

# Preventing and Resolving Harassment and Bullying

**William Graves**

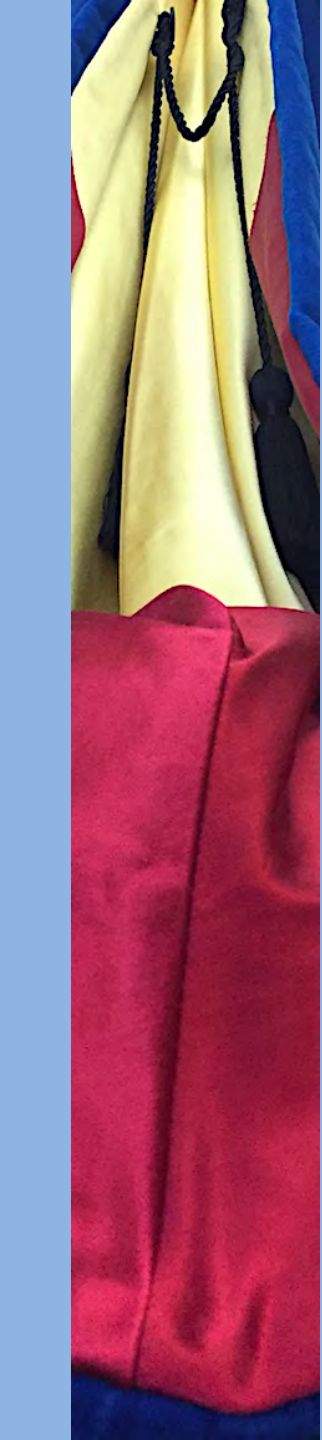
Dean, Graduate College  
Iowa State University

**Cari Moorhead**

Interim Dean, Graduate School  
University of New Hampshire

**Scott Whittenburg**

Vice President and Dean, Graduate School  
University of Montana



**Harassment** includes threats, physical contact or violence, pranks, jokes, bullying, epithets, derogatory comments, vandalism, or conduct (verbal, graphic, or written) motivated by race, ethnicity, sex, pregnancy, color, religion, national origin, physical or mental disability, age, marital status, sexual orientation, gender identity, genetic information, or U.S. veteran status.

Even if actions are not directed at specific persons, a hostile environment may be created when the conduct is sufficiently severe or pervasive and objectively offensive so as to substantially interfere with or limit the ability of an individual to work, study, or otherwise to participate in activities of the university.



# Graduate Students and Postdocs

- Student onboarding activities
- Required training of graduate faculty
- Training of graduate program directors
- Open-door policy of graduate dean
- Equal opportunity office
- University ombuds officer



## What is

# Campus Climate?

It is a measure (real or perceived) of the campus environment as it relates to interpersonal, academic and professional interactions.

This includes events, messages, symbols, core beliefs, feelings, attitudes and so much more, which make ISU a welcoming environment (or not) for everyone.

All of these things can range from subtle to cumulative to dramatic, and can influence whether an individual or collective feels safe, listened to, valued and treated fairly.

## You Create Our Campus Climate!

Iowa State University's [Strategic Plan](#) was produced through the efforts of students, faculty, and staff during the 2015-16 academic year. Over 100 people served on the plan's steering committee and five sub-committees to develop drafts of the plan. Hundreds of community members provided input on those drafts through online feedback and in multiple community forums on campus and in the Ames community.



## How to Report an Incident

In the event of a campus climate incident, a report may be submitted here:

[! Report an Incident](#)



Home

AAU Campus Climate Survey

Affirmative Action/Equal Opportunity

Discrimination and Harassment

Discrimination and Harassment Policy

How to avoid Sexual Harassment?

Equal Opportunity Council

Discrimination and Harassment Training

Non-discrimination and Affirmative Action Statement

Non-Discrimination Statement for Printed Materials

Disability Accommodation Information

Religious Accommodation Information

Title IX

## Equal Opportunity Council

### What is the Equal Opportunity Council?

The ISU Equal Opportunity Council (EO Council) serves as a conduit between the Office of Equal Opportunity (OEO) and the wider Iowa State University community. The EO Council serves in an advisory capacity to the Office of Equal Opportunity, assisting OEO in ensuring equal access to employment and educational opportunities in support of Iowa State University's commitment to equal opportunity, affirmative action, and diversity. The EO Council supports OEO's commitment to promoting a working and learning environment free from discrimination and harassment, and to building a campus climate that supports equity through education, outreach, facilitation, complaint resolution and intervention. Please click [here](#) for a fact sheet.

You can contact an Equal Opportunity Council member from your unit or any one of the Council Members. Below is a list.



### Equal Opportunity Councilors 2017-2018

|   |  |   |
|---|--|---|
| <p><b>Carole Gieseke</b><br/>Vice President for Communications<br/>Alumni Association<br/>ISU Alumni Center<br/>294-6560<br/>cgieseke@iastate.edu</p> | <p><b>Michelle Lenkaitis</b><br/>Operations Manager<br/>College of Engineering<br/>2240E Hoover<br/>294-0741<br/>mlenk@iastate.edu</p> | <p><b>Kristin Pruisman</b><br/>Human Resources<br/>Facilities Planning &amp; Management<br/>108 General Services Building<br/>294-8492<br/>kpruisma@iastate.edu</p> |
| <p><b>Kenyatta Shamburger</b><br/>Assistant Dean/<br/>Director, Multicultural Student Affairs</p>   | <p><b>Cameron Campbell</b><br/>Associate Dean<br/>College of Design<br/>134 Design</p>   | <p><b>Thelma Harding</b><br/>Program Coordinator<br/>Graduate College<br/>1137 Pearson</p>  |



## **What do EO Councilors do?**

The EO Council is composed of approximately twenty-five members designated by the senior vice presidents, provost, deans, and/or other University administrators to represent major units on campus. EO Councilors act as information advisors on topics related to diversity, discrimination and harassment, and assist OEO in the planning, development, implementation and evaluation of ISU's Equal Employment Opportunity and Affirmative Action programs. EO Councilors have general knowledge about applicable laws and University policies and procedures and serve as educators, trainers, and facilitators.

EO Councilors operate as unit-level contacts for students, faculty, and staff regarding concerns related to equal opportunity. EO Councilors help ensure that the University responds appropriately and effectively to situations that potentially violate federal and state laws requiring a non-discriminatory and harassment-free work and educational environment by serving as liaisons between their constituents and the Office of Equal Opportunity. EO Councilors provide constituents with information on available University resources; model and facilitate effective conflict resolution; and support a campus climate and workplace environment that promotes respect, civility, dialogue, and cooperation.

EO Councilors are charged with supporting the University's Non-discrimination Statement: "Iowa State University does not discriminate on the basis of race, color, age, ethnicity, religion, national origin, pregnancy, sexual orientation, gender identity, genetic information, sex, marital status, disability, or status as a U.S. Veteran."