RIGHTS FOR COMPLAINANTS AND RESPONDENTS

Both complainants and respondents will be afforded the following rights under UNI Policy 13.02 on Discrimination, Harassment, and Sexual Misconduct:

- To be treated with respect by University officials
- To take advantage of campus support resources (such as the Counseling Center, Student Health Clinic, a victim advocate, or EAP services for employees)
- To experience a safe education and work environment
- To have an advisor (students) or representative (employees) during this process
- To refuse to have an allegation resolved through informal procedures
- To be free from retaliation
- To have complaints heard in substantial accordance with the procedures
- To participate in the process
- To be informed in writing of the outcome of the complaint and, where permissible, sanction, and the rationale for the outcome

For more information, visit equity.uni.edu. Reports, including anonymous reports, can be made at equity.uni.edu or at safety.uni.edu. Review the UNI Policy on Discrimination, Harassment, and Sexual Misconduct at these sites or at policies.uni.edu/1302.

Retaliation against an individual for alleging a violation of their civil rights, supporting a complainant, 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.
**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.

**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 117 Gilchrist

equity@uni.edu equity.uni.edu

safety.uni.edu

**CONFIDENTIAL RESOURCES**

**UNI Counseling Center 24/7**

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) 24/7**

Short term counseling and referral for employees and their families.

efr.org/chat | 800-327-4692 (24 hrs)

**UNI RESOURCES**

**Dean of Students (DOS)**

118 Gilchrist | 319-273-2332
deanofstudents.uni.edu
deanofstudents@uni.edu

**Military & Veteran Student Services**

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

**Student Accessibility Services (SAS)**

007 ITTC | 319-273-2677
sas.uni.edu
accessibilityservices@uni.edu

**Gender & Sexuality Services**

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

**Center for Multicultural Education (CME)**

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

**UNI Police 24/7**

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

**EXTERNAL RESOURCES**

**Office of Civil Rights (OCR)**

312-730-1560
www.ed.gov/ocr

**Iowa Civil Rights Commission (ICRC)**

800-457-4416
www.icrc.iowa.gov/

**Equal Employment Opportunity Commission (EEOC)**

800-669-4000
www.eeoc.gov/

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**DISCRIMINATION**

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

**RETALIATION**

- Taking adverse action against someone participating in a protected activity

- Action taken because of their participation in that protected activity

**HARASSMENT**

- Unwelcome behavior

- Creates a hostile or intimidating environment

- Makes it difficult or impossible to learn or work