

2012
CAMPUS REPORT ON SEXUAL MISCONDUCT

UNIVERSITY OF OREGON

SUBMITTED APRIL 3, 2013

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Institutional Context

Geographical Area

The University of Oregon, founded in 1876, is the state's flagship institution. Located in Eugene, an energetic college town, the university offers academic excellence and hands-on learning opportunities in a welcoming atmosphere. Towering trees shade the 295-acre campus, where students, faculty members, and employees from a wide variety of backgrounds share a commitment to preserving the environment and pursuing innovation in more than 260 academic programs that range from Eugene to Portland and from the coast to the mountains. ^[1]

Student Body Demographics

With a total of 24,591 students, the University of Oregon's student body consists of 20,829 undergraduate students and 3,762 graduate students. Currently, 52% of our students are women. The average UO student graduates in 13.8 terms, or just over 4 years. The percentage of students of color on the UO campus is 19.5%, or a total of 4,786 students of color. Oregon residents make up the majority of students, at 55%. Out-of-state residents make up 35% of the total student population. International students make up 10% of the total population. ^[2]

Residence Life

The UO has a large resident community, with residence hall occupancy at a total of 4,112 people. The University has nine residence halls. According to data, 80% of UO freshmen live on campus and 10% of UO sophomores live on campus. ^[3]

Fraternity and Sorority Life

At the University of Oregon, there are a total of 2,483 students involved in Fraternity and Sorority Life. Greek-lettered organizations on the UO campus total 30, and are divided evenly, with 15 fraternities and 15 sororities. ^[4]

Athletics

The University of Oregon competes in Division I Athletics in the Pac-12 Conference. Men's sports include baseball, basketball, cross country, football, golf, tennis, and track and field. Women's sports include acrobatics and tumbling, basketball, cross country, golf, lacrosse, soccer, softball, tennis, track and field, and volleyball. There are a total of 520 NCAA student athletes at the UO. (goducks.com)

Organizational Culture: University Values, Themes and Current Foci

The university is a community of scholars dedicated to the highest standards of academic inquiry, learning, and service. Recognizing that knowledge is the fundamental wealth of civilization, the university strives to enrich the public that sustains it through:

^[1] <http://www.uoregon.edu/about>

^[2] <http://admissions.uoregon.edu/profile.html>

^[3] <http://housing.uoregon.edu/reshalls/>

^[4] <http://greeklife.uoregon.edu/chapters>

- a commitment to undergraduate education, with a goal of helping the individual learn to question critically, think logically, communicate clearly, act creatively, and live ethically
- a commitment to graduate education to develop creators and innovators who will generate new knowledge and shape experience for the benefit of humanity
- a recognition that research, both basic and applied, is essential to the intellectual health of the university, as well as to the enrichment of the lives of Oregonians, by energizing the state's economic, cultural, and political structure
- the establishment of a framework for lifelong learning that leads to productive careers and to the enduring joy of inquiry
- the integration of teaching, research, and service as mutually enriching enterprises that together accomplish the university's mission and support its spirit of community
- the acceptance of the challenge of an evolving social, political, and technological environment by welcoming and guiding change rather than reacting to it
- a dedication to the principles of equality of opportunity and freedom from unfair discrimination for all members of the university community and an acceptance of true diversity as an affirmation of individual identity within a welcoming community
- a commitment to international awareness and understanding, and to the development of a faculty and student body that are capable of participating effectively in a global society
- the conviction that freedom of thought and expression is the bedrock principle on which university activity is based
- the cultivation of an attitude toward citizenship that fosters a caring, supportive atmosphere on campus and the wise exercise of civic responsibilities and individual judgment throughout life
- a continuing commitment to affordable public higher education
- its spirit of community
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- a continuing commitment to affordable public higher education

(From <http://uoregon.edu/our-mission>)

Introduction

The University of Oregon (UO) is committed to ensuring that all students have access to a quality learning experience and the opportunity to pursue their academic goals in a safe, supportive learning environment. Any form of sexual harassment that interferes with our students' abilities to be engaged learners is antithetical to the community values of the institution.

During 2011-2012, staff members at the UO continued to examine the necessary components of comprehensive prevention, intervention, and response efforts on the campus. Staff members from the Office of the Dean of Students, University Health Center, University Counseling and Testing Center, Affirmative Action and Equal Opportunity, Office of Student Conduct and Community Standards, University Housing, UO Police Department, and General Counsel came together as a work group to re-examine and strengthen the UO protocols for responding to incidents of student-on-student sexual harassment. The review began several months prior to the April 2011 *Dear Colleague Letter (DCL)* issued by the U.S. Department of Education Office for Civil Rights clarifying institutional responsibility under Title IX of the Education Amendments of 1972 in responding to incidents of sexual violence. The distribution of the *Dear Colleague Letter* to institutions across the country was a reminder that universities continue to be highly committed to the issue of mitigating sexual violence on their campuses. At the UO, we met with numerous students and a large workgroup of students over several months to discuss topics such as the campus protocols, training and education efforts, communication, mandatory reporting, resources, campus culture, prevention, response to survivors, anonymous reporting, and confidentiality, and that we need to involve the entire campus in working toward a common vision. The UO group of colleagues continued to meet during the 2012 academic year, with members engaged in numerous regional and national training efforts related to their roles to strengthen awareness, knowledge, and skills around student-on-student sexual harassment.

The University of Oregon has created a formal protocol document (Appendix D) this past year intended to reinforce the university's efforts to provide for campus safety, to outline the university's process for responding to issues of student-on-student sexual harassment (including sexual assault, intimate partner violence and stalking), and to identify available resources and a comprehensive plan for providing coordinated services to students who may experience any form of sexual harassment. The protocol is located on the new comprehensive website that includes the UO policy prohibiting sexual harassment, including sexual assault, intimate partner/relationship violence, and gender-based stalking and bullying; student support resources (options for reporting incidents of sexual harassment and sexual assault, support for students who have experienced sexual harassment or sexual assault, accountability of perpetrators, supporting a survivor, Sexual Assault Victim's Bill of Rights); procedures for University faculty and staff responding to incidents; campus procedures for investigating incidents of sexual harassment and sexual assault; campus and community resources; and other related resources. Marketing efforts are underway to make this website a highly visible (and visited) site for 2013.

The protocol is intended to clarify the UO's obligations and processes for responding to issues of student-on-student sexual harassment. The protocol also identifies resources and coordinated services that are available to students who believe they have experienced sexual harassment. The protocol includes:

- an overview of the university response network and formalized protocol for responding to reports of sexual harassment;
- a description of departmental roles and the services that are available to assist students who have experienced any form of sexual harassment including counseling support, medical care, safety planning, academic support and accommodations, housing accommodations, financial aid assistance, student conduct assistance, and law enforcement services; and
- identification of institutional procedures for investigating incidents of sexual harassment.

Prevention

On the University of Oregon campus, efforts are based on a comprehensive prevention approach incorporating primary, secondary, and tertiary prevention, utilizing a theory-driven, socio-ecological framework. This model takes into account multiple domains including the individual, relationship, community, institutional, and society levels, and also recognizes that one approach to mitigate sexual violence will not eliminate the problem. The UO seeks to target its efforts on all levels, producing a synergy and interrelated actions with campus and community partners that are more powerful than one single event or initiative.

Summary of Resources

The Sexual Violence Prevention and Education program is housed within the Office of the Dean of Students and consists of a full-time director of sexual violence prevention staff member and a .49 Graduate Teaching Fellow. The university also has a long-standing coalition, the Alliance for Sexual Assault Prevention (ASAP), comprised of departments and organizations across campus and the Eugene community that have joined in a coordinated community response to mitigate sexual violence. The Associate Dean of Students provides oversight to the Sexual Violence Prevention and Education Program and oversight to the Alliance for Sexual Assault Prevention (ASAP).

The Director for Sexual Assault Prevention and Education, along with the Alliance for Sexual Assault Prevention (ASAP) members, facilitates trainings on sexual violence to educate and support the campus community; develop education and prevention strategies to broaden the awareness of rape culture; and provide a networking system so that alliance members can work effectively in their respective fields.

Members of ASAP include representatives from the University Health Center; University Counseling and Testing Center; ASUO Women's Center; Office of the Dean of Students; UO Police Department; AccessABILITY; ASUO Men's Center; Office of Student Conduct and Community Standards; University Housing; Intercollegiate Athletics; Fraternity and Sorority Life; Wesley Center (through the UO Religious Director's Association); International Student and Scholar Services; the local non-profit, Sexual Assault Support Services; and students from organizations such as the Sexual Wellness Advocacy Team; ASUO Saferide, Student Empowerment Alliance (SEA); ASUO Women's Center; and the university peer health education program.

The Assault Prevention Shuttle (APS) is devoted to the idea that a person regardless of sex, race, religion or sexual preference, should be able to go where they wish at night and feel comfortable and safe. Providing over 9,000 rides a year, APS is a free shuttle service that

provides university students, faculty and staff with an alternative to walking alone at night, relying on others to take them home or being stuck in a potentially dangerous situation. The shuttle is available weeknights from 6pm-12am and on weeknights from 6pm-2am.

The ASUO Women's Center has a student staff member who serves as the student sexual violence prevention and education coordinator in the center. This student assists with sexual violence programming out of the Women's Center and with the campus and community organizations.

Summary of Activities and Initiatives 2011-2012

Sexual Violence Prevention and Education Programming

The UO Sexual Violence Prevention and Education program uses a combination of innovative initiatives and best practices to educate and build awareness around the complex issues of sexual assault, partner violence, and stalking on the UO campus. Through program development and campus partnerships the Sexual Violence Prevention and Education (SVPE) program seeks the following:

- to utilize evidenced-based prevention strategies in changing behaviors and attitudes
- to create developmentally and culturally appropriate programs and encourage open dialogue on the issues of sexual violence
- to initiate the development of healthy relationship skills for all students

The intentional focus of the program is on primary prevention of sexual violence, aiming to reduce risks and stop victimization of sexual violence *before* it occurs. Once a sexual assault has occurred, the impacts on a student that has been victimized are great. This is achieved through challenging the social norms, values, and belief systems that contribute to the problem and development of skills that create healthy interpersonal relationships. UO sexual violence prevention programming is assessed and evaluated regularly in an effort to determine the efficacy of programs. Highlighted results from assessment evaluations are embedded in relative sections below.

The Sexual Wellness Advocacy Team (SWAT)

The Sexual Wellness Advocacy Team (SWAT) is a nationally recognized peer education program that advocates for healthy relationships and works to prevent sexual assault, dating violence, partner violence, and stalking on campus. Through innovative and experiential programming SWAT strives to stop sexual violence by changing campus culture. The director of the program thoroughly trains SWAT peer educators and students from diverse backgrounds and academic disciplines. SWAT offers culturally inclusive, interactive workshops for their peers. The SWAT peer educator coursework includes three upper division leadership classes offered each term. During 2011-2012 SWAT presented over thirty workshops to approximately 700 students throughout the academic year. The SWAT program is supervised by the Director of Sexual Violence Prevention and Education, Abigail Leeder, a highly qualified staff member who has received formalized training in sexual assault prevention and delivery methods and interventions.

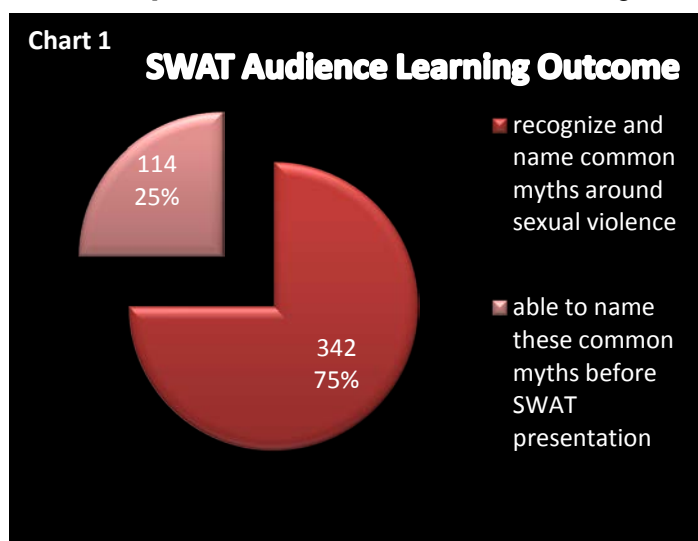
SWAT makes presentations to faculty and staff upon request as well as population-specific training for groups for various departments including residence life paraprofessionals in University Housing, the Office of Student Conduct and Community Standards hearings board & Fraternity and Sorority leadership. The SWAT peers also provide workshops and trainings each term to student organizations, staff, and in academic classrooms using a

variety of teaching methods. SWAT also designs secondary prevention initiatives (e.g., harm-reduction strategies), and bystander intervention programming, in an effort to decrease the occurrence of sexual violence on campus. The group has also provided workshops at regional and national conferences, including consultation with campuses wishing to start similar programs.

In addition to UO presentations, SWAT was contracted to present their incoming student orientation program “It Can’t Be Rape” for the first year students of Eastern Oregon University (September 2011). SWAT was also hired by Western Oregon University (April 2012) to present as a part of their sexual violence prevention month activities.

Assessment of the Sexual Wellness Advocacy Team 2011-2012:

Each presentation by SWAT is evaluated by the audience to assess the efficacy of the program and the learning outcomes. Some highlights from the 2011-2012 evaluations include the following: As shown in Chart 1, out of the 456 students surveyed close to 75% of students reported that as a result of attending the training they could recognize and name common myths around sexual violence. Twenty-seven percent of the remaining students said that they could do this prior to attending the workshop. Eighty percent said that as a result of attending the workshop they could identify and model appropriate bystander behavior. Additionally, 90% of the students surveyed said that as a result of attending the workshop they could list existing campus and community resources available to survivors of sexual violence. Student comments about the presentations are also consistently positive. The peer education model elicits respect and learning from UO students. One student described her impression of a SWAT presentation in this way: *“I thought it was amazing that students are taking the time and putting themselves in a vulnerable situation in order to prevent sexual assault on our campus. It is so powerful to see our peers in that role and I find it really effective.”*

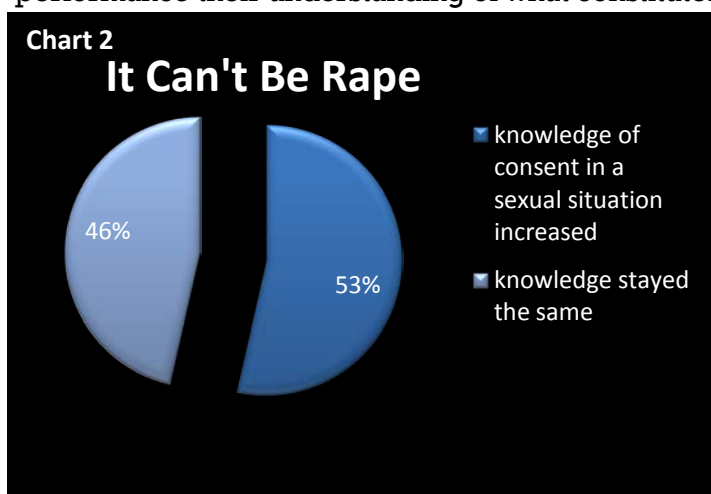


In addition to the assessment of SWAT programming, the training of peer educators is assessed each term. Some highlights from the **Peer Educator Evaluations** are as follows: 92% of the students surveyed said that they had been in a situation where they used the knowledge or skills they gained in the class. Ninety-two percent also stated that as a result of being a SWAT leader they understand gender-based violence in the context of larger societal oppression, including the intersectionality of oppressions. One former SWAT student described his experience in SWAT this way: *“I can't even begin to describe the amount of relevant and applicable information I learned in this class. Not only did this class broaden my understanding of various issues surrounding sexual assault and prevention, sexual wellness, and healthy relationships, it was a space in which I could get constructive criticism about public speaking and facilitation skills. BY FAR the best experience I've had at college so far.”*

“It Can’t Be Rape!”

The summer theatre production of “It Can’t Be Rape” is a mandatory presentation to all 4,000 students entering the UO who attend the summer orientation sessions (IntroDUCKtion). The production includes education about consent, sexual assault, dating/partner violence, stalking and sexual harassment for all incoming students. Included in the presentation are definitions and dynamics about sexual violence—what it is and what it isn’t; its prevalence on college campuses; how to support a friend who has been assaulted; campus and community resources for victims; bystander intervention education; reaffirmation of university protocols and policies; and information about the student conduct code. On-site advocacy is provided during the program. In addition, resource support materials are provided to students during the event.

The last formal assessment of this program reported that, out of 601 respondents, 53% of students said that as a result of viewing the performance at orientation their knowledge of consent in a sexual situation increased. Forty-six percent said that their knowledge stayed the same (see Chart 2). Fifty-seven percent stated that as a result of viewing this performance their understanding of what constitutes rape increased, and 42% said that it

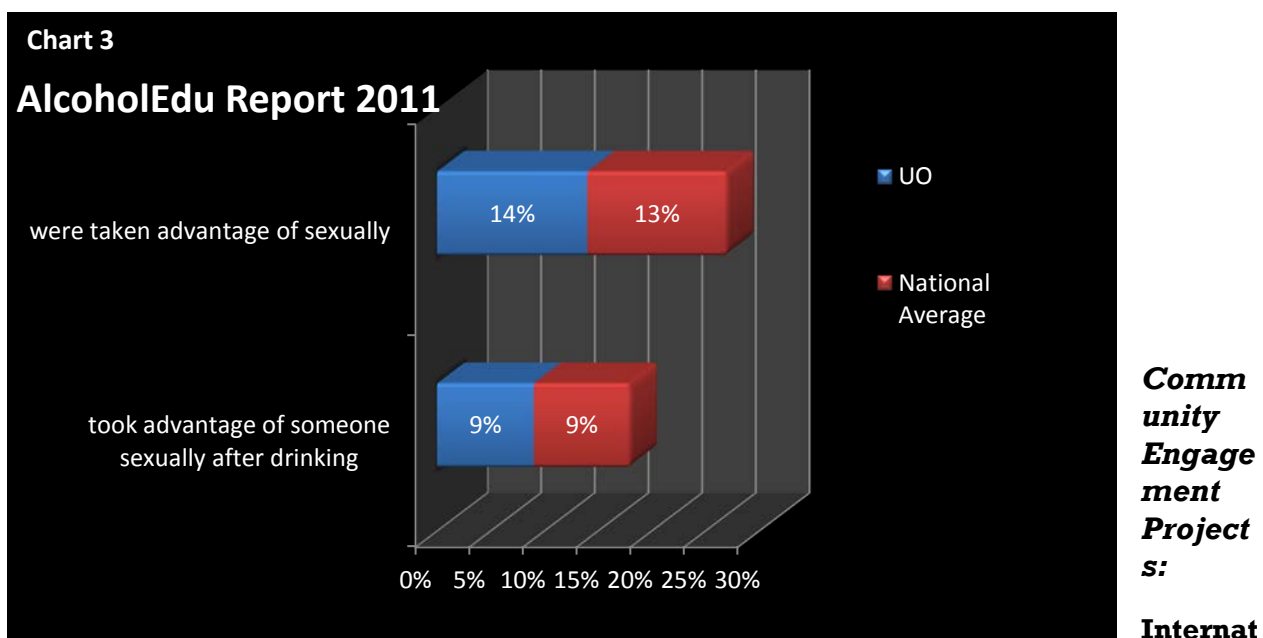


stayed the same. Feedback for the format of the program was consistently positive. One student summed it up this way: *“I liked the performance. I know a lot of people my age tend to tune out or brush off things people tell them about healthy sexual relations, assuming they’ve heard it all before or because they feel awkward about it. I think presenting this issue in a theatrical format was a good way to keep students involved while still getting a message across and creating a better chance that they heard it.”*

In fall 2012, the University of Oregon also mandated all incoming and transfer students 21 years and under, to participate in Alcohol Edu and SexualAssault Edu on-line course modules. Sexual Assault Edu is a population-level program addressing sexual assault. In a national survey data in 2009 with 65,454 first-year-college students who completed the SexualAssaultEdu program, 71.3% of the students generally showed desirable changes in sexual-assault-related beliefs and attitudes, while 28% showed undesirable changes. The UO is currently analyzing data from the participants taking the 2012 sexual assault course. Subsequent analyses showed that students who showed undesirable changes reported far greater increases in alcohol use and negative drinking-related consequences. (Analyses for the national survey data was led by William DeJong, PhD, Executive Director of Research and Analyses, Outside the Classroom, Professor, Boston University School of Public Health.)

In addition, as illustrated in Chart 3, while a majority of students did not experience negative consequences as a result of their drinking, 9% of students on the UO campus indicated that they took advantage of someone sexually (9% was also the National Average benchmarked with all other students taking the course across the country) and 14% of UO students taking AlcoholEdu reported that they had been taken advantage of sexually (13% was the National Average). In the pre-course, 40% of students recognized alcohol as the most popular date

rape drug, and in the post-course 76% of the students recognized alcohol as the most popular date rape drug. The UO also explored the demonstration of the understanding of consent and found that in the pre-course, 68% of UO students strongly agreed that regardless of whether or not a person has been drinking or is sober, if he or she did not give consent to have sex, then it is rape. In the post-course follow-up, 79% of UO students taking the course reported they strongly agreed that, regardless of whether or not a person has been drinking or is sober, if he or she did not consent to have sex, then it is rape.

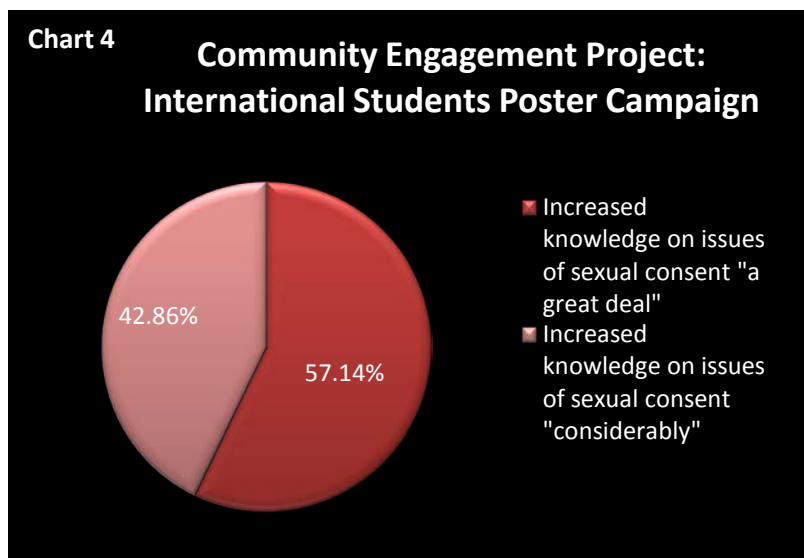


ional Students Sexual Violence Prevention Poster Campaign

Through a partnership with the Sexual Violence Prevention Program and the International Students Association, in 2011-2012 a working committee of students and staff was created using the Community Engagement Project model. As a result of the bi-monthly meetings this group produced three posters that addressed sexual violence prevention with international student populations. The posters highlighted the need for negotiating consent especially in cross-cultural relationships. During spring term 300 posters were distributed throughout campus.

Community Engagement

Project Assessment: Students involved in the working committee expressed satisfaction with the program: 85.71% said that as a result of participating in this group they can identify sexual consent and 100% of the students surveyed stated that they are now able to explain the importance of requesting and getting consent. In terms of increasing their knowledge on issues of sexual consent 57.14% stated that it has increased “a great deal” and 42.86% “considerably.” (See Chart 4)



Sexual Violence Prevention & Education (SVPE) Website Redesign

Throughout the 2011-2012 school year, the the SVPE website was redesigned. The main menu on the home page was reoriented which makes navigation easier– and new subnavigation menus were added. In addition, most of the SVPE activities (such as poster campaigns, information about our annual events, volunteer opportunities, and updated community resources) are now uploaded and available for users. Since May 2012, the SVPE and SWAT website started using the Google Analytics software, which tracks the number of people who visit the site. According to this report, 201 people visited the SVPE website during this month: 75.40% of them were new visitors and 24.60% returning visitors. A total of 394 people visited the SWAT page during May, and 85.49% of them were new visitors and 14.5% returning visitors.

Awareness Campaigns:

“That’s What He/She Said” Sexual Violence Prevention Poster Campaigns Fall 2011 & Spring 2012

This highly popular poster campaign, designed by the Sexual Violence Prevention & Education program reclaimed a derogatory sexual joke to inspire discussion and mutual respect among sexual partners. The first round of posters was designed and distributed during fall term 2011. The six original posters (*see Figure 1*) highlighted couples having conversations and making statements that encourage honest communication and healthy consensual sexual relationships.

A second round of the poster campaign was launched in the spring 2012 as a part of Sexual Violence Prevention month activities. The eight new posters featured actual UO students as models and continued to raise awareness about honest consensual communication in sexual and intimate relationships.



Figure 1 "That's What He/She Said" Campaign

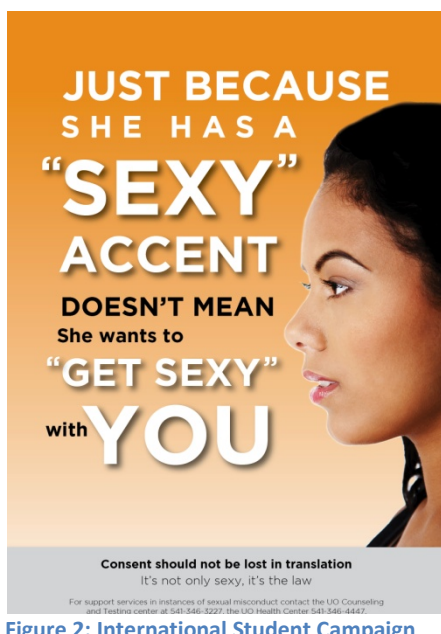


Figure 2: International Student Campaign Poster

While no formal assessment of the campaign was conducted, the response was consistently positive. Many students who would not otherwise come to the Women’s Center came in to request copies of the posters for their residences. At least two faculty members used the posters in their classrooms to talk about successful marketing programs, and the California Coalition Against Sexual Assault (CALCASA), a technical training institute for the Office on Violence Against Women, Department of Justice, requested a webinar presentation on the development of the program after finding the posters online. See **Appendix E** for all the posters.

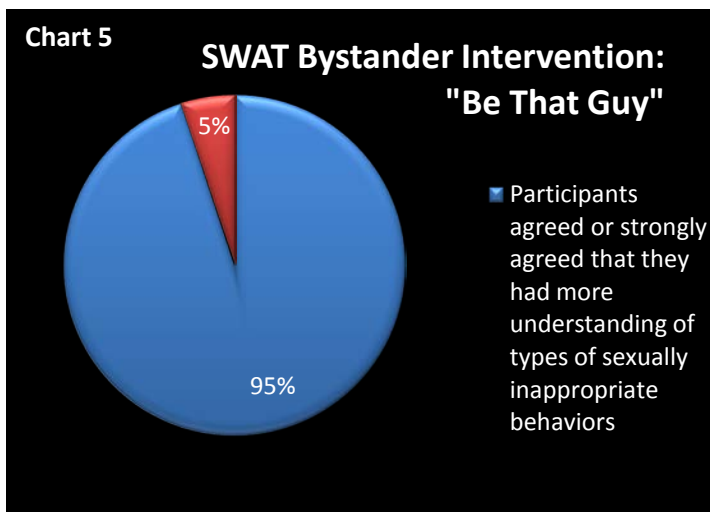
International Student Campaign 2012 – This poster campaign was designed to engage the community in awareness about effective communication with international students. (*See Figure 2*)

“Be That Guy” Bystander Intervention training- The “Be That Guy” campaign is dedicated to actively engaging men to create an environment that prevents sexual assault and promotes respect for others. The program was developed in collaboration by the University Health Center’s Peer Health Educators and the ASUO Men’s Center. Each year, the Sexual Wellness Advocacy Team (SWAT) presents a program specifically focused the encouragement of bystander intervention in potentially harmful situations. Audience members were able to practice intervening in situations and receive feedback from their peers about the effectiveness of their interventions.

“Be That Guy” Assessment:

A survey of audience members for the SWAT Bystander Intervention workshop revealed that as a result of attending the presentation 95% of participants agreed or strongly agreed that they have increased their understanding of types of sexually inappropriate behaviors (Chart 5). One hundred percent (100%) of the participants agreed or strongly agreed that as a result of attending this workshop they can explain to others why sexual assault prevention is not just a

female problem but also a societal problem and men have a prevention role to play. Finally, 100% of the participants who attended this training agreed or strongly agreed that they felt more confident stepping in when they witness others acting inappropriately in situations



around sexual behaviors (Chart 6).

Chart 6

"Be That Guy" Bystander Intervention Training



- Feel more confident stepping in when witness others acting inappropriately

Red Zone Campaign & Red Flag Display

A project of the ASUO Women's Center and the Sexual Violence Prevention & Education (SVPE) program, the goal of this campaign was to educate students about

sexual violence on college campuses through workshops, passive displays and trainings with all incoming Housing RAs and sorority members. The Red Zone campaign focused on the first six weeks of the school year as a high-risk time for women for sexual assault. During Sexual Violence Prevention week 2,870 red construction flags were placed in the campus quad throughout the week to represent how many women (according to statistics) may have experienced sexual violence on the UO campus.

Red Zone Coaster Project

SWAT and the ASUO Women's Center also launched a unique campaign that used beverage coasters to give "Tips to Prevent Sexual Assault." The tips address potential perpetrators instead of aiming prevention tips at survivors. These coasters were distributed throughout campus and in Eugene bars. Five thousand coasters were distributed as part of the Red Zone campaign that takes place on the first six weeks of school. The coaster campaign was well received by the bars and campus. (See Appendix F)

Guest Speakers:**“Yes Means Yes: Visions of Female Sexual Power and a World without Rape,” presentation by guest speaker Jaclyn Freidman**

In November 2011, the Women’s Center and the sexual violence prevention program brought national speaker, Jaclyn Friedman to campus. Based on Friedman’s hit book this talk drew connections between the culture shaming women for expressing their sexuality, how the media uses empty images of female sexuality to fuel sales, and how rape is allowed to function in society. Friedman led an interactive discussion about the ways our campus and community can create a culture that supports healthy sexuality and makes sexual violence rare, clear and swiftly punished.

“Asking for It: The Ethics and Erotics of Sexual Consent”, presentation by guest speaker Dr. Harry Brod

As part of the Sexual Violence Awareness Week, Dr. Harry Brod, a professor of Philosophy and Humanities at the University of Northern Iowa, provided an educational presentation on the affirmative sexual consent standard. Between 80 and 100 students, faculty and community members attended the presentation. A follow-up session with Dr. Brod occurred the next day specifically for university staff and students leaders who are involved in the work of sexual violence prevention and education.

Sexual Violence Prevention Month and Take Back the Night:

The month annually brings together the campus community to deliver programs that target a wide range of students as well as the overall campus community. The activities include numerous programs throughout the month; an extensive, month-long letter-writing campaign by campus and community partners to the *Oregon Daily Emerald*, UO’s daily student-run newspaper; more than 25 campus and community partners coming together for informational tabling; a rally with a speak-out and a take back the night march with hundreds of students, campus and community members to Downtown Eugene is the culminating event of the prevention month.

Additional Programming:***Examples of Staff Specific Training***

Sexual violence training for all University housing paraprofessionals and their supervisors is conducted each year. In addition, the sexual violence prevention staff members participate in a day-long “Behind Closed Doors” training for RAs, assisting staff members in learning how to support a survivor as well as the protocols and procedures for what to do in cases of sexual misconduct. Sexual violence prevention training for entering international students is also conducted at their fall orientation through the Director of Sexual Violence Prevention and Education and the Sexual Wellness Advocacy Team (SWAT). The Student Conduct Hearing board, made up of ten student representatives and eight faculty representatives, also receives annual sexual assault prevention training.

Campus Partnerships***Alliance for Sexual Assault Prevention (ASAP)***

ASAP is a coalition of departments and organizations across campus and the larger Eugene community to create a coordinated community response to mitigate sexual violence. Membership includes representatives from the UO Police Department, the University Counseling and Testing Center, University Health Center, University Housing, Intercollegiate Athletics, Religious Directors Association, Fraternity and Sorority Life, ASUO Women's Center, ASUO Men's Center and Sexual Assault Support Services. ASAP members meet monthly to develop education and prevention strategies and to provide a networking system so that alliance members can work more effectively in their respective fields.

ASUO Women's Center

The ASUO Women's Center serves as a key campus partner in sexual violence prevention programming. The student coordinator of Sexual Violence Prevention and Education collaborates with campus and community partners including the local non-profit agency Sexual Assault Support Services (SASS) to produce the annual Take Back the Night event in April and to produce regular self-defense classes based on an empowerment model. During the month of October which is nationally recognized as Dating Violence Awareness month the Women's Center collected over 240 pounds of toiletries for Womenspace, a domestic violence agency in our community.

ASUO Men's Center

The ASUO Men's center dedicates time and energy toward addressing sexual violence on campus through a variety of programs including sexual communication workshops, and presentations to classes about men's role in preventing sexual violence. *Break the Cycle* is an annual Men's Center event held during sexual violence prevention month with several different components including a 5k run/walk/roll giving all participants an opportunity to demonstrate their position as individuals or as members of a group wishing to take a stand against domestic violence, abuse, and interpersonal violence

University Health Center Peer Educators

Taking it to the Streets

Each April during Sexual Violence Prevention week the University Health Center peer educators distribute information about healthy sexuality. They also provide presentations for student organizations and classes about sexual assault, healthy relationships and more throughout the academic year.

Safe Ride

Safe Ride is devoted to the idea that a person regardless of sex, race, religion or sexual preference, should be able to go where they wish at night and feel comfortable and safe. Providing over 9,000 rides a year, APS is a free shuttle service that provides university students, faculty and staff with an alternative to walking alone at night, relying on others to take them home or being stuck in a potentially dangerous situation. The shuttle is available weeknights from 6pm-12am and on weeknights from 6pm-2am.

Summary of Accomplishments and Challenges

Accomplishments

The primary accomplishment for the 2011-2012 academic year were the thousands of students reached through our prevention efforts, through multiple methods of training and education, and sustained and sufficient dosage throughout the year. Strategies are broad and multi-faceted, support comprehensive primary prevention programming at multiple levels, and build on campus and community capacity.

Challenges

Although the online population level and primary prevention course for incoming students has been initiated, the prevention work through the Sexual Wellness Advocacy Team (SWAT) continues to be the venue that supports transformational student learning. The difference between typical theater and SWAT theater is that the students are not passive observers in the performance or workshops. One current challenge is trying to accommodate the number of requests that come in for prevention trainings, workshops, and initiatives, along with sustaining our efforts in other prevention initiatives. SWAT has become quite popular not only on the UO campus but beyond the campus because peer-based interactional theater is relatively rare across the country. Additionally, the nature of prevention programming is such that it is hard to measure tangible results of violence prevention on campus, although a rigorous assessment plan is underway. The Director of Sexual Violence Prevention and Education continues to initiate innovative, comprehensive, evidenced-based programs to reach the ever changing student population at the UO with very limited resources and staffing (one 1.0 FTE and a graduate student).

Support

Summary of Resources and Services

During 2011-12, staff members from the Office of the Dean of Students, University Health Center, University Counseling and Testing Center, Affirmative Action and Equal Opportunity, Office of Student Conduct and Community Standards, University Housing, UO Police Department, and General Counsel re-examined UO protocols for responding to incidents of student-on-student sexual harassment. The review was prompted, in part, by the April 2011 *Dear Colleague Letter* issued by the U.S. Department of Education Office for Civil Rights clarifying institutional responsibility under Title IX of the Education Amendments of 1972 in responding to incidents of sexual violence. The work group began efforts in 2011, continued to meet during the 2012 year, and will continue to meet in 2013.

The review has resulted in a formal protocol document intended to reinforce the university's efforts to provide for campus safety, to outline the university's process for responding to issues of student-on-student sexual harassment, and identify available resources and a plan for providing coordinated services to students who may experience any form of sexual harassment. Included in the protocols document are the following:

The protocols document student-on-student sexual harassment included the following:

- an assessment of current challenges;
- an overview of the strengthened and coordinated campus response system that includes a campus response network and formalized sexual harassment protocols for response to student reports of incidents of sexual harassment;

- a description of departmental roles and the services that may be provided to student victims of sexual harassment including counseling support, medical care, safety planning, academic support and accommodations, housing accommodations, financial aid assistance, student conduct assistance, and law enforcement services;
- acknowledgement of the Interpersonal Violence Coordinator, a new staff position in the University Counseling and Testing Center, who will serve a role in coordinating student victim access to available on-campus services, as well as constitute a specifically trained entry point for victims of sexual harassment who choose to speak to a university employee with a legally recognized privilege;
- guidelines articulating the responsibility of *all* university employees regardless of FTE and duration of appointment; and
- recognition of campus procedures for investigating incidents of sexual harassment.

The overarching goal of the review effort and the formalized sexual harassment protocols is to ensure an appropriate and effective institutional response with integrated services to all student victims of sexual harassment, and to further enhance campus safety.

Coordinated Institutional Response

The University is committed to providing a safe environment for its students. Providing a support system that connects persons who have experienced sexual harassment to a complement of services is a critical component of ensuring a safe environment, as is holding accountable those individuals who engage in inappropriate behavior. The University of Oregon provides a range of resources to address the unique needs of its diverse college student population including, but not limited to, students of color; lesbian, gay, bisexual, transgender and queer students; international students; students with disabilities; nontraditional students; student veterans; and other underrepresented student populations.

The coordinated response includes:

- a response network and formal sexual harassment protocols in response to reports of sexual harassment;
- a new position, an Interpersonal Violence Coordinator, in the University Counseling and Testing Center, to provide and coordinate support to student victims of sexual harassment (search underway; search for the position in 2012 was unsuccessful); and
- coordination between responsible offices to ensure that inappropriate behavior is addressed through appropriate university administrative processes.

A. Required University Employee Reporting

University employees who receive credible information that any form of prohibited discrimination (such as sexual harassment) is occurring must report those allegations to appropriate university authorities, unless the employee has a narrowly defined privilege under law. Employees with such professional privileges must still report incidents of sexual harassment to appropriate university authorities in a de-identified manner, or as lawfully provided by the privilege.

Incidents of alleged sexual harassment by or involving University of Oregon students are to be reported to the Office of the Dean of Students. Incidents of alleged sexual harassment by

University of Oregon employees are to be reported to the Office of Affirmative Action & Equal Opportunity.

Upon notice of possible sexual harassment, UO will investigate the concern, take steps to stop inappropriate behavior, remedy the effects of inappropriate behavior, and take steps reasonably calculated to stop future inappropriate behavior.

B. Confidentiality

The University respects confidentiality consistent with state and federal law. Just as it is important that University employees understand their reporting responsibilities, it is equally important that students understand those reporting responsibilities and their options for seeking confidential services.

Medical and counseling professionals, serving in those roles, have narrowly defined privileges under law. Under limited circumstances, some licensed professionals may not be required to make a report. As a result, the University Counseling and Testing Center and the University Health Center have a greater capacity to provide confidential support to students than other University offices or employees. Students who wish to receive support services from professionals with narrowly defined privileges may contact the Interpersonal Violence Coordinator located in the University Counseling and Testing Center, other mental health professionals at the University Counseling and Testing Center, or health professionals at the University Health Center.

In providing accommodation as requested by a student who has experienced any form of sexual harassment, the university is necessarily on notice of the incident and is required to investigate the incident to the best of its ability based on available information.

Students also have the option of seeking confidential support through off-campus services such as Sexual Assault Support Services (SASS) and Womenspace. Outside agencies do not have the same obligation to report or investigate an incident. They also do not have authority to independently work with University departments to arrange on-campus accommodations such as academic accommodations, on-campus housing changes, financial aid, student employment or other campus needs.

Campus Response Network

The UO response network includes the following offices and staff positions:

A. Office of the Dean of Students

The Office of the Dean of Students provides the following support to persons who have experienced sexual harassment:

- serves as the initial point of contact for UO offices and personnel reporting incidents of alleged sexual harassment by or involving University students;
- for issues reported outside of regular working hours, works collaboratively with the University of Oregon Police Department (UOPD) to provide initial crisis intervention including, but not limited to, the following:

- assesses immediate safety concerns;
- informs student of available options regarding medical services, forensic evidence collection, and reporting to law enforcement, including on-campus and local police;
- explains what is involved with law enforcement reporting and forensic evidence collection examination processes; and
- assists in making arrangements for medical services, forensic evidence collection and/or reporting to law enforcement as requested by student.
- informs students of on-campus and community resources available to provide support, and facilitates contact, as requested; and
- reports incidents of sexual harassment and domestic/interpersonal violence to UOPD.

The Office of the Dean of Students serves all students, including students accused of sexual harassment. Support to accused students will be handled by staff other than those providing support to students reporting incidents of sexual harassment.

B. Interpersonal Violence Coordinator

The Interpersonal Violence Coordinator is one of the primary UO resources for providing coordinated support services to students reporting incidents of sexual harassment, including sexual assault, and will provide the following support for students who have experienced sexual harassment:

- for issues reported during regular working hours, provides immediate crisis intervention and support, including, but not limited to, the following:
 - assesses immediate safety concerns;
 - informs student of available options regarding medical services, forensic evidence collection, and reporting to law enforcement, including on-campus and local police;
 - explains what is involved with law enforcement reporting and forensic evidence collection examination processes;
 - assists in making arrangements for medical services, forensic evidence collection and/or reporting to law enforcement as requested by student; and
 - assists student in accessing immediately available on- and off-campus services, as requested.
- informs students that issues involving sexual harassment are treated with care and respect for privacy, explaining University obligations and limits on confidentiality;
- provides ongoing service and support, including but not limited to the following:
 - helps coordinate counseling services with a psychologist or therapist who has experience in trauma response and healing, as requested by the student;
 - provides assistance and works with campus partners to support student with class schedule changes, academic issues, room/housing assignments, living arrangements, child care arrangements, and other adjustments that may be appropriate;
 - explains administrative reporting processes, including reporting to the Office of Student Conduct and Community Standards and the Office of Affirmative Action and Equal Opportunity;

- coordinates consultation with friends, family, and others on how to support a victim, as requested by the student;
- as requested by student, may assist student in filing a formal criminal report or formal conduct charge or University grievance; may accompany student during medical, law enforcement, and/or student conduct proceedings; or may assist in connecting a student to community resources for those kinds of support.

C. University of Oregon Police Department

The University of Oregon Police Department provides the following 24-hour services to protect the safety of the campus community and as part of the integrated campus response to issues of sexual harassment:

- assists student with immediate safety planning;
- informs the student that s/he may make a police report, clarifying that the decision to report to law enforcement does not commit the prosecuting attorney to pursuing criminal charges;
- as appropriate, and in conjunction with local law enforcement, secures crime scene, determines identity and location of suspect, collects and secures evidence, and participates with investigation and law enforcement functions;
- assesses campus risk and provides timely campus crime alert when an incident is determined to pose an ongoing threat to the campus community; and
- notifies the Office of the Dean of Students, the Interpersonal Violence Coordinator in the University Counseling and Testing Center (for incidents occurring during regular working hours), and the OAAEO of issues involving sexual harassment, including incidents of sexual violence.

D. University Health Center

The University Health Center offers support, evaluation and treatment for students who have experienced sexual harassment, specifically sexual assault. Nurse practitioners and/or physicians with specialized training and experience provide the following services:

- perform physical assessment and forensic examination, preserving forensic evidence and maintaining chain of custody;
- provide appropriate medical care and continuity of care (including STI evaluation and treatment), preventive care, and medical referrals;
- provide protection against pregnancy that might result from the assault, as requested by the victim;
- present testimony as witnesses in student conduct and court cases.

E. University Counseling and Testing Center

The University Counseling and Testing Center offer support, evaluation and counseling for students experiencing personal difficulties as a result of having experienced an incident of sexual harassment. Professional counseling staff, licensed psychologists or therapists with experience in trauma response and healing are available to assist student with personal counseling.

The UCTC serves all University students. As a result, the UCTC is available as a resource to students accused of sexual harassment, as well as those who have experienced sexual harassment. Support to accused students will be handled by staff other than those providing support to students who have reported experiencing sexual harassment.

F. Office of Student Conduct and Community Standards

The Student Conduct and Community Standards Office provides the following services in connection with incidents of alleged sexual harassment by students:

- provides information about the student conduct process, explaining the difference between a conduct proceeding and a criminal proceeding;
- advises the accuser and the accused:
 - that the rights of the accused and accuser will be respected throughout the student conduct process;
 - regarding the difference between a student conduct administrative hearing versus a panel hearing;
- as necessary, arranges for investigation of reported incidents; reviews and evaluates available information to determine the applicability of student conduct charges; conducts additional investigation as necessary during the student conduct hearing process;
- administers and adjudicates the conduct process in accordance with University procedures that require the following:
 - accuser and accused must have the same opportunity to have others present,
 - both parties shall be informed of the outcome of any disciplinary proceedings; and
- upon investigation and when appropriate, sends “Letter of No Contact” to alleged offender.

G. University Housing

University Housing provides the following 24-hour services and support as part of the integrated response:

- consults with student regarding immediate medical and safety needs, and calls for emergency services as appropriate;
- makes on-campus housing changes as requested and appropriate to ensure safety and create space between a student who has experienced sexual harassment and a student accused of having engaged in sexual harassment; and
- contacts the Office of the Dean of Students as the initial point of contact for 24-hour response to immediate circumstances in order to connect students to available resources and services.

H. Title IX Coordinator/Office of Affirmative Action and Equal Opportunity

- serves as the initial point of contact for University offices and personnel reporting incidents of alleged sexual harassment by or involving University employees;
- administers the formal grievance process for student complaints of sexual harassment by University employees and investigates formal grievances by employees alleging sexual harassment;

- in consultation with the Director of Student Conduct and Community Standards, conducts investigations of reported incidents of student-on-student sexual harassment; and
- works with campus partners to ensure that students are advised of and University is meeting the University's Title IX obligations.

I. Dean's Consultation Committee

The Dean's Consultation Committee (DCC) is a team of UO employees that meets weekly to provide an integrated, caring and holistic response to student situations.

The Dean's Consultation Committee works to maintain and enhance campus safety. General and, as appropriate, specific incidents of sexual harassment are reviewed by members of the DCC in order to ascertain and address potential risks to the campus community. DCC works with campus partners to ensure that:

- Student safety, privacy, and choices with regarding to issues of sexual harassment are preserved and honored consistent with state and federal law;
- Students are able to access the broad range of available services;
- Students receive accurate and comprehensive information regarding recourse options for holding accountable those who engage in sexual harassment, including information about the student conduct code and criminal justice system;
- The University community is notified in a timely and appropriate manner of incidents that pose an ongoing threat of foreseeable danger to students and employees.

Summary of Accomplishments and Challenges

Accomplishments

- The UO President, Dr. Michael Gottfredson, has been vocal and visible on the issues, providing leadership and communicating with the entire campus the expectations of the UO and priority detailed information about employee objectives (Appendix D).
- Initiatives for the year included formalization of student-on-student sexual harassment protocols.
- A new website was developed by the Office of Affirmative Action and Equal Opportunity and will be launched winter 2013. The site provides comprehensive information regarding the UO Policy Prohibiting Sexual Harassment, Including Sexual Assault, Intimate Partner/Relationship Violence, and Gender-Based Stalking and Bullying.
- The mandatory requirement of an online course, *AlcoholEdu/Sexual Assault Edu*, was launched for all students under the age of 21 at the UO. The program was introduced fall 2011, and **became mandatory** fall 2012. As a module within *AlcoholEdu*, the *SexualAssaultEdu* course module provides important prevention skills and strategies to all incoming students. *SexualAssaultEdu* relies on proven prevention theories and educational strategies to help students understand the many aspects of sexual assault.
- *Oregon University System Best Practices Conference*

The University of Oregon sent a large contingent of staff and students from various disciplines to Portland State University for the third annual Oregon University System Best Practices Conference on Sexual Assault. The Oregon University System (OUS) best practices conference provides a forum to explore, learn, and share best practices in the prevention and reduction of sexual misconduct on college campuses. Conference organizers from all OUS institutions came together to organize and deliver a conference where participants explored, learned, and shared best practices for the prevention and reduction of sexual misconduct on Oregon campuses. Program presenters from the University of Oregon included Sheryl Eyster, Associate Dean of Students, and Penny Daugherty, Director of Affirmative Action and Equal Opportunity, who participated in a panel discussion about the institutional responses in regard to the *Dear Colleague Letter*. In addition to this conference, numerous staff members across the university in Student Conduct and Community Standards, Office of the Dean of Students, University Counseling and Testing Center, Conflict Resolution Services, University Housing, Affirmative Action and Equal Opportunity, and law enforcement attended conferences related to Title IX, Clery and the Dear Colleague Letter in an effort to gain a more thorough understanding of issues and strengthen protocols and practices at the UO.

- *Addition of new staff member (position will begin in 2013 – efforts for 2012 resulted in a failed search)*
The approval to hire an Interpersonal Violence Coordinator, a full-time staff member, who focuses on response efforts will allow the UO to respond more effectively to victims of sexual violence, establish the much-needed, formal sexual assault protocols for campus and community partners, and ensure that staff members in every unit are providing accurate and consistent information about the university's sexual assault policy and protocols, resources, and procedures.
- *Sexual Assault Response Specialist* - With an increased number of cases, the university hired a temporary sexual assault response specialist to assist the Office of the Dean of Students with *round-the-clock* support for victims of sexual violence. This position is being reviewed and a proposal for additional funding has been submitted for a full-time support person.
- *Involvement at the State Level* - Several UO campus staff members (including Erin McGladrey, Carl Yeh and Sheryl Eyster) are members of the Attorney General's Sexual Assault Task Force/Campus Response Committee.
- *Website*
A new website has been developed and will become "live" in March 2013. The UO will continue to strengthen the website with new information and resources.

Challenges

Having a clear and complete understanding of what is occurring on campus has been critical to the university's ability to take appropriate preventive measures, ensure it is providing adequate and well-coordinated services, and hold accountable those who are engaging in inappropriate behavior. The review and strengthening of the protocols has helped to provide a snapshot of current conditions, strengths of our program, challenges, and gaps in services. Through the review, comprehensive, seamless, and

coordinated services have been developed. In addition, the UO met with a large group of students throughout the year in an effort to have a student voice to the protocol. The new sexual assault protocol is intended to clarify how students can connect to the full range of available services. The overarching goal is to further enhance campus safety, and to provide support and intervention services to all student victims of sexual harassment. There have still been concerns from some students and staff as we attempt to clarify our protocols and the obligations of the university. At the same time, we have received numerous positive feedback and comments from victimized students utilizing campus resources and services and their perceived support from the university.

Current efforts are underway under the leadership of Affirmative Action and Equal Opportunity with support from Human Resources, the Dean of Students Office, Academic Affairs to ensure adequate training for all university employees as a result of the Dear Colleague clarification and compliance with Title IX. We anticipate investing more time and energy this coming year with our training efforts for all employee groups at the UO. Our goal is to provide training that clarifies discrimination and all forms of sexual harassment (including sexual assault), clarify who is protected from discrimination and sexual harassment, communicate the legal foundations that serve to prevent discrimination and sexual harassment, communicate employee responsibilities if they observe or hear of discrimination or sexual harassment, clarify the relationships between academic freedom and prohibited discrimination of sexual harassment, communicate the liability if discrimination and/or sexual harassment occurs, and clarify the employee reporting obligations involving student-on-student issues of sexual harassment/assault that occur on or off the campus. We are currently exploring online learning opportunities to support efforts as well as developing our own course content for additional modules to complement the online learning opportunities. Our challenge is to develop the training in a quick time-frame (fall 2013).

A request for a new staff member to assist with the increased number of cases – especially providing support to students in crisis during the nighttime hours – has been submitted. If the position is not filled, staff members will need to develop a new approach to supporting the caseload of students.

Resolution

Summary of Resources and Services

Students have multiple possible entry points to get assistance from the university, including but not limited to, the Office of the Dean of Students, AAEO, University Counseling and Testing Center, University Health Center, UO Police Department, and University Housing. Regardless of how a survivor alerts the university about sexual misconduct, every effort is made to inform the survivor of medical, advocacy, academic, housing, law enforcement, and student conduct resources.

When sexual misconduct is reported to the Office of the Dean of Students (ODOS) and/or the Office of Student Conduct and Community Standards (SCCS), these offices have several responses. First, ODOS and SCCS make sure that the survivor has been offered a wide array of support services, along with academic, housing, and medical services. Second, the survivor is encouraged to make a report with law enforcement, as required by law. Third,

ODOS and SCCS inform the Title IX Coordinator of the report. Fourth, after the Title IX Coordinator has completed an investigation (if applicable) and refers the case to SCCS, the student conduct process may begin depending on the report and recommendation.

In situations where either the Title IX Coordinator or other authority believes it is “immediately necessary to secure the health or safety of any persons,” SCCS may suspend a person from the university on an emergency basis. The Title IX Coordinator will also work with other staff members in Student conduct or the Office of the Dean of Students to coordinate responses such as “no contact” letters, changing the accused student’s class schedule or prohibiting the accused student’s presence at classes attended by the survivor, moving the accused student to a different residence hall room or canceling the housing contract altogether.

If SCCS sends a notice of allegation for sexual misconduct to the perpetrator, the accused student has 14 calendar days, excluding holidays and university vacations including summer term, to respond and to make a meeting with a hearings officer to discuss a choice of resolution. If the accused student fails to make this meeting, the hearings officer may make a decision regarding the case in default (without the student’s input) but may not suspend, expel, or put a negative notation on the student’s transcript. Returning to the choice-of-resolution meeting, as the name indicates, the accused student may choose between an administrative conference and a panel hearing. In brief, the main difference between the two types of hearings is as follows: An administrative conference is with a single administrator and can take place immediately after the choice has been made--the accused student cannot appeal the decisions of responsibility and sanctions, suspension, expulsion, and negative notation on the transcript are not possible; A panel hearing involves a panel consisting of at least one student, faculty, and staff person; must take place 20-30 days after the notice of allegation; the decision of responsibility and sanctions can be appealed to the University Appeals Board; and suspension, expulsion, and negative notation are possible. An important note: SCCS may need to make a decision before any notice of allegation is sent to send the perpetrator to a panel hearing where the perpetrator would not have the ability to select an administrative hearing and thus automatically avoid suspension, expulsion, or a negative notation on the transcript. In addition, it is possible for an administrator to impose severe sanctions such as suspension, expulsion, or a negative notation on the transcript, but only if the accused student waives the right to a panel hearing (in other words, voluntarily allows an administrator to have such an ability). For a graphical representation of this process, please see [Appendix B](#).

Procedures for University Faculty and Staff Response to Incidents of Sexual Harassment

On receiving notice of an incident of sexual harassment, including sexual assault, partner violence and stalking, assess whether a student needs immediate medical attention or there is an imminent danger to the student or others. If a student needs immediate medical attention or there is an imminent danger to the student or others call 911.

After assessing immediate medical or safety needs, all University employees, except those with narrowly defined and legally recognized privilege such as University Health Center and University Counseling and Testing Center professionals providing health services, have a duty to report any incidents involving sexual harassment.

- A. Reporting Alleged Incidents of Sexual Harassment By or Involving University Students
- Report incidents involving alleged student-on-student sexual harassment to Office of the Dean of Students, (541) 346-3216.
- B. Reporting Alleged Incidents of Sexual Harassment By or Involving University Employees
- Report incidents involving alleged employee (faculty or staff)-on-student sexual harassment to the Office of Affirmative Action and Equal Opportunity, (541) 346-3123.

Campus Procedures for Investigating Incidents of Sexual Harassment

A. Criminal Proceedings

The availability of witnesses and the preservation of evidence are important factors when deciding to file criminal charges. Although the student who experienced sexual assault is a key witness in any criminal matter, the decision whether or not to proceed with a criminal case rests with the prosecuting attorney. As indicated above, students who have experienced sexual assault are encouraged to make a report to local law enforcement and to UOPD.

B. Administrative Policy Violation Proceedings

University administrative proceedings are conducted in a manner that is consistent with state and federal law, and supports the University commitment to enhancing safety. Proceeding in a manner that is respectful of victims of sexual harassment, University administrative proceedings ensure due process and support appropriate action to prevent future incidents of sexual harassment. Consistent with applicable legal requirements, the University investigates instances of possible sexual harassment, stops any harassment, and takes steps reasonably calculated to prevent its recurrence.

The University has established procedures for addressing instances of possible sexual harassment, including sexual assault, through the Student Code of Conduct (for behavior by students) and its policy prohibiting discrimination and discriminatory harassment, including sexual harassment (for behavior by UO employees).

Accountability of Perpetrators

Holding responsible those who engage in acts of sexual harassment/assault is a critical component of the university's commitment to provide a safe learning environment for its students.

- UO Police Department (UOPD) and local law enforcement provide information to students who have experienced sexual violence about their right to report incidents and pursue criminal charges.
 - UO Police Department, 541-346-2919 (non-emergency number); 911 or 541-346-6666 (emergency numbers)
 - Eugene Police Department, 541-682-5111 (non emergency number); 911 Emergency Number
- Campus offices provide information to students who have experienced any form of sexual harassment/sexual violence or any other form of gender discrimination about their right to report incidents and pursue administrative policy violations through the Office of Student Conduct and Community Standards (SCCS) or the Office of

Affirmative Action & Equal Opportunity (OAAEO). Internal administrative proceedings are conducted in a manner consistent with state and federal law, respecting the sensitive nature of the issues and the rights of all parties.

- Student Conduct and Community Standards, 541-346-1140. Adjudicates complaints addressing student behaviors following preliminary investigation by OAAEO as deemed necessary by the Director of SCCS and the Title IX Coordinator.
- Affirmative Action & Equal Opportunity, 541-346-3123. Administers formal grievance process addressing employee behaviors.
- grievance process addressing employee behaviors.
- Sexual Misconduct at the University of Oregon
- **OAR571 021 0105: Definitions**
 - (8) “Contacting” has its common meaning. It includes, but is not limited to, communicating with or remaining in the physical presence of the other person.
 - (9) “Contact of a Sexual Nature” for purposes of Sexual Misconduct in the Student Conduct Code means the touching of the genitalia, anus, buttocks or breasts of a person or causing such person to touch the genitalia, anus, buttocks or breasts of another.
 - (13) “Explicit Consent” for purposes of Sexual Misconduct in the Student Conduct Code means voluntary, non-coerced and clear communication indicating a willingness to engage in a particular act. “Explicit consent” includes an affirmative verbal response or voluntary acts unmistakable in their meaning.
 - (21) “Mental Disorder” for purposes of Sexual Misconduct in the Student Conduct Code means that a person suffers from a mental disease or disorder that renders that person incapable of appraising the nature of the conduct of another person.
 - (22) “Mental Incapacitation” for purposes of Sexual Misconduct in the Student Conduct Code means that a person is rendered incapable of appraising or controlling one’s own conduct at the time of the alleged offense because of the influence of a controlled or intoxicating substance or because of any act committed upon the person without consent.
 - (24) “Penetration” for purposes of Sexual Misconduct in the Student Conduct Code means any degree of insertion, however slight, of the penis or any object into the vagina or anus, or the penis into the mouth.
 - (25) “Physical Helplessness” for purposes of Sexual Misconduct in the Student Conduct Code means that a person is unconscious or for any other reason is physically unable to communicate unwillingness to engage in an act.
- **(30) “Sexual Misconduct” means:**
 - (a) Unwanted Penetration is Penetration of another person, or causing the Penetration of another person, when one:
 - (A) Does not first obtain Explicit Consent from that person; or
 - (B) Knows or should have known the person was incapable of consent by reason of Mental Disorder, Mental Incapacitation, or Physical Helplessness.
 - (b) Nonconsensual personal contact occurs when a student subjects another person to contact of a sexual nature when a reasonable person would know that such contact would cause emotional distress:
 - (A) Without having first obtained Explicit Consent; or
 - (B) When he or she knows or should have known the person was incapable of consent by reason of Mental Disorder, Mental Incapacitation, or Physical Helplessness.
 - (c) Sexual advances, requests for sexual favors, and other verbal or physical

conduct of a sexual nature that interferes with work or academic performance because it has created an intimidating, hostile, or degrading environment and would have such an effect on a reasonable person of the alleged complainant's status when the conduct is unwelcome and sufficiently severe or pervasive that it deprives that person of benefits of the University's educational environment.

- **OAR571 021 0120: Violations of Community Standards by Individual Students**
 - (3) Standards Relative to the Rights of Individuals and to the Welfare of the University Community. An environment conducive to learning is one where the rights, safety, dignity and worth of every individual are respected. The following conduct endangers such an environment, and threatens the welfare of the University community as a whole:
 - (h) Sexual Misconduct. A mission of the Student Conduct Code is to encourage good decision-making, personal integrity, and interpersonal behavior that is cooperative rather than coercive and that respects the rights of others. Sexual misconduct violates these values, and is committed when a student engages in sexual behavior described in OAR571 021 0105(30).
 - (A) A complaint alleging Sexual Misconduct may be filed whenever Sexual Misconduct:
 - (i) Materially interferes with another person's academic performance or participation in a University Sponsored Activity, or performance of University employment;
 - (ii) Is committed on University Premises or at a University Sponsored Activity;
 - or
 - (iii) Demonstrates reasonable threat to the health or safety of a Member of the University Community or the alleged student survivor.
 - (B) Sexual gratification or pleasure of any party involved is not relevant to a determination of whether Sexual Misconduct occurred.
 - (C) A violation of provisions of the alcohol or drug policy in the Student Conduct Code does not affect a person's ability to file a complaint regarding another person's Sexual Misconduct on the same occasion.
 - (D) Consent to one form of sexual activity does not automatically operate as consent to any other form sexual activity. A "no" always means that consent is not present, whereas a "yes" to one act at one time does not mean "yes" to other acts or to the same act at other times. Voluntarily making oneself incapacitated does not mean one is giving consent to any form of sexual activity.
- UO Sexual Harassment/Violence Protocol Flowchart for Reporting Students

Summary of Activities and Initiatives

The University Hearings Board, from which student conduct panels are created, receives an annual training to ensure effectiveness and competence and because most members are replaced on an annual basis. The annual training includes sexual misconduct education, including the dynamics of sexual assault and effects of trauma on the survivor, and usually a mock hearing to practice a case involving sexual misconduct. Every effort is made to make the training realistic by using the more common situation of having the accused student and survivor know each other, no witnesses, and alcohol or other drugs being involved. Board members also receive general practice with hearings throughout the year either at actual hearings or in mock hearings (usually when actual hearings are cancelled).

SCCS staff members also participate in campus meetings and collaborations around sexual misconduct education both on campus and on a statewide level. For example, SCCS staff members are members of the Alliance for Sexual Assault Prevention and the Oregon Attorney General's Sexual Assault Task Force, as well as presenters at the Oregon University System Best Practices meeting (for addressing sexual misconduct). How students can avoid committing sexual misconduct and recognize when they are or could be victimized is always mentioned in SCCS presentations to the campus community, such as study abroad programs and National Student Exchange.

Summary of Accomplishments and Challenges

SCCS has emphasized reporting all sexual misconduct situations—whether it is to SCCS itself, the UO Police Department, or the Eugene Police Department, including and especially sexual misconduct—by making it relatively easy to make a report of it online.

The challenge will be to increase reporting to higher, more accurate levels because there is likely much more sexual misconduct occurring in the UO community occurring than is currently being reported. This statistical fact is of great concern to all of us, and a fact that we must correct. Part of the issue is the lack of understanding by students as to what constitutes sexual misconduct and the ongoing survivors' concerns about being believed, feelings of shame and embarrassment, and the rationalization of the incident by survivors and their confidants. Next, there is the challenge to educate males, who make up the vast majority of perpetrators, to make choices that do not violate others and to hold themselves and others accountable for such illegal behaviors. Finally, reducing heavy alcohol use would likely reduce the use of alcohol as a drug used by perpetrators to facilitate sexual misconduct.

Report of Incidents

Incidents Reported by Students Regarding Behaviors by Students or Others Not Employed by UO

NOTES:					
<p>1. In all cases of reported sexual harassment/assault, the UO followed a protocol that involves reaching out to victims to connect them with resources and services, remediating the effects of inappropriate behavior, conducting preliminary investigations to the extent possible based on available information, and taking appropriate steps to hold known perpetrators responsible through campus administrative proceedings.</p> <p>2. In cases where there was no adjudication, the case either involved an unknown perpetrator or someone not affiliated with the UO, there was insufficient information to conduct an investigation, evidence gathered in a preliminary investigation did not suggest a violation of the student conduct code, or in cases of sexual harassment, the matter was addressed informally without an adjudication.</p> <p>3. Number of incidents refers to number of accused perpetrators—not necessarily individual incidents/cases.</p> <p>4. * Multiple adjudications/cases per incident.</p>					
Incident Type	Number of reported incidents		Number of incidents adjudicated	Disposition of completed adjudications – responsible violation	Disciplinary sanctions imposed
	On campus	Off campus			
Sexual Misconduct - Non-consensual Penetration	5	12	4 (6 with unknown or non-UO perpetrator)	<ul style="list-style-type: none"> • Sexual misconduct, physical contact • Sexual misconduct, physical contact • Sexual misconduct • Sexual misconduct, physical contact 	<ul style="list-style-type: none"> • Suspended sanction, suspension, sexual misconduct journal, educational activity, negative notation on transcript, no contact, brief alcohol screening, and intervention for college student 3 • Sexual misconduct journal, conduct reprimand • Sexual misconduct journal, conduct reprimand • No contact, sexual misconduct journal, negative notation on transcript, suspension, educational activity

Sexual Misconduct - Non-consensual physical contact	8	18	4 (13 with unknown or non-UO perpetrator)	<ul style="list-style-type: none"> • Sexual harassment * • Not responsible • Unwanted contact * • Sexual misconduct, physical contact * 	<ul style="list-style-type: none"> • Reflection paper, disciplinary probation, sexual misconduct journal, Men’s Skills, and BASICS 2 • No sanction • Educational meeting, educational activity, suspension • Suspension (2 years), educational meeting, and negative notation on transcript
Sexual Harassment	8	13	1 (15 with unknown or non-UO perpetrator)	<ul style="list-style-type: none"> • Physical contact 	<ul style="list-style-type: none"> • Reflection paper, conduct reprimand, educational activity, and no contact
Intimate partner violence	2	8	4 (3 with non-UO perpetrator)	<ul style="list-style-type: none"> • Harassment, physical contact • Physical contact • Physical contact • Physical contact 	<ul style="list-style-type: none"> • Reflection papers, suspension, educational activity, • Reflection paper, educational activity, and suspension (one term) • Reflection paper, educational activity, and suspended suspension • Educational activity, disciplinary probation, educational meeting, and no contact

Stalking	1	3	(3 with unknown or non- non- perpetrator)	N/A	N/A
TOTALS	24	54	13		
	78 Total Cases				
	(40 of the 78 above cases were with an unknown or non- perpetrator)				

Incidents Reported by Students
Alleging Sexual Harassment by UO Employees

Type of Grievance	Number of Grievance and Reported Concerns		Disposition	Disciplinary Action Taken
	On-Campus	Off-Campus		
Administrative Review		1	Cause Finding	Contract not renewed
Formal Grievance	1		Cause Finding	Employee resigned
Informal Concern	11	1	No formal grievance process	Informal resolution – discussion with employees whose behavior was questioned to review policy and behavior expectations, with a follow-up confirming memo.
TOTALS	12	2		

Clery Reportable Sexual Assaults – 2012

Offense Category	On Campus	Residential Facilities	Non-Campus
Sex Offenses, Forcible	17	9	7
Sex Offenses, Non-Forcible	0	0	0

Clery Reportable Sexual Assaults - 2010, 2011 & 2012

Offense Category	On Campus			Residential Facilities			Non-Campus			Public Property		
	2010	2011	2012	2010	2011	2012	2010	2011	2012	2010	2011	2012
Sex Offenses, Forcible	7	8	17	3	3	9	3	1	7	2	4	6
Sex Offenses, Non-Forcible	0	0	0	0	0	0	0	0	0	0	0	0

Conclusion

The UO campus has advanced its sexual harassment prevention and response efforts and has recognized the need to decrease the complexity of accessing support services and reduce the barriers to reporting. The addition of the Interpersonal Violence Coordinator who provides support at the University Counseling and Testing Center, the potential funding for a sexual response specialist to support survivors after regular work-hours, the potential funding for additional staff in the Affirmative Action and Equal Opportunity Office to assist in reviewing all cases of sexual harassment (including sexual assault), and the current coordination of efforts between campus and community partners, will help the UO with our commitment to students. The current formalized sexual harassment protocols that the university is utilizing ensures that staff members in every unit are providing accurate and consistent information about resources, the university's sexual misconduct policy, and procedures. We endeavor for all UO students to receive a caring and integrated institutional response if they ever are the victim of any form of sexual harassment.

Appendices

APPENDIX A: Campus and Community Resources

CAMPUS AND COMMUNITY RESOURCES

A. Crisis Assistance

- Crisis response information (including UO and non-UO resources):
 - UO Office of the Dean of Students, 541-346-3216 (M-F, 8am-5pm)
 - UO Police Department: 911 (At any time, but always when calling outside of regular M-F, 8am-5pm work hours.)
 - Eugene Police Department Emergency Response: 911
 - Sexual Assault Support Services, 541-343-7277 or 1-800-788-4727
 - Womenspace, 541-485-6513 or 1-800-281-2800
- Medical care and forensic evidence collection information:
 - University Health Center, 541-346-2770
 - University Hospital District Medical Center, 541-686-7300
 - Sacred Heart Medical Center at RiverBend, 541-222-7300
 - McKenzie Willamette Medical Center, 541-726-4400

B. On-Campus Support Resources

- Office of the Dean of Students, 541-346-3216
- Interpersonal Violence Coordinator (housed in University Counseling and Testing Center), 541-346-3227. Serves as primary resource for providing coordinated support services including academic support, university housing accommodations, scholarship and financial aid support, counseling and other support as needed and appropriate. (Search underway to fill position.)
- University Counseling and Testing Center, 541-346-3227
- University Health Center, 541-346-2770

C. Off-Campus Support Resources

- Sexual Assault Support Services, 541-343-7277 or 1-800-788-4727
- Womenspace, 541-485-6513 or 1-800-281-2800
- All Community Medical Services (noted above under Immediate Crisis Assistance)

D. Criminal and UO Conduct Processes

- UOPD and local law enforcement provide information to victims about their right to report incidents of sexual violence and pursue criminal charges.
 - UO Police Department, 541-346-2919 (non-emergency number); 911 or 541-346-6666 (emergency numbers)
 - Eugene Police Department, 541-682-5111 (non-emergency number); 911 Emergency Number

- Campus offices responsible for student conduct processes provide information to complainants about their right to report incidents of sexual harassment and pursue administrative policy violations through the Office of Student Conduct and Community Standards (if the alleged perpetrator is a student), or the Office of Affirmative action & Equal Opportunity (if the alleged perpetrator is a UO employee).
 - Office of Student Conduct and Community Standards, 541-346-1140
 - Office of Affirmative Action & Equal Opportunity, 541-346-3123

- **Crime Victims' Services**

<http://www.doj.state.or.us/victims/pages/index.aspx>

The mission of the Crime Victims' Services Division (CVSD) is to reduce the impact of crime on victims' lives by supporting statewide victim services programs, promoting victims' rights, and providing victims access to information and resources in a compassionate, responsive, and dedicated manner.

Programs and Services Provided

Crime Victims' Compensation Program (CVCP) and Collection Unit

Federal Victims of Crime Act (VOCA) Grant Program

Federal Violence Against Women Act (VAWA) Grant Program

Recovery Act VAWA & VOCA Grant Programs

Oregon Domestic and Sexual Violence Services ODSVS Fund (ODSVS)

The Address Confidentiality Program (ACP)

- **Crime Victims' Rights**

- Crime Victims' Rights Compliance Program
- Post-Conviction Victim Advocacy Program
- Sexual Assault Services Program Formula Grant (SASP)

These programs are each separate, but very connected in the mission of serving crime victims in the most effective and sensitive manner. It is the division's goal and mission to improve the treatment of all victims of crime. This goal is fulfilled through providing victims with the assistance and the services necessary to speed their restoration while supporting and aiding them as they move through the criminal justice system.

Eugene Police Department Violent Crimes Unit

<http://www.eugene-or.gov/index.aspx?NID=977>

The Violent Crimes Unit (VCU) consists of nine detectives and a sergeant. The Violent Crimes Unit is responsible for investigating crimes against persons. Most VCU cases involve felony crimes, but some involve misdemeanor crimes of violence. Violent Crimes cases for investigation include homicides, robberies, sexual assaults, physical assaults, and kidnappings.

The Violent Crimes Unit's objectives are to ensure the successful criminal investigation and prosecution of violent crimes in Eugene; to protect those in

society who are most vulnerable to abuse and exploitation — the elderly, women, and children; and to ensure those who perpetrate crimes against such individuals receive the maximum penalty allowed by Oregon law.

Services Provided

Crime Prevention <http://www.eugene-or.gov/index.aspx?NID=944>

- Personal safety awareness
- Preventing rape
- Restraining orders

Springfield Police Department

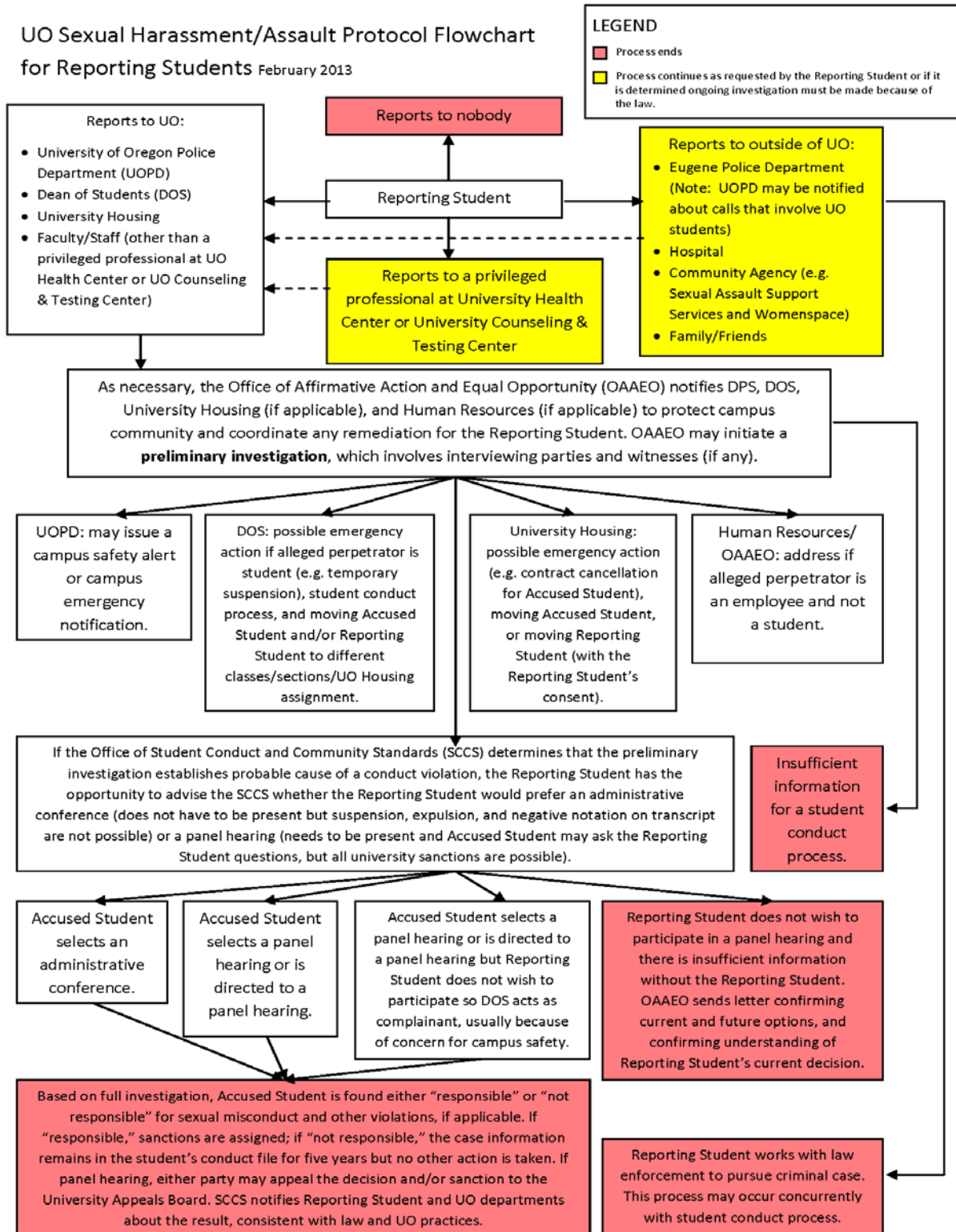
The mission of the Springfield Police Department is to serve with honor, uphold the law and protect the community. The values of Springfield Police Department are: professionalism, integrity, courage and honor.

Services Provided

- Crime Investigation - <http://www.ci.springfield.or.us/Police/investigations.html>
- Crime Prevention - <http://www.ci.springfield.or.us/Police/community.html>
- Statistics - <http://www.ci.springfield.or.us/Police/statistics.html>

APPENDIX B: UO Sexual Harassment/Assault Protocol Flowchart

UO Sexual Harassment/Assault Protocol Flowchart for Reporting Students February 2013



APPENDIX C: Oregon Administrative Rules (OARs)

OAR 571-021-0105(30) “Sexual Misconduct” means:

- (a) Unwanted Penetration is Penetration of another person, or causing the Penetration of another person, when one:
 - (A) Does not first obtain Explicit Consent from that person; or
 - (B) Knows or should have known the person was incapable of consent by reason of Mental Disorder, Mental Incapacitation, or Physical Helplessness.
- (b) Nonconsensual personal contact occurs when a student subjects another person to contact of a sexual nature when a reasonable person would know that such contact would cause emotional distress:
 - (A) Without having first obtained Explicit Consent; or
 - (B) When he or she knows or should have known the person was incapable of consent by reason of Mental Disorder, Mental Incapacitation, or Physical Helplessness.
- (c) Sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that interferes with work or academic performance because it has created an intimidating, hostile, or degrading environment and would have such an effect on a reasonable person of the alleged complainant’s status when the conduct is unwelcome and sufficiently severe or pervasive that it deprives that person of benefits of the University’s educational environment.

OAR 571-021-0120(3)(h) Sexual Misconduct. A mission of the Student Conduct Code is to encourage good decision-making, personal integrity, and interpersonal behavior that is cooperative rather than coercive and that respects the rights of others. Sexual misconduct violates these values, and is committed when a student engages in sexual behavior described in OAR 571-021-0105(30).

- (A) A complaint alleging Sexual Misconduct may be filed whenever Sexual Misconduct:
 - (i) Materially interferes with another person’s academic performance or participation in a University Sponsored Activity, or performance of University employment;
 - (ii) Is committed on University Premises or at a University Sponsored Activity; or
 - (iii) Demonstrates reasonable threat to the health or safety of a Member of the University Community or the alleged student survivor.
- (B) Sexual gratification or pleasure of any party involved is not relevant to a determination of whether Sexual Misconduct occurred.
- (C) A violation of provisions of the alcohol or drug policy in the Student Conduct Code does not affect a person’s ability to file a complaint regarding another person’s Sexual Misconduct on the same occasion.
- (D) Consent to one form of sexual activity does not automatically operate as consent to any other form sexual activity. A “no” always means that consent is not present, whereas a “yes” to one act at one time does not mean “yes” to other acts or to the same act at other times. Voluntarily making oneself incapacitated does not mean one is giving consent to any form of sexual activity.

OAR 571-021-0120(3)(a) Physical contact that endangers, threatens, or harms the health or safety of any person or behavior that causes a reasonable person to fear such contact. Disciplinary Probation: In lieu of another sanction, a period of probation is imposed during which any violations of the Student Conduct Code will result in more serious sanctions than might be otherwise imposed. A Student or Student Organization on probation may or may not lose designated privileges during the period of probation. During the time on probation, a Student or Student Organization may, by demonstrating good conduct, avoid additional sanctions. Unless otherwise stated, the probation is in effect until the end of the student’s

undergraduate career or one calendar year from the date of the incident for a Student Organization.

Complete a journal using the instructions below. Please write at least 500 words per section and submit it electronically to your caseworker. Section 1: Write a brief reflective essay about what happened in your view (i.e. what do you think you got in trouble for?). Section 2: Talk about what happened with someone you trust. If confidentiality is important, a counselor, attorney, or clergy, are possible options. Write about what you learned from this conversation. Section 3: Conduct an interview with someone on campus who is versed in sexual misconduct issues. For example, interview someone from the Sexual Wellness Advocacy Team (SWAT), the Women's Center, or Sexual Assault Support Services. Write your questions and the answers. Section 4: Go see a workshop or activity suggested by the person versed in sexual misconduct issues. Write a brief reaction to the workshop/activity. Section 5: Write a final reflective essay on your view of what had happened, now including things that you have learned since then about sexual misconduct.

APPENDIX D: Responding To Incidents of Sexual Harassment Involving Students Institutional Protocol

Executive Summary

The University of Oregon (UO) is committed to ensuring that all students have access to a quality learning experience and the opportunity to pursue their academic goals in a safe, supportive learning environment. Any form of sexual harassment that interferes with our students' abilities to be engaged learners is antithetical to the community values of the institution. Sexual harassment includes incidents of sexual assault, relationship violence, and stalking, as well as other forms of sexual harassment.

The following protocol is intended to clarify the UO's obligations and processes for responding to issues of student-on-student sexual harassment. The protocol also identifies resources and coordinated services that are available to students who believe they have experienced sexual harassment. The protocol includes:

- an overview of the university response network and formalized protocol for responding to reports of sexual harassment;
- a description of departmental roles and the services that are available to assist students who have experienced any form of sexual harassment including counseling support, medical care, safety planning, academic support and accommodations, housing accommodations, financial aid assistance, student conduct assistance, and law enforcement services; and
- identification of institutional procedures for investigating incidents of sexual harassment.

The overarching goal of the review effort and the sexual harassment protocols is to provide an educational environment that is free from incidents of sexual harassment, provides integrated support and services to students who have experienced sexual harassment, and to ensure an appropriate and effective UO response to incidents of sexual harassment.

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University of Oregon Police Department
University Health Center
University Counseling and Testing Center
Office of Student Conduct and Community Standards
University Housing
Title IX Coordinator/Office of Affirmative Action & Equal Opportunity
Dean's Consultation Committee

Procedures for University Faculty and Staff Response to Incidents of Sexual Harassment

Reporting Alleged Incidents of Sexual Harassment By or Involving University Students

Reporting Alleged Incidents of Sexual Harassment By or Involving University Employees

Campus Procedures for Investigating Incidents of Sexual Harassment

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PROTOCOL

The University of Oregon is committed to providing an educational environment that is free from incidents of sexual harassment. Sexual harassment includes incidents of sexual assault, relationship violence, and stalking, as well as other forms of sexual harassment.

University policy, distributed broadly throughout the University community, prohibits sexual harassment. The policy addresses a range of behaviors, from unwelcome verbal behavior that is sexual in nature to sexual assault. The University also provides educational programming to students, staff and faculty that is intended to increase awareness about issues related to sexual harassment and to eliminate sexual harassment on our campus.

The University provides educational programming to educate the campus about and to prevent incidents of sexual harassment, and also provides services to those who experience such behavior. These services are provided by a number of offices, and include efforts to coordinate with community partners.

This protocol helps clarify the University's efforts to enhance campus safety, and to identify coordinated services available to assist students who experience any form of sexual harassment.

I. COORDINATED INSTITUTIONAL RESPONSE

The University is committed to providing a safe environment for its students. Providing a support system that connects persons who have experienced sexual harassment to a complement of services is a critical component of ensuring a safe environment, as is holding accountable those individuals who engage in inappropriate behavior. The University provides a range of resources to address the unique needs of its diverse college student population including, but not limited to, students of color; lesbian, gay, bisexual, transgender and queer students; international students; students with disabilities; nontraditional students; student veterans; and other underrepresented student populations. The coordinated response includes:

- a response network and formal sexual harassment protocols in response to reports of sexual harassment;
- a new position, an Interpersonal Violence Coordinator, in the University Counseling and Testing Center, to provide and coordinate support to student victims of sexual harassment (search underway); and
- coordination between responsible offices to ensure that inappropriate behavior is addressed through appropriate University administrative processes.

Required University Employee Reporting

University employees who receive credible information that any form of prohibited discrimination (such as sexual harassment) is occurring must report those allegations to appropriate university authorities, unless the employee has a narrowly defined privilege under law. Employees with such professional privileges must still report incidents of sexual harassment to appropriate University authorities in a de-identified manner, or as lawfully provided by the privilege.

Incidents of alleged sexual harassment by or involving University of Oregon students are to be reported to the Office of the Dean of Students. Incidents of alleged sexual harassment by University of Oregon employees are to be reported to the Office of Affirmative Action & Equal Opportunity.

Upon notice of possible sexual harassment, UO will investigate the concern, take steps to stop inappropriate behavior, remedy the effects of inappropriate behavior, and take steps reasonably calculated to stop future inappropriate behavior.

A. Confidentiality

The University respects confidentiality consistent with state and federal law. Just as it is important that University employees understand their reporting responsibilities, it is equally important that students understand those reporting responsibilities and their options for seeking confidential services.

Medical and counseling professionals, serving in those roles, have narrowly defined privileges under law. Under limited circumstances, some licensed professionals may not be required to make a report. As a result, the University Counseling and Testing Center and the University Health Center have a greater capacity to provide confidential support to students than other University offices or employees. Students who wish to receive support services from professionals with narrowly defined privileges may contact the Interpersonal Violence Coordinator located in the University Counseling and Testing Center, other mental health professionals at the University Counseling and Testing Center, or health professionals at the University Health Center.

In providing accommodation as requested by a student who has experienced any form of sexual harassment, the University is necessarily on notice of the incident and is required to investigate the incident to the best of its ability based on available information.

Students also have the option of seeking confidential support through off-campus services such as Sexual Assault Support Services (SASS) and Womenspace. Outside agencies do not have the same obligation to report or investigate an incident. They also do not have authority to independently work with University departments to arrange on-campus accommodations such as academic accommodations, on-campus housing changes, financial aid, student employment or other campus needs.

II. CAMPUS RESPONSE NETWORK

The UO response network includes the following offices and staff positions:

A. Office of the Dean of Students

The Office of the Dean of Students provides the following support to persons who have experienced sexual harassment:

- serves as the initial point of contact for UO offices and personnel reporting incidents of alleged sexual harassment by or involving University students;
- for issues reported outside of regular working hours, works collaboratively with the University of Oregon Police Department (UOPD) to provide initial crisis intervention including, but not limited to, the following:
 - assesses immediate safety concerns;
 - informs student of available options regarding medical services, forensic evidence collection, and reporting to law enforcement, including on-campus and local police;
 - explains what is involved with law enforcement reporting and forensic evidence collection examination processes; and
 - assists in making arrangements for medical services, forensic evidence collection and/or reporting to law enforcement as requested by student.
- informs students of on-campus and community resources available to provide support, and facilitates contact, as requested; and
- reports incidents of sexual harassment and domestic/interpersonal violence to UOPD.

The Office of the Dean of Students serves all students, including students accused of sexual harassment. Support to accused students will be handled by staff other than those providing support to students reporting incidents of sexual harassment.

B. Interpersonal Violence Coordinator

The Interpersonal Violence Coordinator is one of the primary UO resources for providing coordinated support services to students reporting incidents of sexual harassment, including sexual assault, and will provide the following support for students who have experienced sexual harassment:

- for issues reported during regular working hours, provides immediate crisis intervention and support, including, but not limited to, the following:
 - assesses immediate safety concerns;
 - informs student of available options regarding medical services, forensic evidence collection, and reporting to law enforcement, including on-campus and local police;
 - explains what is involved with law enforcement reporting and forensic evidence collection examination processes;
 - assists in making arrangements for medical services, forensic evidence collection and/or reporting to law enforcement as requested by student; and

- assists student in accessing immediately available on- and off-campus services, as requested.
- informs students that issues involving sexual harassment are treated with care and respect for privacy, explaining University obligations and limits on confidentiality;
- provides ongoing service and support, including but not limited to the following:
 - helps coordinate counseling services with a psychologist or therapist who has experience in trauma response and healing, as requested by the student;
 - provides assistance and works with campus partners to support student with class schedule changes, academic issues, room/housing assignments, living arrangements, child care arrangements, and other adjustments that may be appropriate;
 - explains administrative reporting processes, including reporting to the Office of Student Conduct and Community Standards and the Office of Affirmative Action and Equal Opportunity;
- coordinates consultation with friends, family, and others on how to support a victim, as requested by the student;
- as requested by student, may assist student in filing a formal criminal report or formal conduct charge or University grievance; may accompany student during medical, law enforcement, and/or student conduct proceedings; or may assist in connecting a student to community resources for those kinds of support.

C. University of Oregon Police Department

The University of Oregon Police Department provides the following 24-hour services to protect the safety of the campus community and as part of the integrated campus response to issues of sexual harassment:

- assists student with immediate safety planning;
- informs the student that s/he may make a police report, clarifying that the decision to report to law enforcement does not commit the prosecuting attorney to pursuing criminal charges;
- as appropriate, and in conjunction with local law enforcement, secures crime scene, determines identity and location of suspect, collects and secures evidence, and participates with investigation and law enforcement functions;
- assesses campus risk and provides timely campus crime alert when an incident is determined to pose an ongoing threat to the campus community; and
- notifies the Office of the Dean of Students, the Interpersonal Violence Coordinator in the University Counseling and Testing Center (for incidents occurring during regular working hours), and the OAAEO of issues involving sexual harassment, including incidents of sexual violence.

D. University Health Center

The University Health Center offers support, evaluation and treatment for students who have experienced sexual harassment, specifically sexual assault. Nurse practitioners and/or physicians with specialized training and experience provide the following services:

- perform physical assessment and forensic examination, preserving forensic evidence and maintaining chain of custody;
- provide appropriate medical care and continuity of care (including STI evaluation and treatment), preventive care, and medical referrals;
- provide protection against pregnancy that might result from the assault, as requested by the victim;
- present testimony as witnesses in student conduct and court cases.

E. University Counseling and Testing Center

The University Counseling and Testing Center offer support, evaluation and counseling for students experiencing personal difficulties as a result of having experienced an incident of sexual harassment. Professional counseling staff, licensed psychologists or therapists with experience in trauma response and healing are available to assist student with personal counseling.

The UCTC serves all University students. As a result, the UCTC is available as a resource to students accused of sexual harassment, as well as those who have experienced sexual harassment. Support to accused students will be handled by staff other than those providing support to students who have reported experiencing sexual harassment.

F. Office of Student Conduct and Community Standards

The Student Conduct and Community Standards Office provides the following services in connection with incidents of alleged sexual harassment by students:

- provides information about the student conduct process, explaining the difference between a conduct proceeding and a criminal proceeding;
- advises the accuser and the accused:
 - that the rights of the accused and accuser will be respected throughout the student conduct process;
 - regarding the difference between a student conduct administrative hearing versus a panel hearing;
- as necessary, arranges for investigation of reported incidents; reviews and evaluates available information to determine the applicability of student conduct charges; conducts additional investigation as necessary during the student conduct hearing process;
- administers and adjudicates the conduct process in accordance with University procedures that require the following:
 - accuser and accused must have the same opportunity to have others present,
 - both parties shall be informed of the outcome of any disciplinary proceedings; and
- upon investigation and when appropriate, sends “Letter of No Contact” to alleged offender.

G. University Housing

University Housing provides the following 24-hour services and support as part of the integrated response:

- consults with student regarding immediate medical and safety needs, and calls for emergency services as appropriate;
- makes on-campus housing changes as requested and appropriate to ensure safety and create space between a student who has experienced sexual harassment and a student accused of having engaged in sexual harassment; and
- contacts the Office of the Dean of Students as the initial point of contact for 24-hour response to immediate circumstances in order to connect students to available resources and services.

H. Title IX Coordinator/Office of Affirmative Action and Equal Opportunity

- serves as the initial point of contact for University offices and personnel reporting incidents of alleged sexual harassment by or involving University employees;
- administers the formal grievance process for student complaints of sexual harassment by University employees and investigates formal grievances by employees alleging sexual harassment;
- in consultation with the Director of Student Conduct and Community Standards, conducts investigations of reported incidents of student-on-student sexual harassment; and
- works with campus partners to ensure that students are advised of and University is meeting the University's Title IX obligations.

I. Dean's Consultation Committee

The Dean's Consultation Committee (DCC) is a team of UO employees that meets weekly to provide an integrated, caring and holistic response to student situations.

The Dean's Consultation Committee works to maintain and enhance campus safety. General and, as appropriate, specific incidents of sexual harassment are reviewed by members of the DCC in order to ascertain and address potential risks to the campus community. DCC works with campus partners to ensure that:

- Student safety, privacy, and choices with regarding to issues of sexual harassment are preserved and honored consistent with state and federal law;
- Students are able to access the broad range of available services;
- Students receive accurate and comprehensive information regarding recourse options for holding accountable those who engage in sexual harassment, including information about the student conduct code and criminal justice system;
- The University community is notified in a timely and appropriate manner of incidents that pose an ongoing threat of foreseeable danger to students and employees.

PROCEDURES FOR UNIVERSITY FACULTY AND STAFF RESPONSE TO INCIDENTS OF SEXUAL HARASSMENT

On receiving notice of an incident of sexual harassment, including sexual assault, partner violence and stalking, assess whether a student needs immediate medical attention or there is an imminent danger to the student or others. If a student needs immediate medical attention or there is an imminent danger to the student or others call 911.

After assessing immediate medical or safety needs, all University employees, except those with narrowly defined and legally recognized privilege such as University Health Center and University Counseling and Testing Center professionals providing health services, have a duty to report any incidents involving sexual harassment.

Reporting Alleged Incidents of Sexual Harassment By or Involving University Students

- Report incidents involving alleged student-on-student sexual harassment to the Office of the Dean of Students, (541) 346-3216.

Reporting Alleged Incidents of Sexual Harassment By or Involving University Employees

- Report incidents involving alleged employee (faculty or staff)-on-student sexual harassment to the Office of Affirmative Action and Equal Opportunity, (541) 346-3123.

CAMPUS PROCEDURES FOR INVESTIGATING INCIDENTS OF SEXUAL HARASSMENT

Criminal Proceedings

The availability of witnesses and the preservation of evidence are important factors when deciding to file criminal charges. Although the student who experienced sexual assault is a key witness in any criminal matter, the decision whether or not to proceed with a criminal case rests with the prosecuting attorney. As indicated above, students who have experienced sexual assault are encouraged to make a report to local law enforcement and to UOPD.

Administrative Policy Violation Proceedings

University administrative proceedings are conducted in a manner that is consistent with state and federal law, and supports the University commitment to enhancing safety. Proceeding in a manner that is respectful of victims of sexual harassment, University administrative proceedings ensure due process and support appropriate action to prevent future incidents of sexual harassment. Consistent with applicable legal requirements, the University investigates instances of possible sexual harassment, stops any harassment, and takes steps reasonably calculated to prevent its recurrence.

The University has established procedures for addressing instances of possible sexual harassment, including sexual assault, through the Student Code of Conduct (for behavior by students) and its policy prohibiting discrimination and discriminatory harassment, including sexual harassment (for behavior by UO employees).

CAMPUS AND COMMUNITY RESOURCES

E. Crisis Assistance

- Crisis response information (including UO and non-UO resources):
 - UO Office of the Dean of Students, 541-346-3216 (M-F, 8am-5pm)
 - UO Police Department: 911 (At any time, but always when calling outside of regular M-F, 8am-5pm work hours.)
 - Eugene Police Department Emergency Response: 911
 - Sexual Assault Support Services, 541-343-7277 or 1-800-788-4727
 - Womenspace, 541-485-6513 or 1-800-281-2800
- Medical care and forensic evidence collection information:
 - University Health Center, 541-346-2770
 - University Hospital District Medical Center, 541-686-7300
 - Sacred Heart Medical Center at RiverBend, 541-222-7300
 - McKenzie Willamette Medical Center, 541-726-4400

F. On-Campus Support Resources

- Office of the Dean of Students, 541-346-3216
- Interpersonal Violence Coordinator (housed in University Counseling and Testing Center), 541-346-3227. Serves as primary resource for providing coordinated support services including academic support, university housing accommodations, scholarship and financial aid support, counseling and other support as needed and appropriate. (Search underway to fill position.)
- University Counseling and Testing Center, 541-346-3227
- University Health Center, 541-346-2770

G. Off-Campus Support Resources

- Sexual Assault Support Services, 541-343-7277 or 1-800-788-4727
- Womenspace, 541-485-6513 or 1-800-281-2800
- All Community Medical Services (noted above under Immediate Crisis Assistance)

H. Criminal and UO Conduct Processes

- UOPD and local law enforcement provide information to victims about their right to report incidents of sexual violence and pursue criminal charges.
 - UO Police Department, 541-346-2919 (non-emergency number); 911 or 541-346-6666 (emergency numbers)
 - Eugene Police Department, 541-682-5111 (non-emergency number); 911 Emergency Number
- Campus offices responsible for student conduct processes provide information to complainants about their right to report incidents of sexual harassment and pursue administrative policy violations through the Office of Student Conduct and Community Standards (if the alleged perpetrator is a student), or the Office of Affirmative action & Equal Opportunity (if the alleged perpetrator is a UO employee).
 - Office of Student Conduct and Community Standards, 541-346-1140
 - Office of Affirmative Action & Equal Opportunity, 541-346-312

APPENDIX E: POSTER CAMPAIGNS

That's not doing it for me.

THAT'S WHAT SHE SAID.

And I'm glad she spoke up, because when it was better for her, it was **better** for me too.

Communication is sexy. Get consent, ask questions.
 For support services in instances of sexual misconduct contact the UO Counseling and Testing Center at 541-346-3227; the UO Health Center 541-346-4447 or Sexual Assault Support Services (SASS) 541-343-7277.

UNIVERSITY OF OREGON

I'm a virgin.

THAT'S WHAT HE SAID.

and I'm glad he told me, because I knew he **trusted** me.

Communication is sexy. Get consent, ask questions.
 For support services in instances of sexual misconduct contact the UO Counseling and Testing Center at 541-346-3227; the UO Health Center 541-346-4447 or Sexual Assault Support Services (SASS) 541-343-7277.

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I'd like to be exclusive.

THAT'S WHAT SHE SAID.

and I'm glad she spoke up, because once we **discussed** the future we could focus on the present.

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What are you into?



THAT'S WHAT HE SAID.

And I'm glad he asked, because he respected me enough to learn what I wanted.

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UO STUDENTS COMMUNICATE ABOUT SEX

UNIVERSITY OF OREGON

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UO STUDENTS COMMUNICATE ABOUT SEX


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"Let's slow down"

THAT'S WHAT HE SAID

HE

and I'm glad I listened because knowing what he wanted made it that much better.



Consent is not only sexy, it's the law. Without consent, it's sexual assault.
For coordinated support services in instances of sexual misconduct contact the UO Counseling and Testing Center at 541-346-3227.

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JUST BECAUSE SHE WANTS TO EXPERIENCE THE CULTURE DOESN'T MEAN SHE WANTS TO EXPERIENCE YOU



Consent should not be lost in translation. It's not only sexy, it's the law.
For support services in instances of sexual misconduct contact the UO Counseling and Testing center at 541-346-3227, the UO Health Center 541-346-4447, or Sexual Assault Support Services (SASS) 542-343-7277.

Produced by UO International Student Association and UO Sexual Violence Prevention and Education.

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APPENDIX F: COASTER CAMPAIGN

SAMPLE SEXUAL ASSAULT PREVENTION
MARKETING EFFORTS
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