

Retaliation against an individual for alleging a violation of their civil rights, supporting a complainant or respondent, or for assisting in providing information relevant to a claim, is a serious violation of university policy. Acts of alleged retaliation should be reported immediately to the Office of Compliance and Equity Management.

**KNOW  
MORE**

**EQUITY.UNI.EDU  
SAFETY.UNI.EDU**

**UNI** / University of Northern Iowa.  
Office of Compliance & Equity Management

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**UNI** / University of Northern Iowa.  
Office of Compliance & Equity Management

# **Discrimination & Harassment Resource Guide**

**FOR FACULTY, STAFF, STUDENTS, AND VISITORS**

*Discrimination  
Bias-related Harassment  
Sexual Harassment*

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## UNI POLICY

### 13.02 Discrimination, Harassment, and Sexual Misconduct

The University of Northern Iowa is committed to achieving fairness and equity in all aspects of the educational enterprise and therefore prohibits discrimination, harassment, and retaliation under this policy.

#### Discrimination

- Occurs when an individual is treated adversely because of their membership in a protected class

#### Harassment

- Unwelcome behavior
- Creates a hostile or intimidating environment
- Makes it difficult or impossible to learn or work

#### Retaliation

- Adverse action against someone for participating in a protected activity

## REPORTING AN INCIDENT

For emergencies, call **911**

Reporting is a way to collect information on options and resources. It does not automatically lead to an investigation. Filing criminal charges with the police does not equal filing a complaint with the University.

Assistance is available to provide changes in housing, work schedules, and class sections. It is also available to help with no contact orders, class or work assignments, communication with instructors and supervisors, and other needs or questions that may arise.

### HOW AND WHERE TO REPORT

Office of Compliance and Equity Management (OCEM)

319-273-2846  
equity@uni.edu

117 Gilchrist  
equity.uni.edu  
safety.uni.edu

## CONFIDENTIAL RESOURCES

### UNI Counseling Center

Free assessments, group and individual sessions for eligible students.  
103 Student Health Center / 319-273-2676 (voice) / 319-273-3011 (text)  
For urgent situations after hours, call 319-273-2676, press “2” to speak to a crisis counselor.

### Employee Assistance Program (EAP)

Short term counseling and referral for employees and their families.  
hrs.uni.edu/mybenefits/eap

## OTHER UNI RESOURCES

### Dean of Students (DOS)

118 Gilchrist / 319-273-2332  
deanofstudents.uni.edu

### Student Accessibility Services (SAS)

118 Gilchrist / 319-273-2677  
sas.uni.edu  
accessibilityservices@uni.edu

### Center for Multicultural Education (CME)

109 Maucker Union / 319-273-2250  
cme.uni.edu  
cme@uni.edu

### Military & Veteran Student Services

111G Maucker Union / 319-273-3040  
military.uni.edu  
military@uni.edu

### Gender & Sexuality Services

111N Maucker Union / 319-273-5428  
lgbt.uni.edu  
lgbt@uni.edu

### UNI Police

30 Gilchrist / 319-273-2712  
publicsafety.uni.edu

## EXTERNAL RESOURCES

### Office of Civil Rights (OCR)

312-730-1560  
ed.gov/ocr

### Iowa Civil Rights Commission (ICRC)

800-457-4416  
icrc.iowa.gov

### Equal Employment Opportunity Commission (EEOC)

800-669-4000  
eeoc.gov