4.2.8 HARASSMENT AND DISCRIMINATORY HARASSMENT

THE BELOW INFORMATION IS INTENDED TO HELP STUDENTS UNDERSTAND THE POLICY AND ACTIONS THAT MIGHT CONSTITUTE A VIOLATION OF THIS POLICY. FOR ADDITIONAL INFORMATION, PLEASE VISIT THE STUDENT DISCIPLINARY REGULATIONS.

Iowa Code (excerpts): A person commits harassment when, with intent to intimidate, annoy, or alarm (they) communicate without legitimate purpose and in a manner that is likely to annoy or alarm the other person and/or has contact with another person with the intent to threaten, intimidate, or alarm that other person.

Discriminatory harassment is unwelcome behavior directed at an individual or group of individuals based on being part of a protected class when the behavior has the purpose or effect of substantially interfering with the student's education or employment by creating a hostile environment.

WE WANT YOU TO KNOW

- Not all offensive, loud, aggressive and/or rude behavior is harassment
- Offensive speech is also often free speech
- Harassment is not a solitary interaction that makes you feel uncomfortable (note: certain factors such as threat are considered)
- Harassment is a persistent pattern of interactions with intent as defined above (the person must know their behavior is intimidating, annoying, and/or alarming)

WHAT TO DO

If you believe you are experiencing harassment, follow these actions steps:
1. Ask the individual to stop their contact and/or behavior.
2. Do not engage in contact or communication with the person after asking them to stop. This includes in person, via text, social media, etc.
3. If the behavior and/or contact continues, contact the Office of Student Conduct