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Iowa State University is committed to fostering an environment in which all members of our campus community are safe and free from sexual misconduct of any form.

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, 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 a person’s employment, education, or participation in a University activity.

Iowa State University also prohibits harassment, which can be a form of discrimination if it is unwelcome and is sufficiently severe, pervasive, or persistent to interfere with a person’s employment, education, or participation in a University activity. Harassment may include, but is not limited to, threats, physical contact or violence, pranks, jokes, bullying, epithets, derogatory comments, vandalism, or verbal, graphic, or written conduct directed at an individual or individuals because of a person’s membership or perceived membership in a protected class.

Iowa State University complies with federal and state laws that prohibit discrimination based on the protected categories listed above, including Title IX of the Education Amendments of 1972, which prohibits discrimination based on sex (including sexual misconduct) in the University’s educational programs and activities.

Alleged violations of the University’s anti-discrimination and anti-harassment policies should be directed to Iowa State’s Title IX Coordinator, located in the Office of Equal Opportunity (Beardshear Hall, 515-294-7612, eooffice@iastate.edu).

Individuals may also file a complaint with the Department of Education Office for Civil Rights by visiting www2.ed.gov/about/offices/list/ocr/complaintinto.tml or calling 800-421-3481.
Policy Definitions

Complainant: The person reportedly impacted by prohibited conduct.

Respondent: The person reportedly accused of engaging in prohibited conduct.

Sexual assault: an extreme form of sexual misconduct representing a continuum of conduct from forcible intercourse to nonphysical forms of pressure that compel individuals to engage in sexual activity against a person’s will.

Sexual exploitation: taking sexual advantage of another person without consent (e.g., voyeurism, lewd exposure, recording intimate activity, etc.).

Sexual harassment: unwelcome conduct of a sexual nature that creates a hostile, intimidating, or offensive environment.

Dating/domestic violence: coercive, abusive, and/or threatening behavior toward a current or former intimate or romantic partner. These behaviors may include physical, sexual, emotional, economic, or psychological actions or threats of actions that intimidate, manipulate, humiliate, isolate, frighten, terrorize, coerce, threaten, or injure the individual.

Stalking: a course of unwelcome conduct that causes a reasonable person to fear for their safety (e.g., threats, following, monitoring, communication, etc.).

Retaliation: materially adverse action directed at a person for reporting sexual misconduct or participating in an investigation or hearing. ISU strictly prohibits all forms of retaliation.

Consent

Consent is an affirmative agreement between all parties, through clear actions or words, to engage in a specific sexual activity at the specific time of the activity.

Consent must be, active, voluntary, and present and ongoing.

Consent is not present when an individual does not have the capacity to give consent due to age, alcohol, drugs, medication, sleep, or other physical or mental conditions or disabilities.

Title IX

Title IX is a federal civil rights law that prohibits discrimination on the basis of sex in federally funded educational programs and activities. When allegations of sexual misconduct are brought to the attention of the University, the University will take prompt and effective steps to investigate and resolve the concern.

1 All individuals should consult the university sexual misconduct policy for complete definitions, http://www.policy.iastate.edu/policy/students/sexualmisconduct
If you believe that you have experienced sexual misconduct, you have options.

Options and considerations

- For your safety and well-being, immediate medical attention is encouraged. Medical professionals can treat any injuries, treat for sexually transmitted infections, obtain emergency contraception, and/or collect evidence using a sexual assault examination kit. A medical forensic exam is available 120 hours after an incident but is most effective if performed as soon as possible after an incident.

- Confidential resources, both on and off campus, are available to discuss your options, support services, and well-being. See pages 19-21 for a list of confidential resources.

- Preserve any evidence you have in case you decide to report the incident at a later date.

- Even after the immediate crisis has passed, consider seeking professional counseling and the support of on and off campus support services such as sexual assault recovery centers and domestic violence safe houses. This can help you recover from psychological effects and provide a safe environment for recovery. Contact information for ACCESS of Story County and ISU Counseling Services can be found on page 19.

- Victims of any sexual misconduct incident that might constitute a crime have the option and are encouraged to contact local law enforcement authorities. Students can contact police directly or the University’s Title IX Coordinator is available to assist in this process. See page 22 for law enforcement contact information. Law enforcement can also speak with you about the preservation of evidence.

- Anyone with knowledge about an incident of sexual misconduct is encouraged to report it to ISU’s Title IX Coordinator or a Deputy Title IX Coordinator. See page 23 for contact information.
Preserving Evidence

Iowa State encourages individuals who have experienced sexual misconduct to preserve evidence to the greatest extent possible. Even if you are unsure about pursuing internal University and/or external legal/law enforcement action, we encourage you to preserve evidence. Some suggestions include the following:

- Preserve evidence of electronic communications, such as text messages, pictures, and/or social networking pages, by saving them and/or taking screen shots.
- If there is suspicion that a drink may have been drugged, inform a medical provider and/or police as soon as possible so they can collect evidence (e.g., from the drink, through urine or blood sample).
- Because evidence that may be located on the body can dissipate quickly, consider going to a hospital or medical facility immediately to seek a medical exam. If possible, do not shower, brush teeth, use the bathroom, or eat before going to the hospital or seeking medical attention.
- It may be helpful to gather bedding, linens, or unlaundered clothing and any other pertinent articles that may be used for evidence. These articles may be secured in a clean paper bag.
- If you have physical injuries, photograph the injuries or have them photographed, with a date stamp on the photo.
- Try to memorize and write down important details.

In Iowa, evidence collection is provided free of charge up to 120 hours after the sexual assault occurred. See https://www.iowaattorneygeneral.gov/media/cms/SAE_brochure_32015_BB113F9D4DE6E.pdf

Iowa State can help you

- Connect with on-campus and off-campus resources—including counseling, health, mental health, advocacy, legal assistance, visa and immigration assistance, student financial aid, LGBT Student Services and other applicable resources and services.
- File a police report or a complaint with the University.
- Request reasonable accommodations and interim measures, such as: counseling services; changes to academic, living, dining, transportation, and campus work situations; academic assistance, accommodations or adjustments; obtaining and enforcing campus restricted contact notices; honoring an order of protection or a no contact order entered by a State civil or criminal court; and/or the provision of escorts.
Accommodations

The University can put in place reasonable accommodations and remedial measures to provide support to any individual impacted by a report of sexual misconduct. Such accommodations and measures may include, but are not limited to:

- academic assistance
- housing and workspace adjustments
- work and class scheduling adjustments
- dining arrangements
- transportation arrangements
- restricted contact notices
- counseling
- safety planning

Contact the Office of Student Assistance and/or the Title IX Coordinator for assistance in obtaining any of these services. See pages 22-23 for contact information.
You may choose whether to report sexual misconduct to law enforcement, Iowa State, both, or neither.

About reporting

- Campus sexual misconduct investigations can occur at the same time as police investigations.
- Iowa State can help you file a police report and obtain and enforce no contact orders entered by a State civil or criminal court.
- Reporting to police does not obligate you to testify in court.
- To encourage reporting, an individual who makes a good faith report of sexual misconduct will not be subject to disciplinary action by the University for a conduct or policy violation, such as underage drinking, that is related to or revealed in the course of such a report, unless the University determines that the violation was egregious.
- All reports are handled in a sensitive and private manner. Information is shared only with those University employees who need to know to assist in the investigation and/or resolution of the matter.
- Iowa State prohibits retaliation of any kind as a result of an individual making a report or participating in an investigation of a report.
- ISU employees who have been designated “responsible employees” are required to report sexual misconduct concerns to the Title IX Coordinator.
- There is no time limit as to when an incident may be reported; however, to promote timely and effective review, the University strongly encourages the filing of reports as soon as possible and normally within 180 days of the incident.
- If you request that your name not be revealed or ask that ISU not investigate your report, this request may limit the University’s ability to respond fully to the incident, including pursuing disciplinary action.
- The University may investigate and address any report if necessary to protect the campus community.
Reporting Options

In the event of an emergency, call 911 for assistance.

You have the right to pursue civil and/or criminal remedies off-campus, through law enforcement and the justice system. This includes filing a criminal complaint or petition for a civil protection order. You also have the right to decline to notify law enforcement authorities. See page 22 for Iowa State and Ames police contact information.

You have the right to report an incident to Iowa State and request accommodations and/or a University investigation by contacting the Title IX Coordinator. Anyone who has a sexual misconduct related concern and anyone who has knowledge about a possible sexual misconduct related concern is encouraged to report it immediately to the Title IX Coordinator. See page 23 for contact information.

While anonymous reports are accepted and will be reviewed, Iowa State’s ability to address alleged sexual misconduct reported by anonymous sources is significantly limited. See pages 19-21 for confidential reporting options.

Privacy & Confidentiality

Iowa State handles sexual misconduct reports discreetly and protects parties’ privacy. Information is shared only with those who need to know in order to investigate and resolve the matter. Generally, however, University offices and employees cannot promise complete confidentiality, and the University may be required to act in situations that present a possible threat to an individual or the campus community.

Some resources, both on and off campus, are able to maintain complete confidentiality with respect to incidents of sexual misconduct and the investigation and resolution process. These confidential resources are identified on pages 19-21 of this resource guide.

During the investigation and resolution process, all parties are expected to keep the information related to the investigation and resolution process private, to the extent consistent with applicable law. This means that the parties involved in the process (Complainant, Respondent, witnesses and advisors) should not discuss the matter or share written materials related to the matter with anyone, unless it is necessary to receive advice and counsel. For example, parties may discuss the matter with advisors, legal counsel, health professionals, family members, and/or support persons.
What if a person does not want Iowa State to investigate or wants to remain anonymous?

In cases where an individual reporting sexual misconduct requests anonymity or does not wish to proceed with an investigation, the University will attempt to honor that request but, in some limited cases, may determine that the University needs to proceed with an investigation based on concern for the safety or well-being of the broader University community (e.g., risk of future acts of sexual violence or a pattern of sexual misconduct).

If the University determines that it must investigate a report despite an individual’s request to the contrary, the University will inform the individual prior to initiating the investigation and will implement all necessary remedial and protective measures.

If you are unsure about whether you want to make a report or proceed with an investigation, a confidential resource can help you explore your options and provide additional resources, support and information. See pages 19-21 for a list of confidential resources.

Reporting Obligation

The University strongly urges all students, faculty, staff, and third-parties to promptly report concerns of discrimination and harassment, including sexual misconduct, to the Title IX Coordinator.

University community members who have been designated “Responsible Employees” are required to promptly report concerns of discrimination and harassment, including sexual misconduct, of which they become aware to the Title IX Coordinator.

Responsible Employees include any employee who has the authority to take action to redress sexual violence; who has been given the duty of reporting incidents of sexual violence or any other misconduct to the Title IX Coordinator; or whom a student could reasonably believe has this authority or duty.
At ISU, Responsible Employees include, but are not limited to:

- All instructors, including full-time professors, adjuncts, lecturers, adjunct instructors, and any others who offer classroom instruction or office hours to students;
- All advisors;
- All coaches, trainers, and other athletic staff that interact directly with students;
- All student affairs administrators;
- All Residence Life staff;
- Employees who work in offices that interface with students; and
- All supervisors and university officials.

Confidential Employees (those specifically identified on campus as mental health counselors, those working in campus health care centers, and victim advocates) do not have an obligation to report information known to them, and students may speak to them with anonymity if desired. Confidential Employees may not share personally identifying information with others without an individual’s consent. See pages 19-21 for a list of confidential resources.
Complaint investigation and resolution

When the University receives a report of a potential incident of sexual misconduct, the University’s Title IX Coordinator, in the Office of Equal Opportunity (OEO), schedules a meeting to discuss the concern with the Complainant (i.e., the person impacted by the alleged sexual misconduct). If the Complainant files a formal complaint, or if the Title IX Coordinator determines that a formal complaint is appropriate, the University will initiate a prompt, thorough, fair, and impartial investigation and resolution process.

After meeting with the Complainant, OEO will notify the Respondent (i.e., the person accused of misconduct) of the complaint and seek to schedule a time to meet to discuss the allegations, the investigation and resolution process, and the Respondent’s rights, resources, and responsibilities.

University investigations are conducted by professional investigator(s), who are trained in investigating sexual misconduct matters. During an investigation, the University does not take sides. The assigned investigator(s) acts as a neutral fact-finder who attempts to gather all relevant information reasonably available regarding the alleged incident. Generally, this includes interviewing the Complainant, Respondent, and any witnesses who are identified during the course of the investigation, as well as gathering available documentary, electronic, and physical evidence.

All parties in an investigation have corresponding rights, including the equal right to participate in the investigation, be accompanied by two advisor/support persons throughout the process, identify witnesses, provide evidence, participate in any hearing (if necessary), and appeal final determinations and sanctions (if necessary).

At the conclusion of the investigation process, the parties meet with a Title IX designee in order to review the outcome of the investigation and discuss the applicable adjudication process (if applicable). All determinations of responsibility and, if necessary, any sanctions, are made following a hearing before an appropriate administrative hearing officer or board. For all resolution processes, the preponderance of evidence standard (“more likely than not”) will be used for determining responsibility. Specific information about the applicable adjudication processes can be found in section 5.7 of the ISU Student Disciplinary Regulations. A flow chart of the sexual misconduct complaint resolution process may be found on pages 15-17 of this resource guide.
Timeline
In all cases, the University will take prompt and effective steps to investigate allegations and address any effects of sexual misconduct. The University cannot guarantee a definite timeframe of this process, but ordinarily seeks to complete the investigation and initial disciplinary process within sixty (60) calendar days following receipt of the complaint. Factors that could impair the timing of the investigation include the complexity and severity of the conduct, the number and availability of witnesses, or the need to identify and acquire physical or other evidence.

Advisors
All parties (Complainants, Respondents, and witnesses) may be accompanied and assisted by any two persons (advisor/support person) of the individual’s choosing at any meetings, interviews, and any necessary hearings. Parties may choose to have an attorney serve as an advisor/support person at the party’s own expense. Ordinarily, advisors may not speak on behalf of the party or directly participate in the process, although they may ask to suspend any meetings, interviews, or hearings briefly to provide advice and consultation.

For additional information regarding advisors and support persons, please see pages 19-22 for a non-exhaustive list of available resources and services.

Interference with an Investigation
Any person who knowingly and intentionally interferes with an investigation conducted pursuant to University policy is subject to disciplinary action. Interference with an investigation may include, but is not limited to: attempting to coerce, compel, or prevent an individual from providing testimony; removing, destroying, or altering documentation relevant to the investigation; and/or providing false or misleading information to an investigator, or encouraging others to do so.
Retaliation is prohibited

Iowa State strictly prohibits retaliation against any member of its community for reporting an incident of sexual misconduct or for participating in an investigation or hearing related to a report of sexual misconduct.

Retaliation is any materially adverse action taken, directly or through others, against an individual because of the person’s report, or participation in the investigation of a report of misconduct, or objecting to or resisting such misconduct. Examples of retaliation include, but are not limited to: terminating someone’s employment; reducing a grade; removing someone from an organization; direct or indirect intimidation, threats, or coercion; harassment; or other adverse treatment that is likely to deter reasonable people from pursuing an individual’s rights.

Concerns of retaliation should be reported to the Office of Student Conduct or the Title IX Coordinator immediately.
Overview of the sexual misconduct complaint resolution process where respondent is a student

The Office of Equal Opportunity (Title IX Staff) receives a report of sexual misconduct.

A Title IX staff member contacts the person who may have experienced sexual misconduct to provide information about resources, support services, and interim remedial measures and extends an invitation to meet to discuss the concern.

The person decides whether or not to meet with a Title IX staff member.

The person chooses to meet. The staff member goes over resources and options. The person may request accommodations and may elect to proceed with an investigation.

The person chooses not to meet or requests not to proceed with an investigation. The University can typically honor that request.

The complainant chooses to proceed with an investigation. A Title IX investigator meets with the complainant to gather information about the concern. The complainant can suggest witnesses and provide evidence.

The Title IX investigator contacts and meets with all relevant witnesses provided by the complainant.

The Title IX investigator contacts the person who is alleged to have committed sexual misconduct (respondent) to notify them of the complaint, the resolution process, and the resources and support services available.

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The Title IX investigator meets with the respondent to gather information. The respondent can suggest witnesses and provide evidence.

The Title IX investigator contacts and meets with all relevant witnesses provided by the respondent.

The Title IX investigator completes the investigation by reviewing all evidence and statements provided by the complainant, respondent, and witnesses.

The Title IX investigator writes a summary report of the investigation. The complainant and respondent meet with a Title IX designee to review the investigation report and disciplinary process (if applicable).

If there is sufficient evidence suggesting a possible policy violation(s), the Office of Student Conduct begins the disciplinary resolution process.

If there is insufficient evidence suggesting a possible policy violation(s), the process is complete (subject to appeal by complainant).

The Office of Student Conduct determines if the violation constitutes a Level 1 or Level 2 violation. The respondent is sent a charge letter outlining the potential policy violation(s), violation level, and information for resolving the charge.

For Level 1 violations, respondents choose how to resolve the case. Adjudication options can be found in section 5.7 of the Student Disciplinary Regulations. Level 1 violations do have the potential for students to face suspension or expulsion from the university.

For Level 2 violations, respondents have an administrative hearing with a Student Conduct Officer. Level 2 violations do not have the potential for students to face suspension or expulsion from the university.
The chosen/assigned resolution process is scheduled through the Office of Student Conduct.

In preparation for the conduct hearing, the respondent can:
- Meet with a staff member in the Office of Student Conduct before the hearing to review the process
- Review the documents to be presented at the hearing

For any resolution process, the respondent will be notified by the Office of Student Conduct about the timeline and will be given notice of the hearing date.

During any resolution process, the respondent can:
- Be accompanied by two advisors of the individual’s choosing, including legal counsel
- Present the case, including calling witnesses and presenting evidence.
- Choose not to participate.

The person(s) hearing the case will determine if, based on the preponderance of the evidence, the respondent is responsible or not responsible for violating the disciplinary regulations.

The respondent will be notified, in writing, the outcome of the resolution process. The complainant will be notified at the same time.

Any party may appeal a finding or sanction. Information on how to appeal is included in the outcome letters provided to the parties.
How to help someone who tells you about an incident of sexual misconduct

Individuals who have experienced sexual misconduct often respond in a variety of ways, including anger, sadness, confusion, or withdrawal.

**Listen:** Give the individual your complete attention. Try not to interrupt or discuss your personal history.

**Support:** Individuals reporting sexual misconduct are often met with skepticism or disbelief. Offering nonjudgmental support and acknowledging the feelings of the individual can help create a safe space for them to process the next steps.

**Refer:** You are not expected to have all of the answers, and it is not your responsibility to fix the problem or determine what occurred. An important part of being helpful to an individual is providing them with information about options and resources. Please refer individuals to the confidential resources and other options in this brochure. Be sure to report to the Title IX Coordinator if required under the Reporting Obligation section on page 10.

**Do**
- Tell the individual: This was not your fault. You have options.
- Give the individual options:
  - to sit or stand
  - to share or be silent
  - to call ACCESS or other resources or to have you facilitate the connection
- Say that the individual is not alone. Tell the individual that resources are available to help.
- Take care of yourself. Get support if you need it.

**Do NOT**
- Say that you know what the individual is going through.
- Ask questions that suggest blame, such as “Why were you drinking?” or “Why didn’t you get help sooner?”
- Question whether the individual is telling the truth.
- Touch the individual’s leg, shoulder, hand, etc., without permission.
- Panic. Take a deep breath and focus on the individual.
- Take any action that could impede or interfere with an investigation.
Accommodations & Protective Measures

Individuals may ask the University for accommodations to address safety, support, and other concerns relating to reports of sexual misconduct. Complainants, Respondents, and witnesses may request reasonable accommodations, such as academic assistance, housing or workspace relocation, work or class schedule adjustments, restricted contact notices, and counseling. These accommodations are available regardless of whether a person decides to make a formal complaint.

In some cases, in order to protect the safety and security of the Complainant and/or the community while a case is pending, the University may take interim actions that impact a Respondent, including temporary housing relocation, removal from a class, or an interim suspension. Students should contact the University’s Title IX Coordinator and/or Office of Student Assistance for help in understanding or obtaining any of these services.

Confidential Resources

Under Iowa law and University policy, communications with certain individuals are considered completely confidential. This means that, with very limited exceptions, any information shared by a party may not be used against them or shared with others. Generally, confidentiality applies when a party seeks services from the following persons:

- Psychological counselor (including counselors at ISU Student Counseling Services)
- Health care provider (including medical professionals at ISU Thielen Student Health Center)
- Personal attorney
- Religious/spiritual advisor

Students should always confirm whether confidentiality applies to the communication with the individual with whom they are seeking services.

ACCESS (Assault Care Center Extending Shelter and Support)

*Provides assistance and advocacy to victims of sexual misconduct*
Ames, Iowa
515-292-0519
[http://www.studentlegal.dso.iastate.edu/](http://www.studentlegal.dso.iastate.edu/)

ISU Student Counseling Services

*Provides counseling services to students free of charge*
Student Services Building, Third Floor
515-294-5056
[http://www.counseling.iastate.edu/counseling](http://www.counseling.iastate.edu/counseling)
Confidential Resources Continued

**Mary Greeley Medical Center**  
*Provides emergency medical treatment and in-patient services*  
1111 Duff Avenue, Ames, Iowa  
515-239-2011  
[http://www.mgmc.org](http://www.mgmc.org)

**Student Legal Services**  
*Provides advice and represents students in a variety of legal matters*  
Memorial Union, Third Floor  
515-294-0978  
[http://www.studentlegal.dso.iastate.edu/](http://www.studentlegal.dso.iastate.edu/)

**The Legal Aid Society of Story County**  
*Non-Profit organization that provides legal assistance in civil matters to individuals who cannot afford to hire an attorney in private practice*  
937 6th Street, Nevada, Iowa 50201  
515-382-2471  

**Thielen Student Health Center**  
*Provides general medical treatment and psychiatry services*  
Union Drive, Iowa State University  
515-294-5801  
Campus Confidential Resources

By designation of University policy, campus confidential resources are not “responsible employees” in relation to reports of sexual misconduct/assault. This means that campus confidential resources do not have obligations to report sexual misconduct/assault to the Title IX Coordinator, and will not testify in any formal university proceeding. By visiting with campus confidential resources, you agree that the campus confidential resource will not disclose the contents of your conversation or disclose personally identifiable information, unless given express permission by you. This agreement promotes access to resources and support, and helps provide a safe and neutral place for discussing concerns of a sensitive nature. If you want to put the University on notice of a potential policy or legal violation (including reports of sexual misconduct/assault), you should contact the Title IX Coordinator, a Deputy Title IX Coordinator, ISU PD, or designated responsible employee. Campus confidential resources can assist you in connecting with these individuals and offices.

Exceptions to confidentiality will be made in cases involving risk of serious harm to self or others and disclosures of child abuse. Please note, campus confidential resources are not protected under Iowa law as confidential or privileged. This means that information shared with a campus confidential resource may be subject to legal subpoena and/or used as evidence in any external judicial or administrative proceeding.

Lesbian Gay Bisexual Transgender Student Services (LGBTSS)
Provides programs, services, referrals and resources focused on sexual identity/orientation and gender identity/ expression for students
1064 Student Services Building
515-294-5433
http://www.lgbtss.dso.iastate.edu/

Margaret Sloss Women’s Center (MSWC)
Provides support and information through educational outreach, appropriate referral services, and a safe space
Sloss House on the ISU Campus
515-294-4154
http://www.mswc.dso.iastate.edu/
Non-Confidential Resources

Ames Police Department
Can assist in determining if you want to file criminal charges and navigating the criminal process for off-campus incidents
515 Clark Avenue, Ames, Iowa
515-293-5133

Iowa State Police Department
Can assist in determining if you want to file criminal charges and navigating the criminal process for on-campus incidents
Armory Building, Room 55
Emergencies: 911
Non-Emergencies: 515-294-4428
http://www.police.iastate.edu

Office of Student Conduct
Provides information on the code of conduct and disciplinary processes
Provides information on University Restricted Contact Notices
Student Services Building, First Floor
515-294-1020
http://www.studentconduct.dso.iastate.edu/

Office of Equal Opportunity
Provides information about reporting sexual misconduct at Iowa State
Beardshear Hall
515-294-7612
http://www.eoc.iastate.edu/

Student Assistance and Outreach Services
Provides assistance navigating processes and procedures at the University
Student Services Building, First Floor
515-294-1020
http://www.studentassistance.dso.iastate.edu/
Title IX Coordinator and Deputy Title IX Coordinators

*Complainants can report concerns to Iowa State through any of these individuals*

**Margo Foreman, Title IX Coordinator**  
Director of Equal Opportunity  
Phone: 515-294-7612  
mrforema@iastate.edu

**Adrienne Lyles, Senior Deputy Title IX Coordinator**  
Associate Director of Equal Opportunity  
Phone: 515-294-7612  
alyles@iastate.edu

**Dawn Bratsch-Prince, Deputy Title IX Coordinator for Academic Affairs**  
Associate Provost  
Phone: 515-294-6410  
Email: deprince@iastate.edu

**Sara Kellogg, Deputy Title IX Coordinator for Student Affairs**  
Director of Office of Student Conduct  
Phone: 515-294-1021  
Email: skellogg@iastate.edu

**Calli Sanders, Deputy Title IX Coordinator for Athletics**  
Senior Associate Director of Athletics  
Phone: 515-294-3706  
Email: csanders@iastate.edu

**Judith Strand, Deputy Title IX Coordinator for the Graduate College**  
Program Coordinator  
Phone: 515-294-5285  
Email: jstrand@iastate.edu