area in 2023**

	Policy Information	Crime Information	Healthy Relationships	Bystander Intervention	Risk Reduction	Awareness Raising
Pre-Orientation	5631	5631	5631	5631	5631	5631
Orientation and After	2537	2537	1596	1511	2931	8496

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

Orientation and post-orientation education

All incoming undergraduate students are required to complete part two of the online “Every Choice” training that was initiated prior to arrival on campus. All incoming undergraduate students are also required to attend the CHOOSE session during On Iowa! In the CHOOSE 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.

International students also participate in an orientation facilitated by International Students and Scholars Services (ISSS). International Student Orientation is offered in the Fall, Spring and Summer.

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 campaigns, 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.

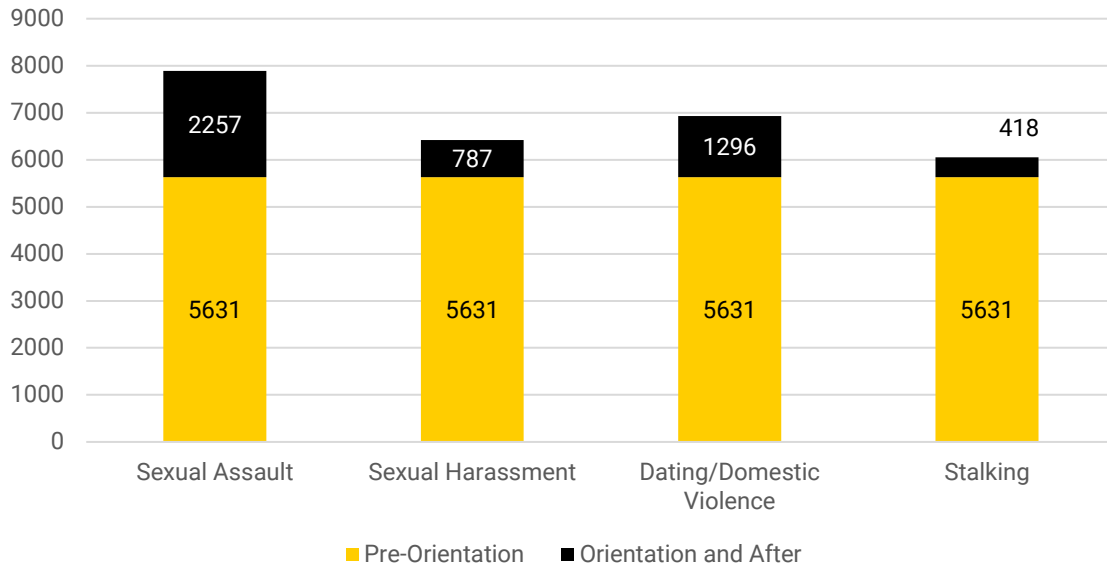
Student Participation in Online Education for 2023

	Total Attendees	1 st Year	2 nd Year	Graduate	Professional
Success at Iowa: Online Education	5631	5627	4	N/A	N/A
Not Anymore	1432	N/A	N/A	976	456

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 the conclusion of each workshop to measure effectiveness and inform future programming.

Timing and participation by topic in 2023**

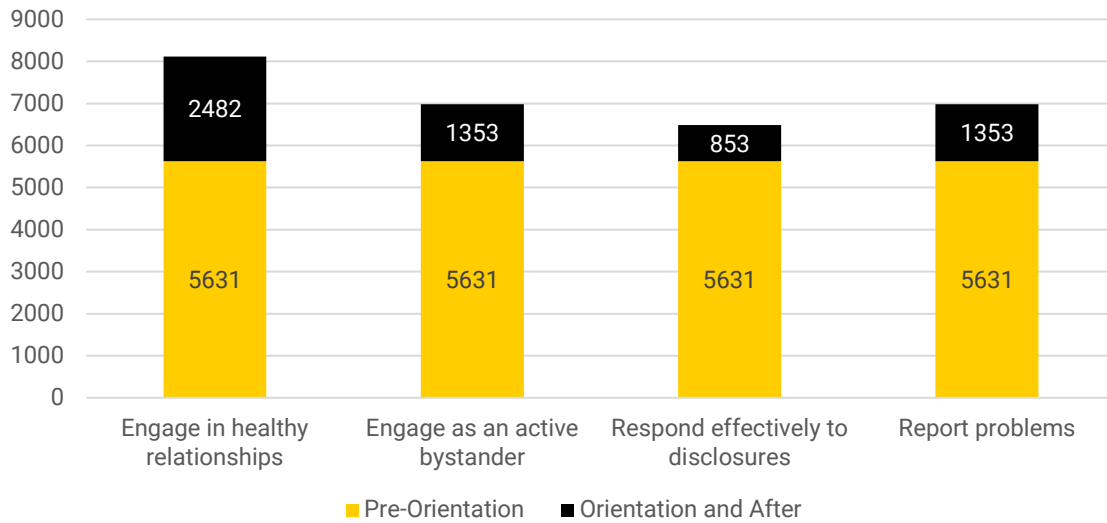


**Unique participants are not tracked; someone attending two or more events may be counted more than once.

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 2023, more workshops resumed in-person presentations.

Nearly all violence prevention education for students focuses on four primary educational outcome goals: engage in healthy relationships, engage as an active bystander, respond effectively to disclosures and report problems.

Timing and Participation by Anti-violence Plan Education Goals in 2023



TRAINING

Ongoing training is provided to individuals involved in the campus response process 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 University Employees

The education of University of Iowa employees is essential to establishing a campus environment that is free of sexual harassment. The four main goals to be achieved through educating university employees in sexual harassment prevention are as follows:

- ensuring that impacted parties (and potential impacted parties) are aware of their rights;
- notifying individuals of conduct that is prohibited;
- informing administrators about the proper way to address complaints of sexual harassment; and
- helping educate the community about sexual harassment and related issues.

The university's sexual harassment prevention education is mandatory for the following groups:

- all faculty & staff who hold at least a 50% appointment,
- all medical residents/fellows and postdoctoral scholars/fellows who hold at least a 50% appointment during the academic year,
- all graduate/professional students who hold a teaching assistantship for a period of one semester or longer and any other students as determined by the Office of the Provost,
- all university housing resident assistants and any other students as determined by the Office of the Vice President for Student Life.

New employees complete the anti-harassment prevention course within two to six months of being hired, depending on their role in the university. Faculty and staff who are required to take the prevention course must also re-take the course every 3 years. In 2023, a total of 5,457 employees completed either the initial or refresher course online for non-supervisory employees. Additionally, this program was completed by 2,539 student employees in the Division of Student Life, a new initiative which started in 2022.

Certain employees at the university are designated as Administrative or Academic Officers (AAOs). All faculty and staff hired into or promoted to a position serving as an AAO must complete the harassment prevention course for supervisors within the first 2 months of their appointment. In 2023, a total of 1,486 employees completed either the initial or refresher course online for AAO's.

Under university policy, AAOs are responsible to report incidents of sexual misconduct, dating/domestic violence, and stalking. TIXGE-OIE's website provides information for employees who wish to determine if they are AAOs and their reporting responsibilities.

TIXGE-OIE and RVAP offer “Responding to Disclosures” as an AAO workshop to ensure a caring, effective, and prompt response to disclosures by clarifying AAO responsibilities under the [Policy on Sexual Harassment and Misconduct](#), highlighting our institutional obligations, and providing trauma-informed response. TIXGE-OIE also participates in annual training for residence hall coordinators and resident assistants to ensure that participants can identify incidents of sexual harassment, dating/domestic violence, and stalking, and respond appropriately.

Additionally, employees may attend violence prevention education workshops along with students, and 146 employees attended those workshops in 2023.

REPORT, COMPLAINT, AND OUTCOME DATA

We share our data because we value transparency about the university's response and complaint resolution process. Sharing data helps us work with campus partners to identify potential action for our prevention, policy, or intervention work. TIXGE-OIE data provides one piece of the larger picture of incidents of sexual harassment, sexual misconduct, dating/domestic violence, and stalking impacting members of our campus and community. It fits together with data shared by the Department of Campus Safety (DCS), the Equity Investigations unit (EIU), the Office of Student Accountability (OSA), the Rape Victim Advocacy Program (RVAP), the Domestic Violence Intervention Program (DVIP), and the Speak Out Iowa campus climate survey.

About our data

The data in this section reflect reports that were received by TIXGE-OIE for CY 2023 (January 1, 2023 - December 31, 2023). This data does not reflect Clery crime statistics nor is it a reflection of only adjudicated outcomes – all reports submitted to TIXGE-OIE are included in the data. While many of these reports refer to incidents that happened in the context of a person's affiliation to the University of Iowa, TIXGE-OIE also receives reports about incidents that happened off campus or before a person became a student or employee of the university; these reports are included in the data shared because TIXGE-OIE reviews those reports for ongoing risk to campus and offers supportive measures those impacted parties.

Title IX and Gender Equity in the Office of Institutional Equity

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

- In person with a Response Coordinator (email or call to make an appointment)
- Over the phone: 319-335-6200
- By email: oiie-tixge@uiowa.edu
- Via the TIXGE-OIE [Report a Problem online form](#)

What happens when a report is made?

TIXGE-OIE serves as a central location to report incidents of sexual harassment, sexual misconduct, dating/domestic violence, and stalking. Our office receives reports directly from those individuals reporting having been harmed, from mandated reporters, and from departments on campus like University Housing and the Department of Campus Safety (DCS).

When TIXGE-OIE receives a report, a response coordinator reaches out to the complainant, offering to meet. An initial meeting with the complainant covers two main areas:

- **Resolution options:** individuals are given information about the Formal Grievance Process, the Adaptable Resolution Process, and information about how to make a criminal complaint with law enforcement.
- **Supportive measures:** individuals are given information about the role of supportive measures, what those measures may include, such as a referral to counseling, excused absences, changes in housing, extensions on assignments, retroactive or late drops, No Contact Directives, or a one-on-one conversation with a respondent.

We understand that talking about a traumatic incident can be hard and that options for reporting may feel overwhelming. We reach out to complainants because we care and we want to ensure they receive information about 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 that complainants can make informed choices.

TIXGE-OIE monitors the campus climate for patterns and takes action to address a possible hostile environment. TIXGE-OIE is not a confidential office; we have a responsibility to balance the needs of the complainant with the need for campus safety. If we receive information indicating a potential threat to campus safety, we must act. We work closely with confidential resources to ensure complainants have access to advocates who can assist with making an informed decision about reporting a problem or making a complaint.

Academic or Administrative Officers (AOs)

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

When an AAO hears a disclosure, they are required to refer the person harmed to RVAP or DVIP and report to TIXGE-OIE within two business days.

To find out if you are an AAO, visit the [Mandated Reporter Defined page](#) on our website.

What happens when a respondent receives notice that they are under investigation?

The University of Iowa is committed to treating complainants 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 or employee receives notice that they are under investigation for sexual harassment, sexual misconduct, dating/domestic violence, stalking, or related retaliation, a response coordinator from TIXGE-OIE reaches out to:

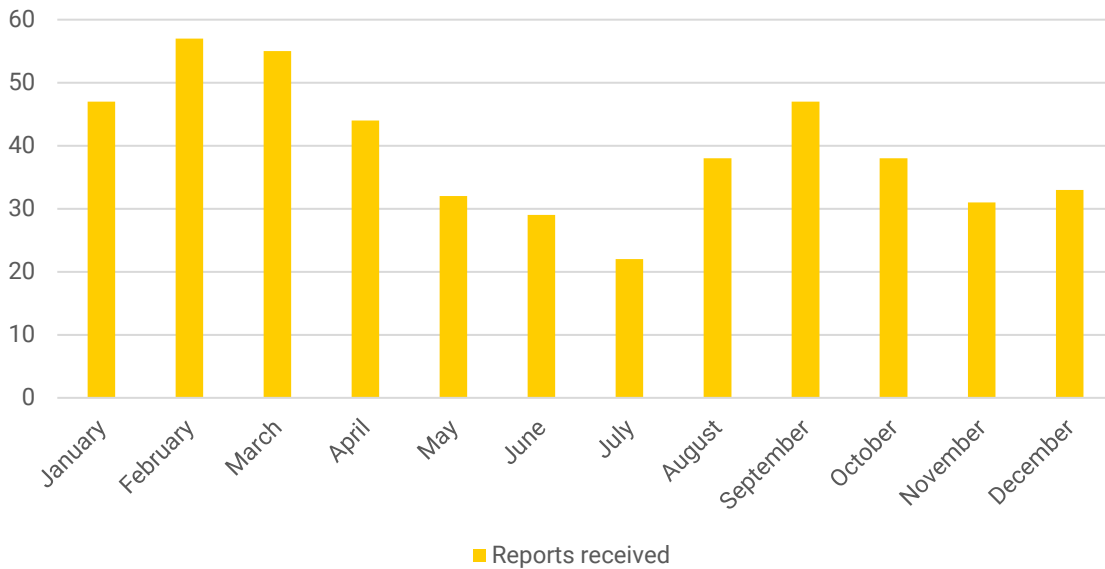
- Describe the complaint resolution process as stated in the [Procedure for Alleged Violations of the Policy on Sexual Harassment and Sexual Misconduct](#).
- Provide information about the roles and responsibilities of those involved in resolving the complaint, the anticipated timeline, and next steps.
- Provide information about the role of supportive measures and facilitate requests for assistance.

TIXGE-OIE 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 between the response coordinator and the respondent is on the process and available resources, not the allegations. TIXGE-OIE 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 reflects reports that were received by TIXGE-OIE during CY 2023. The data do not reflect Clery crime statistics, which can be found in the [Annual Security Report](#) published by the Department of Campus Safety. While many of these reports refer to incidents that happened in the context of a person’s affiliation to the University of Iowa, TIXGE-OIE 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 received by TIXGE in 2023 by month**



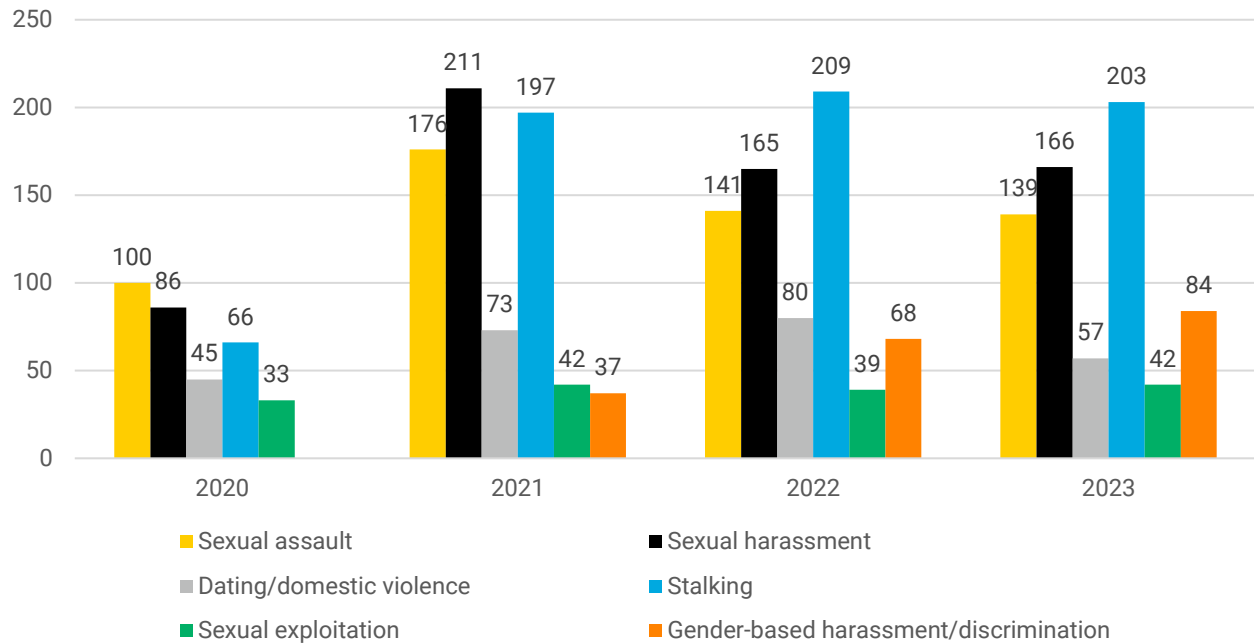
***Reports may contain more than one incident and/or incident type, or more than one complainant or respondent.*

4-year comparison of reports received

The data in this section reflect reports that were received by TIXGE-OIE during each calendar year in 2020, 2021, 2022, and 2023. The data do not reflect Clery crime statistics, which can be found in the [Annual Security Report](#) published by the Department of Campus Safety. While many of these reports refer to incidents that happened in the context of a person’s affiliation to The University of Iowa, TIXGE-OIE 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.

4-year comparison of reports received by incident type**



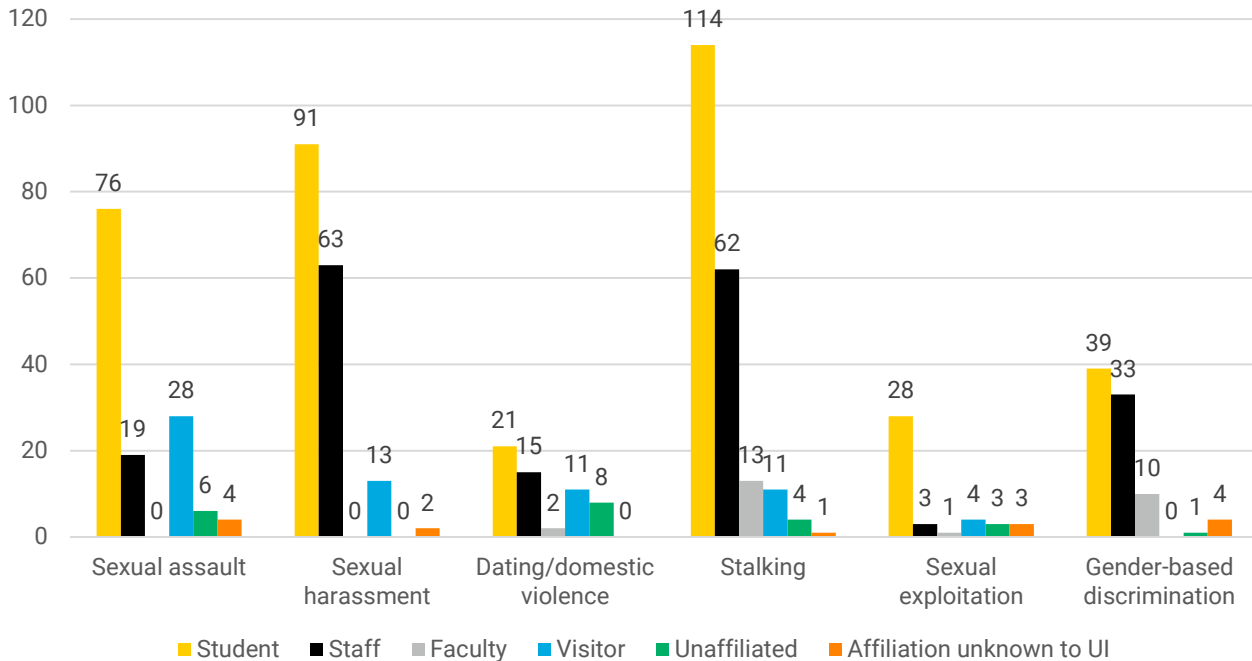
**Reports may contain more than one incident and/or incident type, or more than one complainant or respondent.

Affiliation of the complainant

We use the term “complainant” 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. We use the term reporting party when the individual reporting possible sexual harassment/misconduct is **not** also the complainant.

TIXGE-OIE facilitates supportive measures for any university student or employee impacted by sexual harassment, sexual misconduct, dating/domestic violence, or stalking, regardless of whether that individual chooses to make a formal complaint. For cases in which the complainant has no university affiliation, TIXGE-OIE may reach out to provide information about confidential support resources.

Affiliation of complainant by incident type in 2023**



**Reports may contain more than one incident and/or incident type, or more than one complainant or respondent.

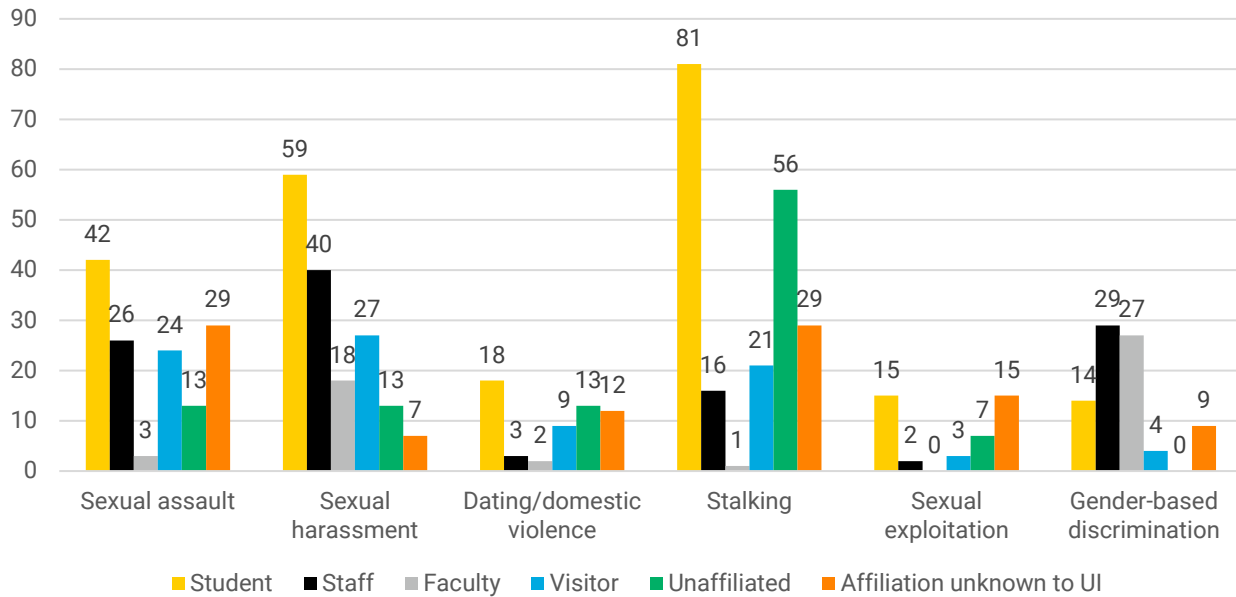
The “Affiliation unknown to UI” category includes reports in which either of the following may have been true: the complainant’s affiliation was known by the reporting party but not disclosed to the UI and/or the complainant’s full identity was unknown to the reporting party.

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 2017 Speak Out Iowa! survey indicates that students are most likely to disclose to a peer. Based on this data, the Student Advisory Committee on Sexual Misconduct (SACSM), a subcommittee of the Anti-Violence Coalition, continued developing scripts and working on the production for the [“How to Help a Friend” video education series](#).

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. If a respondent is not affiliated with the university, our ability to take action is limited.

Affiliation of respondent by incident type in 2023**



**Reports may contain more than one incident and/or incident type, or more than one complainant or respondent.

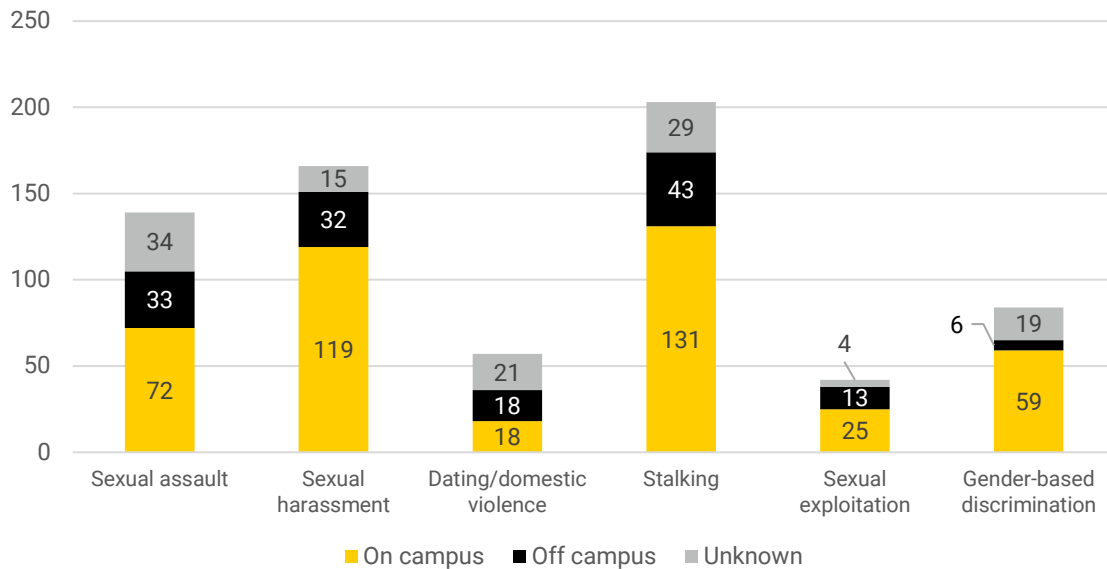
The “Affiliation unknown to UI” category includes reports in which any of the following may have been true: the respondent’s affiliation was known but not disclosed to the UI, the respondent’s full identity was unknown to the complainant, and/or the respondent was a stranger.

Incident location

Tracking the locations of reported incidents helps TIXGE-OIE 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. “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.

Location of report by incident type in 2023**



***Reports may contain more than one incident and/or incident type, or more than one complainant or respondent.*

Most reports received by TIXGE-OIE 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 through our Anti-Violence Coalition efforts.

Supportive Measures

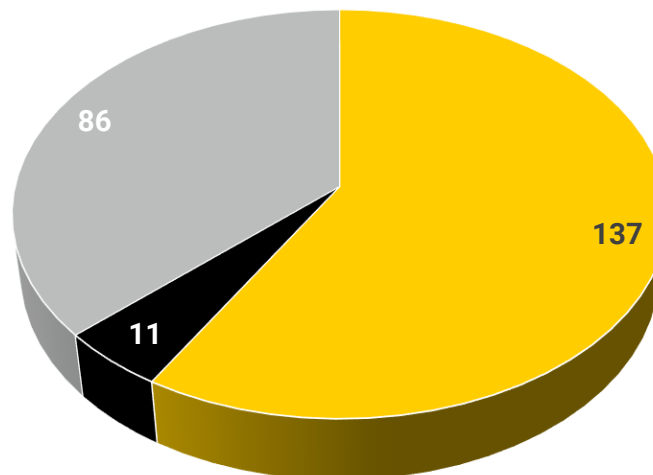
Supportive measures are individualized services based on the situation which are offered as appropriate and reasonably available to both complainants and respondents. Supportive measures are non-disciplinary, non-punitive and may not unreasonably burden the other party. The measures needed by each party may change over time, and TIXGE-OIE will communicate with parties to ensure that any supportive measures are necessary and effective based on their evolving needs.

Supportive measures are designed to restore and preserve equal access to university programs and activities and are generally kept private, except to the extent necessary to implement them or in situations where a measure relates to both parties. Such measures also help to ensure the safety and well-being of the individuals involved in the report and the broader UI community.

For the purposes of this report, supportive measures broadly fall into the following categories:

- Academic accommodations*
Examples include linkage with confidential resources, counseling, facilitating academic accommodations like extensions of time or other course-related adjustments, modifications of class schedules, changes in housing locations, increased security and monitoring of certain areas of campus, and other changes to academic/living/dining/transportation situations.
- Workplace accommodations*
Examples include linkage with confidential resources, counseling, modifications of work schedules, changes in work locations, increased security and monitoring of certain areas of campus, and other changes to transportation and/or working situations.
- Non-disciplinary interventions*
Examples include 1-on-1 coaching conversations, group education, and mutual no-contact directives.

Supportive Measures Provided in 2023



■ Academic Accommodations ■ Workplace Accommodations ■ Non-disciplinary Interventions

Report Resolution

When TIXGE-OIE receives a report, we reach out to the complainant offering to meet to discuss resolution options and supportive measures. As much as possible, we strive to put control over the decision to make a complaint in the hands of the person who is reporting harm; 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 person reporting harm will always be informed if this must happen, and it is always their choice to participate in the University initiated investigation.

Options under the [Procedure for Alleged Violations of the Policy on Sexual Harassment and Sexual Misconduct](#)

The following are resolution options for reports of prohibited conduct under the [Policy on Sexual Harassment and Sexual Misconduct](#):

- **Reports not moving forward:** In the absence of an investigation, TIXGE-OIE works with the complainant to explore their options. Sanctions are not imposed on the respondent because a formal grievance process has not concluded that a policy violation was found. However, there may be options to pursue supportive measures that will help put an end to the unwelcome behavior in the absence of a formal grievance process. Supportive measures can be facilitated without making a complaint. A complainant has the option to change their mind at any point; there is no time limit by which a university policy complaint must be made. Information about future complaint options, should the complainant reconsider, will also be provided by a TIXGE-OIE response coordinator.
- **Adaptable Resolution:** An adaptable resolution includes resolving a complaint informally and must be voluntary for both parties. Adaptable resolution facilitators use a shuttle diplomacy process with the parties. Resolution agreements may take many forms, including the respondent agreeing to complete an education program, complete counseling, cease contact with a complainant, withdraw from a student organization, leave the university, or seek employment in another unit.
- **Formal Grievance Process:** The Formal Grievance Process is used to determine if a policy violation has occurred. An investigation and live hearing, Process A, is used in cases involving students, staff, faculty, or visitors where the alleged behavior meets the definition of sexual harassment as defined in the U.S. Department of Education Title IX Regulation 106.30. Process A also applies when the alleged sexual harassment or sexual misconduct, if true, could result in a student being suspended or expelled from the University of Iowa. An investigation that does not include a live hearing, Process B, applies in cases involving students, staff, faculty, or visitors where the alleged behavior falls outside the definition of sexual harassment as defined by Title IX regulation, but nonetheless does meet the definition of prohibited behavior within the [Policy on Sexual Harassment and Sexual Misconduct](#) and, if true, would not result in a student being suspended or expelled.

Options under the [Discrimination Complaint Procedures](#)

The following are resolution options for reports of sex/gender-based prohibited conduct under the [Anti-Harassment Policy](#), the [Human Rights Policy](#), the [Violence Policy](#), and the [Anti-Retaliation Policy](#):

- **Reports not moving forward:** In the absence of an investigation, TIXGE-OIE works with the complainant to explore their options. Sanctions are not imposed on the respondent because an investigation has not concluded that a policy violation was found. A complainant has the option to change their mind at any point; there is no time limit by which a university policy complaint must be made. Information about future

complaint options, should the complainant reconsider, will also be provided by a TIXGE-OIE response coordinator.

- **Informal complaint:** An informal complaint is a request that TIXGE-OIE seeks to reach an informal resolution of the reporting party’s concerns. Resolutions of informal complaints are accomplished with the assistance of other offices or administrators on campus in the area relevant to the complaint and may include interim actions to protect the health or safety of the complainant, reporting party, and/or potential witness(es) in an investigation. In the case of an informal complaint, the respondent normally will not be informed of the reporting party’s action or identity without the consent of the reporting party unless circumstances require it. No disciplinary action can be taken against the responding party on the basis of a complaint of which the responding party has not been informed.
- **Formal complaint:** A formal complaint of discrimination involves an impartial investigation of the reporting party’s allegations by TIXGE-OIE. An initial assessment will be conducted of the allegations as stated in the complaint to determine whether to initiate an investigation. When an investigation is initiated, evidence is gathered, and the investigator will issue written findings outlining the basis for their conclusions.

Many reports received by TIXGE-OIE do not ultimately result in a university administrative investigation. However, even if a formal complaint is not filed, a response coordinator from TIXGE-OIE still informs the complainant of the Anti-Retaliation Policy, any remedies that may be available to them, and any potential supportive measures, such as providing linkage to a confidential resource and/or facilitating accommodations requests.

2023 Report Resolution Breakdown by Incident Type**

	Sexual assault	Sexual harassment	Dating/domestic violence	Stalking	Sexual exploitation	Gender-based incidents
Report dismissed	6	4	0	3	2	4
Complainant unknown to the UI	9	9	5	6	4	5
Respondent not affiliated	14	9	16	54	5	0
Respondent unknown to the UI	35	24	10	20	17	10
Complainant didn’t respond	41	44	17	62	14	19
Complainant requested no formal action	22	21	8	36	5	17

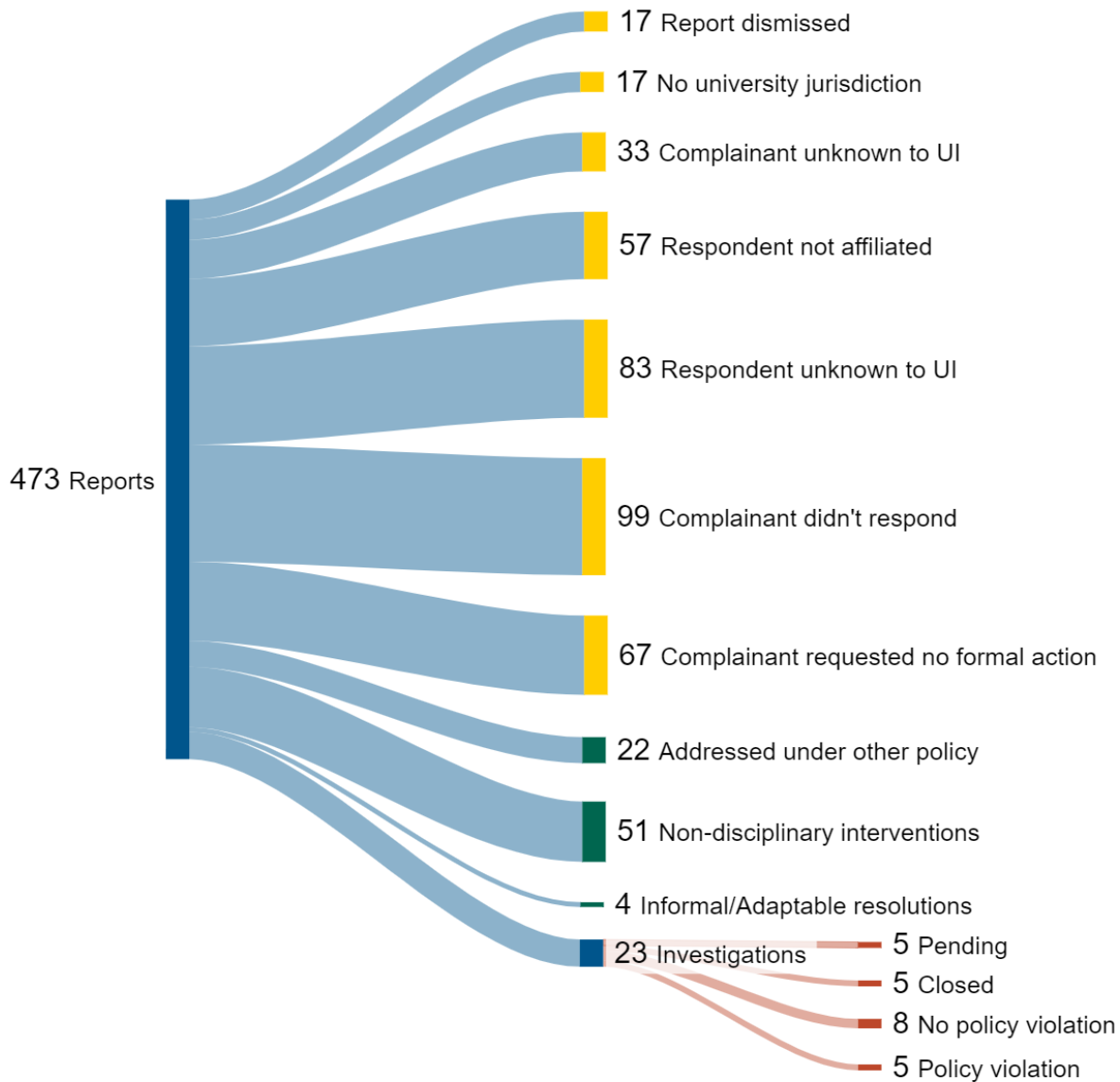
Non-disciplinary interventions	6	29	1	27	3	13
Addressed under other policy	2	19	1	7	4	8
Informal/Adaptable resolutions	3	4	0	3	0	1
Investigations	11	29	6	12	0	13

***Reports may contain more than one incident and/or incident type, or more than one complainant or respondent.*

TIXGE-OIE is aware that publishing information about reports that do not lead to investigations may have the potentially unintended consequence of implying that the complainant’s decision not to move forward with a formal complaint is at fault. Research suggests that people may choose not to report or make a formal complaint because they blame themselves for what occurred, do not want others involved, and/or want to minimize the seriousness of the situation by focusing on moving forward. As a community, it is important that we work together to understand and eliminate the barriers to reporting and making formal complaints.

Additional information can be found in the appendix.

2023 Report Resolutions (1:1)**



**Reports may contain more than one reason for resolution. For the purposes of this chart, a primary reason or method of resolution was determined for each report submitted.

Formal Complaints

The data in the following sections pertains to formal complaints that were received by TIXGE-OIE for CY 2023 (January 1, 2023 - December 31, 2023). This data is a reflection of only informally negotiated or formally adjudicated outcomes resulting from formal complaints submitted during the reporting year. While TIXGE-OIE receives many reports of potential prohibited conduct, only those which proceed to a formal complaint may be resolved through an informal or formal process.

Formal Complaint Submissions in 2023	
Total number of formal complaints submitted	39
<ul style="list-style-type: none"> Formal complaints resolved via Investigation 	17
<ul style="list-style-type: none"> Formal complaints pending resolution via Investigation 	4
<ul style="list-style-type: none"> Formal complaints resolved via Adaptable Resolution 	5
<ul style="list-style-type: none"> Formal complaints closed/withdrawn 	13

Adaptable Resolutions

The Adaptable Resolution process requires a formal complaint submission and may be requested by either the complainant or the respondent. Such a request may be initiated at the outset of the complaint process, or at any time prior to the final determination of a formal grievance process.

Adaptable Resolution length in 2023	
Total number of Adaptable Resolutions completed	5
<ul style="list-style-type: none"> Average AR process length (business days) 	64
<ul style="list-style-type: none"> Median AR process length (business days) 	78

An Adaptable Resolution facilitator will be assigned by the Title IX Coordinator, and with the consent of the parties, will engage in a Shuttle Diplomacy process. The facilitator will meet separately with both the complainant and the respondent to negotiate an agreement to informally resolve the allegations. A successful Adaptable Resolution consists of a voluntary written agreement reached by both parties and approved by the Title IX Coordinator.

Investigations

During an investigation, TIXGE-OIE provides regular process updates to the complainant and respondent. Response coordinators work with the TIXGE-OIE investigators to track the length of investigations and help parties understand

the anticipated length of an investigation. In 2023, 17 formal complaints led to a completed investigation. The [Policy on Sexual Harassment and Sexual Misconduct](#) outlines two process options for a formal investigation. For these 17 investigations, the length of time between the start of an investigation (the date the respondent was notified of the formal complaint) and the distribution of the investigator’s final report was:

Investigation length in 2023	
Total number of investigations completed	17
• Average investigation length (business days)	106
• Median investigation length (business days)	123

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 students and employees are available to participate.

In 2023, 7 of the 17 investigations were resolved through Process A, which includes holding a hearing with an outside decision-maker who determines whether a policy violation occurred. For these 7 hearings, the length of time between the start of a hearing period (the date the Referral to Hearing was issued) and the distribution of the hearing outcome was:

Hearing length in 2023	
Total number of hearings held	7
• Average hearing length (business days)	55
• Median hearing length (business days)	48

Sanctions

Campus actions resulting from adjudication of formal 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 Office of Student Accountability, the respondent’s supervisor, or the Office of the Provost) must receive sanctioning input from the investigator and the Title IX Coordinator. 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.

Definitions and examples of sanctions can be found in the Appendix.

2023 Policy Violation Outcomes**

Outcomes from 3 sexual assault policy violations:	2 Disciplinary/safety measures 2 Separations
Outcomes from 9 sexual harassment policy violations:	4 Disciplinary/safety measures 2 Educational/counseling requirements 3 Separations
Outcomes from 1 stalking policy violation:	1 Disciplinary/safety measures 1 Educational/counseling requirements
Outcomes from 4 gender-based discrimination/harassment policy violations:	1 Disciplinary/safety measures 1 Separation
Outcomes from 1 retaliation policy violations:	1 Disciplinary/safety measures 1 Separation

***Please note that a single respondent may have been found responsible for multiple policy violations. Additionally, a single policy violation may result in multiple sanctions assigned to a respondent.*

Appeals

Under the Procedure for Alleged Violations of the Policy on Sexual Harassment and Sexual Misconduct

The appeal process is conducted in writing. An appeal may be submitted by either a complainant or a respondent based on any combination of the following grounds:

- Procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter;
- The Title IX Coordinator, investigator(s), or adjudicator(s) had a conflict of interest or bias for or against complainants or respondents generally or the specific complainant or respondent that affected the outcome of the matter; and/or
- The decision, whether regarding responsibility or sanction or both, was not supported by substantial evidence when viewed as a whole.

The non-appealing party is given the option to respond to the appeal.

Under the Discrimination Complaint Procedures

The appeal process is conducted in writing or electronically and must be submitted together with all supporting documentation.

An appeal may be submitted by the reporting party or complainant if TIXGE-OIE concludes that the complaint is unfounded on either or both of the following grounds:

The University of Iowa prohibits discrimination in employment, educational programs, and activities on the basis of race, creed, color, religion, national origin, age, sex, pregnancy (including childbirth and related conditions), disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, or associational preferences. The university also affirms its commitment to providing equal opportunities and equal access to university facilities. For additional information on nondiscrimination policies, contact Office of Institutional Equity, the University of Iowa, 202 Jessup Hall, Iowa City, IA 52242-1316, 319-335-0705, oie-ui@uiowa.edu.

- The decision was arbitrary and capricious, or
- The investigating office did not follow procedures resulting in prejudice to the reporting party.

Respondents may appeal findings of a policy violation and/or sanctions through the disciplinary grievance procedures applicable to them.

Appeal length in 2023	
Total number of findings appealed	4
• Average appeal length (business days)	22
• Median appeal length (business days)	22
• Decisions overturned on appeal	0
• Decisions/sanctions modified on appeal	0

In 2023, 17 reports led to a completed investigation. Of those 17 investigations, 4 were appealed by one or both parties. The length of time between the start of an appeal (the date the notice of outcome was distributed) and the distribution of the appeal officer’s decision had an average length of 22 calendar days and a median length of 22 days. In 2023, no decisions or sanctions were overturned or modified on appeal.

APPENDIX

Report response process terms

Addressed under other policy: Reports in which a response was pursued under a policy other than the Policy on Sexual Harassment and Sexual Misconduct, the Anti-Harassment Policy, the Human Rights Policy, or the Violence Policy.

Closed: The respondent withdrew after a formal complaint was submitted but before a finding was issued, or the complainant 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.

Complainant: An individual directly impacted by behavior reported to TIXGE-OIE

Complainant didn't respond: Reports in which the complainant did not respond to university outreach.

Complainant requested no formal action: Reports which did not move forward because the complainant requested no formal university action.

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

Formal complaint: A form completed and signed by the complainant or Title IX Coordinator under the Policy on Sexual Harassment and Sexual Misconduct, or by the complainant or a third party under the Discrimination Complaint Procedures. The form is submitted to TIXGE-OIE and evaluated for its suitability to move forward under either an informal or formal resolution process.

Informal/Adaptable resolutions: Resolution of a formal complaint through either the Informal process under the Discrimination Complaint Procedures or the Adaptable Resolution process under the Procedure for Alleged Violations of the Policy on Sexual Harassment and Sexual Misconduct.

Investigations: Resolution of a formal complaint through either the Formal process under the Discrimination Complaint Procedures or the Formal Grievance Process under the Procedure for Alleged Violations of the Policy on Sexual Harassment and Sexual Misconduct.

No policy violation: At the conclusion of a formal grievance process, it is found more likely than not that the reported behavior 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 university policies, not under the purview of TIXGE-OIE, in a concurrent investigation; this information is not recorded in this report. A finding of no policy violation does not indicate that the complainant was being untruthful or was not believed. Supportive measures, including a mutual no-contact directive, may still be offered following the conclusion of an investigation, even if there was no finding of a policy violation.

No university jurisdiction: Reports in which the reported behavior either was not found to have a nexus to the campus and/or university activities or the respondent voluntarily withdrew from the university prior to a formal complaint being filed.

Non-disciplinary interventions: A sub-group of Supportive Measures which involve some TIXGE-OIE interaction with the respondent but remain non-disciplinary and non-punitive in nature. Examples include 1-on-1 coaching conversations, group education, and mutual no-contact directives.

Pending: As of the date this document was published, the investigation or adaptable resolution process was still ongoing.

Policy violation: At the conclusion of a formal grievance process, it is found more likely than not that the respondent violated a university policy under the purview of TIXGE-OIE.

Report: A verbal or written allegation of sexual harassment or sexual misconduct that has been submitted to TIXGE-OIE by the complainant or by a non-complainant third party. The TIXGE-OIE report response process is described on pages 14-15 of this document.

Report dismissed: Reports made that were determined, on their face or following an initial review, to not constitute any form of sexual harassment, sexual misconduct, or sex/gender-based harassment or discrimination.

Reporting party: An individual who reports possible sexual harassment or sexual misconduct to TIXGE-OIE. This term is used when the individual making the report is not the complainant.

Respondent: An individual alleged to have engaged in behavior reported to TIXGE-OIE

Respondent not affiliated: 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 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.

Supportive measures: Non-disciplinary, non-punitive, individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties to restore or preserve access to the University of Iowa's education program, activity, or workplace, including measures designed to protect the safety of all parties or the University of Iowa's educational environment, and/or deter sexual harassment, sexual misconduct, and/or related retaliation. See the [Policy on Sexual Harassment and Sexual Misconduct](#) for further details and examples of supportive measures.

Sanctioning terms

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 Accountability Procedure](#).

- building prohibition
- campus prohibition
- completion of all court requirements
- computer restriction
- disciplinary probation
- group education
- limited access to activities

- mutual no-contact directive
- no classes/student orgs in common
- 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 Accountability Procedure](#), [Sanctioning Guidelines for Sexual Assault](#), and on [TIXGE-OIE's website](#).

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

Separation: Separation from the institution could take the form of termination (for employees) or suspension/expulsion (for students). Individuals who are separated from the institution are prevented from future employment or student status at the university. In the case of a suspension, re-enrollment requirements may be imposed as a condition of returning to the university.

Withdrew 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 formal process can be resolved.