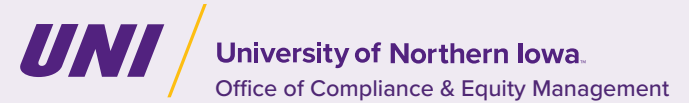


Retaliation against an individual for alleging a violation of their civil rights, supporting a complainant or respondent, or for assisting in providing information relevant to a claim, is a serious violation of university policy. Acts of alleged retaliation should be reported immediately to the Office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



UPDATED JUNE 2022



Discrimination & Harassment Resource Guide

FOR FACULTY, STAFF, STUDENTS, AND VISITORS

*Discrimination
Bias-related Harassment
Sexual Harassment*

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

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.
855.784.2057 / 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