



UNIVERSITY
OF OREGON

Campus Report
on Sexual Misconduct - 2011

March 1, 2012

Table of Contents

	<u>Page</u>
Institutional Context	4
Introduction	6
Prevention	6
Summary of resources	
Summary of activities and initiatives	
Summary of accomplishments and challenges	
Support	15
Summary of resources	
Summary of activities and initiatives	
Summary of accomplishments and challenges	
Resolution	24
Summary of resources	
Summary of activities and initiatives	
Summary of accomplishments and challenges	
Report of Incidents	27
Completed table	
Explanations/annotations	
Conclusion	28
Summary statement and self-evaluation	
Recommendations	
Appendices	
Appendix A: Community Resources	32
Appendix B: Student Conduct and Community Standards Flow Chart	35
Appendix C: OARs	36
Appendix D: Procedures for Faculty and Staff Response to Incidents of Sexual Harassment	38

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 24,447 students, the University of Oregon's student body consists of 20,631 undergraduate students and 3,816 graduate students. Currently, 52% of our students are women. The average UO student graduates in 13.6 terms, or just over 4 years. The percentage of students of color on the UO campus is 17.6%, or a total of 4,296 students of color. Oregon residents make up the majority of students, at 57%. Out-of-state residents make up 35% of the total student population. International students make up 8% of the total population. ^[2]

Residence Life

The UO has a large resident community, with residence hall occupancy at a total of 3,851 people. The University has seven residence halls and is building a new east campus hall, which will open fall 2012, and will house an additional 450 students. According to data, 87% of UO freshmen live on campus and 7% of UO sophomores live on campus. ^[3]

Fraternity and Sorority Life

At the University of Oregon, there are a total of 2,400 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 10 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)

^[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>

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:

- *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*
- *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*
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- *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*

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

Introduction

The University of Oregon 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, free from fear and coercion. Any form of sexual violence interferes with our students' abilities to be engaged learners and is antithetical to the community values of the institution. In an effort to support this commitment, this report outlines the university's efforts to reduce the incidence of sexual violence on the campus, provide the needed support for student victims when an act of unwanted sexual behavior occurs, and hold accused students accountable.

During 2010-2011, staff members at the UO continued efforts at examining the necessary components of comprehensive prevention, intervention, and response efforts on the campus. New prevention initiatives were developed and implemented during the year. In addition, in Spring 2011, 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, Department of Public Safety, and General Counsel began re-examining 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 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 to identify available resources and a plan for providing coordinated services to students who may experience any form of sexual harassment.

Prevention

On the University of Oregon campus, current efforts (along with proposed 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 along with the Alliance for Sexual Assault Prevention (ASAP) members facilitate 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; Department of Public Safety; 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 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 sexual violence prevention education coordinator. 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 2010-2011

While not reflecting all initiatives, the following activities are a snapshot for the 2010-2011 year of the UO's prevention efforts regarding sexual misconduct.

Sexual Violence Prevention and Education Programming

The UO Sexual Violence Prevention and Education program uses a variety of innovative initiatives and best practices to educate and build awareness around the complex issues of sexual and dating violence on the UO campus. Through program development and campus partnerships the SVPE program seeks: 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; and to initiate the development of healthy relationship skills for all students. The intentional focus of the program is on the primary prevention of sexual violence, aiming to reduce risks and stop victimization of sexual violence *before* it occurs. 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.

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.

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 thoroughly trains SWAT peer educators, who are 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 2010-2011 SWAT presented over 30 workshops to approximately 700 students throughout the academic year.

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 hearing 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), intervening when risk factors or early indicators of risk are present, in an effort to decrease the occurrence of sexual violence. The group has also provided workshops at regional and national conferences, including consultation with campuses wishing to start similar programs. In October 2010, SWAT presented “Consent is Sexy: An Innovative Approach to Peer Theatre Education” at the first annual OUS Best Practices conference.

The SWAT program is supervised by the Director of Sexual Violence Prevention and Education, a highly qualified staff member who has received formalized training in sexual assault prevention and delivery methods and interventions.

Each presentation of SWAT is evaluated by the audience to assess the efficacy of the program and the learning outcomes. Some highlights from the spring 2011 term evaluations are as follows: Out of the 259 students surveyed, close to 75 percent of students said that as a result of attending the workshop they could recognize and name common myths around sexual violence. Twenty-four 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 percent 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 her class 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 winter term 2011 evaluation are as follows: 92 percent 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 summer orientation (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 was done in 2009. At that time, out of 601 respondents, 53 percent 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. Fifty-seven percent stated that as a result of viewing this performance their understanding of what constitutes rape increased, and 42 percent 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 of 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.”

Community Engagement Projects:

Sorority Sexual Violence Prevention Program

Through a partnership with the Sexual Violence Prevention program and UO Fraternity and Sorority Life, in 2010-2011 a Sorority Sexual Wellness Committee was created using the Community Engagement Project model. Students within the sorority system were identified as community leaders and met weekly throughout the year to articulate to address the specific needs of the sorority community. These students planned events to address the needs of their community. One example of their work was the production of a panel discussion of professionals for members of the sorority community including a Sexual Assault Nurse Examiner, a Planned Parenthood Educator, and student leaders who addressed topics of sexual wellness in the Greek community. Students involved in the program expressed great satisfaction with the program. 83% of the students surveyed said that the Sorority Sexual Wellness Committee addressed Fraternity and Sorority life needs around sexual wellness “considerably” and 17% said the needs were addressed “a great deal.”

Sex Ed Discussion Group Weekly discussion & Gateways High School program

During the 2010-2011 school year, the Sexual Violence Prevention program intern led a weekly discussion group at the Women’s Center that focused on sexuality and healthy relationships. Learning objectives for group participants included normalizing sexuality as a healthy aspect of human development, increasing participant knowledge and comfort about human sexuality and understanding personal boundaries and preferences within intimate relationships. Feedback on the project was consistently positive. One student described her experience this way: “Jenny created a safe, dynamic, fun space where I could truly open up, be vulnerable and get non-judgmental feedback. I really enjoyed having a space to talk about sex that was fun with peers and others. Also, I think the biggest problem with sex education in the US is that it's too clinical and young teens feel uncomfortable and bored because the information isn't relatable. Jenny made it fun and educational! 5 STARS!”

Students involved in this weekly program also designed and presented an afternoon of healthy sexuality programming for Gateways High School in Springfield, furthering the knowledge they gained in the group by providing education for high school students. Assessment of the program showed that all participants increased their knowledge in a variety of topics and became much more comfortable discussing these issues with others. One hundred percent of the college students involved in the project said that they personally benefited from the experience they gained by teaching high school students. Assessment of the program for the high school students revealed that 92 percent (or 37 out of 40) students said that the workshop by the college students increased their willingness and ability to discuss sex with their sexual partners.

Awareness Campaigns:

“Be That Guy” Campaign and Bystander Intervention training- “Be That Guy” was a campaign designed in 2011 and dedicated to actively creating an environment that prevents sexual assault situations 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. One of the educational events of the week was a presentation by the Sexual Wellness Advocacy Team that 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.

A survey of audience members revealed that as a result of attending the “Bystander” presentation 84 percent of the UO male students stated that they agree or strongly agree that they had an increased understanding of sexually inappropriate behaviors. Ninety percent of the UO male students stated that they agreed or strongly agreed that they are more aware that sexual assault prevention is not just a female problem but also a societal problem and men have a prevention role to play. And, 87 percent of the UO male students stated that they agreed or strongly agreed that they felt more confident stepping in when they witness others acting inappropriately in situations around sexual behaviors.

“Let’s Talk About Sex” – The Sexual Violence Prevention and Education program in partnership with University Housing produced a screening of the 2009 video “Lets Talk About Sex” and facilitated a lively discussion about sex education in the United States. The film looked at American attitudes toward adolescent sexuality and how these attitudes compare to European attitudes and values. Of the 46 participants who attended the screening and workshop 85 percent said that the presentation increased their willingness and ability to discuss sex with their friends and 92 percent said that it increased their willingness and ability to discuss sex with their sexual partners.

Red Zone Campaign & Red Flag Display

A project of the ASUO Women’s Center and the 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 focuses on the first six weeks of school as a high-risk time for women with regards to sexual violence. Red construction flags (totaling 2,870) were placed in the campus quad throughout the week to represent how many women (according to statistics) have experienced sexual violence on the UO campus.

“What Are You Doing? & “Sexual Violence Prevention Tips” Video Campaign

Sexual Wellness Advocacy Team students teamed up with a UO Journalism major to produce a high quality video series about the importance of the work SWAT does on campus. One video asked students to consider what they are doing on a daily basis to address sexual violence in their community. Other videos included sexual violence

prevention tips aimed at potential perpetrators of sexual violence, which flips the focus of prevention away from risk reduction, and toward primary prevention of assault.

“Every Two Minutes” and “Consent is Sexy”

These campaigns were developed as interactive, student-driven photo exhibits that were focused on sexual violence and consent. The photo exhibits were displayed in high-traffic areas on campus including the Erb Memorial Union and the Living Learning Center, a residence hall complex. New community engagement projects were also initiated with UO Fraternity and Sorority Life and their chapters and with University Housing.

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).

Gendered Harassment in the Classroom

The Director of the Sexual Violence Prevention and Education Program includes a gendered harassment training in her instruction and serves as a consultant on interactive theater on the topic of gendered harassment in the classroom upon request.

Campus Partnerships

Alliance for Sexual Assault Prevention

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 Department of Public Safety, 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.

Alliance for Sexual Assault Prevention accomplishments

Alliance organization members invested monthly meetings cross-training other members in their organizations and providing a networking system so that 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; Department of Public Safety; Student Conduct and Community Standards; AccessABILITY; ASUO Men's Center; 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 Women's Center, and the University peer health education program.

- continuing education for campus partners about sexual violence;
- continued discussion about student-on-student sexual harassment protocols and compliance with Title IX and Clery; and
- support to the UO Sexual Violence Prevention Week

During 2010-2011, the Alliance for Sexual Assault Prevention continued to be guided by an assessment tool developed by the American College Health Association, *Prevention of Sexual Violence on Campus: An Assessment Tool*, as a "starting point" for gauging current efforts with prevention, intervention, and response. The tool recommends 15 actions to be taken by campuses to address policy, prevention, and intervention as it pertains to sexual violence.

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 about sexual assault, healthy relationships and more throughout the academic year.

Healthy Campus Initiative

A Healthy Campus Initiative was also launched at the UO this past year after the Vice President for Student Affairs invited a cross-campus group of individuals to explore the idea of making wellness a priority for the campus. The Healthy Campus Task Force recommended pursuing a campus wellness initiative by developing a coalition of key stakeholders to move the UO strategically toward wellness for students, faculty, and staff, making the UO campus community a healthy place to live, learn, and work. The Alliance for Sexual Assault (ASAP) will be initiating ways to work collaboratively with the Healthy Campus Initiatives director throughout the year.

Summary of Accomplishments and Challenges

Accomplishments

The primary accomplishment for the 2010-2011 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

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 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. They continue to try to find unique and relevant ways to reach the ever changing student population as we tackle this very complex problem.

Support

Summary of Resources and Services

During the spring of 2011, 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, Department of Public Safety, and General Counsel began re-examining 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 review resulted in a formal protocol document (currently in draft form) 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 includes 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 primary 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 (including both tenure –related and non-tenure related instructional and research faculty, officers of administration, classified staff, and graduate and undergraduate student employees (including, but not limited to, Graduate Teaching Fellows and student employees such as Resident Assistants, Student Orientation Staff, Physical Education & Recreation or EMU student employees, tutors in the Teaching and Learning Center, FIG Academic Assistants, and student employees serving in any other academic, student affairs, or auxiliary units), regardless of FTE and duration of appointment.)

must report any form of harassment and follow reporting procedures for student-on-student as well as employee-on-student incidents; and

- recognition of campus procedures for investigating incidents of sexual harassment.

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

The campus is committed to providing a safe environment for its students. Providing a support system that connects victims of sexual harassment to a complement of on-campus and off-campus services is a critical component of ensuring a safe campus, as is holding those who engage in inappropriate behavior accountable. A wide range of resources exist within the campus system that address the unique needs of the 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 historically underrepresented student populations.

The coordinated campus response includes:

- utilization of a campus response network, the Dean's Consultation Committee, and formalized sexual harassment protocols in response to student reports of incidents of sexual harassment;
- creation of a new position, an Interpersonal Violence Coordinator (to be hired in 2012) that will be housed in the University Counseling and Testing Center, to provide confidential support to student victims of sexual harassment, within the limits of federal and state law, and to assist with coordinating access to available services; and
- close coordination between responsible offices to ensure that inappropriate behavior is addressed through appropriate accountability channels.

CAMPUS RESPONSE NETWORK

The campus response network is comprised of the following offices and/or staff positions:

A. Office of the Dean of Students

The Office of the Dean of Students provides the following support to victims of sexual harassment:

- serves as the initial point of contact for UO offices and personnel reporting incidents of student-on-student sexual harassment;
- provides initial crisis intervention including, but not limited to, the following:
 - assesses immediate safety concerns;

- informs victim of services available through the Interpersonal Violence Coordinator and facilitates contact, as requested by victim;
- if the Interpersonal Violence Coordinator is unavailable, or if the student desires off-campus or other advocacy and support, informs victim of services available through SASS (sexual assault) and Womenspace (domestic violence), and facilitates contact, as requested by victim;
- reports incidents of sexual harassment and domestic/interpersonal violence to DPS;
- convenes the DCC as appropriate and serves as liaison with DCC members, coordinating and overseeing follow up actions;
- provides leadership in developing and distributing campus protocols for responding to issues of sexual harassment involving students, and oversees implementation of established protocols;
- provides leadership in developing a communication strategy to make support services visible and accessible for victims;
- identifies ongoing training needs for members of DCC and other campus staff who provide services to victims of sexual harassment; and
- oversees system for tracking cases of sexual harassment involving students.

B. Interpersonal Violence Coordinator (to be hired in 2012)

The Interpersonal Violence Coordinator provides the following support for victims of sexual harassment:

- serves as one of the primary UO resources for providing coordinated support services to students involved in student-on-student sexual harassment;
- provides immediate crisis intervention and support, including, but not limited to, the following:
 - assesses immediate safety concerns;
 - informs student victim 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 victim;
 - assists victim in accessing immediately available on- and off-campus services, as requested; and
 - provides victim with her/his rights under the Sexual Assault Victim's Bill of Rights.
- provides ongoing service and support, including but not limited to the following:

- helps coordinate counseling services with a licensed psychologist or therapist who has experience in trauma response and healing, as requested by the victim;
- 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 campus reporting to the Office of Student Conduct and Community Standards and the Office of Affirmative Action & Equal Opportunity;
- informs victim that disclosures will be treated with utmost care and respect for privacy, explaining limits to privacy and confidentiality.
- provides consultation with friends, family, and others on how to support victim, as requested by victim;
- may accompany victim through medical, law enforcement, court, and student conduct proceedings;
- may assist in filing for a protective order; and
- may assist in filing a formal criminal report.

C. Department of Public Safety

The Department of Public Safety provides the following around-the-clock services to protect the safety of the campus community, and as part of the integrated campus response to issues of sexual harassment:

- assists victim with immediate safety planning needs;
- informs the victim that s/he may pursue criminal charges, and clarifies that the decision to report to law enforcement does not commit the victim to pursuing criminal charges;
- advises victim that sexual assault is a form of sexual harassment, and DPS has an obligation to inform appropriate UO authorities regarding issues of sexual harassment;
- as appropriate, and in conjunction with local law enforcement, takes the following actions:
 - secures crime scene, preserving its integrity for evidence collection;
 - determines identity and location of suspect;
 - collects or secures any evidence that may meet the potential elements of an assault until Eugene Police Department (EPD) personnel arrive;
 - participates in any duties associated with investigation and law enforcement functions, as appropriate;
- assesses campus risk and provides timely warning to the campus community when an incident is determined to pose an ongoing threat to the campus community, working with the Office of Media Relations to prepare any press releases;

- notifies Student Conduct and Community Standards or the Office of Affirmative Action and Equal Opportunity (OAAEO) of issues involving sexual harassment, including acts involving sexual violence; and
- gathers, compiles and disseminates all statistics for the Annual Security and Fire Safety Report.

D. University Health Center

The University Health Center offers support, evaluation and treatment for victims of sexual assault. Nurse practitioners and/or physicians with specialized training and experience provide the following services to victims:

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

E. Student Conduct and Community Standards Office

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

- provides information about the campus student conduct process;
- explains to the victim the difference between a campus conduct proceeding and a criminal proceeding;
- advises the victim 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;
- conducts the conduct process in accordance with University procedures that comply with the “Campus Sexual Assault Victims’ Bills of Rights” which specifically 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.
- investigates incidents of sexual harassment, or requests preliminary OAAEO investigation, when appropriate;

- upon investigation, sends “Letter of No Contact” to alleged offender where appropriate; and
- adjudicates complaints of sexual harassment behavior through the student conduct process.

F. University Housing

University Housing provides the following around-the-clock services and support as part of the integrated campus response:

- consults with victim regarding immediate medical and safety needs, and calls for emergency services as appropriate; 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 on- and off-campus resources and services.

G. Title IX Coordinator, Office of Affirmative Action and Equal Opportunity

- Serves as the primary point of contact for University offices and personnel reporting incidents of employee-on-student sexual harassment;
- provides leadership with respect to campus compliance with Title IX obligations;
- provides leadership regarding training and dissemination of information to members of the UO community regarding Title IX and UO policies related to sexual harassment;
- assists in identifying strategies to ensure that students understand their Title IX rights and reporting options, and to ensure that the University provides a prompt and equitable response in accordance with the requirements of Title IX;
- works with campus partners to ensure that student victims are advised of the University’s Title IX obligations; and
- as requested by the Director of Student Conduct and Community Standards or Dean’s Consultation Committee, conducts preliminary investigations of reported incidents of student-on-student sexual harassment.

H. Dean’s Consultation Committee

The Dean’s Consultation Committee (DCC) is a team of campus partners that meets weekly to provide an integrated, caring and holistic response to student situations. Using an integrated approach, the team works together to oversee the provision of services to victims of sexual harassment, including sexual assault, domestic or dating violence, stalking and other forms of sexual harassment. The DCC will be informed when a victim reports an incident to a university authority that is responsible for

reporting issues of possible sexual harassment, will review delivery of services for student survivors, and arrange for follow up as appropriate. The DCC will regularly evaluate overall response efforts to identify areas for improvement.

The DCC is comprised of the following:

- **Office of the Dean of Students**, Convener.
- **University Counseling and Testing Center**, Director or designee.
- **University Health Center**, Director or designee.
- **Department of Public Safety**, Director or designee.
- **Title IX Coordinator**, Director of the Office of Affirmative Action & Equal Opportunity, or designee.
- **University Housing**, Director or designee; and
- **Accessibility Education Center**, Director or designee.

Other university offices may be asked to participate in DCC meetings due to the nature of a particular case (e.g., Graduate School, Fraternity and Sorority Life, academic department faculty members, club sports, International Affairs, Accessibility Education Center, Office of Multicultural Academic Success, Intercollegiate Athletics, Law School, etc.).

The Dean's Consultation Committee is committed to ensuring that campus safety is maintained and enhanced. As part of that effort, the DCC is committed to ensuring that:

- Victims' safety, privacy, confidentiality, and choices are preserved and honored consistent with state and federal law;
- Victims are able to access the broad range of available services;
- Victims receive accurate and comprehensive information regarding options for recourse for holding perpetrators accountable, including information about the student conduct code and criminal legal action;
- 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 Activities and Initiatives

Summary of Accomplishments and Challenges

Accomplishments

- Initiatives for the year include the development/clarification of student-on-student sexual harassment protocols (currently in draft form and being introduced to the campus and community partners). The workgroup began meeting in spring 2011 (and continues to meet) to assess current protocols for survivors throughout the campus, identify gaps in protocols, revisit best practices and meet all Title IX, Clery and OAR obligations. This initiative was led by The Office of the Dean of Students.
- The mandatory requirement of *AlcoholEdu/Sexual Assault Edu* for all students under the age of 21 at the UO. The program was introduced fall 2011, and becomes mandatory at the UO fall 2012. As a module within *AlcoholEdu/SexualAssaultEdu* provides important prevention skills and strategies to all students. *SexualAssaultEdu* relies on proven prevention theories and educational strategies to help students understand the many aspects of the sexual assault issue.
- *Oregon University System Best Practices Conference*
The University of Oregon sent a large contingent of staff and students to Oregon State University for the second 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 Dr. Robin Holmes facilitating a presentation on Effective Interpreting and Implementing the Dear Colleague Guidelines; Abigail Leeder, Director of Sexual Violence Prevention and Education facilitating a Round Table Discussion on Prevention; and Carl Yeh, Director of Student Conduct and Community Standards, facilitating a discussion on Reporting/Student Conduct.
- *Addition of new staff member (position will begin in 2012)*
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.

Involvement at the State Level

Several UO Alliance for Sexual Assault Prevention members are members of the OUS Sexual Assault Best Practices Committee and the Attorney General's Sexual Assault Task Force.

Challenges

At the UO, the number of reported incidents of unwanted sexual behavior has been consistent, and low, for a number of years.¹ Contributing factors may include:

- students may not identify what they have experienced as acts of sexual harassment;
- students may not be aware they have the right to report the behaviors and have them taken seriously;
- students may have been victims of unwanted sexual harassment in the past and wish to avoid the potential or perceived impacts of reporting further incidents;
- students may be confused by the various services and options that are offered both on- and off-campus; and
- students report their situation to off-campus support agencies.

Lower than actual reporting is of concern for a number of reasons. Having a clear and complete understanding of what is occurring on campus is 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.

¹ Statistics for campus sex offenses reportable under the Jeanne Clery Act are provided in the Department of Public Annual Security and Fire Safety Report, http://safetyweb.uoregon.edu/files/docs/2011_annual_report.pdf (page 42).

Additional challenges impacting student reporting of incidents of sexual harassment may include:

- students perceive that the support system is complex and insufficiently visible or accessible; and
- students perceive there are no university staff member(s) specifically designated to provide immediate support and help students access all available services, including counseling support, medical care, forensic evidence collection, safety planning, academic support and accommodation, housing accommodation, financial aid assistance, student conduct assistance, legal advocacy and law enforcement.

Given the range of services fundamental to an effective support system, relevant services are necessarily dispersed among a number of offices on campus. They are also supplemented by an off-campus community non-profit, Sexual Assault Support Services (SASS), with

¹ Statistics for campus sex offenses reportable under the Jeanne Clery Act are provided in the Department of Public Annual Security and Fire Safety Report, http://safetyweb.uoregon.edu/files/docs/2011_annual_report.pdf (page 42).

which the University of Oregon has contracted to provide additional sexual assault support services.

Both on and off-campus resources provide a wide range of services to serve students. However, a student seeking services on or off campus may encounter limitations to services. For example, the UO does not provide some of the services (e.g. weekly sexual assault support groups and on-going legal advocacy for crime victim reparations) that off campus agencies can provide. Similarly, without university involvement, off campus agencies are unable to provide assistance with campus-based issues such as academic accommodations, support in connection with campus employment or child care, assistance with scholarships or financial aid packages, alternative campus accommodations, or development of a campus-focused personal safety plan. Some of these limitations may impact the number of reported incidents to the university, and affect the university's ability to take appropriate action to stop harassment from occurring, prevent it from re-occurring, and remedy its effects.

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.

Another challenge has been the response from some of our students and staff as we attempt to clarify our protocols and the obligations of the university as required by law. Another challenge will be ensuring 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 with all employee groups.

Resolution

Summary of Resources and Services

The following information describes our required reporting, confidentiality limitations and procedures that all employees are expected to following for incidents of sexual harassment:

Required Reporting

The university is committed to respecting a victim's confidentiality consistent with state and Federal law. **HOWEVER**, any university employees, including both tenure-related and non-tenured related instructional and research faculty, officers of administration, classified staff, and graduate and undergraduate student employees (including, but not limited to, Graduate Teaching Fellows and student employees such as Resident Assistants, Student Orientation Staff, Physical Education & Recreation or EMU student employees, tutors in the Teaching and Learning Center, FIG Academic Assistants, and student employees in any other academic, student affairs, or auxiliary units) regardless of FTE and duration of appointment), who has credible evidence that any form of prohibited discrimination (such as sexual harassment) is occurring, has a responsibility to report that information to appropriate university authorities. All university employees, except those with a legally recognized privilege or other confidentiality exception (such as employees of the University

Counseling and Testing Center and the University Health Center who provide health services and are acting in that capacity) must report incidents of sexual harassment to appropriate university authorities. Issues of student-on-student sexual harassment are to be reported to the Office of the Dean of Students. Where it is on notice of possible sexual harassment, the university will attempt to investigate the concern, stop inappropriate behavior, and take steps reasonably calculated to stop future inappropriate behavior.

Confidentiality

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.

Because medical and counseling professionals, serving in those roles, have a legally recognized privilege, the University Counseling and Testing Center and the University Health Center have a greater capacity to provide confidential support to students seeking services there. Consequently, students who wish to pursue confidential on-campus support should contact the Interpersonal Violence Coordinator located in the University Counseling and Testing Center, the University Counseling and Testing Center generally, or the University Health Center. Students also have the option of seeking confidential support through off-campus services such as SASS and Womenspace.

Resolution

Summary of Resources and Services

Students have multiple possible entry points to get assistance from the university, including but not limited to, faculty, ASUO Women's Center, University Counseling and Testing Center, University Health Center, Department of Public Safety, University Housing, and the Office of the Dean of Students. Regardless of how a survivor alerts the university of 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 advocacy, academic, housing, and medical services. Second, the survivor is encouraged to make a report with law enforcement. 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 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](#).

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 Department of Public Safety, 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.

2011 Sexual Assault Incidents Reported to Student Conduct and Community Standards (SCCS). Appendix C lists the OARs relating to sexual misconduct.

Student Conduct and Community Standards

Date	Location	Charged Violations	Responsible Violations	Sanctions
1/24/2011	On Campus; residence hall	Unwanted Contact, Sexual Misconduct, Physical Contact	Unwanted Contact, Sexual Misconduct, Physical Contact	Expulsion
2/6/2011	Off campus	Disrupting University, Disorderly Conduct, Sexual Misconduct	Disrupting University	Conduct Reprimand
2/18/2011	Off campus	Sexual Misconduct, Physical Contact	Sexual Misconduct, Physical Contact	Suspension, Drug and Alcohol Assessment, Reflection Paper
3/13/2011	On Campus; residence hall	Sexual Misconduct, Physical Contact	Sexual Misconduct	Disciplinary Probation, Eviction, Sexual Misconduct Journal
4/29/2011	Off campus	Sexual Misconduct	Sexual Misconduct	Sexual Misconduct Journal, Disciplinary Probation
10/21/2011	Off campus	Sexual Misconduct, Physical Contact	Sexual Misconduct, Physical Contact	Suspension, Drug and Alcohol Assessment, Educational Activity, Sexual Misconduct Journal
10/27/2011	Off campus	Harassment, Physical Contact	Harassment, Physical Contact	Alcoholics Anonymous (AA) Meetings, Conflict Resolution Services, Letter of Apology, Disciplinary Probation

Summary of All Reports

Incident Type	# Anonymous Reports		# of reported incidents		# of reports adjudicated	Dispositions of completed adjudicated	Disciplinary sanctions imposed
	On campus	Off campus	On campus	Off campus			
Sex offenses	3	9	5	9	7 ²	See SCCS chart above	See SCCS chart above
Forcible	3	9	5	9	7	See SCCS chart above	See SCCS chart above
Non-forcible	0	0	0	0	0	0	0
Stalking	5	1	0	0	0		
SUBTOTAL	8	10	5	9	7		

² Reasons for not being adjudicated: anonymous reports with no complainant and/or no accused student and/or perpetrator was not a student; seven were either non-student perpetrators or the violation did not occur within the jurisdiction of the university; one found responsible of sexual misconduct (see additional chart from Student Conduct and Community Standards), second is going through adjudication (see SCCS chart).

Student Grievance and Concerns Reported to the Office of Affirmative Action and Equal Opportunity regarding possible **sexual harassment**
January 1, 2011 – December 31, 2011

Student Grievances and Concerns Reported to the Office of Affirmative Action & Equal Opportunity
Re: Possible Sexual Harassment
January 1, 2011 through December 31, 2011

Type	Number of Grievances and Reported Concerns		Disposition	Disciplinary Action Taken
	On-Campus	Off-Campus		
Incidents of Alleged Sexual Harassment by UO Employees Directed at UO Students				
Formal	2		Both Cases: Cause Finding – Violation of Policy	Disciplinary Action
Informal	5		4: Informal Facilitation 1: Student wanted information but did not ID name of respondent for follow up	No Disciplinary Action
Incidents of Alleged Sexual Harassment by UO Students Directed at UO Students				
Formal		1	Referred to Student Conduct & Community Standards	Disciplinary Action
Informal	2		1: Informal Facilitation with Student Conduct and Community Standards 1: Effort to ID respondent for follow-up unsuccessful	No Disciplinary Action

Conclusion

The UO campus has advanced its sexual misconduct prevention and response efforts and currently recognizes the need to decrease the complexity of accessing support services and reduce the barriers to reporting. The addition of a full-time staff member who is focused on support to survivors, and the coordination of efforts between campus and community partners will allow the UO to move forward with our commitment to our students. In addition, the current draft 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.

APPENDIX A

Community Resources

Sexual Assault Support Services <http://sass-lane.org/>

Mission: Providing community education, outreach, advocacy and support to survivors of sexual violence and their families

Services Provided

- Crisis response
- Information and referrals
- Long term support
- Systems advocacy
- Support for others involved with the survivor
- Crisis line
- Support groups
- Empowerment program
- Youth and community education
- Engaging Change (sexual violence prevention in LGBT relationships)

Womenspace <http://www.womenspace.org/about/>

The mission of Womenspace is to end domestic violence by empowering adults and their children and changing community standards. Womenspace operates on the belief that each person has the right to lead a life free from violence and fear of abuse. All people have the desire and capacity to control their own lives.

Services Provided

- Emergency shelter
- 24-hour crisis line
- Support groups
- Transitional programs
- Community education
- Legal advocacy
- Rural advocacy

Crime Victims' Services <http://www.doj.state.or.us/crimev/index.shtml>

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 \(ODSVS\)](#)
- [State Crime Victims Grant Program](#)

- [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-](http://www.eugene-or.gov/portal/server.pt?open=512&objID=448&PageID=1377&cached=true&mode=2&userID=2)

[or.gov/portal/server.pt?open=512&objID=448&PageID=1377&cached=true&mode=2&userID=2](http://www.eugene-or.gov/portal/server.pt?open=512&objID=448&PageID=1377&cached=true&mode=2&userID=2)

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-](http://www.eugene-or.gov/portal/server.pt?open=512&objID=275&PageID=431&cached=true&mode=2&userID=2)

[or.gov/portal/server.pt?open=512&objID=275&PageID=431&cached=true&mode=2&userID=2](http://www.eugene-or.gov/portal/server.pt?open=512&objID=275&PageID=431&cached=true&mode=2&userID=2)

- 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>

Sacred Heart Medical Center, University District

<http://www.peacehealth.org/sacred-heart-university-district/Pages/default.aspx>

Sexual Assault Resources

<http://www.peacehealth.org/xhtml/content/symptom/sabus.html>

Sacred Heart Medical Center, Riverbend

The mission of Peace Health is to “carry on the healing mission of Jesus Christ by promoting personal and community health, relieving pain and suffering and treating each person in a loving and caring way.”

Sexual Assault Resources

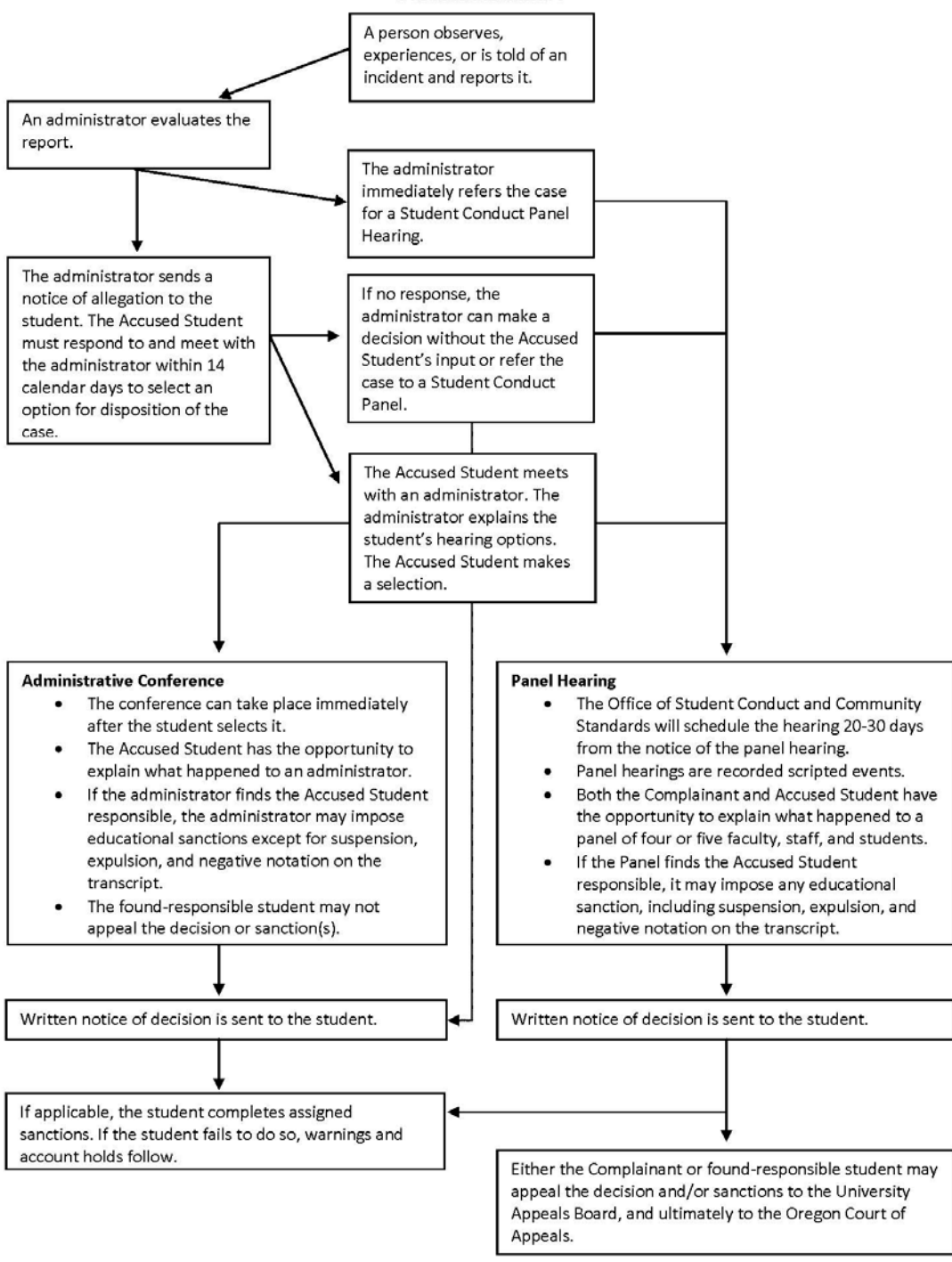
<http://www.peacehealth.org/Pages/Search.aspx?k=sexual%20assault&s=H-SHMCRB>

McKenzie-Willamette Medical Center

<http://www.mckweb.com/Pages/home.aspx>

The mission of McKenzie-Willamette Medical Center is caring for people in extraordinary ways.

APPENDIX B
Student Conduct and Community Standards
Process Flowchart



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

Procedures for Faculty and Staff Response to Incidents of Sexual Harassment

If a student needs immediate medical attention or there is an imminent danger to the student or others, call 911.

As a university employee, you have a duty to report any incidents involving sexual harassment.

A. Reporting of Student-on-Student Incidents of Sexual Harassment

- Report incidents involving alleged student-on-student sexual harassment to the Office of the Dean of Students, (541) 346-3216.
- The Office of the Dean of Students will refer the student to the Interpersonal Violence Coordinator, who will play a key role in the provision of integrated support services. However, if the student chooses not to speak with the Interpersonal Violence Coordinator, or the incident occurs outside of regular work hours and/or the Interpersonal Violence Coordinator is unavailable, the Office of the Dean of Students will inform the student of resource options.

B. Reporting of Employee-on-Student Incidents of Sexual Harassment

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