Harassment is NEVER OK
Iowa State University prohibits discrimination, which can include disparate treatment directed toward an individual or group of individuals based on race, ethnicity, sex, pregnancy, color, religion, national origin, physical or mental disability, age (40 and over), marital status, sexual orientation, gender identity, genetic information, status as a U.S Veteran (disabled, Vietnam, or other), or other protected class, that adversely affects their employment or education. For religion or disability, the law allows employees and students to request reasonable accommodations to continue their work or studies.

**Sexual Harassment**

**Legal Definition:**
Unwelcome sexual advances, requests to engage in sexual conduct, and other physical and expressive behavior of a sexual nature where (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education; (2) submission to or rejection of such conduct by an individual is used, or threatened or suggested to be used, as the basis for academic or employment decisions affecting the individual; or (3) such conduct substantially interferes with an individual's academic or professional performance or creating an intimidating, hostile, or demeaning employment or academic environment.

Determination as to whether the alleged conduct constitutes sexual harassment should take into consideration the totality of the circumstances, including the context in which the alleged incidents occurred.

**Hear it? See it? Report it.**
Definition:
Harassment that is directed at a person or group of persons because of race, color, ethnicity, or national origin is covered under this policy. Even if actions are not directed at specific persons, a hostile environment can be created when the conduct is sufficiently severe or pervasive and objectively offensive so as to substantially interfere with the person's work, education, or activities on campus.

Religion, Disability, Pregnancy, Age, Marital Status, Sexual Orientation, U.S. Veteran Status, or Other Protected Status

**Definition:**
Harassment that is directed at a person or group of persons because of any characteristic protected by this policy or local, state or federal law is also covered under this policy.

Definition:
Range from embarrassing or cruel online posts or digital pictures, to online threats, harassment, and negative comments, to stalking through emails, websites, social networks and text messages.

The **Iowa State University Police Division** is the official law enforcement authority for the university. More than 30 fully certified, sworn police officers and dispatchers provide a variety of services to the community **24 hours a day**, seven days a week.

**Services Offered**

- General patrol
- Traffic enforcement
- Criminal investigations
- Computer forensics

**Contact Information:**

- Emergency Only: 911
- **ISU Police:** 515-294-4428
- **Off-Campus Crime/Activity:** 515-239-5133

Iowa State University Police Department
Armory Building, Room 55