

SANCTIONS

What happens when someone is found responsible for sexual harassment or sexual misconduct at the University of Iowa?

What is a sanction?

A sanction is an action or consequence imposed when someone is found responsible for violating the University's sexual harassment and sexual misconduct policy.



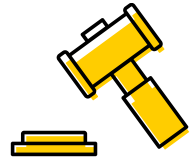
Possible sanctions may include:

For Students:

- Educational programs
- Classroom or housing reassignment
- Disciplinary probation
- Suspension or expulsion

For Employees:

- Required training
- Written warnings, work reassignment
- Suspension without pay
- Termination of employment



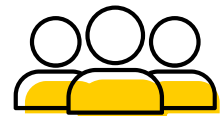
What triggers the sanctioning process?

- A formal complaint is filed by a complainant of the Title IX Coordinator
- The University conducts an investigation using Process A (includes a live hearing) or Process B (no hearing, investigator makes findings)
- A determination of responsibility is made using the preponderance of the evidence standard.



Who decides the sanction?

If the person found responsible is a...	Sanctions are decided by...
Student	Director, Office of Student Accountability
Staff member	Supervisor or administrator
Faculty member	Executive Vice President and Provost (or designee)



What factors influence sanctions?

- Severity of the misconduct
- Impact on the complainant and community
- Prior violations (if any)
- Intent and context to the behavior
- Educational and safety needs of the community
- For additional factors, refer to the policy manual (link below)



Appeal process for students:

- Procedural irregularity
- New evidence
- Conflict of interest or bias
- The decision was not supported by substantial evidence when viewed as a whole



Confidentiality and Support:

The process respects privacy and offers supportive measures throughout. Confidential resources are available including DVIP/RVAP.

For further information on sanctions related to sexual harassment or misconduct, please refer to the policy webpage: policy.uiowa.edu/community-policies/sexual-harassment-and-sexual-misconduct

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