

The University of Iowa brings
common pursuit of its educational
persons of many nations, races,
The University is guided by
that in no aspect of its procedures

OVERCOMING

those differences in the treatment
persons because of race, creed,
origin, age, sex, disability, sexual
gender identity and any other

HOMOPHOBIA

that depicts a person of color
an individual, and that equal
and access to facilities shall
to all. Among the classifications

a person of consideration as
are those based on associations

These principles are expected
observed in the internal policies

practices of the University, the
the admission, housing, and

students; in policies governing
of extracurricular life and

in the employment of faculty
personnel. The University

THE UNIVERSITY OF IOWA
OFFICE OF AFFIRMATIVE ACTION

202 JESSUP HALL
335-0705 (VOICE) 335-0697 (TEXT)

INTRODUCTION

As with most prejudice, bias against people who identify as lesbians, gays, bisexuals, and/or transgender (LGBT), is often based on negative stereotypes and lack of information. Due to socialization and fear of the unknown, people often regard lesbians, gays, bisexuals, and transgender people stereotypically or deny their existence altogether; individuals and the campus climate as a whole are harmed by such attitudes, which may result in both outwardly hateful and/or subtly discriminatory behaviors.

Lesbian, gay, bisexual and transgender (LGBT) representation on campus crosses all socioeconomic and ethnic boundaries, ages, religions, family circumstances, and roles: faculty, student, staff, and administration. At The University of Iowa, LGBT people are both visible and “out”; others find it necessary to remain invisible and “closeted” in their work or academic environments. Many differences exist among lesbian, gay, bisexual, and transgender people, but they share in common the experience of discrimination on the basis of their sexual or gender identity.

The University of Iowa Human Rights Policy prohibits discrimination based on sexual orientation and gender identity. The University’s strength is demonstrated in its ability to bring together a diversity of beliefs and experiences. Toward this end, it is essential that all people be treated fairly and with respect. This brochure is designed to provide information that will assist the campus community in achieving that goal.

DEFINITION OF TERMS

Lesbians and gays

People whose primary affections, sexual identities, and social orientations are toward individuals of the same sex. A cultural identity inclusive of, but not limited to, one's sexual identity.

Heterosexual

People whose primary affections and sexual identities are toward people of the opposite sex. A cultural identity inclusive of, but not limited to, one's sexual identity.

Bisexuals

People whose affections, sexual identities, and social orientations are toward people of both sexes. A cultural identity inclusive of, but not limited to, one's sexual identity.

Transgender

People who have or who are perceived as having a self-image or identity not traditionally associated with one's biological sex; this includes people who elect surgical reassignment and/or hormonal therapy to physically become the other sex.

Homophobia

Fear of gays, lesbians, and bisexuals. Intolerance of anyone who is not heterosexual.

Heterosexism

Personal and societal systems which promote the superiority of heterosexuality. The assumption that everyone is or should be heterosexual. Many people are unaware of making this assumption, of the ways they may communicate it, and of its hurtful impact on lesbians, gays, and bisexuals.

WHAT TO DO

Positive things you can do to promote a safe and accepting environment:

- Treat all people with respect.
- Challenge homophobic remarks.
- Educate yourself about lesbian, gay, bisexual, and transgender culture.
- Assume that the partner of a gay, lesbian, bisexual, or transgender person is as important to them as anyone else's and act accordingly.
- Make yourself aware of how insensitivity injures others.
- Act as a role model for others by being informed and nonjudgmental.
- Apologize if you offend someone.
- Realize that unintended words or actions may be offensive.
- Listen when someone tells you that your words or actions are homophobic.

WHAT NOT TO DO

Avoid the following behavior that may suggest a heterosexist attitude:

- Do not tolerate “jokes” which are potentially injurious to lesbians, gays, bisexuals, and transgender persons.
- Do not assume that a lesbian, gay, or bisexual person is sexually attracted to you just because you are of the same gender.
- Do not use gender-specific language when alternatives are available (*e.g.*, use “partner” when asking about an acquaintance’s home life).
- Do not assume everyone is or wants to be heterosexual.

DIVERSITY AWARENESS

How often do you:

- Challenge others on derogatory comments about sexual or gender identity?
- Speak up when someone is humiliating another person because of his or her sexual or gender identity?
- Get to know people with differing sexual or gender identities as individuals?
- Listen when lesbians, gays, bisexuals, or transgender persons speak out on their issues and concerns?
- Follow and reinforce University policies regarding equal treatment?
- Object to stereotypes of lesbians, gays, bisexuals, or transgender people?

EDUCATIONAL PROGRAMS

The Office of Affirmative Action offers educational programs on sexual identity and gender identity. Please contact the Office of Affirmative Action for more information, 319/335-0705 (voice) or 319/335-0697 (text).

Education can help prevent violations of the Policy on Human Rights, which may lead to disciplinary action ranging from verbal warning to separation or termination from the University of Iowa. Complaints of discrimination may be filed with the Office of Affirmative Action.

IF YOU EXPERIENCE HARASSMENT OR DISCRIMINATION

Complaints alleging violations of the University's Policy on Human Rights (based on race, creed, color, national origin, age, sex, disability, sexual orientation, or gender identity) may be pursued in the Office of Affirmative Action.

Copies of the Human Rights Policy and the Office of Affirmative Action Procedures for Discrimination Complaints are available upon request from the Office of Affirmative Action.

ADDITIONAL RESOURCES

Office of Affirmative Action

202 Jessup Hall

335-0705 (voice)

335-0697 (text)

UI Human Rights Committee

335-3557

Office of the Ombudsperson

C108 Seashore Hall

335-3608

Women's Resource and Action Center

130 N. Madison Street

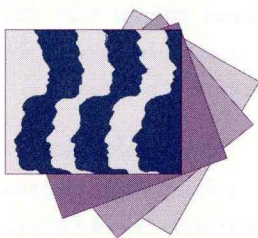
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Nondiscrimination Statement

The University of Iowa prohibits discrimination in employment and in its educational programs and activities on the basis of race, national origin, color, creed, religion, sex, age, disability, veteran status, sexual orientation, gender identity, or associational preference. The University also affirms its commitment to providing equal opportunities and equal access to University facilities. For additional information on nondiscrimination policies, contact the Coordinator of Title IX, Section 504, and the ADA in the Office of Affirmative Action, 319/335-0705 (voice) or 319/335-0697 (text), 202 Jessup Hall, The University of Iowa, Iowa City, Iowa 52242-1316.

Diversity Statement

The University of Iowa values diversity among students, faculty, and staff, and regards Equal Employment Opportunity and Affirmative Action as tools to achieve diversity. The University believes that a rich diversity of people and the many points of view they bring serve to enhance the quality of the educational experience at The University of Iowa.



Office of Affirmative Action

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