



Annual Security & Fire Safety Report 2023



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EMERGENCY PHONE NUMBERS

UNI Police – On Campus	3-2712
Off Campus	319-273-2712
Cedar Falls Police	911
Black Hawk County Sheriff	911
Emergency Medical Services	911



INTRODUCTION

This document is provided in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (Clery Act) and the Higher Education Opportunity Act (HEOA). These two acts along with periodic updates and reauthorizations mandate that institutions of higher education provide specific information. The information in this report includes university policies, crime statistics, fire statistics, safety tips, emergency phone numbers and an overview of some of the programs offered by the university. The annual statistics are prepared by collecting crime data from UNI Police records, the Division for Student Life and other Campus Security Authorities. In addition to information provided by on-campus reporters, the UNI Police also requests crime statistics for specified geographic locations from other local law enforcement agencies. After the crime statistics are compiled, they are included in this Annual Security and Fire Safety Report and submitted to the Department of Education. An electronic version of this report is available at: <https://publicsafety.uni.edu/sites/default/files/asr.pdf>

The UNI Department of Public Safety

The University of Northern Iowa Department of Public Safety is made up of the Police Division and the Parking Division. The Police Division is the official law enforcement authority for the university. Up to 18 sworn and state certified police officers, along with full and part time trained and certified police dispatchers, provide a variety of services to the community on a 24-hour basis. The UNI Police derives its enforcement authority from the Iowa Code Chapter 262. The department trains and certifies students to perform dispatch services to supplement agency operations pursuant to state statutes as well. University of Northern Iowa police officers possess full powers to detain, investigate and arrest. The official patrol jurisdiction is university property located in Cedar Falls, Iowa. However, jurisdictional authority is state-wide in matters involving UNI. Mutual aid agreements with other law enforcement agencies may result in the extension of enforcement authority beyond university boundaries.

University of Northern Iowa police officers receive ongoing training and certification as a department as well as train with other police agencies regionally and across the country. Our primary goal is to provide the highest level of safety to our campus community.

The UNI Police's goals are to protect life and property, deter and prevent crime and enforce laws and regulations. The varied needs of the diverse university community are served through a commitment to education and training. Police officers present programs annually on crime prevention, victim rights, self-defense and alcohol/drug education. In addition to community education, the Department of Public Safety seeks proactive solutions to crime and safety threats. Officers partner with community groups and other law enforcement agencies to address traffic dangers, issues regarding sexual assault and crime prevention.

The Parking Division has four full-time employees and also is supplemented by student staff who perform clerical and parking enforcement duties. Parking employees enforce the rules and regulations published in the Parking Manual. Copies of the manual are available for review at the Public Safety Office and online.

Reporting Crime or Emergencies

All crimes on the campus should be promptly and accurately reported to the UNI Police, and off-campus crimes should be reported to the appropriate law enforcement agency. Crimes may also be reported to a Campus Security Authority (see page 11). Anyone involved in an emergency situation, is the victim of a crime, or witnesses any criminal activity is urged to notify the UNI police as soon as possible by dialing 319-273-2712. Upon receiving a report of a crime, UNI Police will make contact with the reporting party and gather the facts of the incident. Once the facts are documented, an investigation will begin. In emergency situations, law enforcement agencies can be reached by dialing 911.

For the purpose of evaluating the need for a timely warning (called Crime Alerts) and for the annual statistical disclosure, crimes should be reported to the UNI Police or directly to the Chief of Police.

Confidential Reporting

The UNI Police encourages anyone who is the victim or witness to any crime to promptly report the incident to the police. Because some police reports are public records under state law, the UNI Police cannot guarantee the confidentiality of police reports. Confidential reports for the purposes of inclusion in the annual disclosure of crime statistics can generally be made to other UNI campus security authorities. Confidential reports without any individually identifying information are included in the university's annual crime statistics.

Each year, as part of its efforts to compile crime statistics, the UNI Police sends a request to the University Counseling Center encouraging counselors to inform the persons they counsel of the procedures to report crimes on a voluntary basis. Pastoral counselors who participate in the Spiritual Leaders Association are encouraged to inform persons they counsel of reporting crimes to police on a voluntary basis. Reports of crimes gathered from counselors remain confidential and are included in the annual crime statistics for the university without any individually identifying information.

Relationship with Local Law Enforcement

The UNI Police maintains a close working relationship with other local law enforcement agencies. UNI Police cooperates fully with federal, state and local law enforcement agencies in cases involving both on-campus and off-campus jurisdiction or when the resources of another agency can be used to facilitate the resolution of an investigation. UNI and the City of Cedar Falls have a mutual aid agreement which formalizes the relationship for sharing patrol, criminal investigations and other law enforcement related activities.

Monitoring & Recording Criminal Activity of Off-Campus Student Organizations

UNI does not have any officially recognized off-campus student organizations other than fraternities and sororities. If local law enforcement is called to one of the locations, UNI Police may be notified and asked to assist, or UNI Police may be notified after the other agency has responded. However, local law enforcement notification of UNI Police is done out of courtesy and is not required.

Daily Crime and Fire Logs

During normal business hours, the daily crime and fire log for the most recent 60-day period is available for the public to view at the UNI Department of Public Safety Office located at 030 Gilchrist Hall, Cedar Falls, IA. Portions of the log that are older than 60 days are available within two business days.

SAFETY POLICIES

The UNI Public Safety staff works hard to provide a safe campus for the community. UNI Police staff actively cooperates with local law enforcement agencies and groups in order to present programs that are beneficial to the community as a whole. These outreach efforts present both the UNI Police and UNI in a positive light to the community. Anyone interested in further information is urged to contact the Department of Public Safety at 30 Gilchrist Hall or by phone at 319-273-2712.

Security and Maintenance of Campus Facilities

With the exception of events that are open to the general public and advertised as such, the University's facilities and programs are generally reserved for accomplishing the objectives and programs of the University. After open access hours, University buildings are secured by either physical locking mechanisms or electronic access devices. Visitors and non-University affiliated groups seeking to utilize University facilities are expected to make prior arrangements with the appropriate University office. Authorization to use the UNI facilities is determined by the University regulations then in effect. Non-residents will not be permitted to enter the residence halls unless accompanied by a resident.

Facilities Management is responsible for the development and operation of campus buildings and grounds. They keep the buildings, classrooms and grounds clean and comfortable and manage the physical development of the campus. UNI Public Safety staff regularly patrol the campus and report any repair needs (malfunctioning lights or other unsafe conditions) to Facilities Management. All members of the university community are encouraged to directly report to Facilities Management problems with facilities or grounds.

Security and Maintenance of Residence Halls

Security is the shared responsibility of each resident and staff member. Residents are responsible for locking their rooms and assisting with maintaining a secure facility.

Beginning on August 1, 2019, all exterior doors are locked at all times (24/7/365). Exterior doors are accessed through electronic locks. Guests need to use the outside phone by the main entrance to call a resident in order to gain entrance. Non-residents will not be permitted to enter the hall unless accompanied by a resident.

Residents are not to let non-residents into the halls unless they are accompanied by residents.

Jeopardizing residence hall security in any way (e.g. propping outside doors open) is a violation of the Student Conduct Code. Residents are advised to carry their identification cards at all times and be prepared to show

them in residence facilities and dining centers when asked by staff. Each resident is responsible for the room key and access card issued to them. The primary purpose of the key policy is greater security for the building, residents and their possessions.

Facilities Management and University Housing & Dining are responsible for maintaining the residential facilities. Maintenance problems such as lights out in stairwells, doors not securing properly, should be reported immediately in order for repairs to be completed in a timely manner.

SAFETY EDUCATION

Safety and fire safety procedures are discussed with new students, staff, and faculty at their respective orientation programs. Members of UNI Police, Dean of Students Office, and Environmental Health & Safety Office participate in forums and meetings to review and explain security and safety procedures and practices and fire safety procedures. Members of the UNI Police will present programs on safety awareness, crime prevention and general security when requested by student, staff or faculty groups. UNI Police staff also presents the V.I.D.S. (Violence Incident Defense Strategies) program at scheduled times, and campus members can sign up for a session on the Department of Public Safety website.



SAFETY PROGRAMS

Violent Incident Defense Strategies (V.I.D.S.)



This program is presented by members of UNI Police and is designed to help individuals increase their decision-making ability and chances of survival during an active shooter incident or other violent event. Sessions are scheduled regularly and all students, staff and faculty members may register online for a session.

Rape Aggression Defense (R.A.D.) ©



R.A.D. for Women ©

The Cornerstone of R.A.D. Systems, this course has its foundations in education and awareness. The course includes lecture, discussion and self-defense techniques suitable for women of all ages and abilities. Classes range from a minimum of nine to twelve hours plus in length, depending on the Instructor.

R.A.D. for Men ©

Participants will have the opportunity to: raise their awareness of aggressive behavior, recognize how aggressive behavior impacts their lives, learn steps to avoid aggressive behavior, consider how they can be part of reducing aggression and violence, and practice hands-on self-defense skills to resist and escape aggressive behavior directed toward them. This program is designed to empower participants to make safer choices when confronted with aggressive behavior. It is a minimum nine (9) hour program, twelve (12) hours plus with simulation.

SAFE Program

SAFE is a crime prevention course that provides an introduction to self-defense techniques. SAFE presentations are taught only by certified instructors and cover general awareness and familiarization on crime

prevention and self-defense issues.

SAFE is a two-hour class that is designed to be presented to small-to-medium sized groups. The class includes an introduction, short film, training materials, discussion and hands-on, physical training. Each participant also receives a portfolio and additional materials.

UNI instructors have presented to various UNI groups. The class is taught by a certified UNI Police Officer and requires a large enough room to allow limited physical training.

Our SAFE program includes hands-on physical training. The limited course time allows only basic techniques to be taught, but the goal is to introduce "the possibility of physical training as an option" for self-defense. The physical training is used to demonstrate techniques, familiarize the participants with physical force and allow each person to make an informed decision about their options. This is not a comprehensive "self-defense" course but instead an introduction to crime prevention issues that includes a physical element.

Participants should dress for physical activity. Participants are free to opt-out of any activities they do not feel comfortable performing.

The SAFE program provides an introduction to self-defense options. The introductory nature of the class meshes with the UNI Police R.A.D. classes. R.A.D. is more extensive class that teaches awareness, avoidance and physical techniques to participants. The two courses are strongly complementary and attendance at either or both is strongly recommended

Safety Escort Services

The Department of Public Safety offers safety escorts to the UNI community 24 hours per day. Anyone needing an escort, who is in fear or has safety concerns, may request an escort from any university building or residence hall on campus. Escorts may come in the form of walking, bicycle or by vehicle from members of the Police Division or Student Patrol.

To request an escort, call 319-273-2712.

Lighting

In coordination with Northern Iowa Student Government, a campus lighting survey is periodically conducted. During a walk of the campus, a group of administrators and students examines campus lighting and determines which areas require lighting repairs and which areas may need additional illumination.

Rave Guardian Phone App

UNI Public Safety partnered with Rave Guardian as an additional way to keep yourself and the campus safe. This free app creates a virtual safety network that can immediately connect you with the UNI Police Department or other local authorities. The app can be downloaded on both Apple and Android devices.

Additionally, a special outdoor phone is located at the east end of Gilchrist Hall to provide direct, immediate access to the Department of Public Safety.

WEAPONS POLICY

Any person – student, member of the faculty or staff, or visitor – who intentionally commits, attempts to commit, or incites or aids others in the use or possession on the campus of firearms, ammunition, or other dangerous weapons, substances, or materials (except as expressly authorized by the University), or of bombs, explosives, or explosive or incendiary devices prohibited by law shall be subject to disciplinary procedures by the University. Weapons are not permitted on campus except for purposes of law enforcement and as authorized by the Chief of Police/Director of Public Safety, or his/her designee, for purposes of instruction or research.



ILLEGAL DRUG USE POLICY

It is the policy of the University of Northern Iowa and the Board of Regents to provide a drug-free workplace and learning environment. Alcohol and drug abuse pose a threat to the health and safety of University faculty, staff, students, and visitors. In compliance with the Drug-Free Workplace Act of 1988, the University of Northern Iowa is committed to the elimination of drug and alcohol abuse in the workplace. In compliance with the provisions of the Drug Free Schools and Communities Act Amendments of 1989, alcohol and drug prevention programs include policy enforcement, education programs, and treatment services.

The unlawful manufacture, distribution, dispensation, possession, sale, or use of a controlled substance by employees and students on property owned or leased by the University of Northern Iowa or in conjunction with a University-sponsored activity is prohibited. UNI will enforce all federal and state laws pertaining to illegal drugs.

Employees

All employees are expected and required to report to work in an appropriate condition to carry out their responsibilities. In particular:

1. While performing work for the University, operating any University vehicle, or conducting University business, faculty and staff are prohibited from using, being under the influence of, possessing, buying, selling, manufacturing, or dispensing an illegal drug (to include possession of drug paraphernalia). Any illegal drugs or drug paraphernalia found on University property will be turned over to University Police and may result in criminal prosecution.
2. Employees are prohibited from being impaired or under the influence of legal drugs and/or alcohol, including prescription medication, if such impairment or influence adversely affects the employee's work performance, the safety of the employee or others, or creates an unnecessary risk for the University. If taking necessary medication could compromise workplace safety or affect work performance, the employee is responsible for communicating with his/her supervisor to evaluate temporary job modification/re-assignment during the course of the treatment.

Employees who violate this policy may be referred for an educational/treatment program and may be subject to disciplinary action including a formal reprimand, being placed on enforced leave status, suspension, termination, and/or referral for prosecution. Employee policy violations shall be addressed by the supervisor in conjunction with the Director of Human Resource Services and/or the Associate Provost for Faculty.

Students

Students who violate this policy may be referred for an educational/treatment program and may be subject to disciplinary action in accordance with the policies and procedures outlined in the Student Conduct Code. The Dean of Students or a student conduct administrator will determine if the student is responsible for violating this policy and will impose appropriate sanctions.

ALCOHOL POLICY

The University of Northern Iowa complies with laws of the State of Iowa which regulate the possession, use, and sale of alcohol and enforces underage drinking laws. All community members, including students, are responsible for following state laws and University policies and rules. This policy applies to student conduct that occurs on University property, at University-sponsored events, or in conjunction with University activities, and to student conduct off-campus that adversely affects the University community and/or the pursuit of its objectives. UNI acknowledges and respects the rights of individuals to use alcohol in a legal and responsible manner, just as it acknowledges and respects the rights of individuals who choose not to use alcohol.

Because alcohol and drug abuse pose a threat to the health and safety of University faculty, staff, students, and visitors and interferes with the ability of the University to achieve its mission, it is the policy of UNI to provide a drug-free workplace and learning environment and, more specifically, to :

- Prohibit the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance by employees and students on property owned or leased by the University, at University-sponsored

- events, or in conjunction with University activities.
- Comply with the provisions of the Drug Free Schools and Communities Act Amendments of 1989.
- Maintain alcohol and drug prevention programs including policy enforcement, education programs, and treatment services.
- Only permit the sale and/or use of alcoholic beverages on University property, at University-sponsored events, or in conjunction with University activities in a manner that reasonably ensures the health and safety of participants, complies with applicable law, and meets the requirements of this policy

As part of UNI's compliance with the federal Drug Free School and Communities Act Amendments of 1989, each year, the University distributes information to all employees and students. The latest Biennial Review Report may be accessed at:

<https://wellbeing.uni.edu/sites/default/files/inline-uploads/DOC091322-09132022145810.pdf>



CAMPUS SECURITY AUTHORITIES

Campus Security Authority (CSA) is a Clery-specific term that encompasses four groups of individuals and organizations associated with an institution. According to the U.S. Department of Education, there are four categories of people who are considered to be a CSA:

- *A campus police department or a campus security department of an institution.* If your institution has a campus police or security department, those individuals are campus security authorities. A security department can be as small as one person.
- *Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department (e.g., an individual who is responsible for monitoring the entrance into institutional property).* Include individuals who provide security at a campus parking kiosk, monitor access into a campus facility, and act as event security or escort students around campus after dark.
- *Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.*

• *An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings. An **official** is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.*

The following list provides some examples of positions that meet at least one of the criteria to be a CSA but is not all inclusive.

- Public Safety Employees
- Resident Assistants and Residence Life Coordinators
- Dean of Students
- Student Conduct Administrators
- Title IX Coordinator & Deputies
- Athletic Coaches and Assistant Coaches
- Director of the Student Health Clinic
- Members of the Threat Assessment Team
- Faculty / Staff Advisors to Student Organizations

Certain categories of people are specifically exempt from CSA reporting requirements. Included in those exempt are:

Pastoral Counselor- a person who is associated with a religious order or denomination and is recognized by that religious order or denomination as someone who provides confidential counseling within the scope of their position as a pastoral counselor.

Professional Counselor- a person whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of his or her license or certification.

CSAs at UNI are responsible for reporting any Clery crime to the university's Clery Compliance Coordinator. CSAs are strongly encouraged to inform the Clery Compliance Coordinator of crimes reported to them as quickly as possible so that an evaluation for a timely warning can be conducted. (Timely Warnings are described below.) The UNI Clery Compliance Coordinator is Helen Haire, Chief of Police/Director of Public Safety. To make a CSA report:

- Fill out a submit a CSA Report form located at [Campus Security Authority - Reporting Form | Department of Public Safety \(uni.edu\)](#)
- Email helen.haire@uni.edu
- Call 319-273-2712

TIMELY WARNINGS

In the event that a situation arises, either on or off campus, that, in the judgment of the Chief of Police or designee, constitutes an ongoing or continuing threat, a campus wide timely warning will be issued. University of Northern Iowa Timely Warnings are called Crime Alerts. The Chief of Police or a designee will develop Crime Alert notices for the University community to notify members of the community about serious crimes against people that occur on campus, where it is determined that the incident may pose an ongoing threat to members of the University community. Crime Alerts will usually be distributed for the following Uniformed Crime Reporting Program (UCR)/National Incident Based Reporting System (NIBRS) classifications: arson, criminal homicide, and robbery. Cases of aggravated assault and sex offenses are considered on a case-by-case basis, depending on the facts of the case and the information known by the UNI Police. For example, if an assault occurs between two students who have a disagreement, there may be no on-going threat to other University community members; therefore, a Crime Alert would not be distributed. Sexual assaults are considered on a case-by-case basis depending on the facts of the case, when and where the incident occurred, when it was reported, and the amount of information known by the UNI Police Department. Crime Alerts may be distributed for other crimes as determined necessary by the Chief of Police or designee in his/her absence.

In an effort to provide timely notice to the University community, and in the event of a serious incident which may pose an on-going threat to members of the University community, a blast email Crime Alert is sent to current

students and employees. The Crime Alerts are generally written by the Chief of Police or a designee, and they are approved and distributed to the community by University Relations or the Chief of Police. Updates to the University community about any particular case resulting in a Crime Alert may be distributed via blast email, may be posted on the Department of Public Safety website, or may be shared with the student newspaper (*The Northern Iowan*) for a follow-up story.

Information for Crime Alerts may come to the attention of the Chief of Police or designee via a direct report to the UNI Police or via communication from a Campus Security Authority (CSA). However, as stated earlier, not all employees are required to report Clery crimes. Professional and pastoral counselors, who are considered to be confidential resources, are examples of exempted employees.

Anyone with information warranting a Crime Alert should report the circumstances to the UNI Police office by phone 319-273-2712 or in person at the Department of Public Safety, 030 Gilchrist Hall.

SAFETY BULLETINS

For incidents or situations that do not meet the criteria for a Crime Alert or an Emergency Notification, the University of Northern Iowa may issue a Safety Bulletin to the campus community. Generally, a Safety Bulletin may be issued when in the opinion of the Chief of Police, or designee, an incident (either on campus or off campus) has occurred that does not pose an immediate, serious, or continuing threat to the campus but may have an impact on the campus community. Safety Bulletins are written by the Chief of Police, or designee, and disseminated to the campus community by University Relations or the Chief of Police via blast email.

EMERGENCY RESPONSE

The UNI community is encouraged to notify UNI Police of any situation or incident on campus that may involve a significant emergency or dangerous situation that poses an immediate or ongoing threat to the health and safety of university members. UNI Police is charged with responding to reported incidents in order to determine whether the incident, in fact, presents a threat to the community and requesting other resources necessary to investigate, mitigate, or document the situation.

Upon confirmation of an emergency on the campus which poses an immediate threat to the health or safety of some or all members of the UNI community, the UNI Department of Public Safety will determine the appropriate segment or segments of the campus community to receive the notification and initiate the emergency notification system. Confirmation of an emergency may come through witnesses to an incident or through other sources. UNI Department of Public Safety and/or University Relations will determine the content of the emergency message and will utilize some or all of the available communication tools in order to disseminate the message to university members. UNI will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless the notification will, in the professional judgment of responsible authorities, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency.

The University conducts emergency response exercises each year, such as table top exercises, field exercises, and tests of the emergency notification systems on campus. Tests of the systems may be announced or unannounced and are designed to assess and evaluate the emergency plans and capabilities of the University. University Relations publicizes information about the emergency response and evacuation procedures for UNI, and the information is available on the UNI website.

In all cases, University emergency responses shall place primary emphasis on the protection of human life, and all reasonable efforts shall be made to protect and preserve University property. Announcements about whether the University will reduce or suspend operations because of emergency conditions will be made by the President, or designee, through University Relations for release to the media.

The University has two systems to notify the campus community of emergencies and threats to physical safety. The UNI ALERT SYSTEM and the OUTDOOR WARNING SYSTEM may both be utilized in the event of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus. Emergencies may include threats to physical safety in situations such as

tornados/severe weather, violence, hazardous materials incidents, fires, etc.

In order to better communicate emergency information to the campus community, UNI has implemented the UNI Alert System. Participation in the UNI Alert System is not mandatory, but it is encouraged. There is no fee to subscribe; however, users may have to pay regular text messaging rates through their cellular providers.

The UNI Alert System is a service that allows anyone in the UNI community to receive alerts, news, or other emergency information via text message on their mobile phones. In order to receive emergency text messages, individuals have to choose to be included in the system by providing their cell phone information through MyUNIverse. The UNI Alert system allows University of Northern Iowa administrators to send recorded messages to any phone, text messaging to cell phones and/or email messages to email addresses of UNI students, faculty, and staff.

The Outdoor Warning System is a speaker system which, when activated, can provide live or pre-recorded messages. The system also provides siren notification. The loudspeakers may be activated individually at any of the seven speaker locations on campus or as a collective system.

The Department of Public Safety Dispatchers and/or University Relations staff will activate the UNI Alert when deemed necessary. The Outdoor Warning System may only be activated by Department of Public Safety dispatchers. Dispatchers receive training in the operation of the UNI Alert and UNI Outdoor Warning System and activate the system during scheduled alert testing periodically throughout the year. In addition, UNI activates its Outdoor Warning system in conjunction with the Black Hawk County siren testing.

In the event of a crisis situation, UNI will communicate vital information as quickly and efficiently as possible in order to provide the greatest safety for our students, faculty and staff. One or more of the following communication tools may be used to notify students, faculty, staff, and visitors:

- Web site: Notice posted on the [UNI homepage](#)
- Email: Broadcast message to campus e-mail addresses
- Telephone: Broadcast voice mail to campus extensions
- Media: Media alerts distributed to all area print and broadcast media representatives
- Text Messaging: Messages will be sent out from the UNI Department of Public Safety to all subscribers enrolled in the [UNI Alert Text Messaging System](#)
- Outdoor Warning System
- Social Media (Facebook, Twitter, etc.)
- Newsletter (paper copy created and hand distributed)

Additionally, a follow-up message will be disseminated using one or more of the listed communication methods. Minimally, the same communication tool that was used in the original emergency message will be used for the follow-up message.

In the event of a campus emergency, UNI will utilize any or all of the following communication tools to disseminate information to the larger community:

- Press Release to media (print and broadcast)
- Web site updates
- Activation of campus call center with a publicized toll-free number
- Social Media (Facebook, Twitter, etc.)

MISSING STUDENT NOTIFICATION

Anyone who suspects that a UNI student who resides in on-campus housing is missing should *immediately* contact the UNI Police at 319-273-2712. If a student is reported missing to someone other than the UNI Police, the person receiving the report should immediately refer the report to UNI Police. UNI Police will begin an investigation in order to determine whether the student is missing. Once UNI Police investigates and determines that the student is missing, the University will notify other local law enforcement agencies and the student's Missing Persons Contact within 24 hours after the student is determined to be missing. Contacts to

local law enforcement agencies will be made whether or not the missing student has designated a contact person.

The University will request of all new students residing in the University owned residence system that they provide, on a voluntary basis, emergency contact information. Additionally, students living in on-campus housing will also be given the opportunity each year to designate a contact person or persons to be notified if the student is determined to be missing. A student may identify the same individual for both purposes, but may choose not to list the same person for both their Emergency Contact and Missing Person Contact. Any missing person contact the student has designated will also be contacted within 24 hours after the student is determined to be missing. Missing Person Contact information provided by the student will be registered confidentially and will be accessible only to authorized university and law enforcement officials. Students' missing person contact information will not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation.

In addition to notifying the designated missing person contact(s), the University will notify local law enforcement agencies within 24 hours of the determination that the student is missing, unless a local law enforcement agency is the entity that determines the student is missing.

If a student is under the age of 18 and not emancipated, the University must notify a custodial parent or guardian within 24 hours of the determination that the student is missing in addition to notifying any additional missing person contact designated by the student.



SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, & STALKING

JEANNE CLERY DISCLOSURE OF CAMPUS SECURITY POLICY AND CAMPUS CRIME STATISTICS ACT, AS AMENDED BY THE VIOLENCE AGAINST WOMEN REAUTHORIZATION ACT OF 2013

The University of Northern Iowa does not discriminate on the basis of sex in its educational programs and sexual harassment and sexual violence are types of sex discrimination. Other acts can also be forms of sex-based discrimination and are also prohibited whether sexually based or not and include dating violence, domestic violence, and stalking. As a result, UNI has a policy which addresses discrimination, harassment, and sexual misconduct, educational programs, and procedures that address sexual assault, domestic violence, dating violence, and stalking, whether the incident occurs on or off campus and when it is reported to a University official. In this context, UNI prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking and reaffirms its commitment to maintain a campus environment emphasizing the dignity and worth of all members of the university community.

The University is committed to providing a workplace and educational environment, and other benefits, programs, and activities, that are free from discrimination and harassment based on a protected class, as well as retaliation.

For a complete copy of UNI's policy governing discrimination, harassment, and sexual misconduct, visit <http://www.uni.edu/policies/1302>. The University's Title IX Coordinator is Leah Gutknecht, and she can be

contacted by calling 319-273-2846, in person by visiting her campus office at 117 Gilchrist Hall, or emailing her at leah.gutknecht@uni.edu.

The University participates in a community-wide Sexual Assault Response Team. The team consists of members from the Title IX Office, University Police, Cedar Falls Police, Waterloo Police, Black Hawk County Attorney, Black Hawk County Sheriff's Office, local hospitals, local SANEs, Victim Advocates, and community resource representatives. The team processes feedback and collaborates on the handling of cases and also assists with reviewing policies and procedures for addressing gender violence.

The university will protect the identity of persons who report having been victims of sexual assault, domestic violence, dating violence, or stalking to the fullest extent of the law.

Definitions

The following definitions are established by UNI Policy 13.02 (Discrimination, Harassment, and Sexual Misconduct).

Consent:

Consent is knowing and voluntary, and clear permission by word or action to engage in mutually agreed upon sexual activity. Individuals may experience the same interaction in different ways. Therefore, it is the responsibility of each party to determine that the other has consented before engaging in the activity. For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct. Reasonable reciprocation can be implied. For example, if an individual kisses someone, the person kissed can kiss the first individual back if they wish without the need to explicitly obtain consent to being kissed back. Consent can also be withdrawn once given, as long as the withdrawal is reasonably and clearly communicated. If consent is withdrawn, that sexual activity should cease within a reasonable time. Consent to a sexual contact (such as kissing or fondling) cannot be presumed to be consent for another specific sexual activity (such as intercourse). A current or previous intimate relationship is not sufficient to constitute consent. The existence of consent is based on the totality of the circumstances evaluated from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced. Consent in relationships must also be considered in context. When parties consent to BDSM or other forms of kink, non-consent may be shown by the use of a safe word. Resistance, force, violence, or even saying 'no' may be part of the kink and thus consensual, so the University's evaluation of communication in kink situations should be guided by reasonableness, rather than strict adherence to policy that assumes non-kink relationships as a default.

Force:

Force is the use of physical violence and/or physical imposition to gain sexual access. Force also includes threats, intimidation (implied threats), and coercion that is intended to overcome resistance or produce consent (e.g., "Have sex with me or I'll hit you," "Okay, don't hit me, I'll do what you want.").

Sexual activity that is forced is, by definition, non-consensual, but non-consensual sexual activity is not necessarily forced. Silence or the absence of resistance alone is not consent. Consent is not demonstrated by the absence of resistance. While resistance is not required or necessary, it is a clear demonstration of non-consent.

Coercion:

Coercion is unreasonable pressure for sexual activity. Coercive conduct differs from seductive conduct based on factors such as the type and/or extent of the pressure used to obtain consent. When someone makes clear that they do not want to engage in certain sexual activity, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

Incapacitation:

A person cannot consent if they are unable to understand what is happening or is disoriented, helpless, asleep, or unconscious, for any reason, including by alcohol or other drugs. As stated above, a Respondent violates this policy if they engage in sexual activity with someone who is incapable of giving consent.

An individual who engages in sexual activity when the individual knows, or should know, that the other person is physically or mentally incapacitated has violated this policy. It is not an excuse that the Respondent was intoxicated and, therefore, did not realize the other person's incapacity. "Should know" is an objective, reasonable person standard which assumes that a reasonable person is both sober and exercising sound judgment.

Incapacitation occurs when someone cannot make rational, reasonable decisions because they lack the capacity to give knowing/informed consent (e.g., to understand the "who, what, when, where, why, or how" of their sexual interaction).

Incapacitation is determined through consideration of all relevant indicators of an individual's state and is not synonymous with intoxication, impairment, blackout, and/or being drunk.

This policy also covers a person whose incapacity results from a temporary or permanent physical or mental health condition, involuntary physical restraint, and/or the consumption of incapacitating drugs.

Under Iowa Code 709.1A, Incapacitation is defined as:

INCAPACITATION

As used in this chapter, "incapacitated" means a person is disabled or deprived of ability, as follows:

1. "Mentally incapacitated" means that a person is temporarily incapable of apprising or controlling the person's own conduct due to the influence of a narcotic, anesthetic, or intoxicating substance.
2. "Physically helpless" means that a person is unable to communicate an unwillingness to act because the person is unconscious, asleep, or is otherwise physically limited.
3. "Physically incapacitated" means that a person has a bodily impairment or handicap that substantially limits the person's ability to resist or flee.

Sexual Assault: "Sexual assault" means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's National Incident-Based Reporting System (see below). A sex offense is any act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

Rape is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Fondling is defined as the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest is defined as non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape is defined a non-forcible sexual intercourse with a person who is under the statutory age of consent.

Under Iowa Code 709.1, Sexual Abuse is defined as:

SEXUAL ABUSE DEFINED.

Any sex act between persons is sexual abuse by either of the persons when the act is performed with the other person in any of the following circumstances:

1. The act is done by force or against the will of the other. If the consent or acquiescence of the other is procured by threats of violence toward any person or if the act is done while the other is under the influence of a drug inducing sleep or is otherwise in a state of unconsciousness, the act is done against the will of the other.
2. Such other person is suffering from a mental defect or incapacity which precludes giving consent, or lacks the mental capacity to know the right and wrong of conduct in sexual matters.
3. Such other person is a child.

Domestic Violence: The term “domestic violence” means:

1) Felony or misdemeanor crimes of violence committed—

By a current or former spouse or intimate partner of the victim;

By a person with whom the victim shares a child in common;

By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;

By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or

By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

2) For the purposes of complying with the requirements of this section and 34 CFR section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Iowa Code 236.2 pertains to Domestic Abuse and states the following:

2. *"Domestic abuse"* means committing assault as defined in section 708.1 under any of the following circumstances:
 - a. The assault is between family or household members who resided together at the time of the assault.
 - b. The assault is between separated spouses or persons divorced from each other and not residing together at the time of the assault.
 - c. The assault is between persons who are parents of the same minor child, regardless of whether they have been married or have lived together at any time.
 - d. The assault is between persons who have been family or household members residing together within the past year and are not residing together at the time of the assault.
 - e. (1) The assault is between persons who are in an intimate relationship or have been in an intimate relationship and have had contact within the past year of the assault. In determining whether persons are or have been in an intimate relationship, the court may consider the following nonexclusive list of factors:
 - (a) The duration of the relationship.
 - (b) The frequency of interaction.
 - (c) Whether the relationship has been terminated.
 - (d) The nature of the relationship, characterized by either party's expectation of sexual or romantic involvement.
 - (2) A person may be involved in an intimate relationship with more than one person at a time.
3. *"Emergency shelter services"* include but are not limited to secure crisis shelters or housing for victims of domestic abuse.
4. a. *"Family or household members"* means spouses, persons cohabiting, parents, or other persons related by consanguinity or affinity.
 - b. *"Family or household members"* does not include children under age eighteen of persons listed in paragraph "a".
5. *"Intimate relationship"* means a significant romantic involvement that need not include sexual involvement. An intimate relationship does not include casual social relationships or

associations in a business or professional capacity.
"Plaintiff" includes a person filing an action on behalf of an unemancipated minor.
"Pro se" means a person proceeding on the person's own behalf without legal representation.
"Support services" include but are not limited to legal services, counseling services, transportation services, child care services, and advocacy services.

Dating Violence: There is no provision in the Iowa Code for Dating Violence. UNI will use the Iowa Criminal Code's Assault criteria along with relationship factors to determine whether or not an incident constitutes Dating Violence under the Clery Act.

The term "dating violence" means violence committed by a person:

- 1) Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- 2) The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition –

- (i) Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- (ii) Dating violence does not include acts covered under the definition of domestic violence.

3) For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Iowa Code 708.1 states:

ASSAULT DEFINED

1. An assault as defined in this section is a general intent crime.
2. A person commits an assault when, without justification, the person does any of the following:
 - a. Any act which is intended to cause pain or injury to, or which is intended to result in physical contact which will be insulting or offensive to another, coupled with the apparent ability to execute the act.
 - b. Any act which is intended to place another in fear of immediate physical contact which will be painful, injurious, insulting, or offensive, coupled with the apparent ability to execute the act.
 - c. Intentionally points any firearm toward another, or displays in a threatening manner any dangerous weapon toward another.
 - d. (1) Intentionally points a laser emitting a visible light beam at another person with the intent to cause pain or injury to another. For purposes of this paragraph, "laser" means a device that emits a visible light beam amplified by the stimulated emission of radiation and any light which simulates the appearance of a laser.
 - (2) This paragraph does not apply to any of the following:
 - (a) A law enforcement officer who uses a laser in discharging or attempting to discharge the officer's official duties.
 - (b) A health care professional who uses a laser in providing services within the scope of practice of that professional or any other person who is licensed or authorized by law to use a laser or who uses a laser in the performance of the person's official duties.
 - (c) A person who uses a laser to play laser tag, paintball, and other similar games using light-emitting diode technology.

3. An act described in subsection 2 shall not be an assault under the following circumstances:

- a. If the person doing any of the enumerated acts, and such other person, are voluntary participants in a sport, social or other activity, not in itself criminal, and such act is a reasonably foreseeable incident of such sport or activity, and does not create an unreasonable risk of serious injury or breach of the peace.
- b. If the person doing any of the enumerated acts is employed by a school district or accredited nonpublic school, or is an area education agency staff member who provides services to a school or school district, and intervenes in a fight or physical struggle, or other disruptive situation, that takes place in the presence of the employee or staff member performing employment duties in a school building, on school grounds, or at an official school function regardless of the location, whether the fight or physical struggle or other disruptive situation is between students or other individuals, if the degree and the force of the intervention is reasonably necessary to restore order and to protect the safety of those assembled

Stalking: The term “stalking” means:

1) Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

- (i) Fear for the person’s safety or the safety of others; or
- (ii) Suffer substantial emotional distress.

2) For the purposes of this definition—

(i) Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person’s property.

(ii) Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

(iii) Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

3) For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Iowa Code 708.11 states:

STALKING.

- 1. As used in this section, unless the context otherwise requires:
 - a. “Accompanying offense” means any public offense committed as part of the course of conduct engaged in while committing the offense of stalking.
 - b. “Course of conduct” means repeatedly maintaining a visual or physical proximity to a person without legitimate purpose, repeatedly utilizing a technological device to locate, listen to, or watch a person without legitimate purpose, or repeatedly conveying oral or written threats, threats implied by conduct, or a combination thereof, directed at or toward a person.
 - c. “Immediate family member” means a spouse, parent, child, sibling, or any other person who regularly resides in the household of a specific person, or who within the prior six months regularly resided in the household of a specific person.
 - d. “Repeatedly” means on two or more occasions.
- 2. A person commits stalking when all of the following occur:
 - a. The person purposefully engages in a course of conduct directed at a specific person that would cause a reasonable person to feel terrorized, frightened, intimidated, or threatened or to fear that the person intends to cause bodily injury to, or the death of, that specific person or a member of the specific person’s immediate family.
 - b. The person has knowledge or should have knowledge that a reasonable person would feel terrorized, frightened, intimidated, or

threatened or fear that the person intends to cause bodily injury to, or the death of, that specific person or a member of the specific person's immediate family by the course of conduct.

3.a. A person who commits stalking in violation of this section commits a class "C" felony for a third or subsequent offense.

b. A person who commits stalking in violation of this section commits a class "D" felony if any of the following apply:

(1) The person commits stalking while subject to restrictions contained in a criminal or civil protective order or injunction, or any other court order which prohibits contact between the person and the victim, or while subject to restrictions contained in a criminal or civil protective order or injunction or other court order which prohibits contact between the person and another person against whom the person has committed a public offense.

(2) The person commits stalking while in possession of a dangerous weapon, as defined in section 702.7.

(3) The person commits stalking by directing a course of conduct at a specific person who is under eighteen years of age.

(4) The offense is a second offense.

c. A person who commits stalking in violation of this section commits an aggravated misdemeanor if the offense is a first offense which is not included in paragraph "b".

4. Violations of this section and accompanying offenses shall be considered prior offenses for the purpose of determining whether an offense is a second or subsequent offense. A conviction for, deferred judgment for, or plea of guilty to a violation of this section or an accompanying offense which occurred at any time prior to the date of the violation charged shall be considered in determining that the violation charged is a second or subsequent offense. Deferred judgments pursuant to section 907.3 for violations of this section or accompanying offenses and convictions or the equivalent of deferred judgments for violations in any other states under statutes substantially corresponding to this section or accompanying offenses shall be counted as previous offenses. The courts shall judicially notice the statutes of other states which define offenses substantially equivalent to the offenses defined in this section and its accompanying offenses and can therefore be considered corresponding statutes. Each previous violation of this section or an accompanying offense on which conviction or deferral of judgment was entered prior to the date of the violation charged shall be considered and counted as a separate previous offense. In addition, however, accompanying offenses committed as part of the course of conduct engaged in while committing the violation of stalking charged shall be considered prior offenses for the purpose of that violation, even though the accompanying offenses occurred at approximately the same time. An offense shall be considered a second or subsequent offense regardless of whether it was committed upon the same person who was the victim of any other previous offense.

5. Notwithstanding section 804.1, rule of criminal procedure 2.7, Iowa court rules, or any other provision of law to the contrary, upon the filing of a complaint and a finding of probable cause to believe an offense has been committed in violation of this section, or after the filing of an indictment or information alleging a violation of this section, the court shall issue an arrest warrant, rather than a citation or summons. A peace officer shall not issue a citation in lieu of arrest for a violation of this section. Notwithstanding section 804.21 or any other provision of law to the contrary, a person arrested for stalking shall be immediately taken into custody and shall not be released pursuant to pretrial release guidelines, a bond schedule, or any similar device, until after the initial appearance before a magistrate. In establishing the conditions of release, the magistrate may consider the defendant's prior criminal history, in addition to the other factors provided in section 811.2.

6. For purposes of determining whether or not the person should register as a sex offender pursuant to the provisions of chapter 692A, the fact finder shall make a determination as provided in section 692A.126.

Education and Prevention Programs

The University engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that:

- Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to

- community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
- Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students and employees that:

- Identifies domestic violence, dating violence, sexual assault, and stalking as prohibited conduct;
- Defines (using definitions provided by the Department of Education, university policy, and state law) what behavior constitutes domestic violence, dating violence, sexual assault, and stalking;
- Defines what behavior and actions constitute consent to sexual activity in the State of Iowa and/or using the definition of consent found in University policy 13.02 (Discrimination, Harassment, and Sexual Misconduct) if state law does not define consent;
- Provides a description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene;
- Informs on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.
- Provides an overview of information contained in the Annual Security Report in compliance with the Clery Act.

The University has developed an annual educational campaign consisting of presentations that include presenting information and providing training and materials during new employee orientation, new student orientation, and new faculty orientation.

*In the following charts, SA means sexual assault; STK means stalking; DAT means dating violence; and DV means domestic violence.

Training provided by the Office of Compliance & Equity Management / Title IX

Date	Program	Presenter	Participants	Class Level (if applicable)	# of Participants	Organization / Class/Office	Duration	Topic
1/11/2022	Green Dot Facilitator Training	Ashley Oliver and Melissa Emmal	Select Faculty and Staff	N/A	30	Alteristic (Green Dot)	6 hours	Sexual Assault, Dating and Domestic Violence, and Stalking
1/12/2022	New hire Orientations	Leah Gutknecht	Employees	N/A	15	Office of Compliance and Equity Management	45 Minutes	Policy, Reporting Procedures, and information about the Office of Compliance and Equity Management.
1/12/2022	Green Dot Facilitator Training	Ashley Oliver and Melissa Emmal	Select Faculty and Staff	N/A	30	Alteristic (Green Dot)	6 hours	Sexual Assault, Dating and Domestic Violence, and Stalking

1/13/2022	Green Dot Facilitator Training	Ashley Oliver and Melissa Emmal	Select Faculty and Staff	N/A	30	Alteristic (Green Dot)	6 hours	Sexual Assault, Dating and Domestic Violence, and Stalking
1/14/2022	Green Dot Facilitator Training	Ashley Oliver and Melissa Emmal	Select Faculty and Staff	N/A	30	Alteristic (Green Dot)	6 hours	Sexual Assault, Dating and Domestic Violence, and Stalking
1/18/2022	Safe Zone Ally Training Phase One	Kalyani Kannan	Faculty, Staff, and Undergraduate Students	Unknown Undergrad Level	4	Gender and Sexuality Services	1.5 Hours	Basic knowledge of the LGBTQ+ Community, common vocabulary for participant use and explores the importance of practicing allyship to the LGBTQ+ community at UNI
1/24/2022 - 2/4/2022	Communication Campaign Poster: Our Goal is Equal Opportunity	N/A	Faculty, Staff, and Undergraduate Students	Unknown class level of participants	Social Media: 66 Posters and Screensavers: Unknown Viewers	Office of Compliance and Equity Management	2 weeks	Office of Compliance and Equity Management Services
1/26/2022	Bullying Prevention	Alan Heisterkamp	Undergraduate Students	Unknown	48	School of Education : Student Teaching Practice	1 hour	Bullying
2/9/2022	New hire Orientations	Leah Gutknecht	Employees	N/A	11	Office of Compliance and Equity Management	45 minutes	Policy, Reporting Procedures, and information about the Office of Compliance and Equity Management.
2/11/2022	LGBT(ea)	Jazz Jensen, Spencer Navara, and Eliza Mussmann	Faculty, Staff, Undergraduate Students, and Graduate Students	Graduate Students, Other: Unknown undergraduate class level	11	Gender and Sexuality Services	1 hour	LGBTQ+ History at UNI, Blue Jeans Day, and harassment.
2/14/2022 - 2/25/2022	Communication Campaign Poster: We Assist People Who Feel Singled Out	N/A	Faculty, Staff, and Undergraduate Students	Unknown class level of participants	Social Media: 99 Posters and Screensavers: Unknown Viewers	Office of Compliance and Equity Management	2 Weeks	Office of Compliance and Equity Management Services
2/15/2022	Masters in Student Affairs Class	Leah Gutknecht	Faculty and Graduate Students	Graduate Students	15	Office of Compliance and Equity Management	1.5 Hours	Sexual Assault, Stalking Dating Violence, Domestic Violence, and Title IX

2/16/2022	Tabling for the Art of C.H.A.N.G.E Event	Brett Klein & Hannah Van Sant	Faculty, Staff, Undergraduate Students, and Graduate Students	Graduate Students, Other: Unknown undergraduate class level	15	Office of Compliance and Equity Management	1.5 hours	Art of C.H.A.N.G.E. Promotional and information on resources
2/18/2022	Tabling for the Art of C.H.A.N.G.E Event	Brett Klein	Faculty, Staff, Undergraduate Students, and Graduate Students	Graduate Students, Other: Unknown undergraduate class level	15	Office of Compliance and Equity Management	1.5 hours	Art of C.H.A.N.G.E. Promotional and information on resources
2/18/2022	Campus and Community Resources for LGBTQ+ Students	Chris Wiebe (UHD), Ieshia Carey (Financial Aid), Mike Tyer (Cedar Valley Pridefest)	Faculty, Staff, Undergraduate Students, and Graduate Students	Graduate Students, Other: Unknown undergraduate class level	8	Gender and Sexuality Services and Out and Ally Network	1 hour	Campus and community resources for LGBTQ+ students, including campus housing, financial aid, and Cedar Valley Pridefest
2/21/2022	Tabling for the Art of C.H.A.N.G.E Event	Hannah Van Sant and McKenzie Lutz	Faculty, Staff, Undergraduate Students, and Graduate Students	Graduate Students, Other: Unknown undergraduate class level	10	Office of Compliance and Equity Management	1.5 hours	Art of C.H.A.N.G.E. Promotional and information on resources
2/23/2022	Safe Zone Ally Training Phase One	Kalyani Kannan, Lori Van Horreweghe, and Spencer Navara	Staff and Graduate Students	Graduate Students	13	Gender and Sexuality Services	1.5 Hours	Basic knowledge of the LGBTQ+ Community, common vocabulary for participant use and explores the importance of practicing allyship to the LGBTQ+ community at UNI
2/23/2022	Safe Zone Ally Training Phase Two	Kalyani Kannan	Staff, Faculty, Graduate, and Undergraduate	Graduate Students, Other: Unknown undergraduate class level	20	Gender and Sexuality Services	2 Hours	Privilege and Intersectionality
3/01/22 - 3/30/22	Art of C.H.A.N.G.E. Exhibit	Students who submitted art for the exhibit	Open to Staff, Faculty, Graduate, and Undergraduate	Unknown class level of participants	Unknown. The exhibit was unmonitored. The UNI Community could come and go when they wanted.	Office of Compliance and Equity Management	1 Month	Stigmas, myths, prevention, and awareness.

3/1/2022	Safe Zone Ally Training Phase One	Kayani Kannan, Lori Van Horreweghe, and Spencer Navara	Staff, Graduate Students, and Undergraduate Students	Graduate Students, Other: Unknown undergraduate class level	11	Gender and Sexuality Services	1.5 Hours	Basic knowledge of the LGBTQ+ Community, common vocabulary for participant use and explores the importance of practicing allyship to the LGBTQ+ community at UNI
3/1/2022	Safe Zone Ally Training Phase Two	Kayani Kannan	Staff, Graduate Students, and Undergraduate Students	Graduate Students, Other: Unknown undergraduate class level	10	Gender and Sexuality Services	2 Hours	Privilege and Intersectionality
3/7/2022 - 3/18/2022	Communication Campaign Poster: We Connect People to Resources	N/A	Faculty, Staff, and Undergraduate Students	Unknown class level of participants	Social Media: 67 Posters and Screensavers: Unknown Viewers	Office of Compliance and Equity Management	2 Weeks	Office of Compliance and Equity Management Services
3/8/2022	What Were you Wearing? Tabling Event	McKenzie Lutz	Faculty, Staff, Undergraduate Students, and Graduate Students	Graduate Students, Other: Unknown undergraduate class level	8	Office of Compliance and Equity Management	1.5 hours	Campus and community resources for LGBTQ+ students, including campus housing, financial aid, and Cedar Valley Pridefest
3/8/2022	Art of C.H.A.N.G.E. Submission #1 - Endurance	McKenzie Lutz	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: placed on social media and pushed out to UNI campus and beyond	Office of Compliance and Equity Management	N/A	Stigmas, myths, prevention, and awareness.
3/9/2022	New hire Orientations	Brenda White	Employees	N/A	19	Office of Compliance and Equity Management	45 Minutes	Policy, Reporting Procedures, and information about the Office of Compliance and Equity Management.
3/9/2022	What Were you Wearing? Tabling Event	Hannah Van Sant	Faculty, Staff, Undergraduate Students, and Graduate Students	Graduate Students, Other: Unknown undergraduate class level	90	Office of Compliance and Equity Management	1.5 hours	What Were You Wearing Promotional and Information on Resources

3/9/2022	Dare to Disrupt: 5 Opportunities for Women to Lead	Mo Collins, Unity Point Women's Health, UNI Wellness, Amani Services, and Riverview	Faculty, Staff, Undergraduate Students, and Graduate Students	Graduate Students, Other: Unknown undergraduate class level	110	Office of Diversity, Inclusion, and Social Justice	2 Hours	5 Opportunities for women to lead
3/15/2022	Art of C.H.A.N.G.E. Submission #2 - The Vines Withier	McKenzie Lutz	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: placed on social media and pushed out to UNI campus and beyond	Office of Compliance and Equity Management	N/A	Stigmas, myths, prevention, and awareness.
3/21/2022	What Were you Wearing? Tabling Event	Brett Klein	Faculty, Staff, Undergraduate Students, and Graduate Students	Graduate Students, Other: Unknown undergraduate class level	53	Office of Compliance and Equity Management	1.5 Hours	What Were You Wearing Promotional and Information on Resources
3/22/2022	Art of C.H.A.N.G.E. Submission #3 - What women who experience serve Experience: Comments that Were in Military Tik Tok videos	McKenzie Lutz	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: placed on social media and pushed out to UNI campus and beyond	Office of Compliance and Equity Management	N/A	Stigmas, myths, prevention, and awareness.
3/25/2022	LGBTQ+ in the Workplace	Matt Nuese, Ashley Rasmussen, Katie O'Brien, Katie Milne, Janel Alleyne, Mike Tate, and Paula Myatt	Undergraduate and Graduate Students	Graduate Students, Other: Unknown undergraduate class level	4	Gender and Sexuality services	1 Hour	Resume, Mock Interviews and Elevator Pitches, and General Q & A with support.
3/25/2022 - 3/26/2022	Mentors in Violence Prevention Training	Alan Heisterkamp, William Fleming, and Allison Barness	Undergraduate and Graduate Students	Graduate Students, Other: Unknown undergraduate class level	12	Patricia A. Tomson Center for Violence Prevention	6 Hours on 3/25/2022 and 7.5 Hours on 3/26/2022	Bystander intervention regarding sexual assault, dating violence, Harassment, gender violence, and discrimination
3/29/2022	Green Dot Student Overview	Brenda White and Isabella Perksen	Undergraduate Students	Other: Unknown undergraduate class level	37	Office of Compliance and Equity Management	1.5 Hours	Bystander intervention regarding sexual assault, dating violence, stalking

3/29/2022	Art of C.H.A.N.G.E. Submission #4 - Lavendar	McKenzie Lutz	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: placed on social media and pushed out to UNI campus and beyond	Office of Compliance and Equity Management	N/A	Stigmas, myths, prevention, and awareness.
4/1/2022	Green Dot Student Bystander Training	Shawna Jesse, Joann Mulholland, Jesús Lizárraga Estrada, and Isabella Perksen	Undergraduate Students	Unknown Undergrad Level	11	Office of Compliance and Equity Management	3 Hour	Prevention and bystander intervention regarding issues of sexual assault, domestic and dating violence, and stalking.
4/4/2022	Human Identity and Relationship Class Presentation	Kaylee Michelson and Melody Kosobucki	Undergraduate Students	Freshman, Sophomore, Junior, and Senior	60	Office of Compliance and Equity Management	50 Minutes	Sexual Assault Prevention and Services, Stalking, Dating Violence, Domestic Violence, Policies, Resources, Prevalence, Dynamics
4/5/2022	Art of C.H.A.N.G.E. Submission #5 - The Unknown	McKenzie Lutz	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: placed on social media and pushed out to UNI campus and beyond	Office of Compliance and Equity Management	N/A	Stigmas, myths, prevention, and awareness.
4/6/2022	Safe Zone Ally Training Phase One	Kaylani Kannan, Lori Van Horreweghe, and Spencer Navara	Staff, Faculty, and undergraduate students	Other: Unknown undergraduate class level	4	Gender and Sexuality Services	1.5 Hours	Basic knowledge of the LGBTQ+ Community, common vocabulary for participant use and explores the importance of practicing allyship to the LGBTQ+ community at UNI
4/6/2022	Safe Zone Ally Training Phase Two	Kalyani Kannan	Staff, faculty, and undergraduate students	Graduate Students, Other: Unknown undergraduate class level	4	Gender and Sexuality Services	2 Hours	Privilege and Intersectionality

4/7/2022	LGBTea Time	Katelyn Browne	Undergraduate Students, Graduate Students, Faculty, and Staff	Graduate Students and Unknow Undergrad Student Class Level	20	Gender and Sexuality Services and Rod Library	1 Hour	How authors and artists might go about signaling to readers a character's gender identity, sexual orientation, or other aspects of their identity.
4/1/2022 - 5/2/2022	What Were You Wearing? Exhibit	Students, Faculty, Staff, and Alumni who have Submitted Art	Faculty, Staff, and Undergraduate Students	Unknown class level of participants	Unknown. The exhibit was unmonitored. The UNI Community could come and go when they wanted.	Office of Compliance and Equity Management	1 Month	Myths and Awareness in regards to sexual Violence
4/4/2022 - 4/15/2022	Communication Plan Poster: We work to find facts	N/A	Faculty, Staff, and Undergraduate Students	Unknown class level of participants	Social Media: 59 Posters and Screensavers: Unknown Viewers	Office of Compliance and Equity Management	2 weeks	Office of Compliance and Equity Management Services
4/11/2022	SAAW Kickoff Event	Leah Gutknecht, Isabella Persken, Melody Kosobucki, and Sig Ep Leadership	Staff, Undergraduate and Graduate Students	Unknown class level of participants	18	Office of Compliance and Equity Management, Sig Ep's, and Riverview Center	20 Minutes	Sexual Assault Week Events, Services, Green Dot, and Title IX
4/13/2022	Sexual Assault Awareness panel	Melody Kosobucki and 5 Sexual Assault Survivors	Undergrad Students	Unknown class level of participants	43	Sig Ep's and Riverview Center	1.5 Hours	Importance of Sexual Assault Awareness, Survivor Stories and Experiences, and Resources
4/13/2022	New hire Orientation	Brenda White	Employees	N/A	9	Office of Compliance and Equity Management	45 Minutes	Policy, Reporting Procedures, and information about the Office of Compliance and Equity Management.
4/15/2022	Study Abroad Training	Leah Gutknecht	Faculty & Staff	N/A	15	Office of Compliance and Equity Management	90 minutes	Policy & Prevention
4/18/2022	Green Dot Staff and Faculty overview	Kalyani Kannan and Isabella Perksen	Faculty & Staff	N/A	9	Office of Compliance and Equity Management	90 minutes	Prevention and bystander intervention regarding issues of sexual assault, domestic and dating violence, and stalking.

4/19/2022	Art of C.H.A.N.G.E. Submission #6	McKenzie Lutz	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown. The exhibit was unmonitored. The UNI Community could come and go when they wanted.	Office of Compliance and Equity Management	N/A	Stigmas, myths, prevention, and awareness.
4/19/2022	Take Back the Night Walk	Melody Kosobucki	Faculty, Undergraduate Students, and Graduate Students	Unknown class level of participants	14	Women and Gender Studies Department, Riverview Center, and UNI Feminists	1.5 Hours	Consent, resources, and laws
4/22/2022	The Hunting Ground	Melody Kosobucki and Film Appreciation Club Members	Undergraduate Students and Graduate Students	Unknown class level of participants	15	Riverview Center and Film Appreciation Club	2 Hours	Resources, what we can do as a campus/bystander, culture on our campus
4/25/2022 - 5/6/2022	Communication Plan Poster: We Seek a Culture of Respect	N/A	Faculty, Staff, and Undergraduate Students	Unknown class level of participants	Social Media: 54 Posters and Screensavers: Unknown Viewers	Office of Compliance and Equity Management	2 weeks	Office of Compliance and Equity Management Services
4/24/2022	Out of the Darkness Suicide Prevention Walk	Melody Kosobucki and Leslie Cohen	Unknown number of Participants	Undergrad students, graduate students. Faculty and staff members	Unknown UNI participants	Chi Sigma Iota, Riverview Center, and NAMI	3 Hours	Resources
4/26/2022	Art of C.H.A.N.G.E. Submission #7	McKenzie Lutz	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown. The exhibit was unmonitored. The UNI Community could come and go when they wanted.	Office of Compliance and Equity Management	N/A	Stigmas, myths, prevention, and awareness.
4/28/2022	Athletics Training	Leah Gutknecht	Faculty and Staff	N/A	25	Athletics	90 minutes	Sexual Assault, Stalking, Dating Violence, Domestic Violence
4/29/2022	Bullying Prevention	Alan Heisterkamp	Undergraduate Students	Unknown	96	School of Education: Human Relations Teaching	50 minutes	Bullying
5/6/2022	Green Dot Staff and Faculty overview	Isabella Persken and Chris Hale	Staff	N/A	4	Office of Compliance and Equity Management	1.5 Hours	Sexual Assault, Dating and Domestic Violence, and Stalking
5/7/2022	Safe Zone Ally Training Phase Two	Kalyani Kannan	Faculty and Staff	N/A	3	Gender and Sexuality Services	2 Hours	Privilege and Intersectionality

5/11/2022	New Hire Orientation	Brenda White	Employees	N/A	13	Office of Compliance and Equity Management	30 minutes	Policy, Reporting Procedures, and information about the Office of Compliance and Equity Management.
5/12/2022	Green Dot Faculty and Staff Training for Advising Network	Nick Sullivan and Andrea Greve Coello	Faculty and Staff	N/A	14	Office of Compliance and Equity Management	90 minutes	Prevention and bystander intervention regarding issues of sexual assault, domestic and dating violence, and stalking.
6/7/2022	Campus Community & Safety at UNI Student Orientation	OCEM & UNI PD	Undergraduate Students & Parents	Freshman	8	Incoming UNI Student Orientation	30 minutes	Sexual Assault, Stalking, Dating Violence, Domestic Violence
6/8/2022	New Hire Orientation	Brenda White	Employees	N/A	11	Office of Compliance and Equity Management	30 minutes	Policy, Reporting Procedures, and information about the Office of Compliance and Equity Management.
6/9/2022	Campus Community & Safety at UNI Student Orientation	OCEM & UNI PD	Undergraduate Students & Parents	Freshman	2	Incoming UNI Student Orientation	30 minutes	Sexual Assault, Stalking, Dating Violence, Domestic Violence
6/13/2022	Campus Community & Safety at UNI Student Orientation	OCEM & UNI PD	Undergraduate Students & Parents	Freshman	10	Incoming UNI Student Orientation	30 minutes	Sexual Assault, Stalking, Dating Violence, Domestic Violence
6/14/2022	Campus Community & Safety at UNI Student Orientation	OCEM & UNI PD	Undergraduate Students & Parents	Freshman	13	Incoming UNI Student Orientation	30 minutes	Sexual Assault, Stalking, Dating Violence, Domestic Violence
6/16/2022	Campus Community & Safety at UNI Student Orientation	OCEM & UNI PD	Undergraduate Students & Parents	Freshman	10	Incoming UNI Student Orientation	30 minutes	Sexual Assault, Stalking, Dating Violence, Domestic Violence
6/20/2022	Campus Community & Safety at UNI Student Orientation	OCEM & UNI PD	Undergraduate Students & Parents	Freshman	19	Incoming UNI Student Orientation	30 minutes	Sexual Assault, Stalking, Dating Violence, Domestic Violence
6/21/2022	Campus Community & Safety at UNI Student Orientation	OCEM & UNI PD	Undergraduate Students & Parents	Freshman	10	Incoming UNI Student Orientation	30 minutes	Sexual Assault, Stalking, Dating Violence, Domestic Violence

6/23/2022	Campus Community & Safety at UNI Student Orientation	OCEM & UNI PD	Undergraduate Students & Parents	Freshman	10	Incoming UNI Student Orientation	30 minutes	Sexual Assault, Stalking, Dating Violence, Domestic Violence
6/27/2022	Campus Community & Safety at UNI Student Orientation	OCEM & UNI PD	Undergraduate Students & Parents	Freshman	4	Incoming UNI Student Orientation	30 minutes	Sexual Assault, Stalking, Dating Violence, Domestic Violence
7/7/2022	Campus Community & Safety at UNI Student Orientation	OCEM & UNI PD	Undergraduate Students & Parents	Freshman	4	Incoming UNI Student Orientation	30 minutes	Sexual Assault, Stalking, Dating Violence, Domestic Violence
7/11/2022	Campus Community & Safety at UNI Student Orientation	OCEM & UNI PD	Undergraduate Students & Parents	Freshman	12	Incoming UNI Student Orientation	30 minutes	Sexual Assault, Stalking, Dating Violence, Domestic Violence
7/12/2022	Campus Community & Safety at UNI Student Orientation	OCEM & UNI PD	Undergraduate Students & Parents	Freshman	5	Incoming UNI Student Orientation	30 minutes	Sexual Assault, Stalking, Dating Violence, Domestic Violence
7/13/2022	Green Dot Training	Green Dot Facilitators: Kalyani Kannan, Chris Hale, and Shawna Jesse	Faculty and Staff	N/A	9	Green Dot	90 minutes	Green Dot Faculty Training
7/13/2022	New Hire Orientation	Brenda White	Employees	N/A	12	Office of Compliance and Equity Management	30 minutes	Policy, Reporting Procedures, and information about the Office of Compliance and Equity Management.
8/5/2022	RA Training	Leah Gutknecht	Student employees	Sophomore, Junior, Senior	75	Office of Compliance and Equity Management	1 hour	Sexual Assault, Stalking, Dating Violence, Domestic Violence
8/10/2022	New Hire Orientation	Brenda White	Employees	N/A	15	Office of Compliance and Equity Management	30 minutes	Policy, Reporting Procedures, and information about the Office of Compliance and Equity Management.
8/15/2022	New International Student Orientation	Brenda White	International students	Unknown class level of participants	35	Office of Compliance and Equity Management	45 minutes	OCEM, Policy 13.02, Protected Classes, Title IX, Consent, Relationships, Reporting, Green Dot

8/15/2022	ROTC Cadet Training	Leah Gutknecht	ROTC Students, Staff & Faculty (Faculty & Undergraduate Students)	N/A	40	ROTC	1 hour	Sexual Assault, Stalking, Dating Violence, Domestic Violence
8/16/2022	RLC Training	Leah Gutknecht	University Housing Staff (Staff & Graduate Students)	N/A	15	Office of Compliance and Equity Management	3 hours	Sexual Assault, Stalking, Dating Violence, Domestic Violence
8/16/2022	Faculty Orientation	Leah Gutknecht	New Faculty	N/A	7	Office of Compliance and Equity Management	45 minutes	Sexual Assault, Stalking, Dating Violence, Domestic Violence
8/19/2022	Panther Fest	OCEM & Green Dot	Undergraduate Students	Freshman	700-750	Office of Compliance and Equity Management & Green Dot	90 minutes	Jenga about Sexual Assault, Stalking, Dating Violence, Domestic Violence, and Green Dot
8/19/2022	Maucker Union Live	Leah Gutknecht, Brenda White, Hannah Menken	Undergraduate Students	New Students	80	New Student Orientation Weekend	3 hours	Green Dot Program
8/22/2022	Green Dot Tabling Event	Isabella Johnson and Hannah Menken	Faculty, Staff, Undergraduate Students, and Graduate Students	N/A	10	Office of Compliance and Equity Management	4 hours	Green Dot Promotion
8/24/2022	Rainbow Reception	OCEM & Green Dot	Faculty, Staff, and Undergraduate Students	Freshman, Sophomore, Junior, and Senior	200	Office of Compliance and Equity Management & Green Dot	2 hours	Sexual Assault, Stalking, Dating Violence, Domestic Violence, and Green Dot
8/24/2022	Rainbow Reception	Riverview Center (Brooke)	Faculty, Staff, Undergraduate Students	Freshman, Sophomore, Junior, and	200	Riverview Center	2 hours	Sexual Assault
8/31/2022	Green Dot Tabling Event	Isabella Johnson and Hannah Menken	Faculty, Staff, Undergraduate Students, and Graduate Students	N/A	15	Office of Compliance and Equity Management	3.5 hours	Green Dot Promotion
9/5/2022-9/22/2022	Green Dot Communication Campaign	N/A	Faculty, Staff, Undergraduate Students, and Graduate Students	N/A	Social Media Posts: and Screensavers: unknown	Office of Compliance and Equity Management	2 & 1/2 weeks	Green Dot Promotion and Launch Event
9/6/2022	Title IX and Green Dot	Leah Gutknecht	Undergraduate Students	Sophomore, Junior, Senior	20	Social Work Practice with Organizations and Communities	1 hour	Sexual Assault, Stalking, Dating Violence, Domestic Violence, and Green Dot

9/6/2022	Title IX and Green Dot	Leah Gutknecht	Undergraduate Students	Sophomore, Junior, Senior	20	Social Work Practice with Organizations and Communities	1 hour	Sexual Assault, Stalking, Dating Violence, Domestic Violence, and Green Dot
9/7/2022	OCEM Overview with Student Wellness Services	Brenda White	Wellness Coaches & Wellness GA's	N/A	6	Office of Compliance and Equity Management	30 minutes	OCEM overview and reporting
9/7/2022	Student Wellness Services Meeting	Riverview Center (Brooke Sutton)	Faculty, Staff, and Student Employees	N/A	6	Student Wellness	30 minutes	Sexual Assault
9/7/2022	Green Dot Tabling Event	Hannah Menken	Faculty, Staff, Undergraduate Students, and Graduate Students	N/A	10	Office of Compliance and Equity Management	3 hours	Green Dot Promotion
9/8/2022	Title IX Overview	Leah Gutknecht	Faculty and Undergraduate Students	Freshman, Sophomore, Junior, and Senior	40	Intro to Women's and Gender Studies	2 hours	Sexual Assault, Stalking, Dating Violence, Domestic Violence, General Title IX law, history, and Green Dot
9/14/2022	Title IX in Athletics	Leah Gutknecht	Faculty and Undergraduate Students	Freshman, Sophomore, Junior, and Senior	35	Intro to Athletics Administration	1 hour	Sexual Assault, Stalking, Dating Violence, and Domestic Violence
9/14/2022	New Employee Orientation	Breanda White	Faculty and Staff	N/A	14	Office of Compliance and Equity Management	30 Minutes	Policy, Reporting Procedures, and information about the Office of Compliance and Equity Management.
9/15/2022	Green Dot Tabling Event	Isabella Johnson	Faculty, Staff, Undergraduate Students, and Graduate Students	N/A	15	Office of Compliance and Equity Management	3 hours	Green Dot Promotion
9/19/2022	Green Dot Tabling Event	Hannah Menken	Faculty, Staff, Undergraduate Students, and Graduate Students	N/A	10	Office of Compliance and Equity Management	2 hours	Green Dot Promotion
9/19/2022	Green Dot Student Training	Jesus Lizarraga-Estrada and Jordan Rockwell	Students	N/A	12	Office of Compliance and Equity Management	1.5 hours	Sexual Assault, Dating and Domestic Violence, Stalking, and Gender Violence
9/19/2022	University Council Update on Green Dot	Leah Gutknecht and Leila Masinovic	Administrators	N/A	100	University Council	15 minutes	Green Dot and Gender Violence

9/20/2022	Green Dot Tabling Event	Isabella Johnson	Faculty, Staff, Undergraduate Students, and Graduate Students	N/A	10	Office of Compliance and Equity Management	2 hours	Green Dot Promotion
9/20/2022	Green Dot Student Training	Kalyani Kannan and Jessica Moon	Students	N/A	18	Office of Compliance and Equity Management	1.5 hours	Sexual Assault, Dating and Domestic Violence, Stalking, and Gender Violence
9/21/2022	Green Dot Tabling Event	Isabella Johnson and Hannah Menken	Faculty, Staff, Undergraduate Students, and Graduate Students	N/A	10	Office of Compliance and Equity Management	2 hours	Green Dot Promotion
9/21/2022	Green Dot Launch Event	OCEM staff and Green Dot facilitators	Faculty, Staff, Undergraduate Students, and Graduate Students	N/A	150	Office of Compliance and Equity Management	1.5 hours	Green Dot Promotion
9/22/2022	Green Dot Student Training	Chris Hale and Shawna Jesse	Students	N/A	10	Office of Compliance and Equity Management	1.5 hours	Sexual Assault, Dating and Domestic Violence, Stalking, and Gender Violence
9/23/2022	Green Dot Faculty and Staff Training	Justin Mertz and Jesus Lizarraga-Estrada	Faculty and Staff	N/A	21	Office of Compliance and Equity Management	1.5 hours	Sexual Assault, Dating and Domestic Violence, Stalking, and Gender Violence
9/26/2022	Art of Change Tabling Event	Isabella Johnson	Faculty, Staff, Undergraduate Students, and Graduate Students	N/A	6	Office of Compliance and Equity Management	2.5 hours	Art of CHANGE Submission Promotion and Sexual Assault Awareness
9/27/2022	UNI Dissent: Day of Advocacy	Riverview Center (Brooke Sutton)	Faculty, Staff, Student employees, Undergraduate students, and Graduate students	Freshman, Sophomore, Junior, Senior, and Graduate	140	Student Social Work Association, UNI Women's and Gender Studies	2 hours	Sexual Assault and Reproductive Rights
9/28/2022	Green Dot Student Training	Brittany Flokstra and Shawna Jesse	Students	N/A	18	Office of Compliance and Equity Management	1.5 hours	Sexual Assault, Dating and Domestic Violence, Stalking, and Gender Violence
9/29/2022	Sexual Harassment MVP Module	Alysa Mozak	Undergraduate Students	Unknown	22	WGS Honors	1 hour	Sexual Harassment
9/30/2022	Domestic Violence Awareness Month 1	UNI OCEM Social Media-created by Isabella Johnson	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: placed on social media and pushed out to UNI campus and beyond	Office of Compliance and Equity Management	N/A	Domestic Violence Resources & Awareness

10/3/2022-10/28/2022	Title IX 50th Anniversary Display	UNI OCEM at Rod Library	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: unmonitored display in Rod Library, Accessible to anyone	Office of Compliance and Equity Management	approx. 1 month	Title IX history, significance, and presence at UNI
10/6/2022	Homecoming Picnic Tabling	Isabella Johnson, Hannah Menken, and Kaylee Michelson	Faculty, Staff, Undergraduate Students, and Graduate Students	N/A	20	Office of Compliance and Equity Management	1.5 hours	Sexual Assault, Title IX, Consent, Art of CHANGE, and Green Dot
10/6/2022	Homecoming Picnic Tabling	Brooke Sutton	Faculty, Staff, Undergraduate Students, and Graduate Students	N/A	12	Riverview Center	1 hour	Sexual Assault
10/7/2022	Art of Change Tabling Event	Isabella Johnson and Hannah Menken	Faculty, Staff, Undergraduate Students, and Graduate Students	N/A	10	Office of Compliance and Equity Management	3 hours	Art of CHANGE Submission Promotion and Sexual Assault Awareness
10/10/2022	Domestic Violence Awareness Month 2	UNI OCEM Social Media-created by Isabella Johnson	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: placed on social media and pushed out to UNI campus and beyond	Office of Compliance and Equity Management	N/A	Domestic Violence Definitions, Resources & Awareness
10/10/2022	The Clothesline Project Tabling	Meghan Cutcher and Saja Abd El Hai	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	10	Women and Gender Studies Department	2 hours	Dating Violence, Domestic Violence, and The Clothesline Project Exhibit Promotion
10/11/2022	The Clothesline Project Tabling	Meghan Cutcher and Saja Abd El Hai	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	10	Women and Gender Studies Department	2 hours	Dating Violence, Domestic Violence, and The Clothesline Project Exhibit Promotion
10/10/2022-10/14/2022	The Clothesline Project	Women & Gender Studies Program	Faculty, Staff, Student employees, Undergraduate students, and Graduate students	N/A	12 participants in creating shirts The exhibit was unmonitored. The UNI Community could come and go when they wanted.	Women and Gender Studies Department	5 days	Relationship Violence, violence against marginalized populations
10/12/2022	New Employee Orientation	Brenda White	Faculty and Staff	N/A	10	Office of Compliance and Equity Management	30 minutes	Policy, Reporting Procedures, and information about the Office of Compliance and Equity Management.
10/12/2022	Green Dot Spotlight 1	Student in Panther Village	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: placed on social media and pushed out to UNI campus and beyond	Office of Compliance and Equity Management	N/A	Bystander Intervention for violence prevention example

10/12/2022	Art of Change Tabling Event	Isabella Johnson and Hannah Menken	Faculty, Staff, Undergraduate Students, and Graduate Students	N/A	5	Office of Compliance and Equity Management	3 hours	Art of CHANGE Submission Promotion and Sexual Assault Awareness
10/12/2022	Green Dot Faculty and Staff Training	Shawna Jesse and Nick Sullivan	Faculty and Staff	N/A	10	Office of Compliance and Equity Management	1.5 hours	Sexual Assault, Dating and Domestic Violence, Stalking, and Gender Violence
10/13/2022	The Clothesline Project Tabling	Meghan Cutcher and Saja Abd El Hai	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	10	Women and Gender Studies Department	2 hours	Dating Violence, Domestic Violence, and The Clothesline Project Exhibit Promotion
10/13/2022	Bearing Witness Tabling	Meghan Cutcher and Saja Abd El Hai	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	10	Women and Gender Studies Department	2 hours	Dating Violence, Domestic Violence, and Bearing Witness Promotion
10/17/2022-10/21/2022	Art of C.H.A.N.G.E. Exhibit	Students who submitted art for the exhibit	Open to Staff, Faculty, Graduate, and Undergraduate	Unknown class level of participants	Unknown. The exhibit was unmonitored. The UNI Community could come and go when they wanted.	Office of Compliance and Equity Management	1 week	Stigmas, myths, prevention, and awareness.
10/18/2022	Art of Change Tabling Event	Isabella Johnson and Hannah Menken	Faculty, Staff, Undergraduate Students, and Graduate Students	N/A	10	Office of Compliance and Equity Management	2 hours	Art of CHANGE Exhibit Promotion and Sexual Assault Awareness
10/19/2022	Domestic Violence Awareness Month 3	UNI OCEM Social Media-created by Isabella Johnson	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: placed on social media and pushed out to UNI campus and beyond	Office of Compliance and Equity Management	N/A	Domestic Violence Resources, Warning Signs, & Awareness
10/22/2022	Green Dot Family Weekend Panel	Hannah Menken, Isabella Johnson, Sam Caughron, and Micaiah Krutsinger	Faculty, Staff, Students, and Family members	N/A	8	Office of Compliance and Equity Management	1 hour	Green Dot Promotion and Trainings
10/25/2022	Professor Molly Cormaney, Gender and Women's class	Brooke Sutton	Faculty and Undergraduate Students	Freshman, Sophomore, Junior, Senior	20	Riverview Center	1.5 hours	Sexual Assault
10/25/2022	Art of CHANGE Submission 1-Thorns Among Dandelions	Anonymous	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: placed on social media and pushed out to UNI campus and beyond	Office of Compliance and Equity Management	N/A	Sexual Assault stigmas, myths, prevention, and awareness.

10/26/2022	Green Dot Student Training	Bart Schmitz and Darcie Davis-Gage	Students	N/A	4	Office of Compliance and Equity Management	1.5 hours	Sexual Assault, Dating and Domestic Violence, Stalking, and Gender Violence
10/27/2022	Art of CHANGE Submission 2- Why I Didn't Report	Meadow Olsen	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: placed on social media and pushed out to UNI campus and beyond	Office of Compliance and Equity Management	N/A	Sexual Assault stigmas, myths, prevention, and awareness.
10/28/2022	Domestic Violence Awareness Month 4	UNI OCEM Social Media- created by Isabella Johnson	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: placed on social media and pushed out to UNI campus and beyond	Office of Compliance and Equity Management	N/A	Domestic Violence Resources, Awareness, & Statistics
10/31/2022	Class Presentation Famserv 1010	Brenda White and Brooke Sutton	Students	Freshman, Sophomore, Junior, and Senior	40	Office of Compliance and Equity Management & Riverview Center	45 minutes	Sexual Assault Prevention and Services, Stalking, Dating Violence, Domestic Violence, Policies, Resources, Prevalence, Dynamics

11/1/2022	Human Relationships and Sexuality Presentation	Kaylee Michelson & Brooke Sutton	Students	Freshman, Sophomore, Junior, and Senior	115	Office of Compliance and Equity Management	75 minutes	OCEM & Riverview Services, Sexual Assault
11/1/2022	Human Relationships and Sexuality Panel	3 SA Survivors	Students	Freshman, Sophomore, Junior, and Senior	115	Riverview Center	75 minutes	Personal Experiences
11/1/2022	Art of CHANGE Submission 3- Amplify Voices	Christian Kreger	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: placed on social media and pushed out to UNI campus and beyond	Office of Compliance and Equity Management	N/A	Sexual Assault stigmas, myths, prevention, and awareness.
11/1/2022	Green Dot Spotlight 2	Anonymous	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: placed on social media and pushed out to UNI campus and beyond	Office of Compliance and Equity Management	N/A	Bystander Intervention for violence prevention example
11/3/2022	Art of CHANGE Submission 4- Resilience	Hannah Menken	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: placed on social media and pushed out to UNI campus and beyond	Office of Compliance and Equity Management	N/A	Sexual Assault stigmas, myths, prevention, and awareness.

11/5/2022	MVP Workshop	Alysa Mozak	Undergraduate and Graduate Students	Unknown	27	PATCVP	4 hours	Sexual Assault, Dating Violence, Domestic Violence, and Racial Discrimination
11/7/2022	MVP Bystander Framework	Alysa Mozak	Undergraduate Students	Unknown	110	Human Identities Class	1 hour	Bystander Intervention
11/8/2022	Art of CHANGE Submission 5-A Topic of Worry	Emijah Jones	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: placed on social media and pushed out to UNI campus and beyond	Office of Compliance and Equity Management	N/A	Sexual Assault stigmas, myths, prevention, and awareness.
11/9/2022	New Employee Orientation	Brenda White	Faculty and Staff	N/A	9	Office of Compliance and Equity Management	30 minutes	Policy, Reporting Procedures, and information about the Office of Compliance and Equity Management.
11/9/2022	Bullying Prevention	Alysa Mozak	Undergraduate Students	Unknown	29	School of Education: Student Teaching Placement	1 hour	Bullying
11/11/2022	Art of CHANGE Submission 6- Just a Touch	Anonymous	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: placed on social media and pushed out to UNI campus and beyond	Office of Compliance and Equity Management	N/A	Sexual Assault stigmas, myths, prevention, and awareness.
11/13/2022	Green Dot/OCEM Overview	Hannah Menken and Christian Kreger	Student employees	N/A	10	Office of Compliance and Equity Management	1 hour	Green Dot, Policy, Reporting Procedures, and information about OCEM
11/15/2022	Art of CHANGE Submission 7- Girls Don't Let Girls Get Spiked	Riley McCall	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: placed on social media and pushed out to UNI campus and beyond	Office of Compliance and Equity Management	N/A	Sexual Assault stigmas, myths, prevention, and awareness.
11/15/2022	Green Dot Bystander Training	Shawna Jesse and Brain Warby	Students and Staff	N/A	5	Office of Compliance and Equity Management	3 hours	Sexual Assault, Dating and Domestic Violence, Stalking, Gender Violence, and Bystander intervention

11/15/2022	Title IX for Educators	Leah Gutknecht	UNI Faculty & Students in College of Education	N/A	35	College of Education DEI Committee	1 hour	Sexual Assault, Stalking, Dating Violence, Domestic Violence, and General Title IX Information
11/16/2022	Green Dot Faculty/Staff Training	Brittany Flokstra and Justin Mertz	Faculty and Staff	N/A	8	Office of Compliance and Equity Management	1.5 hours	Sexual Assault, Dating and Domestic Violence, Stalking, and Gender Violence
11/16/2022	Bullying Prevention	Alysa Mozak	Undergraduate Students	Unknown	60	School of Education: Human Relations Class	2 hours	Bullying
11/17/2022	Art of CHANGE Submission 8- Lost	Anonymous	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: placed on social media and pushed out to UNI campus and beyond	Office of Compliance and Equity Management	N/A	Sexual Assault stigmas, myths, prevention, and awareness.
11/22/2022	Art of CHANGE Submission 9-I traded Magic cards for this lock	Brenda	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: placed on social media and pushed out to UNI campus and beyond	Office of Compliance and Equity Management	N/A	Sexual Assault stigmas, myths, prevention, and awareness.
11/25/2022	Art of CHANGE Submission 10- Blooming	Isabella Johnson	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: placed on social media and pushed out to UNI campus and beyond	Office of Compliance and Equity Management	N/A	Sexual Assault stigmas, myths, prevention, and awareness.
11/29/2022	Art of CHANGE Submission 11- Silence	Brittney Arends	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: placed on social media and pushed out to UNI campus and beyond	Office of Compliance and Equity Management	N/A	Sexual Assault stigmas, myths, prevention, and awareness.
11/29/2022	Registrar & Advising Green Dot Training	Nick Sullivan and Jessica Moon	Staff and Students	N/A	17	Office of Compliance and Equity Management	1.5 hours	Sexual Assault, Dating and Domestic Violence, Stalking, and Gender Violence
12/1/2022	Art of CHANGE Submission 12- Night on Campus	Meadow Olsen	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: placed on social media and pushed out to UNI campus and beyond	Office of Compliance and Equity Management	N/A	Sexual Assault stigmas, myths, prevention, and awareness.
12/6/2022	Art of CHANGE Submission 13- Gender	Meadow Olsen	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: placed on social media and pushed out to UNI campus and beyond	Office of Compliance and Equity Management	N/A	Sexual Assault stigmas, myths, prevention, and awareness.

12/6/2022	Green Dot Student Training	Leslie Prideaux and Brittany Flokstra	Undergraduate and Graduate Students	N/A	2	Office of Compliance and Equity Management	1.5 hours	Sexual Assault, Dating and Domestic Violence, Stalking, and Gender Violence
12/6/2022	MVP Consent Module	Alysa Mozak	Undergraduate Students	Unknown	65	Human Sexuality Class	1 hour	Sexual Assault
12/8/2022	Green Dot Faculty/Staff Training	Chris Hale, Kalyani Kannan, and Jessica Moon	Faculty and Staff	N/A	6	Office of Compliance and Equity Management	1.5 hours	Sexual Assault, Dating and Domestic Violence, Stalking, and Gender Violence
12/14/2022	New Employee Orientation	Brenda White	Faculty and Staff	N/A	11	Office of Compliance and Equity Management	30 minutes	Policy, Reporting Procedures, and information about the Office of Compliance and Equity Management.
12/15/2022	RLC Training	Leah Gutknecht	Staff	N/A	2	Housing	90 minutes	Sexual Assault, Stalking, Dating Violence, Domestic Violence, and Reporting Procedures
12/23/2022	Gender Violence Statistics Social Media Post	OCEM	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: placed on social media and pushed out to UNI campus and beyond	Office of Compliance and Equity Management	N/A	Sexual Assault, Dating and Domestic Violence, Stalking, and Gender Violence
12/30/2022	Interpersonal Violence Social Media Post	OCEM	Faculty, Staff, Undergraduate Students, and Graduate Students	Unknown class level of participants	Unknown: placed on social media and pushed out to UNI campus and beyond	Office of Compliance and Equity Management	N/A	Sexual Assault, Dating and Domestic Violence, Stalking, and Gender Violence

More Prevention and Awareness Programs

Sexual Assault Prevention Online Training

The Sexual Assault online prevention program teaches students about issues related to sexual misconduct, including sexual assault, sexual harassment, stalking, and dating violence. The program enables first year and transfer students to recognize sexual assault and harassment behaviors and identify healthy and unhealthy relationship practices and also equips students with essential skills to navigate consent-based conversations and engage in bystander intervention safety.

Green Dot

Green Dot is a Northern Iowa Student Government (NISG)-sponsored bystander intervention program focused on gender violence prevention. The goal of Green Dot is to decrease the likelihood of sexual assault, stalking, dating and domestic abuse.

No one has to do everything, but everyone has to do something.

This program uses a metaphor of Green Dots (an action or choice that promotes safety and an intolerance for violence) and Red Dots (an act of power-based interpersonal violence), with the ultimate goal being that Green Dots will outnumber Red Dots on our campus, while keeping everyone who lives, works, and learns at our university safe.

Imagine in your head an image of small red dots spreading across a map, symbolizing the spread of a traumatic epidemic; each small red dot representing an individual case. At an alarming rate, what starts as four or five small red dots, quickly spreads and becomes hundreds and hundreds of red dots. So many that the whole map is red.

Now picture a map of UNI with similar red dots. Each red dot on this map represents an act of power-based interpersonal violence (sexual assaults, harassment, discrimination, stalking, partner violence) or a choice to allow this violence. A red dot is an individual choice to do nothing in a dangerous or potentially dangerous situation.

Now imagine adding a green dot in the middle of the map that is filled with red dots. A green dot is any behavior, choice, or attitude that promotes safety for everybody. A green dot could look like taking a friend out of a high-risk situation, talking about the Green Dot program and why it matters, bringing dangerous situations to individuals who can help, or calling someone out on their inappropriate behavior or words. A green dot is your individual choice to make our campus and community safer.

The goal is to add more and more green dots, so that the map is covered in more green dots than red dots. We are in control of what this map looks like. We decided to make a difference.

Peer Health Educators

Several student staff are trained and work as Peer Health Educators taking wellness programming into the residence halls and Greek houses on our campus. They facilitate such programs as: Facebook Fallout; Healthy Intimate Relationships; Empathy Belly; Too Much, Too Fast; Organ Donation; Condom Sense; and Massage.

Violence/Alcohol

Education and Prevention

UNI has placed a great deal of resources toward prevention and education initiatives relating to violence and alcohol use in the college setting. These initiatives range from programming and training, to awareness campaigns, speakers, and events.

Developed programs include *Intervention: What would you do?*; Just the Facts, and Sexual Consent: *The Bottom Line*. Other topics often presented focus on educating the campus community regarding university policy, as well as available student services and resources.

Bystander Intervention

Bystander intervention means safe and positive options that may be carried out by an individual(s) to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. It includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking actions to intervene.

As previously mentioned, UNI offers the Green Dot Bystander Intervention Program to students and employees. This is a bystander education approach that engages the community to become aware of the nature and frequency of violence, and educates on how to intervene to reduce the risk of violence. Green Dot aims to decrease power-based personal violence on campus by utilizing education, outreach, and development as mechanisms for increasing awareness and competency around bystander intervention skills.

The Green Dot symbol represents an action that promotes safety, and is any choice, behavior, word, or attitude that promotes safety for everyone and communicates utter intolerance for power-based personal violence. The two types of responses endorsed by Green Dot are proactive and reactive. A proactive response is one intended to prevent a harmful situation from occurring, and a reactive response is an intervention in a potentially harmful situation. Green Dot training is offered to both staff and students at UNI. Departments and student organizations are encouraged to host their own Green Dot Day to help promote safety.

Mentors in Violence Prevention (MVP)

The mission of the Patricia A. Tomson Center for Violence Prevention (PATCVP) is to build the capacity of institutions of higher education, K-12 schools, victim service agencies, law enforcement and the criminal justice system to systematically implement best practice violence prevention and evaluation strategies in collaboration with state, family and community partners.

The PATCVP will do this by:

- Conducting common bullying and gender violence prevention trainings and workshops with school and community partners.
- Increasing the engagement of men in working to reduce and end violence and abuse.
- Supporting schools and community partners in their efforts to maintain and sustain bullying and violence prevention initiatives and strategies.
- Making data-informed decisions with schools and communities in their efforts to reduce and end all forms of bullying and gender-based violence.

Do it 4 YOU!

Student Wellness Services developed an alcohol and other drug social norms campaign based on data from the **Spring 2022 UNI National College Health Assessment**. The data shows that many UNI Students greatly overestimate the amount of high-risk drinking or drug use that occurs at UNI. Contrary to this belief, our data shows that many UNI students are making responsible and healthy choices related to alcohol and other drugs. We are seeking to provide students with an accurate picture of alcohol and other drug use on campus in an effort to influence healthy behaviors and reduce substance abuse at UNI. For questions or to learn more about the campaign, email wellness@uni.edu.

UNI KNOW More Prevention Campaign

The KNOW More communication campaign works to educate students, faculty, and staff about issues surrounding gender violence and steps that can be taken toward prevention. A sexual assault strategic prevention plan provides guidance to the numerous various events, activities, and programs that take place across campus and in our neighboring communities. Special emphasis is placed on the need to understand what gender violence is, the concept of affirmative consent, how to engage as an upstander rather than a bystander, and how to report and seek supportive measures if an incident occurs. These concepts are carried through required and optional educations programs, class projects, extracurricular activities, special events, and community partnerships.

Procedures for Reporting an Incident

The University has procedures in place that strive to be sensitive to those who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of medical, counseling and support services, and additional measures to prevent contact between a complainant and an accused party, such as housing, academic, transportation, and working accommodations, if reasonably available. Students and employees should contact the Title IX Coordinator, (Leah Gutknecht, 117 Gilchrist Hall, 319-273-2846, email: leah.gutknecht@uni.edu) or file an incident report online at <https://safety.uni.edu/report-an-incident> .

After an incident of sexual assault and domestic violence, the victim should consider seeking medical attention as soon as possible at MercyOne Cedar Falls Hospital, MercyOne Waterloo Medical Center, or UnityPoint Health - Allen Hospital. In Iowa, evidence may be collected even if you chose not to make a report to law enforcement.

Collection of evidence in a sexual assault is governed by the Iowa Code.
Iowa Code 709.10 states:

709.10 SEXUAL ABUSE -- EVIDENCE.

1. As used in this section:

- a. "Forensic medical examination" means a sexual abuse examination by a health care provider for the purpose of gathering and preserving evidence of sexual abuse.
- b. "Kit" means a sexual abuse evidence collection kit that includes a human biological specimen collected by a health care provider during a forensic medical examination.
- c. "Kit tracking system" means the automated sexual abuse evidence collection kit tracking system established pursuant to section 915.53.
- d. "Laboratory" means the state criminalistics laboratory or similar qualified laboratory.

e. "Law enforcement agency" means any governmental agency that investigates persons suspected of or charged with a sex abuse crime. "Law enforcement agency" also includes any governmental agency that collects, stores, processes, transmits, or disseminates analysis of evidence collected in connection with a sexual abuse related crime.

2. The manufacturer or distributor of a kit shall enter information relating to new, unused kits into the kit tracking system within five business days upon receipt of a kit. The manufacturer or distributor of a kit shall provide a health care provider with a new, unused kit upon request and shall document dissemination of each kit to a health care provider in the kit tracking system within forty-eight hours of dissemination to the health care provider.

3. A health care provider shall enter information relating to each new kit into the kit tracking system within forty-eight hours of receipt of the kit.

4. When a reported victim of sexual abuse consents to undergo a forensic medical examination and to having the evidence from the examination preserved, the health care provider conducting the forensic medical examination shall utilize a kit. The health care provider conducting the forensic medical examination shall contact the law enforcement agency under whose jurisdiction the sexual abuse offense occurred within forty-eight hours after the evidence was collected from a victim to notify the law enforcement agency to collect and store the kit. The health care provider shall document which law enforcement agency the kit is transferred to in the kit tracking system within forty-eight hours of collection of the evidence.

5. The law enforcement agency collecting the evidence shall obtain the kit from a health care provider and properly store the kit to ensure the chain of custody is complete and sufficient. The law enforcement agency shall document receipt of the kit from the health care provider in the kit tracking system within seventy-two hours of obtaining the kit.

6. The law enforcement agency shall store the kit in a clean, dry location for a minimum of fifteen years, or in the case of a minor victim for a minimum of fifteen years after the minor reaches the age of majority, even if the reported victim of sexual abuse has not filed a criminal complaint.

7. Prior to the disposal of a kit by a law enforcement agency, the law enforcement agency shall notify the reported victim of the intended date of disposal of the kit, the reason for disposal of the kit, and the options that remain available for retention and analysis of the kit, if any. The law enforcement agency shall obtain written approval from the appropriate county attorney and retain that approval in the victim's case file prior to disposal. Any kit disposed of shall be documented by a law enforcement agency in the kit tracking system within forty-eight hours of disposal.

8. The law enforcement agency transferring a kit to a laboratory for analysis shall document the transfer of the kit in the kit tracking system within seventy-two hours of transferring the kit.

9. The laboratory shall document receipt of the kit in the kit tracking system within seventy-two hours of logging the kit into its evidence management system. 10. When an analysis of the evidence collected from a victim's forensic medical examination is complete, the laboratory shall enter the results of the analysis into the kit tracking system and return the kit to the appropriate law enforcement agency. The law enforcement agency shall document receipt of the kit within seventy-two hours of receipt and shall store the kit in accordance with this section.

11. a. A health care provider shall provide a victim of sexual abuse with a consent form created by the department of justice prior to a forensic medical examination. The consent form shall include information allowing the victim to document the victim's consent or refusal to the collection and storage of the evidence collected from the victim's forensic medical examination, to release such evidence to a laboratory for analysis, and to make a report to law enforcement. The consent form shall also include information that the victim is not required to participate in the criminal justice system; to participate in an interview with law enforcement; to undergo a forensic medical examination; or to allow an analysis of the evidence collected; that the victim may withdraw consent for the collection of the victim's evidence or an analysis of the evidence at any time; and that if the victim does not initially consent to make a report to a law enforcement agency or to allow an analysis of the evidence collected,

the victim may choose to provide a report to a law enforcement agency or may consent to an analysis of the evidence at any time within the required kit retention period specified in subsection 6.

b. The consent form shall provide notice to the victim of the victim's statutory rights pursuant to section 709.22.

c. A copy of the victim's consent form shall be maintained by the health care provider in the victim's records and in the kit with the evidence collected.

d. A copy of the consent form shall be provided to the victim.

e. A copy of the consent form shall accompany the health care provider's billing statement for the health care provider's exam fee submitted to the crime victim assistance division of the department of justice. The health care provider shall submit a copy of the consent form to the crime victim assistance division of the department of justice even if there are no charges associated with the health care provider's examination.

12. The rights of a victim pursuant to chapter 915 attach when the victim consents to participate in an interview with law enforcement, to a forensic medical examination, and to allow an analysis of the evidence collected.

13. If a reported victim does not want the victim's name recorded on the kit, the kit shall be deemed an anonymous kit and a case number or the number assigned to the kit by the kit tracking system shall be used in place of the name of the reported victim and entered into the kit tracking system by the health care provider within forty-eight hours of receipt of the kit. An anonymous kit shall not be submitted for analysis until a victim has provided law enforcement with a criminal report and has consented to an analysis of the evidence collected from the victim's forensic medical examination. A law enforcement agency in possession of an anonymous kit may dispose of the kit thirty days after the fifteen-year retention period required under subsection 6.

14. A victim who initially chooses not to participate in an interview with a law enforcement agency may, at any point during the time period provided in subsection 6, contact the law enforcement agency to agree to an interview with the law enforcement agency and to consent to an analysis of the evidence collected from the victim's forensic medical examination.

15. A victim who decides to participate in the investigation of a reported sexual abuse or in a forensic medical examination may choose to cease participation at any time and shall not be compelled to continue participating in the investigation or a forensic medical examination. If the analysis of the evidence collected from a victim's forensic medical examination indicates a connection with another reported sexual abuse offense, the victim shall not be compelled to participate in the criminal or civil proceedings of the related case.

C. Reporting a Complaint

If you have been the victim of domestic violence, dating violence, sexual assault, or stalking, you should report the incident promptly to the Title IX Coordinator, Leah Gutknecht, 117 Gilchrist Hall, Email: leah.gutknecht@uni.edu; online at <https://safety.uni.edu/report-an-incident> ; Phone (319)273-2846 and UNI Police (if the victim so desires). The University will provide resources to persons who have been victims of sexual assault, domestic violence, dating violence, or stalking and will apply appropriate disciplinary procedures to those who are found to violate related policy. The complaint procedures are intended to afford a prompt response to charges of sexual assault, domestic or dating violence, and stalking, to maintain confidentiality and fairness consistent with applicable legal requirements, and to impose appropriate sanctions on violators of UNI Policy 13.02.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible criminal prosecution, university disciplinary proceedings, or obtaining protective orders related to the incident more difficult. Even if a formal criminal complaint or university complaint is not desired initially, the victim should consider speaking with UNI Police or other law enforcement in order to preserve evidence in the event that the criminal charges are desired at a later date.

For evidence collection, it is important that a victim of sexual assault not bathe, douche, smoke, change clothing, or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so that potential evidence necessary to prove criminal activity may be preserved. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted disease. Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to University investigators or police.

Although the university strongly encourages all members of its community to report incidents of domestic violence, dating violence, sexual assault, and stalking to law enforcement, it is the victim's choice whether or not to make such a report and victims have the right to decline involvement with the police. The University Title IX Coordinator will assist any victim with notifying local police if they so desire. Cedar Falls Police Department may also be reached directly by calling 319-291-2515 or in person at 4600 S Main St., Cedar Falls, IA. Additional information about the Cedar Falls Police Department may be found online at: <http://www.cedarfalls.com/index.aspx?NID=1147>

If a report of domestic violence, dating violence, sexual assault, or stalking is reported to the University, the University will follow the procedures below with the indicated standard of evidence that will be used in the resolution of formal complaints filed with the University:

Incident Being Reported:	Procedure Institution Will Follow:	Evidentiary Standard
Sexual Assault	<ol style="list-style-type: none"> 1. Institution will assess immediate safety needs of complainant. 2. Institution will assist complainant with contacting local police if complainant requests and complainant provided with contact information for local police department. 3. Institution will provide complainant with referrals to medical care. 4. Institution will provide complainant with referrals to on and off campus mental health providers. 5. Institution will assess need to implement interim or long-term supportive measures, such as housing changes, change in class schedule, "No Contact" directive between both parties. 6. Institution will provide a "No Trespass" directive to any/all parties if deemed appropriate. 7. Institution will provide written instructions on how to apply for Protective Order. 8. Institution will provide a copy of the Discrimination, Harassment, and Sexual Misconduct Policy to complainant and inform the complainant regarding timeframes for inquiry, investigation and resolution. 9. Institution will inform the complainant and respondent of any charges, the outcome of an applicable hearing, and the determination of any sanctions. 10. Institution will enforce the retaliation policy and take immediate and separate action against parties that retaliate 	Sexual assault cases are referred to the Title IX Officer and are adjudicated using the <i>preponderance of the evidence</i> standard.

	against a person for complaining of sex-based discrimination or for assisting in the investigation.	
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Stalking	<ol style="list-style-type: none"> 1. Institution will assess immediate safety needs of complainant. 2. Institution will assist complainant with contacting local police if complainant requests and complainant provided with contact information for local police department. 3. Institution will provide written instructions on how to apply for Protective Order. 4. Institution will provide written information to complainant on how to preserve evidence. 5. Institution will assess need to implement interim or long-term supportive measures to protect the complainant, if appropriate. 6. Institution will provide a "No Trespass" directive to accused party if deemed appropriate. 7. Institution will provide a copy of the Discrimination, Harassment, and Sexual Misconduct Policy to complainant and inform the complainant regarding timeframes for inquiry, investigation and resolution. 8. Institution will inform the complainant and respondent of any charges, the outcome of an applicable hearing, and the determination of any sanctions. 9. Institution will enforce the retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation. 10. Institution will enforce the retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation 	Stalking cases are referred to the Title IX Officer and are adjudicated using the <i>preponderance of the evidence</i> standard.
Dating Violence	<ol style="list-style-type: none"> 1. Institution will assess immediate safety needs of complainant. 2. Institution will assist complainant with contacting local police if complainant requests and complainant provided with 	Dating Violence cases are referred to the Title IX Officer and are adjudicated using the <i>preponderance of the evidence</i> standard.

	<p>contact information for local police department.</p> <ol style="list-style-type: none"> 3. Institution will provide written instructions on how to apply for Protective Order. 4. Institution will provide written information to complainant on how to preserve evidence. 5. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate. 6. Institution will provide a “No Trespass” directive to accused party if deemed appropriate. 7. Institution will provide a copy of the Discrimination, Harassment, and Sexual Misconduct Policy to complainant and inform the complainant regarding timeframes for inquiry, investigation and resolution. 8. Institution will inform the complainant and respondent of any charges, the outcome of an applicable hearing, and the determination of any sanctions. 9. Institution will enforce the retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation. 	
Domestic Violence	<ol style="list-style-type: none"> 1. Institution will assess immediate safety needs of complainant. 2. Institution will assist complainant with contacting local police if complainant requests and complainant provided with contact information for local police department. 3. Institution will provide written instructions on how to apply for Protective Order. 4. Institution will provide written information to complainant on how to preserve evidence. 5. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate. 6. Institution will provide a “No Trespass” directive to accused party if deemed appropriate. 7. Institution will provide a copy of the Discrimination, Harassment, and Sexual Misconduct Policy to 	Domestic Violence Cases are referred to the Title IX Officer and are adjudicated using the <i>preponderance of the evidence</i> standard.

	<p>complainant and inform the complainant regarding timeframes for inquiry, investigation and resolution.</p> <p>8. Institution will inform the complainant and respondent of any charges, the outcome of an applicable hearing, and the determination of any sanctions.</p> <p>9. Institution will enforce the retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation.</p>	
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D. Assistance for Victims: Rights & Options

In Iowa, rights of victims of domestic violence, dating violence, sexual assault or stalking include: notification and rights in criminal proceedings; victim registration; victim compensation; submission of a victim impact statement; civil injunctions to restrain harassment or intimidation; prohibition of employment discrimination; and application for no-contact orders. Regardless of whether a victim elects to pursue a criminal complaint, the university will assist victims of sexual assault, domestic violence, dating violence, and stalking and will provide each victim with a written explanation of their rights. For more information on victim rights, you may go the Iowa Office of the Attorney General's website at: <https://www.iowaattorneygeneral.gov/>

Further, the University of Northern Iowa complies with Iowa law in recognizing orders of protection arising from a domestic abuse assault. Any person who obtains an order of protection from another state, Indian tribe, or United States territory should provide a copy to UNI Police and the Title IX Coordinator. A person with an order or protection may meet with UNI Police to develop a Safety Action Plan, which is a plan for campus police and the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to: escorts, special parking arrangements, changing classroom location, or allowing a student to complete assignments from home, etc. For assistance in obtaining a protection order, please contact the Black Hawk County Attorney's Office located at 315 E. 5th St., B-1 Courthouse Bld., Waterloo, Iowa; phone # 319-833-3001. A victim who does NOT have a protective order can still seek supportive measures to be coordinated by the Title IX Coordinator. Additional information can be found at equity.uni.edu.

The University will provide written notification to victims about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or supportive measures. Upon the victim's request and to the extent of the victim's cooperation and consent, other university offices will work cooperatively to assist the victim with their health, physical safety, work and academic status, pending the outcome of a formal university investigation. For example, if reasonably available, a victim may be offered changes to academic, living, working or transportation situations regardless of whether the victim chooses to report the crime to campus police or local law enforcement. Examples of options for a potential change to the academic situation may be to transfer to a different section of a class or withdraw and take a class at another time if there is no option for moving to a different section, etc. Potential changes to living situations may include moving to a different room or residence hall. Possible changes to work situations may include changing working hours. Possible changes in transportation may include having the victim park in a different location, assisting the victim with a safety escort, etc. To the extent possible, UNI will also provide assistance with and/or information about obtaining resources and services such as counseling, health services, visa and immigration assistance, and assistance in notifying appropriate local law enforcement.

Additionally, personal identifiable information about the victim will be treated as confidential and only shared with persons with a specific need to know, e.g., persons who are investigating/adjudicating the complaint or delivering resources or support services to the complainant [For example: Publicly available record-keeping for purposes of Clery Act reporting and disclosures will be made without inclusion of identifying information about the victim, as defined in 34 USC 12291 (a) (25).] Further, the institution will maintain as confidential any supportive measures

provided to the victim to the extent that maintaining such as confidentiality would not impair the ability of the institution to provide the supportive measures.

The University does not publish the name of crime victims nor house identifiable information regarding victims in the campus police department's Daily Crime Log or online. Victims may request that directory information on file be removed from public sources by accessing their MyUniverse account. If a victim needs further assistance, the Registrar's Office (students) or the Human Resource Services Office (employees) should be contacted.

Resources for victims of Domestic Violence, Dating Violence, Sexual Assault, & Stalking

On-Campus

Student Health Clinic	16 Student Health Center	319-273-2009
UNI Police	030 Gilchrist Hall	319-273-2712
Title IX Coordinator	117 Gilchrist	319-273-2846
Riverview Sexual Assault Advocate	2026 Bartlett Hall	888-557-0310
Counseling Center	103 Student Health Center	319-273-2676

In the Cedar Falls Area

Cedar Falls Police	4600 S. Main St. Cedar Falls, IA	319-291-2515
MercyOne Cedar Falls Memorial Hospital	515 College Street Cedar Falls, IA	319-272-2600
Allen Hospital	1825 Logan Ave. Waterloo, IA	319-235-3941
MercyOne Waterloo Medical Center	3421 West Ninth St. Waterloo, IA	319-272-8000
Waypoint – Domestic Violence Hotline		319-363-2093 800-208-0388
Riverview-Sexual Assault Hotline		888-557-0310
Black Hawk County Attorney's Office	316 E. 5 th St. B-1 Courthouse Bld. Waterloo, IA	319-833-3001
Domestic Abuse Response Team	715 Mulberry St. Waterloo, IA	319-291-4331
Salvation Army Women and Children Lodge	216 Logan Ave. Waterloo, IA	319-232-0397

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

<http://www.iowacasa.org>

Iowa Coalition Against Sexual Assault

<http://www.icadv.org>

Iowa Coalition Against Domestic Violence

<http://survivorshelpline.org/>

Iowa Victim Services

Phone: 800-770-1650

<http://www.thehotline.org/is-this-abuse/lgbt-abuse/>

National Domestic Violence Hotline –
LGBTQ Relationship Violence

<http://stoprelationshipabuse.org/>

Center For Relationship Abuse Awareness

<http://www.malesurvivor.org/>

Male Survivors of Sexual Abuse

<https://www.rainn.org/>

Rape, Abuse and Incest National Network

<https://www.justice.gov/ovw/areas-focus>

Department of Justice

<http://www2.ed.gov/about/offices/list/ocr/index.html>

Department of Education, Office of Civil Rights

GUIDELINES FOR ASSISTANCE

- **Get to a safe place.** – The primary concern is the safety of the victim.
- **Try to preserve physical evidence.** – Do not wash, use the toilet or change clothing if possible. If you do change clothes, put all clothing you were wearing at the time of the attack in a paper, not plastic, bag.
- **Seek medical attention.** – Survivors are encouraged to seek medical attention as soon as possible after the assault to ensure their physical well-being.
- **Contact the police.** – Sexual assault is a crime and survivors have the option of pressing criminal charges and/or pursuing action through the University complaint process. If the assault occurred on campus, contact the UNI Police at 319-273-2712. If the assault occurred off campus, contact the local police department or sheriff's office. If the victim wishes, UNI Police personnel or other University officials will assist the student in notifying the appropriate law enforcement agency in the applicable jurisdiction.
- **Report to University official.** – Regardless of where the sexual assault took place, it can be reported to the UNI Title IX Officer at 319-273-2846.
- **Talk with an advocate or counselor.** – A Victim Advocate may be contacted at 888-557-0310, and counselor may be contacted at 319-273-2676. Advocates and counselors will maintain privacy, help explain options, provide information and provide emotional support.
- **Contact a trusted person.** – A trusted person can provide support.

E. How to be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. They are individuals who observe violence or witness the conditions that perpetuate violence. Bystanders are not directly involved but have the choice to intervene, speak up, or do something about it. We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list of some ways to be an active bystander. Further information regarding bystander intervention may be found at greendot.uni.edu. If you or someone else is in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

1. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
2. Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
3. Speak up when someone discusses plans to take sexual advantage of another person.
4. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
5. Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

F. Risk Reduction

With no intent to victim blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one's risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org)

1. **Be aware** of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to **avoid isolated areas**. It is more difficult to get help if no one is around.

3. **Walk with purpose.** Even if you don't know where you are going, act like you do.
4. **Try not to load yourself down** with packages or bags as this can make you appear more vulnerable.
5. **Make sure your cell phone is with you** and charged and that you have cab money.
6. **Don't allow yourself to be isolated** with someone you don't trust or someone you don't know.
7. **Avoid putting music headphones in both ears** so that you can be more aware of your surroundings, especially if you are walking alone.
8. **When you go to a social gathering, go with a group of friends.** Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
9. **Trust your instincts.** If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
10. **Don't leave your drink unattended** while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
11. **Don't accept drinks from people you don't know or trust.** If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
12. **Watch out for your friends, and vice versa.** If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
13. **If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).** Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
14. If you need to get out of an uncomfortable or scary situation, here are some things that you can try:
 - a. **Remember that being in this situation is not your fault.** You did not do anything wrong, it is the person who is making you uncomfortable that is to blame.
 - b. **Be true to yourself.** Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
 - c. **Have a code word with your friends or family** so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
 - d. **Lie.** If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
15. **Try to think of an escape route.** How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
16. **If you and/or the other person have been drinking,** you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

Prohibited Conduct

A. Discrimination

The University adheres to all federal and state civil rights laws and regulations prohibiting discrimination in public institutions of higher education. The University does not discriminate against any employee, applicant for employment, student, or applicant for admission on the basis of:

- Age,
- Color,
- Creed,
- Disability,
- Ethnicity,
- Gender Identity,
- Genetic Information,
- Marital Status,
- National Origin,
- Political Affiliation,
- Pregnancy,

- Race,
- Religion,
- Sex,
- Sexual orientation,
- Veteran or military status (including disabled veteran, recently separated veteran, active duty wartime or campaign badge veteran, and Armed Forces Service Medal veteran),
- or any other protected category under applicable local, state, or federal law, including protections for those opposing discrimination or participating in any grievance process on campus, with the Equal Employment Opportunity Commission, or other human rights agencies.

UNI's Policy 13.02 covers nondiscrimination in both employment and access to educational opportunities. Therefore, any member of the University community whose acts deny, deprive, or limit the educational or employment or residential and/or social access, benefits, and/or opportunities of any member of the University community, guest, or visitor on the basis of that person's actual or perceived membership in the protected classes listed above is in violation of the University policy on discrimination.

When brought to the attention of the University, any such discrimination will be promptly and fairly addressed and remedied by the University according to the appropriate process as determined by the Title IX Coordinator.

B. Disability Discrimination

The University is committed to complying with the Americans With Disabilities Act of 1990 (ADA), as amended, and Section 504 of the Rehabilitation Act of 1973, which prohibit discrimination against qualified persons with disabilities, as well as other federal and state laws and regulations pertaining to individuals with disabilities.

Under the ADA, a person has a disability if they have a physical or mental impairment that substantially limits a major life activity.

The ADA also protects individuals who have a record of a substantially limiting impairment or who are regarded as disabled by the University, regardless of whether they currently have a disability. A substantial impairment is one that significantly limits or restricts a major life activity such as hearing, seeing, speaking, breathing, performing manual tasks, walking, or caring for oneself.

The Assistant to the President for Compliance and Equity Management has been designated as University's ADA/504 Coordinator responsible for overseeing efforts to comply with these disability laws, including responding to grievances and conducting investigations of any allegation of noncompliance or discrimination based on disability.

For information about UNI's policies and procedures regarding accommodations of disabilities, please refer to Policy 13.15.

C. Harassment

Students, staff, administrators, and faculty are entitled to an employment and educational environment that is free of discriminatory harassment. The University's harassment policy is not meant to inhibit or prohibit educational content or discussions inside or outside of the classroom that include germane but controversial or sensitive subject matters protected by academic freedom.

The sections below describe the specific forms of legally prohibited harassment that are also prohibited under University policy. When speech or conduct is protected by the First Amendment, it will not be considered a violation of University policy, though supportive measures will be offered to those impacted.

i. Discriminatory Harassment

Discriminatory harassment constitutes a form of discrimination that is prohibited by University policy. Discriminatory harassment is defined as unwelcome conduct by any member or group of the

community on the basis of actual or perceived membership in a class protected by policy or law.

The University does not tolerate discriminatory harassment of any employee, student, visitor, or guest. The University will act to remedy all forms of harassment when reported, whether or not the harassment rises to the level of creating a “hostile environment.”

A hostile environment is one that unreasonably interferes with, limits, or effectively denies an individual’s educational or employment access, benefits, or opportunities. This discriminatory effect results from harassing verbal, written, graphic, or physical conduct that is severe or pervasive and objectively offensive.

When discriminatory harassment rises to the level of creating a hostile environment, the University may also resolve the matter through the appropriate process and impose sanctions as necessary.

The University reserves the right to address offensive conduct and/or harassment that 1) does not rise to the level of creating a hostile environment, or 2) that is of a generic nature and not based on a protected status. Addressing such conduct will not result in the imposition of discipline under University policy, but may be addressed through respectful conversation, remedial actions, education, and/or other informal resolution mechanisms. For assistance with informal resolution techniques and approaches, employees should contact the Director of Human Resources, and students should contact the Dean of Students.

ii. Online Harassment

Members of the community are encouraged to be good digital citizens and to refrain from online misconduct, such as unwelcome sexual or sex-based messaging, distributing, or threatening to distribute revenge pornography, breaches of privacy, or otherwise using the ease of transmission and/or anonymity of the Internet or other technology to harm another member of the University community.

Any online posting or other electronic communication by students, including cyber-bullying, cyber stalking, cyber-harassment, etc., that may constitute a violation of this policy and occurs completely outside of the University’s control (e.g., not on University networks, websites, or between University email accounts) will only be subject to this policy when such online conduct can be shown to cause a substantial in-program disruption or infringement on the rights of others.

Otherwise, such communications are considered speech protected by the First Amendment. Supportive measures for Complainants will be provided, but protected speech cannot legally be subjected to discipline.

iii. Title IX Sexual Harassment

Title IX Sexual Harassment is a specific form of discriminatory harassment. Acts of Title IX Sexual Harassment may be committed by any person upon any other person, regardless of the sex, sexual orientation, and/or gender identity of those involved.

Title IX Sexual Harassment is defined as conduct on the basis of sex that satisfies one or more of the following:

a. Quid Pro Quo Sexual Harassment

An employee of the University conditions the provision of an aid, benefit, or service of the University on an individual’s participation in unwelcome sexual conduct.

b. Hostile Environment Sexual Harassment

Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University’s education program or activity.

Unwelcomeness is subjective and determined by the Complainant (except when the Complainant is younger than the age of consent). Severity, pervasiveness, and objective offensiveness are evaluated based on the totality of the circumstances from the perspective of a reasonable person in the same or similar circumstances ("in the shoes of the Complainant"), including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

c. Sexual Assault (as defined under the Title IX regulations)

Any sexual act directed against another person without the consent of that person, including instances in which that person is incapable of giving consent. Sexual Assault is defined by applicable federal regulations to include the following:

1) Rape

Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the Complainant.

2) Sodomy

Oral or anal sexual intercourse with another person, forcibly, and/or against that person's will (non-consensually), or not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

3) Sexual Assault with an Object

The use of an object or instrument to penetrate, however slightly, the genital or anal opening of the body of another person, forcibly, and/or against that person's will (non-consensually), or not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

4) Fondling

The touching of the private body parts of another person for the purposes of sexual gratification without the consent of that person, including instances where that person is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.

5) Incest

Non-forcible sexual intercourse, between persons who are related to each other, within the degrees wherein marriage is prohibited by Iowa law.

6) Statutory Rape

Non-forcible sexual intercourse, with a person who is under the statutory age of consent of 16.

d. Dating Violence

Violence, on the basis of sex, committed by a person who is in or has been in a social relationship of a romantic or intimate nature with the Complainant. The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition, Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating Violence does not include acts covered under the definition of domestic violence.

e. Domestic Violence

Violence, on the basis of sex, committed by a current or former spouse or intimate partner of the Complainant; by a person with whom the Complainant shares a child in common; or by a person who is/has cohabitated with the Complainant as a spouse or intimate partner; or by a person similarly situated to a spouse/partner of the Complainant under the domestic or family violence laws of Iowa; or by any other person against an adult or youth Complainant who is

protected from that person's acts under the domestic or family violence laws of Iowa.

f. Stalking

Engaging in a course of conduct, on the basis of sex, directed at a specific person, that would cause a reasonable person to fear for the person's safety, or the safety of others; or suffer substantial emotional distress.

For the purposes of this definition, course of conduct means two or more acts, including, but not limited to, acts in which the Respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property; reasonable person means a reasonable person under similar circumstances and with similar identities to the Complainant; and substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

iv. Sexual Misconduct

a. Sexual Harassment

This policy prohibits any form of sexual harassment, including forms of sexual harassment that would not meet the definition of Title IX Sexual Harassment in Section 3. Sexual harassment is unwelcome sexual- or gender-based verbal, written, online, and/or physical conduct.

Sexual harassment creates a hostile environment and may be disciplined when it is sufficiently severe, pervasive, persistent, or objectively offensive that it:

- has the effect of unreasonably interfering with, denying, or limiting employment opportunities or the ability to participate in or benefit from the University's educational, social, and/or residential program, or
- is based on power differentials (*quid pro quo*), the creation of a hostile environment, or retaliation.

Some examples of possible sexual harassment include:

- A professor insists that a student have sex with the professor in exchange for a good grade.
This is harassment regardless of whether the student complies with the request.
- A student repeatedly sends sexually oriented jokes on an e-mail list the student created, even when asked to stop, causing one recipient to avoid the sender on campus and in the residence hall in which they both live.
- Two supervisors frequently rate several employees' bodies and sex appeal, commenting suggestively about their clothing and appearance.

b. Non-Consensual Sexual Contact with an Object

Defined as any intentional sexual touching; however slight; with any object; by a person upon another person; that is without consent and/or by force. Sexual touching includes any bodily contact with the breasts, groin, genitals, mouth, or other bodily orifice of another individual or any other bodily contact in a sexual manner.

c. Sexual Exploitation

Defined as: taking non-consensual or abusive sexual advantage of another for their own benefit or for the benefit of anyone other than the person being exploited, and that conduct does not

otherwise constitute Title IX Sexual Harassment under this policy. Examples of Sexual Exploitation include, but are not limited to:

- Sexual voyeurism (such as observing or allowing others to observe a person undressing or using the bathroom or engaging in sexual acts, without the consent of the person being observed)
- Invasion of sexual privacy
- Taking pictures, video, or audio recording of another in a sexual act, or in any other sexually related activity when there is a reasonable expectation of privacy during the activity, without consent of all involved in the activity, or exceeding the boundaries of consent (such as allowing another person to hide in a closet and observe sexual activity, or disseminating sexual pictures without the photographed person's consent), including the making or posting of revenge pornography
- Prostituting another person
- Engaging in sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV) or sexually transmitted disease (STD) or infection (STI), without informing the other person of the infection
- Causing or attempting to cause the incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising that person's ability to give consent to sexual activity, or for the purpose of making that person vulnerable to non-consensual sexual activity
- Forcing a person to take an action against that person's will by threatening to show, post, or share information, video, audio, or an image that depicts the person's nudity or sexual activity
- Knowingly soliciting a minor for sexual activity
- Engaging in sex trafficking
- Creation, possession, or dissemination of child pornography

v. Consent, Force, Coercion, and Incapacitation

As used in the offenses above, the following definitions and understandings apply:

a. Consent:

- knowing, and
- voluntary, and
- clear permission
- by word or action
- to engage in mutually agreed upon sexual activity.

Individuals may experience the same interaction in different ways. Therefore, it is the responsibility of each party to determine that the other has consented before engaging in the activity.

For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct. Reasonable reciprocation can be implied. For example, if an individual kisses someone, the person kissed can kiss the first individual back if they wish without the need to explicitly obtain consent to being kissed back.

Consent can also be withdrawn once given, as long as the withdrawal is reasonably and clearly communicated. If consent is withdrawn, that sexual activity should cease within a reasonable time.

Consent to a specific sexual contact (such as kissing or fondling) cannot be presumed to be consent for another sexual activity (such as intercourse). A current or previous intimate relationship is not sufficient to constitute consent. The existence of consent is based on the totality of the circumstances evaluated from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

Consent in relationships must also be considered in context. When parties consent to BDSM or other forms of kink, non-consent may be shown by the use of a safe word. Resistance, force, violence, or even saying "no" may be part of the kink and thus consensual, so University's

evaluation of communication in kink situations should be guided by reasonableness, rather than strict adherence to policy that assumes non-kink relationships as a default.

b. Force:

Force is the use of physical violence and/or physical imposition to gain sexual access. Force also includes threats, intimidation (implied threats), and coercion that is intended to overcome resistance or produce consent (e.g., “Have sex with me or I’ll hit you,” “Okay, don’t hit me, I’ll do what you want.”).

Sexual activity that is forced is, by definition, non-consensual, but non-consensual sexual activity is not necessarily forced. Silence or the absence of resistance alone is not consent. Consent is not demonstrated by the absence of resistance. While resistance is not required or necessary, it is a clear demonstration of non-consent.

c. Coercion:

Coercion is unreasonable pressure for sexual activity. Coercive conduct differs from seductive conduct based on factors such as the type and/or extent of the pressure used to obtain consent. When someone makes clear that they do not want to engage in certain sexual activity, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

d. Incapacitation:

A person cannot consent if they are unable to understand what is happening or is disoriented, helpless, asleep, or unconscious, for any reason, including by alcohol or other drugs. As stated above, a Respondent violates this policy if they engage in sexual activity with someone who is incapable of giving consent.

An individual who engages in sexual activity when the individual knows, or should know, that the other person is physically or mentally incapacitated has violated this policy. It is not an excuse that the Respondent was intoxicated and, therefore, did not realize the other person’s incapacity. “Should know” is an objective, reasonable person standard which assumes that a reasonable person is both sober and exercising sound judgment.

Incapacitation occurs when someone cannot make rational, reasonable decisions because they lack the capacity to give knowing/informed consent (e.g., to understand the “who, what, when, where, why, or how” of their sexual interaction). Incapacitation is determined through consideration of all relevant indicators of an individual’s state and is not synonymous with intoxication, impairment, blackout, and/or being drunk.

This policy also covers a person whose incapacity results from a temporary or permanent physical or mental health condition, involuntary physical restraint, and/or the consumption of incapacitating drugs.

G. Adjudication of Violations

For students, sexual assault, domestic violence, dating violence, and stalking are violations of the Student Conduct Code and University Policy 13.02. Employees who violate University Policy 13.02 will be subject to discipline, up to and including termination of employment. Sexual assault, domestic violence, dating violence, and stalking are criminal acts which also may subject the perpetrator to criminal and civil penalties under federal and state law.

Whether or not criminal charges are filed, the university or a person may file a complaint under the University’s Discrimination, Harassment, and Sexual Misconduct Policy (13.02) alleging that a student, employee, or other person violated the University’s policy on discrimination, harassment, or sexual misconduct. Reports of all domestic violence, dating violence, sexual assault and stalking made to the Department of Public Safety will

automatically be referred to the Title IX Coordinator regardless of whether the complainant chooses to pursue criminal charges.

The university complaint process will include a prompt, fair, and impartial investigation and resolution process. Investigators and hearing officers are trained annually on the issues related to domestic violence, dating violence, sexual assault, and stalking and how to conduct an investigation and/or hearing process that protects the safety of the victim and promotes accountability.

The University will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the University against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as the result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.



**INTERIM RESOLUTION PROCESS FOR ALLEGED VIOLATIONS OF POLICY 13.02 DISCRIMINATION,
HARASSMENT, AND SEXUAL MISCONDUCT POLICY (KNOWN AS “PROCESS B”)
(Updated 05/17/23)**

See Policy 13.02 for Definitions

1. Overview

The University of Northern Iowa (referred to as “University” or “UNI”) will act on any report or Formal Complaint alleging violation of UNI Policy 13.02 Discrimination, Harassment, and Sexual Misconduct (“the Policy”) that is received by the Title IX Coordinator¹ or any other Official with Authority (OWA) by applying these procedures, known as “Process B.”

These procedures apply to all allegations of discrimination, harassment, sexual misconduct, or retaliation on the basis of protected class status involving students, staff, faculty members, or third parties that are not addressed under Process A, as determined by the Title IX Coordinator or applicable regulations. Process B may also apply to allegations of Title IX Sexual Harassment as defined in the policy that are dismissed under Process A prior to a determination of responsibility being made.

2. Initial Assessment

Following receipt of a report or Formal Complaint of an alleged violation of the Policy, the Title IX Coordinator² engages in an initial assessment, typically within one to five business days. The Title IX Coordinator will contact the Complainant to discuss resources and options, to ensure they are aware of the right to have an Advisor, and to offer supportive measures.

Based on the initial assessment, the University will initiate one of three responses:

- Supportive Measures only – if the Complainant does not wish to proceed with Informal Resolution or the Formal Complaint Process, the Title IX Coordinator will offer Supportive Measures and not initiate further resolution methods.
- Informal Resolution – typically used for less serious offenses and may include supportive measures, facilitated conversations between parties, individualized coaching, referrals to other resources and policies, and other options to resolve the matter.
- Formal Complaint Process – investigation of alleged policy violation(s) that results in a Written Determination made by a Decision Maker, and the opportunity to appeal to an Appeal Officer. May also include supportive measures.

Process B considers the preference of the parties in determining the appropriate response but the

¹ All references herein to a Title IX Coordinator also include a designee of the Title IX Coordinator.

² If circumstances require, the President or Title IX Coordinator will designate another person to oversee the process below should an allegation be made about the Coordinator or the Coordinator be otherwise unavailable or unable to fulfill their duties.

method used is ultimately at the discretion of the Title IX Coordinator. At any point during the initial assessment or the Formal Complaint Process, if the Title IX Coordinator determines that the allegations, if true, would not constitute a violation of the Policy, the process will end, and the parties will be notified.

3. Process Team

The Formal Complaint Process relies on a team of trained professionals, including the Title IX Coordinator, Deputy Coordinators, Investigators, Decision Makers, Appeal Officers, and Advisors, to carry out the process. The list of current team members can be found at equity.uni.edu/about-us/title-ix-team.

a. Process Team Member Roles

Members of the Process Team are trained on a regular basis and are selected to serve in the following roles corresponding with their training and at the discretion of the Title IX Coordinator:

- To provide appropriate intake of and initial guidance pertaining to complaints
- To act as an Advisor to the parties
- To serve in a facilitation role in Informal Resolution
- To perform or assist with initial assessment
- To investigate complaints
- To serve as a Decision Maker regarding the complaint
- To serve as an Appeal Officer

b. Process Team Member Appointment

The Title IX Coordinator, in consultation with the President, appoints the Process Team³, which acts with appropriate independence and impartiality. Although members of the Process Team may be trained in a variety of skill sets and rotate amongst the different roles listed above in different cases, the University can also designate permanent roles for individuals in the Team, using others as substitutes or to provide greater depth of experience when necessary. This process of role assignment may be the result of particular skills, aptitudes, or talents identified in members of the Team that make them best suited to particular roles. The University may also choose to outsource any of the above roles to external consultants as long as such consultants are appropriately trained.

4. Advisors

a. Right to an Advisor

The parties may each have an Advisor of their choice present with them for all meetings and interviews within the resolution process, if they so choose. The parties may select whoever they wish to serve as their Advisor.

³ This does not preclude the University from having all members of the Process Team go through an application and/or interview/selection process.

The Advisor may be a friend, mentor, family member, attorney, advocate, or any other individual a party chooses to advise, support, and/or consult with them throughout the resolution process. The parties may choose Advisors from inside or outside of the University community.

The University may permit parties to have more than one Advisor upon special request to the Title IX Coordinator. The decision to grant this request is at the sole discretion of the Title IX Coordinator and will be granted equitably to all parties.

The Title IX Coordinator will also offer to assign a trained Advisor for any party if the party so chooses. If the parties choose an Advisor from the pool available from the University, the Advisor will be trained by the University and be familiar with the University's resolution process.

If the parties choose an Advisor from outside the pool of those identified by the University, the Advisor may not have been trained by the University and may not be familiar with University policies and procedures.

A party may elect to change Advisors during the process and is not obligated to use the same Advisor throughout.

As a public entity, the University honors the Weingarten rights of employees. For parties who are entitled to union representation, the University will allow the unionized employee to have their union representative (if requested by the party) as well as an Advisor of their choice present for all meetings. To uphold the principles of equity, the other party will also be permitted to have two Advisors.

b. Sharing Information with the Advisor

The University expects that the parties may wish to have the University share documentation and evidence related to the allegations with their Advisors. Parties may share this information directly with their Advisor or other individuals as they wish.

The University also provides a release form that authorizes the University to share such information directly with a party's Advisor. The parties must either complete and submit this form to the Title IX Coordinator or provide similar documentation demonstrating consent to a release of information to the Advisor before University is able to share records with an Advisor.

If a party requests that all communication be made through their attorney and/or Advisor, the University will not comply with that request. The University will communicate directly with the party.

c. Expectations of an Advisor

The University generally expects an Advisor to adjust their schedule to allow them to attend University meetings when planned, but may change scheduled meetings to accommodate an Advisor's inability to attend, if doing so does not cause an unreasonable delay.

The University may also make reasonable provisions to allow an Advisor who cannot attend in person to attend a meeting by telephone, video conferencing, or other similar technologies as may be convenient, reasonable, and available.

Parties whose Advisors are disruptive or who do not abide by University procedures may face the loss of that Advisor.

Advisors are expected to consult with their advisees without disrupting University meetings or interviews. Advisors do not represent parties in the process; their role is only to advise.

5. Resolution Options

a. Informal Resolution

Informal Resolution is applicable when the parties voluntarily agree to resolve the matter informally and outside of the Formal Complaint Process. The Title IX Coordinator determines if Informal Resolution is appropriate, based on the willingness of the parties, the nature of the conduct at issue, and the likelihood of successful Informal Resolution.

It is not necessary to pursue Informal Resolution first in order to pursue a Formal Complaint Process under Process B, and any party participating in Informal Resolution can stop the process at any time and request the Formal Complaint Process. Further, if an Informal Resolution fails after the fact, the Formal Complaint Process may be pursued.

b. Formal Complaint Process

If the Formal Complaint Process is initiated, the Title IX Coordinator will provide written notification of the investigation to the parties. Typically, notice is given in advance of an interview. Advanced notice facilitates the parties' ability to identify and choose an Advisor, if any, to accompany them to the interview.

Written notification will include a summary of the allegations and information on the assigned investigator(s) and may be delivered by one or more of the following methods: in person, mailed to the local or permanent address of the parties as indicated in official University records, or emailed to the parties' University-issued or designated email account. Once mailed, emailed, and/or received in-person, notice will be presumptively delivered.

6. Resolution Timeline

The University will make a good faith effort to complete the resolution process in a timely manner. The Title IX Coordinator will provide notice and rationale for any extensions or delays to the parties as appropriate, as well as an estimate of how much additional time will be needed to complete the process.

The University may undertake a short delay in its investigation (several days to a few weeks) if law enforcement requests to temporarily delay the investigation.

7. Ensuring Impartiality

The parties may, at any time during the resolution process, raise a concern regarding bias or conflict of interest, and the Title IX Coordinator will determine whether the concern is reasonable. If so, another person (e.g., Investigator) will be assigned. If the bias or conflict relates to the Title IX Coordinator, concerns should be raised with University President.

8. Investigation

All investigations are thorough, reliable, impartial, prompt, and fair. Investigations involve interviews with all relevant parties and witnesses; obtaining available, relevant evidence; and identifying sources of expert information, as necessary.

All parties have a full and fair opportunity, through the investigation process, to suggest witnesses and questions, to provide evidence and expert witnesses, and to fully review and respond to all evidence on the record. However, the University, not the parties, has the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility.

The Investigator will:

- Not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.
- Allow each party the opportunity to suggest witnesses and questions they wish the Investigator(s) to ask of the other party and witnesses.
- Interview all available, relevant witnesses and conduct follow-up interviews as necessary.
- Provide regular status updates to the parties throughout the investigation.
- Provide the parties an electronic or hard copy of the draft investigation report as well as an opportunity to inspect and review all of the evidence obtained as part of the investigation that is directly related to the alleged conduct for a ten (10) business day review and comment period. The parties may elect to waive the full ten days.
- Incorporate relevant elements of the parties' written responses into the final investigation report, include any additional relevant evidence, make any necessary revisions, and finalize the report.
- Share the report with the Title IX Coordinator and/or legal counsel for their review and feedback.
- Incorporate any relevant feedback, and the final report is then shared with all parties through electronic transmission or hard copy.

9. Determination and Standard of Evidence

Once the investigation report is final, the Title IX Coordinator designates a Decision Maker who reviews the report and all responses. The Decision Maker will determine whether the Respondent is responsible or not responsible for the policy violation(s) in question using the preponderance of the evidence standard of proof.

If the record is considered to be incomplete, as determined by the Decision Maker, the Decision Maker may direct a re-opening of the investigation, or may direct or conduct any additional inquiry necessary, including informally meeting with the parties or any witnesses, if needed.

If the Decision Maker determines the Respondent is in violation of Policy 13.02, the Decision Maker may invite and consider impact statements from the parties when determining appropriate sanction(s), if any.

The Decision Maker provides the Title IX Coordinator with a Written Determination that includes an overview of the allegations, the findings, any sanctions, and a detailed rationale for such decisions.

The Title IX Coordinator provides the parties with a written Notification of Outcome that includes the Written Determination details, delivered simultaneously to the parties. See details of the Notification of Outcome below in Section 11.

10. Additional Details of the Investigation Process

a. Witness responsibilities

Witnesses (as distinguished from the parties) who are part of the University community are expected to cooperate with and participate in the University's investigation and resolution process. See Policy Section 18 for details.

b. Remote interviews

Although in-person interviews for parties and all potential witnesses are ideal, circumstances (e.g., study abroad, summer break) may require individuals to be interviewed remotely. Skype, Zoom, or similar technologies may be used for interviews if the Investigator(s) determine that timeliness or efficiency dictate a need for remote interviewing. The University will take appropriate steps to reasonably ensure the security/privacy of remote interviews.

c. Recording of interviews

If Investigator(s) elect to audio and/or video record interviews, all involved parties must be made aware of audio and/or video recording. If parties choose to record on their own devices, they will make the investigator aware of such.

d. Evidence

Any evidence that is relevant and credible may be considered. The process should exclude irrelevant or immaterial evidence and may disregard evidence lacking in credibility or that is improperly prejudicial.

In cases of sexual misconduct, the investigation will not consider evidence about the Complainant's sexual predisposition or prior sexual behavior, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific

incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

The investigator(s) will not use a party's confidential medical records unless the party has provided a release for such information to be utilized in the investigation and resolution process.

Previous disciplinary action of any kind involving the Respondent may be considered in determining the appropriate sanction(s), if applicable.

11. Notification of Outcome

The Decision Maker will determine whether the Respondent is responsible or not responsible for the policy violation(s) in question using the preponderance of the evidence standard of proof.

If the Respondent admits to the violation(s), or is found in violation, the Decision Maker reviews any impact statements and, in consultation with the Title IX Coordinator⁴, determines sanction(s) and/or responsive actions, which are promptly implemented in order to effectively to stop the discrimination, harassment, and/or retaliation; prevent its recurrence; and remedy the effects of the discriminatory conduct, both on the Complainant and the community.

The Title IX Coordinator informs the parties of the determination within two or three business days of receipt of the written resolution from the Decision Maker, ideally simultaneously, but without significant time delay between notifications. Notifications are made in writing and may be delivered by one or more of the following methods: in person; mailed to the local or permanent address of the parties as indicated in official University records; or emailed to the parties' University-issued or designated email account. Once mailed, emailed, and/or received in-person, notice is presumptively delivered.

The Notification of Outcome includes the Written Determination that specifies the finding for each alleged policy violation, any sanction(s), rationale supporting the findings, and information on the appeal process.

Unless based on an acceptance of violation by the Respondent, the determination may be appealed by either party. More information about the appeal procedures can be found in Section 14.

12. Sanctions

In the event a Decision Maker finds a Respondent responsible for violating the Policy, the Decision Maker should consider the following factors when determining a sanction:

- The nature, severity of, and circumstances surrounding the violation
- An individual's disciplinary history
- Previous findings involving similar conduct
- The need for sanctions/responsive actions to bring an end to the discrimination, harassment, and/or retaliation
- The need for sanctions/responsive actions to prevent the future recurrence of discrimination, harassment, and/or retaliation

⁴ The Title IX Coordinator will, in turn, consult with other University administrators as appropriate.

- The need to remedy the effects of the discrimination, harassment, and/or retaliation on the Complainant and the community
- The impact on the parties
- Any other information deemed relevant by the Title IX Coordinator

The sanctions will be implemented as soon as is feasible, either upon the outcome of any appeal or the expiration of the window to appeal without an appeal being requested. The Title IX Coordinator is responsible for effective implementation of any sanctions determined by a Decision Maker.

a. Student Sanctions⁵

One or more of the following sanctions may be imposed upon a Respondent for being found responsible for a violation of Policy 13.02. Sanctions determined will be proportionate to the severity of the violation and to the cumulative conduct history of the Respondent. Sanctions may be noted on a Respondent's official academic transcript when the outcome requires the student's separation from the University for any period of time.

1. **Warning:** An official written notice the Respondent has violated Policy 13.02 with the understanding that additional conduct actions would result should the Respondent be involved in other violations while affiliated with the University.
2. **Restitution:** Requirement that the Respondent provide compensation for damage caused to the University or any other person's property. This could also include situations such as failure to return a reserved space to proper condition for labor costs and expenses. This is not a fine, but rather a repayment for labor costs and/or the value of the property destroyed, damaged, or stolen.
3. **Fines:** Reasonable fines may be imposed and used to offset the cost of educational sanctions.
4. **Work Service Requirements:** A specific number of unpaid service hours to the University or approved agency must be completed.
5. **Loss of Privileges:** The Respondent may be denied specified privileges, related to the violation, for a designated period of time. Specific limitations or exceptions may be granted by the Dean of Students and terms of this conduct sanction may include, but are not limited to the following:
 - a. Ineligibility to hold any office in any student organization recognized by the University or hold an elected or appointed office at the University; or
 - b. Ineligibility to represent the University to anyone else outside the University community in a way including: participating in the study abroad program, attending conferences, or representing the University at an official function, event or intercollegiate competition as a player, manager, or student coach, etc.

⁵ The Student Sanction section is from UNI Policy 3.02 *Student Conduct Code*. Certain decisions will require consultation with the Title IX Coordinator in addition to the respective administrative positions noted in specific sanctions.

6. **Confiscation of Prohibited Property:** Items whose presence is in violation of the Student Conduct Code can be confiscated. Prohibited items may be returned to the owner at the discretion of the Dean of Students and/or UNI Police.⁶
7. **Behavioral Requirement:** This includes required activities including, but not limited to, seeking academic counseling or substance abuse screening, writing a letter of apology, etc.
8. **Educational Requirement:** Sanctions may be created and designed as deemed appropriate to the offense, including but not limited to attending, presenting and/or participating in an educational activity and/or sponsoring or assisting with an educational activity for others.
9. **Restriction of Visitation Privileges:** May be imposed on a resident or non-resident student. The parameters of the restriction will be specified.
10. **Random Drug Testing:** To be used for Respondents who violate drug policies.
11. **No Contact:** Orders to not have any contact, by any means, including through friends with the designated University community member.
12. **Parental Notification:** Parents or guardians may be notified in writing of violations of alcohol or drug policy for students under the age of 21.
13. **Trespass:** Notice of prohibited visitation from a specific location and/or activity(ies).
14. **Housing Probation:** Official notice that, should further violations of Housing and Dining or University policies occur during a specified probationary period, the Respondent may immediately be removed from University housing and/or dining. Regular probationary meetings may also be imposed.
15. **Housing Reassignment:** Reassignment to another University housing facility and/or dining facility. Housing and Dining personnel will decide on the reassignment details.
16. **Housing Suspension:** Removal from University housing and/or dining for a specified period of time after which the Respondent is eligible to return. Conditions for readmission to University housing and/or dining may be specified. Under this sanction, the Respondent is required to vacate University housing and/or dining within the timeframe outlined in the outcome letter. This sanction may be enforced with trespass action if necessary. Prior to reapplication for University housing and/or dining, the Respondent must gain permission from the Director of Residence Life or designee.⁷ This sanction may include restrictions on use of dining and/or visitation to specified buildings or all University housing during the suspension.
17. **Housing Expulsion:** The Respondent's privilege to live in, or visit, any University housing structure is revoked indefinitely. This sanction may be enforced with a trespass action if deemed necessary and may also apply to dining privileges.
18. **Disciplinary Probation:** The Respondent is put on official notice that, should further violations of University policies occur during a specified probationary period, the Respondent may face suspension or expulsion. Regular probationary meetings may also be imposed. Disciplinary probation means a student is not in good social standing with the University.
19. **Suspension Held in Abeyance:** Separation from the University is deferred for the period of the suspension, with the provision that lesser sanction(s) be completed within that period of time and no additional information alleging misconduct is discovered regarding the incident. If the student is found responsible for violations of other misconduct during the period of

⁶ In consultation with the Title IX Coordinator.

⁷ In consultation with the Title IX Coordinator.

suspension held in abeyance, the student will be sanctioned to Disciplinary Suspension or Expulsion.

20. **Disciplinary Suspension:** Separation from the University for a specified minimum period of time, after which the Respondent is eligible to return. Eligibility may be contingent upon satisfaction of specific conditions noted at the time of suspension. The Respondent is required to vacate University housing within the timeframe outlined in the outcome letter. During the suspension period, the Respondent is banned from University property, functions, events and activities without prior written approval from the Title IX Coordinator. This sanction may be enforced with a trespass action as necessary.
21. **Expulsion:** Permanent separation from the University. The student is banned from University property and the Respondent's presence at any University-sponsored activity or event is prohibited. This action may be enforced with trespass action as necessary.
22. **Loss of University Recognition:** Deactivation as a registered student organization or group associated with the University, or loss of all privileges, for a specified period of time.
23. **Delayed Registration:** The Respondent may be required to delay their course registration until a Complainant or any other student(s) involved in a conduct matter has completed course registration. Delayed registration is for a specified number of semesters or may be required until the Complainant or other involved student(s) graduate.
24. **Rescinding of Admission:** Admission to the University may be rescinded for fraud, misrepresentation, or other serious violations committed by a student prior to admission or the start of attendance.
25. **Revocation of Degree:** With the agreement of the Provost and Executive Vice President for Academic Affairs and the Dean of Students, a degree awarded from the University may be revoked for fraud, misrepresentation, or other violations of university standards in obtaining the degree, or for other serious violations committed by a student prior to graduation.⁸
26. **Withholding Degree:** The University may withhold awarding a degree otherwise earned until the completion of the process set forth in the student conduct code, including the completion of all sanctions imposed, if any.

b. Employee Sanctions/Responsive Actions

Responsive actions for an employee who has engaged in discrimination, harassment, and/or retaliation include one or more of the following:

- Warning – Verbal or Written
- Performance Improvement Plan
- Enhanced supervision, observation, or review
- Required Counseling
- Required Training or Education
- Reduction in Pay/Salary Decrease
- Denial of Pay Increase
- Loss of Oversight or Supervisory Responsibility
- Demotion
- Transfer

⁸ In consultation with the Title IX Coordinator.

- Reassignment
- Delay or tenure track progress
- Assignment to new supervisor
- Restriction of stipends, research, and/or professional development resources
- Suspension with pay
- Suspension without pay
- Termination
- Other Actions: In addition to or in place of the above sanctions/responsive actions, the University may assign any other responsive actions as deemed appropriate.

13. Withdrawal or Resignation While Charges are Pending

- a. Students: Should a student Respondent decide to not participate in the resolution process, the process proceeds absent their participation to a reasonable resolution. Should a student Respondent permanently withdraw from the University, the resolution process ends, as the University no longer has disciplinary jurisdiction over the withdrawn student.

However, the University will continue to address and remedy any systemic issues, variables that may have contributed to the alleged violation(s), and any ongoing effects of the alleged harassment, discrimination, and/or retaliation.

If the student Respondent only withdraws or takes a leave for a specified period of time (e.g., one semester or term), the resolution process may continue remotely.

- b. Employees: Should an employee Respondent resign while the investigation of a Formal Complaint is pending, the resolution process ends, as the University no longer has disciplinary jurisdiction over the resigned employee.

However, the University will continue to address and remedy any systemic issues, variables that contributed to the alleged violation(s), and any ongoing effects of the alleged harassment, discrimination, and/or retaliation.

Should the employee be rehired by the University, the employee may be placed on administrative leave until the completion of the resolution process.

14. Appeals

Any party may file an appeal. Any appeal must be submitted in writing to the Title IX Coordinator within five (5) business days of the delivery of the Written Determination.

A single Appeal Officer will decide the appeal. No Appeal Officer will have been involved in the process of the complaint previously, including any prior appeal relating to a decision to dismiss the Formal Complaint.

a. Grounds for Appeal

Appeals can only be made on one or more of the following grounds:

- (A) Procedural irregularity that affected the outcome of the matter;
- (B) 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; and
- (C) The Title IX Coordinator, Investigator(s), or Decision Maker 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.

Any appeal must summarize the grounds for the appeal. If the appeal does not assert one or more of the permissible grounds for appeal, the appeal will be denied by the Appeal Officer and the parties and their Advisors will be notified in writing of the denial and the rationale.

If the appeal asserts one or more of the permissible grounds for appeal under these procedures, then the Appeal Officer will notify the other party(ies) and their Advisors, and the Title IX Coordinator.

The other party(ies) and their Advisors will be mailed, emailed, and/or provided a hard copy of the appeal and be given five (5) business days to submit a written response to the Appeal Officer. All responses will be forwarded by the Appeal Officer to all parties for review and comment. Any reply to the response to the Appeal must be filed with the Appeal Officer within five (5) business days.

The Appeal Officer will review the appeal, any responses to the appeal, any reply statements filed, the Written Determination, and any information or evidence considered by the Decision Maker or Investigator in the course of the Formal Complaint process, and the Appeal Officer will render a decision in no more than five (5) business days, barring exigent circumstances. All decisions apply the preponderance of the evidence standard.

A Notice of Appeal Outcome will be sent to all parties simultaneously including the decision on each approved ground for appeal and rationale for each decision.

Notification will be made in writing and may be delivered by one or more of the following methods: in person, mailed to the local or permanent address of the parties as indicated in official institutional records, or emailed to the parties' University-issued email or otherwise approved account. Once mailed, emailed and/or received in-person, notice will be presumptively delivered.

b. Sanctions Status During the Appeal

Any sanctions determined by the Decision Maker are stayed pending completion of the appeal process. Supportive measures may be continued or reinstated, subject to the same supportive measure procedures above.

If any of the sanctions are to be implemented immediately, but prior to the completion of the appeal, then emergency removal procedures (detailed in Policy 13.02) will be followed.

c. Appeal Considerations

Decisions on appeal are to be deferential to the original decision, making changes to the finding only when there is clear error and to the sanction(s)/responsive action(s) only if there is a compelling justification to do so.

Appeals are not intended to provide for a full re-hearing (de novo) of the allegation(s). In most cases, appeals are confined to a review of the written documentation or record of the original decision and pertinent documentation regarding the specific grounds for appeal.

An appeal is not an opportunity for Appeal Decision-makers to substitute their judgment for that of the original Decision-maker(s) merely because they disagree with the finding and/or sanction(s).

The Appeal Officer may consult with the Title IX Coordinator on questions of procedure or rationale, for clarification, if needed. Documentation of all such consultation will be maintained.

Appeals granted based on new evidence should normally be remanded to the original Investigator(s) and/or Decision-maker(s) for further investigation and/or reconsideration.

Once an appeal is decided, the outcome is final: further appeals to the University are not permitted except in the case of a remand for a new investigation and/or new determination by a Decision Maker. A party may choose to file an appeal to the Board of Regents, State of Iowa, as provided for by the Board's policy and procedures.

In rare cases where a procedural error cannot be cured by the original Decision Maker (as in cases of bias), the Appeal Officer may order a new determination with a new Decision Maker.

In cases in which the appeal results in reinstatement to the University or resumption of privileges, all reasonable attempts will be made to restore the Respondent to their prior status, recognizing that some opportunities lost may be irreparable in the short term.

15. Failure to Complete Sanctions/Remedies and/or Responsive Actions

All Respondents are expected to comply with any assigned sanctions issued through this resolution process within the timeframe specified by the final Decision Maker (including the Appeal Officer).

Failure to abide by the sanction(s)/action(s) imposed by the date specified, whether by refusal, neglect, or any other reason, may result in additional sanction(s)/action(s), including suspension, expulsion, and/or termination from the University and may be noted on a student's official transcript or employee's personnel file.

A suspension will only be lifted when compliance is achieved to the satisfaction of the Title IX Coordinator.

16. Recordkeeping

In implementing this policy, records of all allegations, investigations, and resolutions will be kept indefinitely, or as required by state or federal law or institutional policy, by the Title IX Coordinator in the case database.

17. Statement of the Rights of the Parties

- The right to an equitable investigation and resolution of all credible allegations of prohibited discrimination, harassment, or retaliation made in good faith to University officials.
- The right to timely written notice of all alleged violations, including the identity of the parties involved (if known), the misconduct being alleged, the date and location of the alleged misconduct (if known), the implicated policies and procedures, and possible sanctions.
- The right to timely written notice of any material adjustments to the allegations (e.g., additional incidents or allegations, additional Complainants, unsubstantiated allegations) and any adjustments needed to clarify potentially implicated policy violations.
- The right to be informed in advance of any public release of information regarding the allegation(s) or underlying incident(s), whenever possible.
- The right not to have any personally identifiable information released to the public without consent provided, except to the extent permitted by law.
- The right to be treated with respect by University officials.
- The right to have University policies and procedures followed without material deviation.
- The right not to be pressured to mediate or otherwise informally resolve any reported misconduct involving violence, including sexual violence.
- The right not to be discouraged by University officials from reporting discrimination, harassment, and/or retaliation to both on-campus and off-campus authorities.
- The right to be informed by University officials of options to notify proper law enforcement authorities, including on-campus and local police, and the option(s) to be assisted by University authorities in notifying such authorities, if the party so chooses. This also includes the right not to be pressured to report, as well.
- The right to have allegations of violations of this Policy responded to promptly and with sensitivity by University law enforcement and/or other University officials.
- The right to be informed of available interim actions and supportive measures, such as counseling; advocacy; health care; legal, student financial aid, visa, and immigration assistance; or other services, both on campus and in the community.
- The right to a University-implemented no-contact order (or a university no-trespass order against a non-affiliated third party) when a person has engaged in or threatens to engage in stalking, threatening, harassing, or other improper conduct.
- The right to be informed of available assistance in changing academic, living, and/or working situations after an alleged incident of discrimination, harassment, and/or retaliation, if such changes are reasonably available. No formal report, or investigation, either campus or criminal, needs to occur before this option is available. Such actions may include, but are not limited to:
 - Relocating an on-campus student's housing to a different on-campus location
 - Assistance from University staff in completing the relocation
 - Changing an employee's work environment (e.g., reporting structure, office/workspace relocation)
 - Visa/immigration assistance
 - Exam, paper, and/or assignment rescheduling or adjustment
 - Receiving an incomplete in, or a withdrawal from, a class (may be retroactive)
 - Transferring class sections
 - Temporary withdrawal/leave of absence (may be retroactive)
 - Campus safety escorts

- Alternative course completion options.
- The right to have the University maintain such actions for as long as necessary and for supportive measures to remain private, provided privacy does not impair the University's ability to provide the supportive measures.
- The right to ask the Investigator to identify and question relevant witnesses, including expert witnesses.
- The right to provide the Investigator with a list of questions that, if deemed relevant by the Investigator, may be asked of any party or witness.
- The right not to have irrelevant prior sexual history or character admitted as evidence.
- The right to know the relevant and directly related evidence obtained and to respond to that evidence.
- The right to fair opportunity to provide the Investigator with their account of the alleged misconduct and have that account be on the record.
- The right to receive a copy of the investigation report, including all factual, policy, and/or credibility analyses performed, and all relevant and directly related evidence available and used to produce the investigation report, subject to the privacy limitations imposed by state and federal law, prior to the decision.
- The right to respond to the draft investigation report, including comments providing any additional relevant evidence after the opportunity to review the draft investigation report, and to have that response on the record with the final investigation report.
- The right to be informed of the names of all witnesses whose information will be used to make a finding, in advance of that finding, when relevant.
- The right to regular updates on the status of the investigation and/or resolution.
- The right to have reports of alleged policy violations addressed by Investigators, Title IX Coordinators, and Decision Makers who have received relevant annual training.
- The right to preservation of privacy, to the extent possible and permitted by law.
- The right to meetings and interviews that are closed to the public.
- The right to petition that any University representative in the process be recused on the basis of disqualifying bias and/or conflict of interest.
- The right to have an Advisor of their choice to accompany and assist the party in all meetings and/or interviews associated with the resolution process.
- The right to have the University compel the participation of faculty and staff witnesses.
- The right to the use of the appropriate standard of evidence, (preponderance of the evidence) to make a finding after an objective evaluation of all relevant evidence.
- The right to have an impact statement considered by the Decision Maker following a determination of responsibility for any allegation, but prior to sanctioning.
- The right to be promptly informed in a written Notice of Outcome letter of the finding(s) and sanction(s) of the resolution process and a detailed rationale of the decision (including an explanation of how credibility was assessed), delivered simultaneously (without undue delay) to the parties.
- The right to be informed in writing of when a decision by the University is considered final and any changes to the sanction(s) that occur before the decision is finalized.
- The right to be informed of the opportunity to appeal the finding(s) and sanction(s) of the resolution process, and the procedures for doing so in accordance with the standards for appeal established by the University.
- The right to a fundamentally fair resolution as defined in these procedures.

18. Disabilities Accommodation in the Resolution Process

The University is committed to providing reasonable accommodations and support to qualified students, employees, or others with disabilities to ensure equal access to the University's resolution process.

Anyone needing such accommodations or support should contact the Title IX Coordinator, who will review the request and, in consultation with the person requesting the accommodation, determine which accommodations are appropriate and necessary for full participation in the process.

19. Revision

These procedures supersede any previous procedures addressing harassment, sexual misconduct, discrimination, and/or retaliation under Title IX or similar law or policy, and will be reviewed and updated annually by the Title IX Coordinator. The University reserves the right to make changes to this document as necessary, and once those changes are posted online, they are in effect.

During the resolution process, the Title IX Coordinator may make minor modifications to procedures that do not materially jeopardize the fairness owed to any party, such as to accommodate summer schedules. The Title IX Coordinator may also vary procedures materially with notice (on the equity.uni.edu website, with the appropriate effective date identified) upon determining that changes to law, regulation, or best practices support policy or procedural alterations not reflected in these procedures.

If laws or regulations change – or court decisions alter – the requirements in a way that impacts this document, this document will be construed to comply with the most recent law, regulations, or holdings.

This document does not create legally enforceable protections beyond the protection of the background state and federal laws which frame such policies and codes, generally.

Privacy

Every effort is made by the University to preserve the privacy of reports and Formal Complaints. UNI will not share the identity of any individual who has made a report or Formal Complaint of discrimination, harassment, or retaliation; any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, or any witness, except as permitted by the Family Educational Rights and Privacy Act (FERPA), or as required by law; or to carry out the purposes of federal Title IX regulations, including the conducting of any investigation, hearing, or grievance proceeding arising under these policies and procedures.

The University reserves the right to determine which University officials have a legitimate educational interest in being informed about reports or complaints that fall within this policy, pursuant to FERPA.

Only a small group of officials who need to know will typically be told about the report or complaint, including but not limited to: Office of Compliance and Equity Management, University Counsel, and an employee Respondent's Director/Department Head, Dean, and Vice President/Division Head. Information will be shared as necessary with Investigators, Decision Makers, witnesses, and the parties. The group of people with this knowledge will be kept as tight as possible to preserve the parties' rights and privacy.

The University may contact parents/guardians to inform them of situations in which there is a significant and articulable health and/or safety risk, but will usually consult with the student first before doing so.

Sex Offender Registration

The federal Campus Sex Crimes Prevention Act, enacted on October 28, 2000, requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice, as required under State law, of each institution of higher education in that State at which the person is employed, carries on a vocation, volunteers services or is a student.

In Iowa, convicted sex offenders must register with the sheriff of each county where the offender has a residence, maintains employment, or is in attendance as a student, within five business days of being required to register under section Iowa Code 692A.103 by providing all relevant information to the sheriff. The link to the Iowa Sex Offender Registry website is <https://www.iowasexoffender.gov/> .

CONTACTING THE UNIVERSITY POLICE DEPARTMENT

Any member of the university community who wishes to file a criminal complaint should contact the UNI Police at 319-273-2712. The officer's primary concern will be the safety of the victim. Reporting the incident to UNI Police does not mean that criminal charges will automatically be filed. Generally, UNI Police will respect the victim's wishes regarding the filing of criminal charges. However, depending on the information provided by the victim, UNI Police may have an obligation to conduct a criminal investigation in the interest of safeguarding the community.

The University may also have an obligation to conduct a separate internal investigation of reports of sexual harassment or sexual violence and take appropriate remedial action, regardless of whether a criminal investigation is conducted or criminal charges are filed.

Campus and Community Sexual Abuse Area Resources

Legal / Judicial Services

UNI Police Division 030 Gilchrist Hall 319-273-2712 https://publicsafety.uni.edu/	To report sexual abuse if the assault occurred on campus. Reporting is not the same as filing charges but would initiate an investigation of the assault.
Cedar Falls Police Department 319-291-2515 or 911 (Emergency)	To report sexual abuse if the assault occurred in the city of Cedar Falls. Reporting is not the same as filing charges but would initiate an investigation of the assault.
Waterloo Police Department 319-291-2515 or 911 (Emergency)	To report sexual abuse that occurred in the city of Waterloo. Reporting is not the same as filing charges but would initiate an investigation of the assault.
Black Hawk County Attorney's Office 316 E. 5th Street Waterloo, IA 50703 319-833-3001	Prosecution of sexual abuse cases.

UNI Title IX Officer /
Compliance & Equity Management
Rm 117 Gilchrist Hall
319-273-2846

To file a University sexual misconduct complaint if the accused is a student or employee. Survivors/victims can simultaneously pursue criminal prosecution and University complaint options against the accused. Survivors/victims may have an advisor of their choosing accompany them throughout the process. To access the university's policy on sexual misconduct visit: www.policies.uni.edu/1302

Counseling Services

UNI Counseling Center
130 Student Services Center
319-273-2676

Individual and group counseling, psychological evaluation, referral to campus and community agencies and consultations.

Employee Assistance Program
855-784-2057

Service for employees and their immediate tax-dependent family members and/or those family members covered by the employee's health insurance.

Black Hawk - Grundy Mental Health Center, Inc.
3251 W. 9th Street
Waterloo, IA 50702
319-234-2893

Individual and family counseling services. Eligibility for counseling services is based upon county eligibility guidelines, managed care and/or insurance requirements. Services are provided on a sliding fee scale based upon income.

Medical Services

<p>UNI Student Health Clinic (For Students) Student Services Center 319-273-2009 319-273-7425 (Appointments)</p>	<p>Care for acute medical or psychological crisis, protection from infection, pregnancy testing, emergency contraception, pregnancy options counseling, sexually transmitted disease testing and treatment (including HIV antibody testing), medical follow-up services, physicals (including pap smears), urinary tract infection screening, referral for evidence collection and for campus and community counseling and advocacy services. All services and tests for victims of sexual assault are provided in a safe, non-judgmental environment and are free and confidential to the patient.</p>
<p>MercyOne Cedar Falls Hospital 515 College Street Cedar Falls, IA 50613 319-268-3000 911 for an ambulance</p>	<p>24-Hour emergency medical services and examinations for evidence using a rape kit</p>
<p>MercyOne Waterloo Medical Center 3421 West Ninth St. Waterloo, IA 50702 319-272-8000</p>	<p>24-Hour emergency medical services and examinations for evidence using a rape kit</p>
<p>Unity Point Health – Allen Hospital 1825 Logan Avenue Waterloo, IA 50703 319-235-3941</p>	<p>24-Hour emergency medical services and examinations for evidence using a rape kit</p>
<p>Black Hawk County Sexually Transmitted Disease Clinic 1497 Independence Ave. Waterloo, IA 50703 319-291-2413</p>	<p>Free, confidential sexually transmitted disease testing and treatment, anonymous HIV antibody testing. No appointment necessary. Phone for clinic hours.</p>
<h2 style="text-align: center;">Religious / Spiritual Services</h2> <p>Spiritual Leaders Association https://deanofstudents.uni.edu/spiritual-leaders-association</p>	

Financial Services

Crime Victim Compensation Program 800-373-5044	Reimbursement for cost of sexual assault evidence collection ("rape kit" exam). Will reimburse for other crime-related expenses (e.g., lost wages, medical/counseling costs) under certain conditions
Student Emergency Fund 319-273-2332	Administered by the Dean of Students – https://deanofstudents.uni.edu/emergencyfund
Education / Advocacy	
Riverview Center & UNI Campus Coordinator/ Sexual Assault Advocate 2026 Bartlett Hall 888-557-0310 http://www.riverviewcenter.org/	24-Hour Sexual Assault Crisis and support line
Waypoint Services & Relationship Violence Advocate 800-208-0388 319-363-2093 http://www.waypointservices.org	24-Hour Relationship Violence Crisis and support line
Crime Victim Witness Assistance Program Black Hawk County Attorney's Office 319-833-3001	Information regarding victim's rights and assistance in trial preparation, in obtaining restitution and in reclaiming property held as evidence. Referral assistance and accompaniment to court (if desired).
Amani Community Service	African-American Community 24-Hour Domestic Violence & Sexual Assault Crisis Line
Monsoon Asians & Pacific Islanders In Solidarity 866-881-4641	24-Hour domestic violence, sexual assault & human trafficking crisis line

Iowa Sexual Abuse Hotline 800-228-1625	The Iowa Sexual Abuse Hotline is a 24-hour line providing supporting information and referral services to survivors of sexual abuse, significant others, and individuals seeking information and referral. All services are confidential, free of charge and available to women, men, and children. The Iowa Sexual Abuse Hotline assists callers in accessing local resources such as sexual assault and domestic violence centers, shelters, law enforcement agencies, hospitals, county attorney officers, and other counseling services.
Iowa Victim Services Call Center 800-770-1650	24-Hour crisis line
Office of Compliance and Equity Management 117 Gilchrist Hall 319-273-2846 equity@uni.edu	Information on UNI complaint resolution process and available resources, including access to trained advisors and advocates.
Residence Life Staff	Resident Assistants and Residence Life Coordinators are tremendous resources to students who allege sexual misconduct.





SAFETY TIPS

On Campus

- Don't walk alone; always walk in a group or with a friend. If you do not have someone with whom to walk, contact the [UNI Safety Escort](#).
- Choose well-lighted paths and avoid shortcuts. If you see an area light out, please report it to Facilities Management (319-273-4400).
- **Be Aware!** If you believe someone is following you, occasionally look behind you. Immediately head for the nearest lighted building or group of people.
- Don't give your name or your telephone number to strangers.
- If you carry cash, don't flash it. The same goes for ATM's. Use extra caution when using an ATM by checking the surroundings for suspicious persons.

In the Residence Halls

- Never loan or give your room key or access card to anyone.
- **Don't block open residence hall doors!** You never know who may enter. It is dangerous to you and everyone else in the building.
- Don't leave your room or go to sleep with your door unlocked.
- If you live on the ground floor of the residence hall, lock your windows when you leave.
- If you are on an elevator with someone who makes you feel uncomfortable, exit as soon as possible. Don't take any unnecessary risks.
- Be careful when you use the bathroom or visit the lounge late at night, and always lock your doors.
- Discuss these safety tips with your roommate to establish consistent safety practices.
- Report the loss of your keys or access card immediately.
- If you believe safety is being compromised in your building, tell your RA or Residence Life Coordinator.

Bikes

- Use bike racks on campus. They are safer because they are lighted and in plain view.
- Bikes locked to trees may be impounded by the UNI Police.
- Record the serial number and a physical description (make, model, and color) of the bike. Keep the sales receipt.
- Register your bike with the Cedar Falls Police Department by calling 319-273-8612.
- Always lock up your bike. Even if it is inside a building, lock up the room that contains it. Never secure your bike to objects like a chain-link fence; they can easily be cut.
- Get a high-quality lock and use more than one lock to secure components. If you have a quick-release front tire or seat, lock it or take it with you.
- Lights, bags and cycling computers are easy to steal, so consider removing them when not in use.
- Ride smart and safely. Use signals, be aware of car doors and remember to announce yourself to pedestrians on campus and in the surrounding neighborhoods.

Parking Lots

- When approaching your parked car, have your keys ready. Check the interior of your car making sure no one is inside your car before you enter.
- As soon as you are inside your car, lock all your doors.
- Anticipate when you will return to your car - if it is after dark, park beneath a light.
- **NEVER DRINK AND DRIVE!**

Protect Your Car

- Always Lock! If it is easy for you to get in, it will be easy for others too.
- Windows should always be rolled up completely.
- A car in well-lighted and traveled area is difficult and risky to steal.
- Mark all stereos or other car accessories with an identifying number that cannot be easily removed. If they are stolen, their description and identifying number can be loaded into the National Criminal Information Computer available to police departments all over the United States.
- Don't leave valuable items in view. Put bags and boxes in the trunk and use a stereo with a removable faceplate. Don't ever leave a cell phone out!
- If your UNI Parking Permit is stolen, report the theft in person at 030 Gilchrist Hall.

Property Safety

- Mark your property by engraving or recording the serial number so it can be identified. If your marked property is stolen, the description and identifying number can be entered into the National Criminal Information Computer available to police departments all over the United States.
- When in the Library, Union, Dining Center, or academic class rooms, don't leave any property unattended, even for a minute.
- Books are usually stolen at the start and end of the semester for resale.
- At work, arrange to lock your purse or bag up. Don't leave your belongings open for thieves.
- Keep a record of all your valuables. A picture of jewelry or other highly valuable items is essential.
- In the locker room, always lock your locker. It is an easy way to prevent wallet theft.
- An engraver can be checked out from Public Safety Office with a valid University ID.

Harassing Phone Calls

- Harassing phone calls is a crime.
- UNI Police may be able to trace harassing phone calls, but timely reporting is a must.
- If you get a persistent harassing caller, understand their psychology; they want you mad. Don't get mad; just calmly hang up the phone. Don't let them win.
- If the phone call is threatening or harassing, contact UNI Police at 319-273-2712 immediately. Don't take any risks.

Fraud / Scams

Crooks use clever schemes to defraud millions of people every year. They often combine new technology with old tricks to get people to send money or give out personal information. Here are some practical tips to help you stay a step ahead.

- **Spot imposters.** Scammers often pretend to be someone you trust, like [a government official](#), [a family member](#), [a charity](#), or a company you do business with. Don't send money or give out personal information in response to an unexpected request — whether it comes as a text, a phone call, or an email.
- **Do online searches.** Type a company or product name into your favorite search engine with words like “review,” “complaint” or “scam.” Or search for a phrase that describes your situation, like “IRS call.” You can even search for phone numbers to see if other people have reported them as scams.
- **Don't believe your caller ID.** Technology makes it easy for scammers to fake caller ID information, so the name and number you see aren't always real. If someone calls asking for money or personal information,

hang up. If you think the caller might be telling the truth, call back to a number you know is genuine.

- **Don't pay upfront for a promise.** Someone might ask you to pay in advance for things like [debt relief](#), credit and [loan](#) offers, [mortgage assistance](#), or [a job](#). They might even say you've won [a prize](#), but first you have to pay taxes or fees. If you do, they will probably take the money and disappear.
- **Consider how you pay.** Credit cards have significant fraud protection built in, but some payment methods don't. [Wiring money](#) through services like Western Union or MoneyGram is **risky** because it's nearly impossible to get your money back. That's also true for reloadable cards (like MoneyPak or Reloadit) and gift cards (like iTunes or Google Play). Government offices and honest companies won't require you to use these payment methods.
- **Talk to someone.** Before you give up your money or personal information, talk to someone you trust. Con artists want you to make decisions in a hurry. They might even threaten you. Slow down, check out the story, do [an online search](#), consult an expert — or just tell a friend.
- **Hang up on robocalls.** If you answer the phone and hear [a recorded sales pitch](#), hang up and report it to the FTC. These calls are illegal, and often the products are bogus. Don't press 1 to speak to a person or to be taken off the list. That could lead to more calls.
- **Be skeptical about free trial offers.** Some companies use [free trials](#) to sign you up for products and bill you every month until you cancel. Before you agree to a free trial, research the company and read the cancellation policy. And always review your monthly statements for charges you don't recognize.
- **Don't deposit a check and wire money back.** By law, banks must make funds from deposited checks available within days, but uncovering [a fake check](#) can take weeks. If a check you deposit turns out to be a fake, you're responsible for repaying the bank.
- **Sign up for free scam alerts from the FTC at ftc.gov/scams.** Get the latest tips and advice about scams sent right to your inbox.
- **Beware of requests to send money overseas.** As a rule, any organization requesting that you send funds to a foreign bank is bogus.
- **Delete unsolicited emails with attachments.** It's not typical for legitimate emails from organizations to include attachments. If there is something they want you to see, they are going to direct you to information or photos on their website. Do not open any attachments to these emails even if they claim to contain pictures of a particular tragedy. These attachments are probably viruses. Delete!
- **Be inspired by social media, but still do your homework.** Social networking tools like Twitter, Facebook, YouTube and blogs deliver heart-wrenching images and information about charitable causes to our computers and phones. Many of them include pleas to donate. While these tools can be a powerful tool to inspire your desire to help, you should not blindly give via these vehicles. Take the time to investigate the groups behind such pleas for help to ensure that it comes from a legitimate nonprofit and then go to that charity's website to make your donation.
- **Be leery of people that contact you online claiming to be a victim.** Anyone alleging to be in this position is most likely part of a scam. People affected by a disaster or afflicted by a disease are in no position to contact you directly for assistance.
- **Seek out the charity's authorized website.** The results of a general web search on Google, Yahoo or another search engine may include a fraudulent site designed to look like a legitimate charity's website. For example, even before Hurricane Katrina made landfall, criminals were setting up websites that included the keyword Katrina (such as www.katrinahelp.com and www.katrinarelief.com) in an effort to collect money and personal information. In the weeks following the devastating storm, the FBI reported that it had identified over 4,000 bogus websites that were attempting to capitalize on the goodwill of generous Americans.

Crimes Reported to University of Northern Iowa Department of Public Safety

(Statistics include anonymous reports.)

OFFENSE	ON CAMPUS (Non Res Halls)	RESIDENCE HALLS	TOTAL ON CAMPUS*	NON CAMPUS	PUBLIC PROPERTY
Murder/Non-negligent Manslaughter					
2022	0	0	0	0	1 **
2021	0	0	0	0	0
2020	0	0	0	0	0
Negligent Manslaughter					
2022	0	0	0	0	0
2021	0	0	0	0	0
2020	0	0	0	0	0
Rape					
2022	2	5	7	0	0
2021	0	10	10	0	0
2020	0	10	10	0	0
Fondling					
2022	0	3	3	0	0
2021	2	6	8	0	0
2020	2	1	3	0	0
Incest					
2022	0	0	0	0	0
2021	0	0	0	0	0
2020	0	0	0	0	0
Statutory Rape					
2022	0	0	0	0	0
2021	0	0	0	0	0
2020	0	0	0	0	0
Robbery					
2022	0	1	1	0	0
2021	0	0	0	0	0
2020	0	0	0	0	0
Aggravated Assault					
2022	1	3	4	0	1
2021	0	0	0	0	0
2020	2	1	3	0	0
Burglary					
2022	1	0	1	0	0
2021	2	6	8	0	0
2020	0	1	1	0	0
Motor Vehicle Theft					
2022	2	0	2	0	0
2021	5	0	5	0	0
2020	0	0	0	0	0
Arson					
2022	0	0	0	0	0
2021	0	0	0	0	0
2020	0	1	1	0	0
Domestic Violence					
2022	1	0	1	0	0
2021	0	0	0	0	0
2020	2	3	5	0	0
Dating Violence					
2022	1	0	1	0	0
2021	1	6	7	0	0
2020	0	6	6	0	0
Stalking					
2022	12	12	24	0	0
2021	5	11	16	0	0
2020	2	8	10	0	0

* Total on campus crimes includes residence halls.

** Occurred in a city public parking lot adjacent to the UNI campus.

OFFENSE	ON CAMPUS (Non Res Halls)	RESIDENCE HALLS	TOTAL ON CAMPUS*	NON CAMPUS	PUBLIC PROPERTY
ARRESTS/REFERRALS:					
Liquor Law Violation					
Arrest					
2022	6	2	8	0	17
2021	6	1	7	0	24
2020	13	4	17	0	9
Referral					
2022	4	134	138	0	1
2021	2	122	124	0	3
2020	4	117	121	0	5
Drug Law Violation					
Arrests					
2022	14	20	34	0	21
2021	17	6	23	0	14
2020	9	16	25	0	15
Referral					
2022	0	5	5	0	0
2021	0	7	7	0	0
2020	1	12	13	0	1
Weapons Law Violation					
Arrest					
2022	1	1	2	0	0
2021	0	0	0	0	0
2020	0	0	0	0	0
Referral					
2022	0	2	2	0	0
2021	0	0	0	0	0
2020	0	1	1	0	0

Total Unfounded**	
2022	3
2021	0
2020	2

Hate Crimes ***

2022 - One (1) on campus residential larceny characterized by gender identity.

2021 - One (1) on campus residential vandalism characterized by race & one (1) on campus residential vandalism characterized by religion.

2020 - One (1) on campus residential vandalism characterized by national origin.

* Total on campus crimes includes residence hall incidents.

** Unfounded means that a sworn or commissioned law enforcement officer has investigated the reported incident and determined the incident to be false or baseless. Unfounded crimes are not counted in any other category.

*** Hate crimes include the offenses listed above and also the following offenses: larceny/theft, simple assault, intimidation, damage / vandalism of property. Categories of bias are: gender, race, religion, ethnicity, gender identity, national origin, sexual orientation, and disability

2022 CLERY CRIME DEFINITIONS

Murder/Non-Negligent Manslaughter: the willful (non-negligent) killing of one human being by another. NOTE: Deaths caused by negligence, attempts to kill, assaults to kill, suicides, accidental deaths, and justifiable homicides are excluded.

Manslaughter by Negligence: the killing of another person through gross negligence.

Robbery: the taking or attempting to take anything from value of the care, custody or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Aggravated Assault: an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. It is not necessary that injury result from an aggravated assault when a gun, knife or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed.

Burglary: The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or a felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access, even though the vehicles are later abandoned - including joy riding)

Arson: The willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, or personal property of another kind.

Domestic Violence: The term "domestic violence" includes felony or misdemeanor crimes of violence committed by a current or former spouse of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

Dating Violence: The term "dating violence" means violence committed by a person—

(A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) The length of the relationship; (ii) The type of relationship; (iii) The frequency of interaction between the persons involved in the relationship.

Stalking: The term "stalking" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to— (A) fear for his or her safety or the safety of others; or (B) suffer substantial emotional distress.

Weapon Law Violations: The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; all attempts to commit any of the aforementioned.

Drug Abuse Violations: Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadones); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

Liquor Law Violations: The violation of laws or ordinance prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

NOTE: The above listed crime definitions from the Uniform Crime Reporting Handbook 2004(Summary Reporting Statistics)

Sex Offenses

Rape: Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This definition includes any gender of victim or perpetrator.

Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person's will; or, not forcibly or against the person's will where the victim is incapable of giving

consent because of his/her youth or because of his/her temporary or permanent mental incapacity.

Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

NOTE: As of 2013 crime statistics, the Rape definition is based on the Uniform Crime Reporting Handbook 2004(Summary Reporting Statistics). The remaining Sex Offenses Definitions are from the National Incident-Based Reporting System Edition of the Uniform Crime Reporting Program

Hate Crimes

UNI is also required to report statistics for hate (bias) related crimes by the type of bias as defined below for the following classifications: murder/non-negligent manslaughter, negligent manslaughter, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson (see definitions above) and larceny, vandalism, intimidation, and simple assault (see definitions below).

Larceny: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.

Vandalism: To willfully or maliciously destroy, injure, disfigure, or deface any public or private property, real or personal, without the consent of the owner or person having custody or control by cutting, tearing, breaking, marking, painting, drawing, covering with filth, or any other such means as may be specified by local law.

Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Simple Assault: An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration or loss of consciousness.

Bias Types: Race - Gender - Religion - Ethnicity - National Origin - Sexual Orientation - Gender Identity - Disability

If a hate crime occurs where there is an incident involving intimidation, vandalism, larceny, simple assault, or other bodily injury, the law requires that the statistic be reported as a hate crime even though there is no requirement to report the crime classification in any other area of the compliance document.

A hate or bias related crime is not a separate, distinct crime, but is the commission of a criminal offense which was motivated by the offender's bias. For example, when a subject assaults a victim, it is a crime. If the facts of the case indicate that the offender was motivated to commit the offense because of his/her bias against the victim's race, sexual orientation, etc., the assault is then also classified as a hate/bias crime.

2023 ANNUAL FIRE SAFETY REPORT



UNI is committed to fire safety and fire protection standards. To report a fire, call the Department of Public Safety at 319-273-2712. For the inclusion of fires in the annual statistics in the Fire Safety Report, students and employees should report all fires to the UNI Police. If you have questions about fire protection requirements or wish to have an inspection made by someone, call the Risk Management and Environmental Health & Safety Office at 319-273-5800.

The Iowa State Fire Marshal's Office inspects and enforces the fire protection regulations on campus. The State Fire Marshal's Office is the authority having jurisdiction on campus and will make periodic inspections of University buildings. The University Fire & Loss Control Coordinator conducts fire and life safety inspections of all University buildings at a minimum of once annually. Correcting the conditions found in these inspections is a cooperative effort of the building occupants and Facilities Management skilled trades unit.

Employees can find information on how to access fire safety information for their specific area and general fire safety tips on the university's Risk Management website (risk.uni.edu). Students living in University Housing & Dining facilities receive access (via email and online) to the Guide for On Campus living which contains safety tips and information on University Housing & Dining policies and procedures. Resident Assistants attend a fire and life safety training that involves fire prevention, evacuation, fire hazards, educational content for residents, and fire extinguisher operation. UNI is designated as a No Smoking campus; therefore, smoking is prohibited on the grounds and in all buildings (including residences).

UNI Policy 7.04 informs the campus community of the University's Fire Safety guidelines. These guidelines apply to all University buildings (including residence halls). The policy addresses open flames, electrical appliances, holiday decorations, and ceremonial fires. It also contains information on procedures to follow in the event of a fire.

Response to Fires and Fire Alarms

- Try to remain calm and DO NOT ENTER AN AREA THAT MAY BE DANGEROUS.
- Pull the fire alarm and begin evacuation of the building in accordance with the fire plan.
- Call Campus Police (911 or 319-273-2712)
- Assure complete evacuation using assistance from others (floor monitors).
- Monitor situation until all clear is given by Campus Police. DO NOT LET UNAUTHORIZED PEOPLE ENTER THE BUILDING



7.04 Fire Safety

Purpose:

To establish general policies regarding the use of open flames, pyrotechnics (including fireworks), electrical appliances, holiday decorations and ceremonial fires, to establish a process for seeking exceptions and to identify responsibilities of students, faculty and staff for building evacuation.

Policy Statement:

Public Safety is responsible for responding to fire alarms and to assist with building evacuation.

Facilities Management is responsible for scheduling annual inspections and upkeep of alarms and fire safety equipment, including fire extinguishers and fire suppression systems in General Fund and Auxiliary Buildings. The University's Fire and Safety Specialist will conduct periodic inspections of buildings and identify fire safety deficiencies that need to be corrected.

University Housing & Dining (UHD) is responsible for the upkeep of fire extinguishers for all UHD properties. The University's Fire and Safety Specialist will conduct periodic inspections of UHD buildings and identify fire safety deficiencies that need to be corrected.

The Environmental Health and Safety Office is responsible for developing fire evacuation plans for the University's facilities and can assist departments with developing evacuation and sheltering plans specific to each department. Students, faculty, and staff are responsible for orienting themselves to the facilities they use, for making themselves aware of the posted evacuation plans for those buildings, for conducting activities in the safest possible manner and for adhering to the fire safety policies. "Facilities" include locations housing programs such as UNI-Center for Urban Education, the Metal Casting Center/TechWorks facility, Iowa Waste Reduction Center, etc.

Students, faculty, and staff **must evacuate a building when the fire alarm sounds** using the nearest exit or the exit farthest from the fire or smoke and not re-enter a building until authorized by UNI police officers. University facilities not located on campus come under the jurisdiction of the municipality in which they are located.

Open Flames:

The use of an open flame is prohibited unless approved by the Safety Officer or designee. Information and a request for an open flame/pyrotechnic permit can be obtained by visiting <https://risk.uni.edu/open-flame>. Open flame equipment for instructional and maintenance purposes shall meet all safety requirements and reasonable precautions shall be taken in their operation to prevent personal injury and/or property damage.

Pyrotechnics (Including Fireworks):

The use of pyrotechnics, including fireworks, is prohibited unless approved by the Safety Officer or designee. Information and a request for an open flame/pyrotechnic permit can be obtained by visiting <https://risk.uni.edu/open-flame>; and see the "Support Guide".

Grilling:

Refer to [*Guidelines on Open Flame Policy and Recreational Grilling*](#).

Electrical Appliances:

1. All appliances must be UL (Underwriters Laboratories) listed.
2. Building light bulbs shall not be replaced with higher wattage bulbs than those for which the fixture was designed.
3. Room switches and outlets shall not be modified.
4. Electrical space heaters generally are not allowed in any University buildings. Exceptions to allow the use of space heaters can only be granted by authorization from the requesting employee's/student's division head ([**8.11 Energy Efficiency Policy**](#)). Should an exception be granted, space heaters must be connected directly to wall outlets and are to be disconnected at night or when leaving the area. Electric space heaters must be UL listed and equipped with tip over protection. The use of extension cords with space heaters is prohibited. Electrical heaters may not be used in residence halls unless authorized by the Executive Director of UHD or designee.

Holiday Decorations:

1. Natural trees and resinous greenery are prohibited for use as holiday decorations in all university buildings, unless authorized by the Safety Officer or designee.
2. Artificial trees or other decorations must be flame proof.
3. All lighting used on artificial trees must be UL listed sets and be checked annually for frayed wires, loose connections and broken sockets.
4. Lighting on artificial trees and other decorations must be disconnected at night or when the area is expected to be vacant for longer than an hour.

Ceremonial Fires:

Ceremonial fires are not allowed on University property. For religious burning practices, see Exceptions to Policies, below.

Procedure:

Fire and Evacuation Procedures:

1. In the event of a fire, immediately evacuate the building. Activate the fire alarm system on your way out of the building if possible.
2. Call 9-1-1 and identify where help is needed.
3. Close all windows and doors, if possible, prior to leaving the room. **Students in residence hall rooms should turn off lights, close windows, and close and lock the door.**
4. **Do not use any elevator** during building evacuation.

Non-Residential Facilities:

During a fire evacuation, individuals with disabilities not on ground level during a fire evacuation should go to the nearest stairwell making sure any fire doors are closed behind them. Each supervisor should be aware of any physically impaired personnel in their work areas and any special assistance needed to safely evacuate them. Persons with disabilities who may require assistance in an emergency evacuation and their supervisor(s) should prepare a personal evacuation plan. This applies to all forms of impairments and whether it is permanent or temporary. When a fire is reported, the caller should inform emergency personnel of any persons with disabilities inside the building.

University or Cedar Falls police and/or fire personnel will check stairwells as soon as possible after arriving to assist persons with disabilities.

Residential Facilities:

Residents in residential buildings who are not capable of exiting the room without assistance of another should remain in their room until firefighters arrive to assist them. Residence Hall Professional Staff, Resident Assistants and other personnel shall have a list of rooms where residents are located and provide that information immediately to the first firefighters to arrive.

Personal Safety:

1. Students, faculty and staff should make themselves aware of the locations of fire alarms, fire extinguishers and various exit routes from the offices, classrooms, laboratories and residence halls they frequent.
2. Students, faculty and staff can visit the Office of Risk Management and Environmental Health and Safety website at <https://risk.uni.edu> for detailed information about fire safety and procedures. The Environmental Health and Safety Office will schedule fire safety instruction when requested.

Exceptions to Policies:

Requests for exceptions shall be directed to the University Safety Officer. Requests need to be accompanied by an open flame/pyrotechnic permit request. Requests shall identify the specifics of the exception and the area where an exception is requested. The Safety Officer or designee may require an inspection of devices, etc. and the area for which the exception is requested prior to ruling on the request.

Office of Risk Management and Environmental Health and Safety, approved May 16, 2017

University Council, approved November 27, 2017

President and Executive Management Team, approved December 11, 2017

FIRE ALARMS

- a. Activation of the protective system shall occur by any or all of the following means but is not limited thereto:
 - i. Manual fire alarm initiation
 - ii. Automatic heat detection
 - iii. Automatic smoke detection
 - iv. Extinguishing system operations

- b. Each manual fire alarm station on a system shall be accessible, unobstructed, visible, and of the same general type.
- c. The general evacuation alarm shall operate throughout the entire building.
- d. Audible alarm indicating devices shall be of such character and so distributed as to be effectively heard
- e. The fire alarm and heat/smoke detection system shall be tested periodically and the results of the test recorded.

PORTABLE FIRE EXTINGUISHERS

- a. Portable fire extinguishers shall be chosen for the class of fire expected.
- b. Extinguishers mounted in cabinets, wall recesses, or brackets shall be placed in such a manner that the operating instructions shall face outward. Extinguishers shall not be obstructed or obscured from view, and cabinets housing extinguishers shall not be locked.
- c. Extinguishers shall be periodically checked and/or maintained, tagged, and dated.
- d. In general fire extinguishers must be mounted such that travel distance to an extinguisher does not exceed 75 feet in a building equipped with a fire sprinkler system and 50 feet in buildings not protected by a fire sprinkler system.

UNIVERSITY HOUSING & DINING

When a fire is discovered, residents should pull the alarm and immediately notify the UNI Police at 319- 273-2712 or call 911.

Whenever an alarm sounds, residents are required to leave the hall. When leaving a room, if possible, residents should:

- turn off lights.
- put shades up and open curtains.
- leave all room doors leading to the hallways closed and locked (for security reasons).
- close fire doors.

Do not use the elevators during evacuation of the residence hall. Leave the hall by the nearest exit and/or the exit farthest from the fire or smoke when the alarm is sounded.

Residents should remain at least 50 feet away from the building or the area designated by housing staff. Be aware of incoming emergency vehicles and avoid congregating in parking lots, drives, or roads. Residents may not re-enter until an "all-clear" signal is given by UNI staff or fire department officials.

Fire drills are performed four times per academic calendar, the first to occur 10 days from when classes start.

FUTURE FIRE SAFETY PLANS

Currently, there UNI has no plans for future improvements in fire safety in residence halls. However, fire systems upgrades are included whenever residence halls are renovated. All residential facilities are inspected and monitored, and any deficiencies found are addressed.

No students lived in the Hillside Courts Apartments in 2019, and the apartments were demolished. Currently, there no plans for future construction.



**UNI RESIDENTIAL FACILITIES
2023 FIRE SAFETY EQUIPMENT & 2022 FIRE DRILLS**

Resident Hall		Fire Alarm Monitoring Done Onsite	Fully Automatic Sprinkler	Automatic Fire Alarm System (horn/strobes)	Audible Directional Assist	Smoke Detectors (single Station)	Fire Extinguishers	Posted Evacuation Signs	Number of Evacuation (Fire) Drills per Year (2022)
Bender	2005 Campus Street	X	X	X	X		X	X	4
Dancer	2001 Campus Street	X	X	X	X		X	X	4
Hagemann	2800 Hudson Road	X	X	X	X		X	X	4
Jennings Court Apts. (Bld. A)	3900 Jennings Drive					X	X		0
Jennings Court Apts. (Bld. B)	3900 Jennings Drive					X	X		0
Jennings Court Apts. (Bld. C)	3900 Jennings Drive					X	X		0
Jennings Court Apts. (Bld. D)	3900 Jennings Drive					X	X		0
Jennings Court Apts. (Bld. E)	3900 Jennings Drive					X	X		0
Lawther	1300 W 23rd Street	X	X	X	X		X	X	4
Noehren	2900 Hudson Road	X	X	X	X		X	X	4
Rider	2801 Ohio Street	X	X	X	X		X	X	4
Residence on the Hill (ROTH)	3800 Jennings Drive	X	X	X	X		X	X	4
Shull	2901 Ohio Street	X	X	X	X		X	X	4
Panther Village 1	1501 W 30th Street	X	X	X	X		X	X	4
Panther Village 3	1501 W 31 st Street	X	X	X	X		X	X	4
H #2	1233 W. 22nd Street					X	X		0
H #30	8712 University Ave.					X	X		0
H #31	2604 College Street					X	X		0
H #21 (Alpha Phi)	1209 W. 22nd Street	X	X	X			X		4
H # 22 (PIKE)	1215 W. 22nd Street	X	X	X			X		4
H #25 (Gamma Phi)	2115 Merner Avenue	X	X	X			X		4

**2022 Residential Fire
Statistics UNI Annual Fire
Report**

Residential Facility	Address	Total Number of Fires	Fire Number	Date of Fire	Time of Fire	Cause	# of Injuries Requiring Medical Treatment	# of Deaths	Value Of Property Damage
Bender	2005 Campus Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Dancer **	2001 Campus Street	1	1	11/16/22	1058	Electrical	0	0	\$10,000 - \$24,999
Hagemann	2800 Hudson Road	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Jennings Court Apts. (Bld. A)	3900 Jennings Drive	1	1	04/17/22	2130	Electrical	0	0	\$100-\$999
Jennings Court Apts. (Bld. B)	3900 Jennings Drive	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Jennings Court Apts. (Bld. C)	3900 Jennings Drive	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Jennings Court Apts. (Bld. D)	3900 Jennings Drive	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Jennings Court Apts. (Bld. E)	3900 Jennings Drive	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Lawther	1300 W 23rd Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Noehren	2900 Hudson Road	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Panther Village 1	1501 W 30th Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Panther Village 3	1501 W 31st Street	1	1	01/13/22	1700 - 2359	Cooking	0	0	\$0
Rider	2801 Ohio Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Residence on the Hill (ROTH)	3800 Jennings Drive	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Shull	2901 Ohio Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
H #2	1233 W. 22nd Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
H #31	2604 College Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
H #21 (Alpha Phi)	1209 W. 22nd Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
H # 22 (PIKE)	1215 W. 22nd Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
H #25 (Gamma Phi)	2115 Merner Avenue	0	0	n/a	n/a	n/a	n/a	n/a	n/a

** Fire occurred in the Towers Center Dining Facility which is between Dancer Hall and Bender Hall.

**2021 Residential Fire
Statistics UNI Annual Fire
Report**

Residential Facility	Address	Total Number of Fires	Fire Number	Date of Fire	Time of Fire	Cause	# of Injuries Requiring Medical Treatment	# of Deaths	Value Of Property Damage
Bender	2005 Campus Street	1	1	01/31/21	1811	Mechanical	0	0	\$100-\$999
Campbell	1301 W 23rd Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Dancer	2001 Campus Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Hagemann	2800 Hudson Road	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Jennings Court Apts. (Bld. A)	3900 Jennings Drive	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Jennings Court Apts. (Bld. B)	3900 Jennings Drive	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Jennings Court Apts. (Bld. C)	3900 Jennings Drive	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Jennings Court Apts. (Bld. D)	3900 Jennings Drive	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Jennings Court Apts. (Bld. E)	3900 Jennings Drive	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Lawther	1300 W 23rd Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Noehren	2900 Hudson Road	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Panther Village 1	1501 W 30th Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Panther Village 3	1501 W 31st Street	1	1	11/17/21	1530	Cooking	0	0	\$100-\$999
Rider	2801 Ohio Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Residence on the Hill (ROTH)	3800 Jennings Drive	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Shull	2901 Ohio Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
H #2	1233 W. 22nd Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
H #31	2604 College Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
H #21 (Alpha Phi)	1209 W. 22nd Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
H # 22 (PIKE)	1215 W. 22nd Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
H #25 (Gamma Phi)	2115 Merner Avenue	0	0	n/a	n/a	n/a	n/a	n/a	n/a

**2020 Residential Fire Statistics UNI
Annual Fire**

Report

Residential Facility		Total Number of Fires	Fire Number	Date of Fire	Time of Fire	Cause	# of Injuries Requiring Medical Treatment	# of Deaths	Value Of Property Damage
Bender	2005 Campus Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Campbell	1301 W 23rd Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Dancer	2001 Campus Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Hagemann	2800 Hudson Road	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Jennings Court Apts. (Bld. A)	3900 Jennings Drive	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Jennings Court Apts. (Bld. B)	3900 Jennings Drive	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Jennings Court Apts. (Bld. C)	3900 Jennings Drive	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Jennings Court Apts. (Bld. D)	3900 Jennings Drive	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Jennings Court Apts. (Bld. E)	3900 Jennings Drive	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Lawther	1300 W 23rd Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Noehren	2900 Hudson Road	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Panther Village 1	1501 W 30th Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Panther Village 3	1501 W 31st Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Rider	2801 Ohio Street	1	1	09/22/20	1054	Arson	0	0	\$0-\$99
Residence on the Hill (ROTH)	3800 Jennings Drive	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Shull	2901 Ohio Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
H #2	1223 W. 22nd Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
H #31	2604 College Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
H #21 (Alpha Phi)	1209 W. 22nd Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
H # 22 (PIKE)	1215 W. 22nd Street	0	0	n/a	n/a	n/a	n/a	n/a	n/a
H #25 (Gamma Phi)	2115 Merner Avenue	0	0	n/a	n/a	n/a	n/a	n/a	n/a
H #30	8712 University Ave.	0	0	n/a	n/a	n/a	n/a	n/a	n/a

Jennings Court Apts.

Building	Street	Apartments
Bld. A	3900 Jennings Ave.	3901 - 3908
Bld. B	3900 Jennings Ave.	3909 - 3916
Bld. C	3900 Jennings Ave.	3917 - 3924
Bld. D	3900 Jennings Ave.	3925 - 3932
Bld. E	3900 Jennings Ave.	3933 - 3940