

UNIVERSITY OF OREGON

DIVISION 1

PROCEDURES FOR RULEMAKING FUNCTIONS

571-001-0000

Governing Law

Administrative Procedures Act Requirements:

(1) An agency is required by ORS 183.341 to adopt rules of procedure to be utilized in adopting, amending, or repealing any rule under the Administrative Procedures Act.

(2) ORS 183.310(8) defines an agency rule as: ". . . **Any agency directive, regulation, or statement of general applicability that implements, interprets, or prescribes law or policy, or describes the procedure or practice requirements of any agency . . .**". "Internal management directives" are excluded from the definition of a rule.

(3) The University rulemaking procedures must:

(a) Provide a general notice of the proposed rule, including publication in the Secretary of State's Administrative Rules Bulletin at least 15 days prior to the effective date;

(b) Provide specific notice to interested persons on the mailing list established pursuant to ORS 183.335(7);

(c) Provide on request copies of the notice of the intended action;

(d) Provide for an oral hearing, unless the President determines that a sufficient interest is lacking. An oral hearing is compelled upon request of ten persons within 15 days after agency notice;

(e) Provide for a written statement for public inspection during regular business hours on the intended action stating the legal authority for the rule, a statement of the need for the rule and how the rule meets the need, statement of fiscal impact, and a citation of documents, studies, or reports prepared for or relied upon in formulating the rule;

(f) Provide for submission of adopted rules to the Legislative Counsel;

(g) Provide for the filing of a statement of need, statement of fiscal impact, and certified copies of the adopted rule with the Secretary of State.

571-001-0005

Contents of Notice When University Contemplates a Public Hearing

When the University holds or contemplates a public hearing, the notice shall contain:

- (1) The written statements required by ORS 183.335(2) and OAR 571-001-000(3)(e).
- (2) The time, place, and manner in which the proposed rule can be inspected.
- (3) The time and place of the public hearing and the manner in which interested persons may present their views at the hearing.
- (4) A designation of the person or entity who will preside at and conduct the hearing.
- (5) The address of the University office or offices where public inspection during regular business hours may be made of the written statements required by ORS 183.335(2) and OAR 571-001-000(3)(e), and the documents cited therein.

571-001-0010

Contents of Notice Where University Does not Plan to Hold Public Hearing

(1) When the University does not plan to hold a public hearing, the notice referred to in OAR 571-001-0000 shall include the following:

- (a) The written statements required by ORS 183.335(2) and OAR 571-001-0000(3)(e);
- (b) A statement of the time and place at which data, views, or arguments may be submitted in writing to the University;
- (c) A statement that any interested person desiring to express or submit data, views, or arguments at a public hearing must request the opportunity to do so;
- (d) A designation of the person to whom a request for public hearing must be submitted and the time and place therefor;
- (e) A statement that a public hearing will be held if the University receives a request for public hearing from ten or more persons or an association having not less than ten members within 15 days after notice by the University;
- (f) State the subject matter and purpose of the intended action in sufficient detail to inform persons that their interests may be affected;
- (g) The address of the University office or offices where public inspection during regular business hours may be made of the written statements required by ORS 183.335(2) and OAR 571-001-0000(3)(e), and the documents cited therein.

(2) If the proposed rule, amendment, or repeal thereof is not set forth verbatim in the notice, the notice shall state the time, place, and manner in which the rule or amendment may be obtained.

(3) If ten persons or an association having not less than ten members request a public hearing, the University shall give notice thereof in conformity with OAR 571-001-0005.

571-001-0015

Submission to Legislative Counsel

After the University adopts a rule, the text of the adopted rule shall be submitted to Legislative Counsel within ten days after the agency files a certified copy of the rule in the Office of the Secretary of State.

571-001-0020

Postponing Intended Action

(1) The University shall postpone its intended action upon request of an interested person received within 15 days after notice to allow the requesting person an opportunity to submit data, views, or arguments concerning the proposed action.

(2) Postponement of the date of intended action shall be for no less than ten nor more than 90 days. In determining the length of postponement, the President shall consider the time necessary to give reasonable notice of the postponement and the complexity of the subject and issues of the intended action.

(3) The University shall give notice of the postponement pursuant to OAR 571-001-0000 except that publication in the Secretary of State's Bulletin is not required.

(4) This rule shall not apply to the procedure for adopting a temporary rule pursuant to ORS 183.335(5) and OAR 571-001-0050.

571-001-0025

Procedure for Providing Notice

(1) The University News Bureau shall be responsible for providing notice to appropriate media. The Office of the President shall provide notice to internal components and personnel of the University and to all other persons requesting notice.

(2) The mailing list shall contain at the least:

(a) The Oregon Daily Emerald;

(b) The Eugene Register-Guard;

(c) Education Editor, The Oregonian;

(d) The general news wire service(s) serving Oregon;

- (e) The ASUO Executive;
- (f) Officers of organized faculty employee groups;
- (g) University of Oregon Human Resources Office;
- (h) The University Library Reserve Section;
- (i) The President of the University Senate;
- (j) The Chair of the Faculty Advisory Council.

(3) The notice sent pursuant to section (2) of this rule shall be given not less than ten days prior to the publication date of the Oregon Administrative Rules Bulletin in which the initial notification of the proposed rulemaking is published.

(4) The University shall establish a mailing list. Upon receipt of any request for a copy of the notice, the responsible official shall:

- (a) Acknowledge the request;
- (b) Record the mailing made pursuant to the request on the mailing list;
- (c) Indicate in the mailing the fee necessary to defray the costs of mailing;
- (d) Mail the notice in conformity with the request.

(5) To keep the mailing lists current, the responsible official:

- (a) Shall maintain a record of all mailings under these rules for at least one year;
- (b) May purge the mailing list of names at yearly intervals where the affected individual has not affirmatively indicated a request that mailings be continued.

(6) Public inspection copies of the notice or proposed rule and the written statements provided by OAR 571-001-0000(3)(e) shall be available at:

- (a) The Office of the University President;
- (b) The Library Reserve Section;
- (c) The Office of Assistant to the President for Legal Affairs;
- (d) The Office of the ASUO President;
- (e) The Office of the Vice-President for Public Affairs and Development;
- (f) The Office of the President of the University Senate;

(g) Such locations as the President determines will provide adequate access by interested persons who might be affected.

(7) In the case of University policies promulgated as faculty legislation, the notice shall be deemed sufficient to inform interested parties where:

(a) The notice of a proposed policy is given in a meeting prior to the meeting in which the rule will be considered; or

(b) The secretary of the faculty circulates notice of the proposed rule prior to the meeting in which the rule will be considered.

571-001-0030

Conduct of the Hearing

(1) The Vice-President for Administration and Finance or the Vice-President's designee shall be the presiding officer.

(2) At the commencement of the hearing, any person wishing to be heard shall advise the presiding officer of his or her name, address, and affiliation. Additional persons may be heard at the discretion of the presiding officer. The presiding officer shall provide an appropriate form for listing witnesses which shall indicate the name of the witness, whether the witness favors or opposes the proposed action, and such other information as the presiding officer may deem appropriate.

(3) At the opening of the hearing, the presiding officer shall read the notice provided for in OAR 571-001-0005 or 571-001-0010, as the case may be.

(4) Subject to the discretion of the presiding officer, the order of the presentation shall be:

(a) Statement of proponents;

(b) Statement of opponents;

(c) Statements of any other witnesses present and wishing to be heard.

(5) The presiding officer shall have the right to question or examine any witness making a statement at the hearing. At the discretion of the presiding officer, other persons may be permitted to examine witnesses.

(6) There shall be no rebuttal or additional statements given by any witness unless requested by the presiding officer. However, when such additional statement is given, the presiding officer shall allow an equal opportunity for reply.

(7) The hearing may be continued with recesses as determined by the presiding officer until all listed witnesses present and desiring to make a statement have had an opportunity to do so.

(8) The presiding officer shall, where practicable, receive all physical and documentary evidence presented by witnesses. Exhibits shall be marked and shall identify the witness offering the exhibit. The

exhibits shall be preserved by the agency for one year or, in the discretion of the agency, returned to the witness offering the exhibit.

(9) The presiding officer may set reasonable time limits for oral presentation and may exclude or limit cumulative, repetitious, or immaterial matter.

(10) A verbatim oral, written, or mechanical record may be made of all the proceedings or, in the alternative, a record in the form of minutes.

571-001-0035

Drafting the Rule

(1) The President shall designate the officer responsible for preparing proposed rules, coordinating policy and complying with legal requirements, and may subdelegate authority to adopt a rule.

(2) When the hearing is conducted before someone other than the officer designated for promulgation of the rule, the presiding officer shall, within a reasonable time, provide the promulgating officer with a brief written summary of statements given and exhibits received and a report of his observations of physical experiments, demonstrations, or exhibits. The presiding officer may also make recommendations, but these recommendations are not binding upon the University.

(3) The final draft of the rule shall be submitted to the President unless the President has subdelegated authority for final adoption of the rule. The President may authorize his approval by signature or the signature of a designee. A copy of the official rule or policy shall be kept on file in the Office of the President.

(4) The University official promulgating the rule shall:

(a) Distribute a certified copy of the rule to the Chancellor of the Oregon State Board of Higher Education;

(b) Distribute a copy for inclusion in the Administrative Memos;

(c) Arrange for an appropriate news release through the University News Bureau;

(d) Arrange for distribution to interested deans and department heads.

571-001-0040

Filing and Taking Effect of Rule

(1) The University shall file in the Office of the Secretary of State a certified copy of each rule adopted by it, together with the statement of need and statement of fiscal impact required by ORS 171.715(1)(c).

(2) A rule shall be effective upon filing unless a later effective date is required by statute or specified in the rule.

(3) The President delegates:

(a) To the Executive Dean, any vice-president, or assistant to the President, the authority to implement this rule;

(b) To the secretary of the faculty the authority to comply with this rule and ORS 183.355 where a University policy has been adopted within the jurisdiction of the faculty.

571-001-0045

Petition to Promulgate, Amend, or Repeal Rule: Contents of Petition, Filing of Petition

(1) An interested person may petition the University President requesting the promulgation, amendment, or repeal of a rule. The petition shall be in writing, signed by or on behalf of the petitioner, and shall contain a detailed statement of:

(a) The rule petitioner requests the University to promulgate, amend, or repeal. Where amendment of an existing rule is sought, the rule shall be set forth in the petition in full with matter proposed to be deleted therefrom enclosed in brackets and proposed additions thereto shown by underlining or boldface;

(b) Ultimate facts in sufficient detail to show the reasons for adoption, amendment, or repeal of the rule;

(c) All propositions of law to be asserted by petitioner;

(d) Sufficient facts to show how petitioner will be affected by adoption, amendment, or repeal of the rule;

(e) The name and address of petitioner and of any other person known by petitioner to be interested in the rule sought to be adopted, amended, or repealed.

(2) The petition, either in typewritten or printed form, shall be deemed filed when received by the Office of the President.

(3) Upon receipt of the petition, the University:

(a) Shall mail a true copy of the petition together with a copy of the applicable rules of practice to all parties named in the petition. Such petition shall be deemed served on the date of mailing to the last known address of the person being served. Where mailing to all named parties would constitute an unreasonable expense or unwarranted administrative burden, the University may, in its discretion, require petitioner to bear the expense of such distribution, or distribute the petition to a representative sample of named parties sufficient to serve the interests of reasonable notice;

(b) Shall advise petitioner written views must be submitted within 15 days;

(c) May schedule oral presentation of petitioner's views if petitioner makes a request therefor and the University desires to hear petitioner orally;

(d) Shall, within 30 days after date of submission of the petition, either deny the petition or initiate rulemaking proceedings in accordance with this division.

(4) In the case of a denial of a petition to promulgate, amend, or repeal a rule, the University shall issue an order setting forth its reasons for denying the petition. The order shall be mailed to the petitioner and all other persons upon whom a copy of the petition was served.

571-001-0050

Temporary Rules

(1) The University may proceed without prior notice or hearing, or upon any abbreviated notice and hearing that is practicable, to adopt a rule without the notice otherwise required by ORS Chapter 183 and this division. In such case the University shall:

(a) Officially adopt the proposed rule and file a certified copy of the rule with the Secretary of State together with the statement of need and how the

rule is intended to meet that need, a citation of the statutory or legal authority bearing upon the proposed rule and a list of the principal documents, reports or studies relied upon by the University;

(b) File a copy of the proposed rule with the Legislative Counsel and Legislative Counsel Committee within ten days after the agency files a certified copy of the rule in the Office of the Secretary of State;

(c) File with the rule the University's finding that failure to act promptly will result in serious prejudice to the public interest or to the interest of the parties concerned. The finding shall be supported by a statement of specific facts and reasons;

(d) Take appropriate measures to make the temporary rule known to the persons who may be affected;

(e) Furnish copies of the temporary rule to the Oregon Daily Emerald, the Eugene Register-Guard, or such other news media as the University may deem appropriate to comply with the notice requirement of this rule and to the University Library Reference Section, the President of the University Senate, and the President of ASUO.

(2) A temporary rule adopted in compliance with this rule becomes effective upon filing with the Secretary of State or at a designated later date prior to publication in the bulletin of the Secretary of State.

(3) A temporary rule may be effective for no longer than 180 days. The University may, however, adopt an identical rule upon notice in accordance with this division, and may give such notice contemporaneously with adoption of the temporary rule.

(4) The statements required by ORS 183.335(2), including the full text of any material cited in the statements, shall be available for public inspection during regular business hours at the office of the President.

(5) A rule temporarily suspended shall regain effectiveness upon expiration of the temporary period of suspension unless the rule is repealed prior to the expiration of the temporary period.

(6) A temporary rule may be effective for no longer than 180 days. No temporary rule may be renewed after it has been in effect 180 days. The University may, however, adopt an identical rule on notice in accordance with this division.

UNIVERSITY OF OREGON

DIVISION 2

CONTESTED CASES

571-002-0000

Contested Case Defined, Notice of Opportunity for Hearing, Service

(1) Pursuant to ORS 183.310(2) (a) - (d), a contested case exists whenever:

- (a) A constitutional provision or statute requires a hearing upon the action; or
- (b) An agency has discretion to suspend or revoke a right or privilege of a person; or
- (c) There is a proceeding regarding a license to pursue a commercial activity, trade, or profession; or
- (d) There is a proceeding in which the agency elects to grant a hearing, in accordance with contested case requirements.

(2) The University shall give notice to all parties in a contested case. The notice shall include:

- (a) A statement of the party's right to hearing, or a statement of the time and place of the hearing;
- (b) A statement of the authority and jurisdiction under which the hearing is to be held;
- (c) A reference to the particular sections of the statutes and rules involved;
- (d) A short and plain statement of the matters asserted or charged;
- (e) A statement that the party may be represented by counsel at the hearing;
- (f) A statement that if the party desires a hearing, the office of the University President must be notified within 20 days of the date of mailing of notice.

(3) The notice shall be served personally or by registered or certified mail.

(4) These rules shall not apply where:

- (a) Procedures for the imposition of sanctions on an academic staff member are prescribed in the Administrative Rules of the Oregon State Board of Higher Education;
- (b) Adversary procedures for labor dispute resolution are prescribed by:

- (A) State law;
- (B) Collective bargaining contract; or
- (C) University of Oregon Administrative Memos; or
- (c) The Student Conduct Code of the University of Oregon provides to the contrary.

571-002-0005

Orders When No Hearing Requested

When a party has been given an opportunity to request a hearing within a specified time and no hearing has been requested, the University shall enter an order at the expiration of the time, stating the matters before it supporting the suspension or revocation. The order shall contain the material on which the action is based.

571-002-0010

Request for Party Status to Participate in Contested Case

- (1) When the University gives notice that it intends to hold a contested case hearing, interested persons shall be given the opportunity to become parties who have an interest in the outcome of the University's proceeding or who represent a public interest in such result.
- (2) Persons requesting status as a party shall file a petition, with sufficient copies for service on the parties, with the University at least 10 days prior to the date set for hearing. Petitions untimely filed shall not be considered unless the University determines that good cause has been shown for failure to file timely.
- (3) The petition requesting status as a party shall set forth the following:
 - (a) Name and address of the petitioner, and of any organization which the petitioner represents;
 - (b) Name and address of the petitioner's attorney, if any;
 - (c) If the petitioner is seeking party status to protect an alleged personal interest in the outcome of the University's proceeding, a detailed statement of the petitioner's interest, economic or otherwise, and of how such interest may be affected by the results of the proceeding;
 - (d) If the petitioner purports to be representing a public interest in the results of the proceeding, a detailed statement of such public interest, the manner in which such public interest will be affected by the results of the proceeding, and of the petitioner's qualifications to represent such public interest;
 - (e) A statement of the reasons why existing parties to the proceeding cannot represent adequately the interest identified in subsection (c) or (d) of this section.
- (4) The University shall serve petitions for party status on all parties personally or by mail. Parties shall have seven days from the date of personal service or University mailing to file an answer to the petition.

(5) If the University determines that good cause has been shown for failure to file a timely petition, the University at its discretion may:

(a) Shorten the time within which answers to the petition shall be filed;

(b) Postpone the hearing until disposition is made of the petition.

(6) If a person is granted status as a party, the University may postpone or continue the hearing to a later date when it appears that commencing or continuing the hearing would jeopardize or unduly burden one or more of the parties in the case.

(7) In ruling on petitions for party status, the University shall consider:

(a) Whether the petitioner has demonstrated a personal or public interest which reasonably could be affected by the outcome of the proceeding;

(b) Whether any such affected interest is within the scope of the University's jurisdiction;

(c) The qualifications the petitioner represents in cases where a public interest is alleged;

(d) The extent to which the petitioner's alleged interest will be represented by existing parties.

(8) The University's ruling on a petition for party status shall be by written order and served promptly on the petitioner and all parties.

571-002-0015

Subpoenas, Depositions

(1) The presiding officer for the hearing shall issue subpoenas in hearing on contested cases on a showing of need, general relevancy, and a relationship within the reasonable scope of the proceedings.

(2) An interested party may petition the University for an order that the testimony of a material witness be taken by deposition. Fees and mileage shall be paid as determined by applicable statutes.

(3) The University shall issue subpoenas to any party to a contested case upon a showing of general relevance and reasonable scope of the evidence sought.

(4) Witnesses appearing pursuant to subpoena, other than parties or officers or employees of the University, shall be tendered fees and mileage as prescribed by law for witnesses in civil actions. The party requesting the subpoena shall be responsible for service of the subpoena and tendering the witness and mileage fees to the witness.

(5) On petition of any party to a contested case, the University may order the testimony of any material witness be taken by deposition in the manner prescribed by law for depositions in civil actions (ORS Chapter 45). Depositions may also be taken by the use of audio or audiovisual recordings. The petition shall set forth:

(a) The name and address of the witness whose testimony is desired;

(b) A showing of materiality of the testimony;

(c) A request for an order that the testimony of the witness be taken before an officer named in the petition for that purpose.

(6) If the University issues an order for the taking of a deposition and the witness resides in this state and is unwilling to appear, the University may issue a subpoena as provided in section (3) of this rule requiring the witness to appear before the officer taking the deposition.

571-002-0020

Hearing

(1) The hearing shall be conducted by, and shall be under the control of, the presiding officer. The presiding officer shall be the Executive Dean or the Dean's designee.

(2) At the discretion of the presiding officer, the hearing shall be conducted in the following manner:

(a) Statement and evidence of University officials or employees in support of the University's action;

(b) Statement and evidence of the affected person disputing University action;

(c) Rebuttal testimony.

(3) The presiding officer and the affected parties and the University or its attorneys shall have the right to question or examine or cross examine any witnesses.

(4) The hearing may be continued with recesses as determined by the presiding officer.

(5) The presiding officer may set reasonable time limits for oral presentation and may exclude or limit cumulative, repetitious, or immaterial matter.

(6) Exhibits shall be marked and the markings shall identify the person offering the exhibits. The exhibits shall be preserved by the University as part of the record of the proceedings.

(7) A verbatim oral, written, or mechanical record shall be made of all motions, rulings, and testimony. The record need not be transcribed unless requested for purposes of rehearing or court review. The University may charge the party requesting transcription the cost of a copy of transcription, unless the party files an appropriate affidavit of indigency. However, upon petition, a court having jurisdiction to review under ORS 183.480 may reduce or eliminate the charge upon finding that it is equitable to do so, or that matters of general interest would be determined by review of the order of the University.

571-002-0022

Representation at Contested Case Hearings

(1) University officials and employees, with the Attorney General's written consent, ORS 183.450 (7)(a), are authorized to appear and participate (but not make legal argument) on behalf of the University in the following types of hearings:

(a) For-cause disciplinary actions involving a more severe sanction than a written reprimand (OAR 580-021-0320 through 580-021-0360);

(b) Medical-condition terminations or FTE reductions for faculty;

(c) Mandatory medical leave proceedings involving students (OAR 571-023-0015 through 571-023-0040);

(d) Termination proceedings, non-renewal proceedings, or gradation-of-athletic-grants-in-aid proceedings before the Drug Testing Appeals Board;

(e) Prosecutions for violations of the Student Conduct Code to be disposed of through the hearings process before a hearing officer or appeals therefrom to the University Appeals Board.

(2) "Legal argument" as used in ORS 183.450 (8) and in this rule includes arguments on:

(a) The jurisdiction of the University to hear the contested case;

(b) Constitutionality of a statute or rule or the application of a constitutional requirement to an agency;

(c) Application of court precedent to the facts of the particular contested case proceeding.

(3) "Legal argument" does not include presentation of evidence, examination and cross-examination of witnesses or presentation of factual arguments or arguments on:

(a) The application of the facts to the statutes or rules directly applicable to the issues in a contested case;

(b) Comparison of prior actions of the University in handling similar situations;

(c) The literal meaning of the statutes or rules directly applicable to the issues of a contested case;

(d) Admissibility of evidence or correctness of the procedures being followed.

(4) When University officials or employees are representing the agency in a hearing, the presiding officer shall advise such representatives of the manner in which objections may be made and matters preserved for appeal which advice is of a procedural nature and does not change applicable law on waiver or the duty to make timely objections. When such objections may involve legal argument, the presiding officer shall provide reasonable opportunity for the agency official or employee to consult legal counsel and shall permit legal counsel to file written legal argument within a reasonable time after conclusion of a hearing but before final disposition.

571-002-0025

Evidentiary Rules

(1) Irrelevant, immaterial, or unduly repetitious evidence shall be excluded but erroneous rulings on evidence shall not preclude University action on the record unless shown to have substantially prejudiced the rights of a party.

(2) All other evidence of a type commonly relied upon by reasonably prudent persons in the conduct of their serious affairs shall be admissible.

(3) Evidence objected to may be received by the presiding officer, with rulings on its admissibility or exclusion to be made at the time it is offered or when the final order is issued.

(4) The officer or officers deciding, or recommending a decision may take notice of judicially cognizable facts, or facts within their specialized knowledge, but adverse parties shall be afforded an opportunity to contest the facts so noticed.

571-002-0030

The Record; Consideration of the Record

(1) The record shall contain:

(a) All pleadings, motions, and intermediate rulings;

(b) Evidence received or considered;

(c) Stipulations;

(d) A statement of matters officially noticed;

(e) Questions and offers of proof, objections, and rulings thereon;

(f) Proposed findings and exceptions;

(g) Any proposed, intermediate, or final order.

(2) No sanction shall be imposed or order be issued except upon consideration of the whole record or such portions thereof as may be cited by any party, and as supported by, and in accordance with, reliable, probative, and substantial evidence.

571-002-0035

Proposed Orders on Contested Cases, Filing of Exceptions and Argument

(1) If a majority of the officials who are to render the final order were not present at the hearing or have not reviewed and considered the record, and the order is adverse to a party (excluding the University), a proposed order including findings of fact and conclusions of law shall be served upon the parties.

(2) The parties shall be given the opportunity to file exceptions and present argument to the officials who will render a final order.

571-002-0040

Final Orders on Contested Cases, Notification

- (1) Final orders on contested cases shall be in writing and include the following:
 - (a) Rulings on admissibility of offered evidence;
 - (b) Findings of fact -- Those matters which are either agreed as fact or which, when disputed, are determined by the fact finder, on substantial evidence, to be a fact over contentions to the contrary;
 - (c) Conclusion(s) of law -- Applications of the controlling law to the facts found and the legal results arising therefrom;
 - (d) Order – the action taken by the University as a result of the findings of fact and conclusions of law.
- (2) Parties to contested cases and their attorneys of record shall be served a copy of the final order. Parties shall be notified of their right to judicial review of the order.
- (3) The President of the University shall issue all final orders unless he has subdelegated such authority in writing in a particular instance.

571-002-0045

Reconsideration, Rehearing

- (1) A party may file a petition for reconsideration or rehearing on a final order with the University President within 30 days after the order is served.
- (2) The petition shall set forth the specific ground or grounds for requesting the reconsideration or rehearing. The petition may be supported by a written argument.
- (3) The President may grant a reconsideration petition if sufficient reason therefor is made to appear. If the petition is granted an amended order shall be entered.
- (4) The President may grant a rehearing if sufficient reason therefor is made to appear. The rehearing may be limited by the President to specific matters.
- (5) If the President does not act on the petition within the 30th day following the date the petition was filed, the petition shall be deemed denied.

UNIVERSITY OF OREGON

DIVISION 3

GRIEVANCE PROCEDURES

571-003-0000

Introduction

(1) This rule, in compliance with OAR 580-021-0050, describes the general operating procedures for Division 3 rules. Division 3 applies to all University faculty including officers of instruction and officers of administration, Management Service, and student employees not covered by collective bargaining agreements or other grievance procedures officially recognized by the University President:

(a) Faculty employee grievance procedures are outlined in OAR 571-003-0000, 571-003-0001, 571-003-0003, 571-003-0004, 571-003-0005, 571-003-0006, 571-003-0007, 571-003-0015, 571-003-0016, 571-003-0017, and 571-003-0025;

(b) Management Service employee grievance procedures are outlined in OAR 571-003-0020;

(c) Undergraduate and graduate student grievance procedures are outlined in the **Student Handbook** which appears in the University of Oregon Time Schedule.

(2) Grievance procedures for classified employees and graduate teaching fellows who are covered by collective bargaining agreements are set forth in those agreements. Copies of the agreements are available in the Human Resources Office. Appeals from such procedures are governed by the contract, the rules of the appropriate divisions of the Executive Department, the Employment Relations Board of the State of Oregon and state law.

(3) Grievances and complaints by students (not arising under a collective bargaining agreement and not otherwise covered by undergraduate or graduate student grievance procedures) against faculty members arising out of their responsibilities as officers of the institution are within the jurisdiction of the Student-Faculty Committee on Grievances and may be submitted to that body for investigation and consideration pursuant to Faculty Legislation of May, 1972. Upon the request of a student or of the University President, the Student-Faculty Committee on Grievances shall exercise jurisdiction in such grievances or complaints whether or not the grievance arises in an employment relationship. The charge to the committee is included in OAR 571-003-0006.

(4) No grievance procedures described herein shall preclude termination of any grievance proceeding prior to completion of all steps by reason of any mutually acceptable resolution between the parties set forth in writing for the record:

(a) After a timely initial filing, time lines within the grievance procedures of this division may be extended by a signed mutual consent statement;

(b) A grievant shall not institute multiple grievances on the same subject under procedures within this Division;

(c) The grievant shall describe a suggested resolution of the grievance.

(5) University of Oregon employees not covered by the provisions of section (1) of this rule, may invoke the grievance procedures described in OAR 571-003-0005 through 571-003-0017:

(a) Such grievances shall be initiated within 45 calendar days of the time the employee knows or by reasonable diligence should have known, of such act or omission, except:

(A) In cases where the primary basis of the grievance is allegations of prohibited discrimination as defined by OAR 571-003-0025(1)(c), the University will accept such grievance as timely if it is filed within 180 calendar days of the time the employee knows, or by reasonable diligence should have known, of the act or omission alleged to be discriminatory;

(B) The University will accept a grievance alleging discriminatory harassment, including sexual harassment, as timely if it is filed within 365 calendar days of the time the employee knows, or by reasonable diligence should have known, of the act alleged to be discriminatory harassment.

(b) The running of said 45 calendar days shall be suspended for any period during which the employee is not under appointment (including the period between the end of spring term or semester and the beginning of fall term or semester, and sabbatical, or similar periods of leave) at the University and shall resume the day the grievant's appointment recommences. In cases of sabbatical and similar periods of leave the grievance shall be initiated within 60 calendar days after the grievant's appointment recommences;

(c) A grievant alleging prohibited discrimination shall have the longer of either 180 calendar days or the time permitted under subsection (b) of this section in which to make a timely filing of a formal grievance;

(d) A grievant alleging discriminatory harassment, including sexual harassment, shall have the longer of either 365 calendar days or the time permitted under subsection (b) of this section in which to make a timely filing of a formal grievance.

(6) During the period in which a grievance presented in a timely manner is in process, and while the employee is waiting for final disposition by the employer, administrative action shall not be taken to prejudice the position of the employee:

(a) However, the implementation of any administrative action which is the subject of the grievance, including alteration or termination of programs, and reassignment, termination or non-renewal of an employee shall not be deemed a "prejudicial act" for the purposes of this section. If a grievance of the decision disclosed by the timely notice has been timely filed, it shall continue to be processed under these rules regardless of the fact that the grievant may no longer be employed;

(b) Moreover, an individual filing a grievance in good faith or otherwise participating in any of the actions authorized under these grievance rules shall not be subject to reprimand or retaliatory action of any kind by any member of the University community for such filing and participation. If, however, it is determined that a grievant has filed a knowingly false grievance or has acted in bad faith, the grievant may be subject to disciplinary action or a counter-grievance.

(7) If the grievant has filed an administrative claim (under ORS 30.160 et seq.) or has filed a claim with a state or federal anti-discrimination agency or has filed a lawsuit (or has intervened in an EEOC or Oregon Bureau of Labor Office of Civil Rights lawsuit) against the State of Oregon, the Oregon State Board of Higher Education, the University of Oregon, or any of their respective officers or employees arising out of actions, omissions, decisions, events or policies which are the subject of a pending grievance or a grievance contemporaneously presented, the University may, in its sole discretion, decline to continue with or to entertain the grievance.

(8) Unless a grievant has elected in writing a public hearing at Step Two filings, submissions, transcripts, testimony, reports, affidavits, and decisions/responses shall not be available to the public and shall be treated as having been submitted or offered under a promise of confidentiality and/or as personal information the disclosure of which would constitute unreasonable invasion of privacy.

(9) During the course of a grievance, each party shall be responsible for costs of its own representation.

(10) Effective July 1989, the President or the President's designee shall prepare an annual report to the Oregon State Board of Higher Education of the number, bases, and outcomes of all faculty grievances filed under the rules of this Division.

[Publications: The publication(s) referred to or incorporated by reference in this rule are available from the agency.]

571-003-0001

Faculty Grievance Procedure Definitions

(1) "Grievance" means a complaint by an academic employee that the employee was wronged in connection with compensation, tenure, promotion, or other conditions of employment or the employee's rights were denied as to reappointment.

(2) "Other Conditions of Employment" shall include, but not necessarily be limited to, violations of academic freedom, discriminatory employment practices and nondiscriminatory employment practices, and laws, rules, policies and procedures under which the University of Oregon operates.

(3) "Grievance Counselor" means a person selected to act as grievance representative for a grievant. The Grievance Counselor may be an administrator, faculty member from an appropriate committee, or other person. The Grievance Counselor shall serve without charge.

(4) "Step" means a level at which a grievance may be reviewed, negotiated, resolved, or denied. At the University of Oregon there are three steps in its formal grievance process. There can be one or more steps in its informal grievance process.

(5) "Provost" means the Vice-President for Academic Affairs. When faculty serve within an administrative division headed by a Vice-President other than the Provost, then that Vice-President shall be involved in the grievance processes instead of the Provost.

(6) "Time Limit" means that period of time during which certain processes of the grievance procedure must take place. The first day of a time limit is computed as commencing upon receipt and ending 24 hours thereafter.

571-003-0003

Faculty Grievance Process Digest

(1) The following outline is provided to assist faculty, both officers of instruction and officers of administration, in determining an appropriate course of action if they are considering whether or not to file a grievance and what type of process best addresses their need. The faculty grievance procedure, promulgated in response to OAR 580-021-0050, may be utilized to hear any complaint by a faculty member in connection with perceived wrongs in compensation, tenure, promotion, or other conditions of employment, or that a faculty member's rights were denied as to reappointment. "Other conditions of employment" shall include, but not be limited to, violations of academic freedom, discriminatory employment practices and nondiscriminatory employment practices, and laws, rules, policies and procedures under which the University operates. Disciplinary sanctions are imposed in accordance with OAR 580-021-0320 and shall not be subject to grievance procedures within this Division.

(2) Informal Grievance Process: Faculty are encouraged to bring complaints to the attention of the University administration at any time so that they may be resolved informally. However, if a faculty member wishes to preserve the right to file a formal grievance under these rules, informal resolution processes must be filed within the time limits set forth in OAR 571-003-0000(5).

(3) Except in cases of alleged discrimination, a response to an informal complaint is due in 15 calendar days. Responses to informal complaints alleging discrimination are due within 30 days. See OAR 571-003-0004 for complete details:

- (a) May be handled orally or in writing;
- (b) Mediative procedures are those in which the identities of the parties are disclosed;
- (c) Educative procedures are those in which the identities of the parties are not disclosed;
- (d) Promotion and tenure grievances are to be handled as provided in OAR 571-003-0015.

(4) Formal Grievance Process: Must be filed in writing within the time limits set forth in OAR 571-003-0000(5):

NOTE: Promotion and/or tenure grievances begin at Step Two. See OAR 571-003-0005 and 571-003-0015 for complete details.

(a) *Step One:* File detailed written statement of grievance including suggested resolution with immediate supervisor of the person(s) causing grievance; or

(b) Request appropriate Vice-President to appoint a grievance counselor and after consultation with counselor, file grievance;

(c) When the grievance is based on promotion, tenure, or retention and the grievant has elected the formal process, the Provost (or appropriate Vice-President) shall start the grievance process at Step Two. All other types of formal grievances start at Step One;

(d) Step One response is due in writing 20 calendar days from receipt by respondent, except in cases alleging prohibited discrimination in which case the response is due within 30 days of the filing of the complaint;

(e) If Step One response is unsatisfactory or is not received within time limit, grievant wishing to do so may file written grievance at Step Two;

(f) *Step Two*: Filing at Step Two must be completed within 15 calendar days of the end of Step One. Step Two offers three options: Hearing by either of two faculty committees, or review by the appropriate administrator:

(A) The committee option permits the grievant to file with either the Grievance Appeal Committee, or Promotion/Tenure/ Retention Appeal Committee, depending on subject matter; the committee acts within a 60 calendar day period, giving all parties at least ten calendar days notice of hearing and access to all documentary evidence received not later than five calendar days before the hearing;

(B) The grievant may elect to have the Step Two investigation and decision made by the appropriate Vice-President (i.e., the one under whom the grievant serves) instead of having a hearing before either of the two faculty committees.

(g) If Step Two response is unsatisfactory or is not received within the stated time limit, grievant wishing to do so may file written grievance at Step Three;

(h) *Step Three*: Filing at Step Three must be completed within 20 calendar days of the end of Step Two. The written grievance shall be filed with the President of the University;

(i) The President (or the President's designee) shall decide the grievance and shall prepare findings of fact and conclusions based on those findings within 20 calendar days of receipt of the grievance, and shall render the final decision to the grievant in writing;

(j) Step Three ends the University appeal process. Decisions of the President are appealable only to the Oregon State Board of Higher Education. (See OAR 580-021-0050 and/or 580-021-0055.)

571-003-0004

Faculty Informal Grievance Procedure

(1) The University administration encourages faculty, both officers of instruction and officers of administration, whenever possible to use the informal approach to resolving complaints and grievances. However, the decision of whether or not to use informal procedures is solely that of the grievant. There is no requirement that informal procedures be attempted or exhausted as a prerequisite to invocation of formal procedures nor is there any need to elect between informal or formal procedures other than the need to timely file the formal procedure. If the grievant intends to pursue informal procedures the informal mode best suited to the nature of the complaint should be selected. Responsibility for initiating grievance resolution shall be with the grievant.

(2) If the grievant wishes to invoke the formal process, the grievant must do so within the time limits set forth in OAR 571-003-0000(5), regardless of whether informal resolution is attempted or achieved. The days used in the informal process shall count in the computation of the applicable time limit within which

formal grievances shall be filed. The appropriate Vice-President may waive the timely filing requirement at the request of the grievant if the grievant is currently pursuing resolution under this informal procedure and it appears that additional time (without a concurrent formal proceeding) would be beneficial. Such waiver shall be in writing and must issue before the applicable time limit has run.

(3) Generally, informal grievances are handled through discussion. Although not required:

(a) Brief, dated and signed statements may be prepared by the parties to facilitate discussion;

(b) A dated, written statement of resolution may be signed by the parties;

(c) Separate, dated, written statements summarizing the unreconciled differences, respondent's position and/or unaccepted counter proposal may be signed for entry into the record of the formal grievance procedure.

(4) Possible informal approaches include:

(a) The grievant meets privately with the person(s) alleged to have caused the grievance. Through discussion, the parties to the matter attempt to reconcile differences and to reach a reasonable resolution; or

(b) Grievant requests an administrator in the same administrative area, if possible the one to whom the grievant and the individual complained about both report, to consider the complaint and to attempt to effect a mutually satisfactory resolution; or

(c) Grievant, through the appropriate Vice-President, shall request to have a member of the Grievance Appeal Committee, of the grievant's choice, consider the complaint and attempt to effect a mutually satisfactory resolution; or

(d) When the matter is related to prohibited discrimination, including sexual harassment, the grievant may request the Office of Affirmative Action to initiate informal mediation (identity disclosed) or education (identity concealed) efforts. A University employee receiving an informal complaint alleging prohibited discrimination including sexual harassment shall report that fact to the Office of Affirmative Action and follow the applicable procedures described in OAR 571-003-0025(5);

(e) The grievant may present the complaint to the Student-Faculty Committee on Grievances (see OAR 571-003-0000(3) and 571-003-0006). Except as waived by a Vice-President (see section (2) of this rule) the time consumed by this committee's handling of the grievance shall not suspend the running of the applicable time limitations for filing a formal grievance;

(f) For grievances concerning promotion and/or tenure decision, the only possible informal procedures are specified in OAR 571-003-0015 and, for grieved decisions denying promotion or tenure but not resulting in terminal notice, the informal review shall parallel the procedures described in OAR 571-003-0015.

(5) If informal resolution involving a Grievance Appeal Committee member is unsuccessful and if a formal grievance is filed, unless the grievant and the grieved-against individual both request to the contrary, the member of the Grievance Appeal Committee who participated in the informal grievance process shall not participate as a member of the Grievance Appeal Committee at Step Two.

(6) Informal grievances shall receive a response within 15 calendar days of submission, except those grievances which allege prohibited discrimination including sexual harassment which shall receive a response within 30 days. With regard to the Student-Faculty Committee on Grievances, "submission" shall mean the time at which the parties have presented their respective cases to the committee.

(7) In cases of informal challenges to promotion and tenure decisions under OAR 571-003-0005 or 571-003-0016, the grievant may apply in writing to the appropriate Vice-President for the appointment of a Grievance Counselor to represent the grievant at no charge. The grievant may provide the Vice-President with a list of three possible Grievance Counselors or may ask the Vice-President to suggest a list of three from which the grievant may select one. In general the Grievance Counselor shall provide aid and assistance to the grievant. This shall include but is not limited to, providing information about the various steps in the grievance procedure, representing the grievant before appropriate committees or administrators, enlisting the aid of the Affirmative Action Office if appropriate, or other aid.

571-003-0005

Faculty Formal Grievance Procedure

(1) *Step One:* The grievant shall present the individual(s) against whom the grievance is filed and the immediate supervisor of the person grieved against with a written statement describing as precisely as possible what the grievance is about, including who or what caused the situation, what happened, and if applicable, where, why, when, and how the situation occurred and identifying any rule, policy, or procedure alleged to have been violated or misapplied. A list of witnesses, if applicable, shall be provided. A suggested resolution shall be described. The grievance statement shall be signed and dated and it shall include the grievant's campus address and campus and home telephone numbers. If the informal process has been used, a brief description of it shall be provided along with any documentary exhibits that may have been developed. A copy of the grievance statement shall be sent contemporaneously by the grievant to the President's Office. If the grievance involves illegal discrimination, a copy shall also be sent by the grievant to the Office of Affirmative Action. Grievants seeking to grieve promotion and/or tenure decisions formally begin at Step Two, after consultation with the Provost (or appropriate Vice-President). Time lines and details are specified in OAR 571-003-0015:

(a) The grievant may apply in writing to the appropriate Vice-President for the appointment of a Grievance Counselor to represent the grievant at no charge. The grievant may provide the Vice-President with a list of three possible Grievance Counselors or may ask the Vice-President to suggest a list of three from which the grievant may select one. In general the Grievance Counselor shall provide aid and assistance to the grievant. This shall include, but is not limited to, providing information about the various steps in the grievance procedure, representing the grievant before appropriate committees or administrators, enlisting the aid of the Affirmative Action Office if appropriate, or other aid. The Grievance Counselor shall not act as arbitrator of the grievance while acting on behalf of the grievant;

(b) The Step One decision-maker shall require a written memorandum from the grieved-against individual to offer that person's position on the matter;

(c) The immediate supervisor of the person grieved-against to whom the grievance is directed shall send a written response to the grievant and the grieved-against individual no later than 20 calendar days from the day the grievance is received, except in cases of alleged discrimination, including sexual harassment, in which case the written response is due no later than 30 days from receiving the grievance. In cases of alleged discrimination, including sexual harassment, the Step One decision-maker shall contact the Office of Affirmative Action and utilize the services of that office as appropriate to investigate the complaint.

The response shall either resolve the grievance to the satisfaction of the grievant, or provide such relief as appears appropriate following examination of relevant facts, or shall state why the grievance is not deemed to be valid or why the relief requested in the grievance is not appropriate.

(2) Step Two:

(a) If the grievance is not resolved at Step One to the satisfaction of the grievant or if the respondent at Step One fails to respond in timely fashion, the grievant may appeal by filing the written grievance and all relevant documents and materials developed during Step One with one of the following committees as appropriate within 15 calendar days after the end of Step One:

(A) Grievance Appeal Committee for all grievances not within the jurisdiction of the Promotion/Tenure/Retention Appeal Committee; or the

(B) Promotion/Tenure/Retention Appeal Committee which shall consider only formal grievances concerning denial of promotion or denial of tenure (or denial of both) or failure to renew an appointment in violation of the OAR 571-003 grievant's rights.

(b) The appropriate committee shall entertain appeals directed to it within the following constraints:

(A) The statement of appeal shall be in writing (see section (1) of this rule for details) and shall include the response at Step One and any arguments the grievant wishes to make about the Step One response;

(B) All documentary evidence received shall be identified, marked, and indexed in the record;

(C) The grievant and the University and/or complained-against person(s) shall have full access to the record (as it exists at any given time) and to tape recordings of the testimony received;

(D) Live testimony shall be taken at a duly-noticed hearing. Clarifying questioning is to be by the committee only;

(E) The grievant shall be given the maximum possible (but in no case less than ten calendar days) advance notice of the initial hearing date, place, and time;

(F) The grievant and the University and/or the complained-against person(s) shall be allowed to present documentary evidence (including affidavits or signed declarations), demonstrative evidence and/or live testimony;

(G) The committee shall inform the grievant and the grieved-against individual no less than five calendar days in advance of any hearing of all documentary evidence received by it at the time of said notice. Such evidence shall be identified by reference to source, date, and, generally, content. The grievant and the grieved-against individual shall also be told how to acquire copies of such evidence before the hearing;

(H) The grievant shall have the right of the assistance of a University-appointed Grievance Counselor, the grieved-against individual(s) shall have the right of the assistance of a University-appointed Grievance Counselor or the grievant, University and/or complained-against person(s) shall have the right to an advocate (attorney or otherwise) at their respective expense;

(I) The grievant and the University and/or the complained-against person(s) shall be allowed to make introductory statements, to argue and summarize the presentation at a conclusion of receiving evidence, and shall be afforded an opportunity to rebut or explain new evidence or testimony; written presentations are to be encouraged over oral presentations; and if a party wishes an attorney to be involved, the attorney is permitted to develop written submissions;

(J) Live testimony shall be tape-recorded. There shall be no obligation on the committee to transcribe the tape, but copies of the tape shall be made available to any party to the grievance at the cost of reproduction and a pro rata share (among those requesting copies) of transcription;

(K) Hearings shall be open to the public (to the extent allowed by law) at the option of the grievant; however, the deliberations of the Committee shall be closed to all, including the grievant and the grieved-against individual(s);

(L) The Committee shall make its conclusions and recommendation solely upon evidence received in the record and shall, where practicable, cite specific evidence to support its resolution of disputed issues of fact;

(M) The committee shall formulate its conclusions and recommendations within 60 calendar days of receipt of the appeal;

(N) The proceedings of the committee (or any other step of this grievance procedure) shall not be deemed the handling of a contested case. If a grievant is otherwise entitled to a contested case proceeding, but wishes to have the grievance handled under subsection (2)(b) of this rule, the grievant shall waive in writing the use of contested case procedures. If a grievant is otherwise entitled to a contested-case proceeding, and does not file such a waiver, the provisions of OAR Chapter 571, Division 2 shall govern to the extent applicable.

(c) No grievance shall be denied at Step Two under section (2) of this rule without prior consultation between the chair of the committee to whom the grievance is directed and the Vice-President of the Division.

(3) In lieu of an appeal to the committees specified in paragraphs (2)(a)(A) and (B) of this rule, the grievant may appeal by filing the written grievance and all relevant documents and materials developed during Step One with the appropriate Vice-President for Step Two consideration:

(a) The Vice-President may use staff for investigatory support and shall have the authority to request information and testimony beyond that presented by the grievant or by the disposition at Step One. The Vice-President shall render a decision in writing and shall base the resolution upon relevant, undisputed facts and upon such relevant disputed facts as are determined. Sources of data or evidence or documents relied upon shall be identified;

(b) The Vice-President's decision shall be rendered within 30 calendar days of receipt of the grievance. Copies shall be sent promptly to the grievant and the grieved-against individual.

(4) If the grievant or the grieved-against person is not satisfied with the resolution recommended by the committee under subsection (2)(a) or (b) of this rule or with the decision reached by the Vice-President under section (3) of this rule, the appellant may appeal to the University President within ten calendar days after receipt of the Step Two disposition.

(5) *Step Three*: The President (or the President's designee) shall review the recommendation of the Committee or the decision of the Vice-President:

(a) The President shall be free to seek additional or clarifying evidence. However, to the extent the President obtains such further evidence and deems such evidence to be meaningful and likely to influence the presidential decision, the President (or designee) shall notify the grievant and the grieved-against party of the receipt of such evidence and shall afford such persons access to the evidence and an opportunity to respond if they desire (with contemporaneous copies to all parties). In cases involving alleged prohibited discrimination, the President shall consult with the Director of the Office of Affirmative Action;

(b) The President (or designee) shall issue a written decision which shall include findings of fact. If the President's (or designee's) decision modifies or rejects the Step Two action, the areas of modification or rejection shall be identified and the reasons for such changes shall be stated in the decision;

(c) The decision shall be rendered within 20 calendar days of the receipt of the Step Three appeal and shall be sent to the grievant and OAR 571-003 grieved-against party upon issuance.

(6) There shall be no further appeal within the University from the President's decision. Decisions of the President are appealable within the State System of Higher Education only pursuant to the provisions of the Oregon State Board of Higher Education Administrative Rules.

(7) If a response is not made within the prescribed time, the decision at the previous step (or status quo if it is the Step One response which is overdue) shall be deemed affirmed for the purposes of giving the grievant the option of appealing to the next higher step.

(8) Failure to appeal the grievance in timely fashion shall be deemed as acceptance of the result at the previous step, i.e., if the grievant does not appeal the Step One decision, it shall stand resolved and if neither party appeals the Step Two decision, it shall stand resolved.

(9) The grievant and administrator or committee responsible for rendering the decision in any given step may agree in writing to an extension of either the appeal or the response time. Such extensions shall not apply to or in any way suspend the running of any state or federal limitations or charge-filing periods (these are mandatory time lines) for grievances alleging illegal discrimination.

(10) In the event that it shall prove impossible to convene a Faculty Grievance Committee during summer term, the grievant and administrator or committee involved shall mutually agree to extend the response time into the following fall term.

571-003-0006

Student-Faculty Committee on Grievances

(1) The Student-Faculty Committee on Grievances shall be composed of an equal number of students and faculty appointed by the President. It shall make itself readily accessible to all members of the University community, and shall determine in each case whether a particular grievance falls within its jurisdiction (in cases where the Committee determines it has no jurisdiction, it may choose to recommend an alternate procedure consistent with other rules within Division 3):

(a) The charge to the Committee shall be to receive complaints or grievances against faculty, either officers of instruction or officers of administration, arising out of their responsibilities as officers of the institution; and

(b) To investigate and review these complaints or grievances on an informal manner, affording full opportunity to the concerned parties to be heard; and

(c) To attempt to resolve differences or adjust grievances in an amicable fashion consistent with the understanding of the parties and the best interests of the University; and

(d) To issue such findings and recommendations (furnishing copies to the persons concerned) to either the President (if the grievance was initiated by a faculty member) or the appropriate Vice-President (if the grievance was initiated by a student) as appear appropriate under the circumstances;

(e) Referral to the Committee shall not suspend any applicable grievance time lines.

(2) By filing a complaint under any grievance rule and bringing it before this Committee, an aggrieved person authorizes the Committee to inquire into the matter as necessary to discover the applicable facts and to communicate as specified in this rule, its findings, recommendations and reasons to the concerned parties.

(3) Grievances Filed by Faculty: Faculty, officers of instruction or officers of administration, may present grievances to the Student-Faculty Committee on Grievances:

(a) Consideration by the Committee is an informal process only for addressing faculty complaints or grievances;

(b) The President is in no way obliged to act on the Committee's recommendations or to be further involved;

(c) The Committee shall render its grievance recommendation in writing within 15 calendar days of consideration of the complaint or grievance. "Consideration" shall mean the time at which the parties have presented their respective cases to the Committee.

(4) Grievances Filed by Students: Under the formal student grievance process at Step Two described in OAR 571-003-0115(3)(a), students with grievances against faculty arising out of their responsibilities as officers of the institution may present grievances to the Student Faculty Committee on Grievances:

(a) Referral to the Committee shall be consistent with grievance time lines stated in OAR 571-003-0110(2) in the case of student originated grievances. The Committee shall render its recommendations in writing within 15 calendar days of its consideration of the grievance. "Consideration" shall mean the time at which the parties have presented their respective cases to the Committee. The Committee shall make good faith efforts to complete its review within 30 days of a party's presenting a grievance to it;

(b) The Committee shall present its report to the parties to the grievance and to the appropriate Vice-President. The report shall include the Committee's findings of fact, a recitation of applicable policy and its recommendations for action. If the parties and the Vice President accept the committee's recommendation, it shall be implemented and the grievance shall be considered resolved;

(c) The Vice President may accept or reject the Committee's recommendation or may request further investigation and reconsideration by the Committee;

(d) Any party to the grievance may accept or reject the Committee's recommendation or the Vice President's action by appealing to Step Three of the student grievance process (OAR 571-003-0115(4) et seq.).

571-003-0007

Composition of Faculty Grievance Appeal Committees

(1) The faculty grievance procedure described in OAR 571-003-0005 calls for two elected faculty grievance committees to be available to consider appeals at Step Two. These committees have been established by Faculty Legislation.

(2) The Grievance Appeal Committee shall hear, on request of the faculty member grieving at Step Two, all grievances excepting those concerning denial of promotion, denial of tenure (or denial of both), or failure to renew an appointment in violation of the grievant's rights:

(a) The committee shall have its five members elected by the non-students eligible to vote at meetings of the University Assembly;

(b) Committee members shall be unclassified academic employees with faculty rank. The Committee on Committees shall insure a slate of at least two candidates each year for each open position. Candidates may also be nominated by petition which must be signed by at least ten valid signatures of voting faculty. Petitions shall be distributed by the Secretary of the Faculty. Ballots shall contain candidates nominated by the Committee on Committees and those nominated by petition;

(c) Members of the Grievance Appeal Committee may not serve successive terms;

(d) At the time of the first election, by lot one member shall be elected for a one-year term, two for a two-year term, and two for a three-year term. Thereafter, as terms expire, new members shall be elected to three-year terms;

(e) In conducting its business, the Grievance Appeal Committee shall follow the rules of procedure as set forth in OAR 571-003-0005(2), (7), (8), and (9). The committee shall elect its own chair annually.

(3) The Promotion/Tenure/Retention Appeal Committee shall hear, at the request of the grieving faculty member at Step Two, all grievances concerning denial of promotion or denial of tenure (or denial of both), or failure to renew an appointment in violation of the grievant's rights:

(a) The committee shall have its three members, all of whom must be tenured, elected by the non-students eligible to vote at meetings of the University Assembly. Current Deans and Department Heads shall not be eligible to serve. The committee shall consist of one representative from the College of Arts and Sciences, one from the professional schools and one at large. Nominees, none of whom may be from the same department, shall be persons who previously have been elected to serve (and have served) on the Faculty Personnel Committee, with the following exceptions;

(b) No one may serve simultaneously on the Faculty Personnel Committee and the Promotion/Tenure/Retention Appeals Committee;

(c) Any member who served on the Faculty Personnel Committee or the College Personnel Committee, or who participated in the departmental vote when the grieved action or decision (or informal reviews thereof) occurred must be excused from hearing such an appeal but shall otherwise continue to serve on this committee;

(d) Members of the committee may not serve successive terms;

(e) If any one (or more) member(s) is disqualified under subsection (c) of this section, the fourth and subsequent candidate(s) in the election for the committee shall be asked to serve in place of the disqualified member(s);

(f) The Committee on Committees shall insure a slate of at least two candidates for each open position each year. The candidates shall otherwise be qualified and shall be chosen to insure the division of membership specified in section (1) of this rule;

(g) Candidates may also be nominated by petition. A petition with ten valid signatures of voting faculty shall place those candidates nominated by the petition on the ballot. Petitions shall be distributed by the Secretary of the Faculty and shall specify whether they are for candidates to represent the College of Arts and Sciences or the Professional Schools and Colleges or the at-large position;

(h) Separate ballots shall be prepared for the candidates from the College of Arts and Sciences and the Professional Schools and Colleges. The ballots shall list the candidates nominated by the Committee on Committees and those nominated by petition. All ballots shall be circulated to all voting faculty members;

(i) All members shall be elected to serve staggered three-year terms. At the time of the first election, the person receiving the third highest number of votes shall fill the at large position. The one-, two- and three-year terms of service shall be made by lot. Thereafter, one person shall be elected each year for a three-year term as determined by the original lot, except for those elected to fill vacancies of unexpired terms;

(j) In conducting its business, the committee shall follow the rules of procedure as set out in OAR 571-003-0005(2), (7), (8), and (9) and 571-003-0015(2)(b) through (e);

(k) The Committee shall elect its own chair annually;

(l) The grievant may make a peremptory challenge of one member of the Committee. That member shall be replaced by one selected to serve pro tem by the grievant from a list proposed by the Faculty Advisory Council of three tenured candidates (except that for grievants who are officers of administration non-tenured faculty may be listed).

571-003-0015

Appeal of Failure to Grant Promotion or Tenure When Such Decision Results in Terminal Notice

(1) Appeal of the decision to deny promotion or tenure which results in terminal notice shall be directed by the appellant in writing to the Provost within 90 days of actual receipt of terminal notice. If the candidate is outside of the United States at the date of receipt, the period for filing an appeal shall be

extended to 60 days after the candidate first thereafter returns to the State of Oregon. Under Oregon State Board of Higher Education rules, grievants/appellants are entitled to have their complaints considered either informally or formally, but not both. The Provost or appropriate Vice-President shall refer the appeal to the Faculty Personnel Committee or to the appropriate College or School promotion and tenure committee (informal procedure) unless the candidate and the Vice-President agree that it would more appropriately be referred to the Promotion/Tenure/Retention Appeal Committee (formal procedure) for its recommendation. In making decisions under this rule, the Vice-President shall exercise authority hereby delegated from the President.

(2) Appeals made under section (1) of this rule and referred by the Provost to the Faculty Personnel Committee or the College or School Promotion and Tenure Committee shall constitute the institution's informal procedures and be considered in the following manner:

(a) The review will take the form of a reconsideration by a panel (with a minimum of three members) of the Faculty Personnel Committee. Reconsideration shall be conducted for the Faculty Personnel Committee by a panel of the Committee or the college or school committee which does not include members who served during the year in which the case was previously reviewed. The informal process is advisory to the Provost and the results of the reconsideration will be presented as recommendations to the Provost;

(b) The purpose of the reconsideration shall be to make an evaluation of the fairness and reliability of the decision-making process. This reconsideration involves:

(A) Determination of whether errors of fact existed;

(B) Determination of whether relevant evidence was unavailable, disregarded or overlooked; and

(C) Determination of whether the decision was in any way arbitrary or capricious or whether it had a significant foundation in fact on which to justify the original evaluative judgments and recommendations.

(c) Should the panel of the Faculty Personnel Committee conclude that prejudicially erroneous facts were utilized or that relevant evidence capable of reversing the appraisal was rejected, overlooked, or previously unavailable, or that the original judgment was arbitrary and capricious, or prohibited by law, or that the decision was otherwise unwarranted for lack of any significant factual foundation, it shall so advise the Provost, Dean, and Department Head to reconsider the original recommendations with respect to the case;

(d) The appellant can review that part of the appellant's file which is open and will receive a substantive abstract of any closed part of the file. A proper abstract of the file is interpreted to mean document-by-document, not a general summary, with the condition that editing and abstracting will maintain the confidentiality of sources who submitted their evaluations with assurance of confidentiality in accordance with any earlier waiver of the appellant's right to have the University use no confidential sources. The OAR abstract shall be prepared by an officer from the Office of the Vice-President for Academic Affairs and Provost and a member of the Faculty Personnel Committee;

(e) Reconsideration by the Promotion/Tenure/ Retention Appeal Committee is a formal grievance procedure which begins at Step Two and proceeds under OAR 571-003-0005(2)(a). Neither method of review nor the underlying grievance is defined as a contested case under ORS 183.310(2) or OAR 580-021-0400. Prior to the reconsideration, the appellant shall be given appropriate notice that if the appellant so chooses, the appellant has the opportunity to introduce information which is new or hitherto

unavailable or overlooked by the Faculty Personnel Committee, to review the open portion of the file and the abstracts and summaries and to make a personal presentation on the grounds set forth in subsection (2)(b) of this rule. There is no requirement or expectation of formal public hearings with counsel in the informal reconsideration.

(3) When appeals made under section (1) of this rule are referred to the Promotion/Tenure/Retention Appeal Committee, the same standards and procedures as are outlined in subsection (2)(b) through (e) of this rule shall be followed in addition to the procedures specified in OAR 571-003-0005(2)(b). Either type of committee referred to in this section shall exclude faculty members who served on the Faculty (or College) Personnel Committee in the year in which the case was reviewed by that Committee.

(4) An appeal of a Promotion/Tenure/Retention Appeal Committee decision may be made to the President. An appeal to the President shall be directed by the appellant in writing to the President within ten calendar days of the receipt of Promotion/Tenure/Retention Appeal Committee's decision. The President shall notify the appellant of the President's final decision within 20 calendar days of the receipt of the appellant's written appeal. There shall be no further appeal within the institution of the President's decision.

571-003-0016

Appeal of Non-Terminal Denial of Promotion or Tenure

(1) This rule applies to appeals concerning denial of promotion or tenure where such decision does not result in terminal notice.

(2) Decisions respecting academic or professional performance of officers of instruction are based on the evaluative judgment of peers. These judgments are entrusted to the academic peer group. Denial of promotion or tenure may be challenged informally or formally (but not both), under the procedure and standards provided in OAR 571-003-0015. Because the grievant in such situations has not received a terminal notice, the question of whether the grievant deserves promotion and tenure will be decided in the following academic year by the Faculty Personnel Committee if the candidate requests that the case be resubmitted. Requests for such consideration shall be made in writing addressed to the Provost. Upon such reconsideration, the file may be augmented by all parties involved. Such further consideration will lead to a recommendation to the Provost for further action.

(3) Appeals concerning denial of promotion for officers of administration which do not result in terminal notice may be challenged informally or formally (but not both) under the procedure and standards provided in OAR 571-003-0015(2)(b) through (d) by filing a written appeal with the appropriate Vice-President.

571-003-0017

Non-Renewal of a Fixed-Term or Annual Appointment

Non-renewal of a fixed-term or annual appointment of an officer of instruction or administration in other than a promotion and tenure case (e.g., other than terminal notice during the seventh year) will be grievable only to the extent that a property right in such a reappointment has been violated or if prohibited discrimination is alleged to have been a factor in non-reappointment. In such cases, the procedures of OAR 571-003-0005 shall govern.

571-003-0020

Management Service Grievance Procedures

(1) A Management Service employee who believes an assignment, reassignment, transfer, or removal due to reorganization or lack of work, or a disciplinary action, i.e., removal from Management Service, dismissal, reduction in pay, demotion or suspension, is arbitrary or contrary to law, rule, or policy or taken for political reasons may file a grievance under this rule.

(2) A grievance filed under this rule shall be initiated within 30 calendar days of the time the grievant knows or by reasonable diligence should have known of the action grieved.

EXCEPTION: Disciplinary actions must be grieved within ten days.

(3) Management Service grievants may choose to represent themselves or to be represented by personally retained legal counsel during the grievance process. That decision shall be made prior to initiating the grievance process:

(a) Should the grievant choose to be represented by legal counsel, such representation shall be retained at the grievant's expense;

(b) Management Service grievants may not be represented by labor organizations;

(c) If the grievant needs assistance in either obtaining a typescript of the grievance statement or obtaining photocopies of related documents, such service shall be rendered by the Office of Human Resources. No charge shall be made for either the first ten typed pages or first ten photocopies.

(4) *Step One:* The grievant should first discuss the grievance in person with the immediate supervisor. To facilitate this discussion, the complaint shall be described in writing. A copy of this document shall be given to the supervisor at the time of the meeting:

(a) The written grievance shall be specific describing in detail the action taken and how that action was arbitrary or contrary to law, rule, or policy or was taken for political reasons;

(b) The written grievance shall contain a statement of the result, resolution, or remedy expected to resolve the grievance. It shall identify the name, address and telephone number of legal counsel, if any, or state the grievant will be self-represented;

(c) The supervisor shall respond in writing within seven calendar days of receipt of the written grievance;

(d) Copies of the grievance and any response shall be filed immediately by the supervisor with the Director of Human Resources.

(5) *Step Two:* If the grievance is not resolved after the discussion with the supervisor, or the supervisor fails to respond within seven calendar days of receipt of the grievance, the grievant may file the written grievance with the Dean or Director of the unit in which the grievant works within seven calendar days of the supervisor's response or the last day on which such response should have been received:

(a) The Dean or Director shall respond in writing within seven calendar days of receipt of the written grievance;

(b) A copy of the Step Two response shall be filed immediately by the Dean or Director with the Director of Human Resources.

(6) *Step Three:* If the grievance is not resolved at Step Two, or the Dean or Director fails to respond within seven calendar days, the grievant may file the grievance and all related documents with the President within seven calendar days of receipt of the Step Two response or the last day such response was due:

(a) The President or the President's designee shall conduct an inquiry into the grievance. The findings shall be rendered in writing and sent to the grievant and/or the grievant's representative no later than the 15th calendar day after receipt of the grievance;

(b) A copy of these findings shall be filed with the Director of Human Resources when they are sent to the grievant or the grievant's representative.

(7) *Step Four:* If the grievance is not resolved at Step Three, the grievant may appeal to the Director of the Executive Department. Grievances carried beyond the University process are governed by State Personnel Division and Employment Relations Board policies.

(8) Disciplinary actions may be appealed directly to the President at Step Three. Such appeal must be made within ten calendar days from the effective date of the action which prompted the grievance. The process outlined in subsection (6)(a) of this rule shall be followed.

(9) Management Service employees' grievances related to discrimination proscribed by statute or rule shall be initiated within the time frames specified in OAR 571-003-0000(5)(a)(A) and (B), (5)(b) - (d). In such cases, at Step One above, the provisions of OAR 571-003-0005(1)(c) shall also apply. Any illegal discrimination grievance not resolved at the University level may be filed with the Civil Rights Division of the Oregon Bureau of Labor and Industries or the United States Equal Employment Opportunity Commission.

(10) Time limits specified in this procedure must be observed unless either party requests a specific time extension, which, if mutually agreed to, must be stipulated in writing and shall become part of the grievance record.

(11) If at any step in this grievance process the grievant does not appeal in timely fashion to the next step, the grievance shall be regarded as having been resolved. Failure of the grievant to perfect a timely further appeal shall constitute a failure to exhaust administrative remedies.

(12) Management Service employees shall not be subject to reprisal for use of or participation in the grievance procedure.

571-003-0025

Prohibited Discrimination, Discriminatory Harassment, and Sexual Harassment

Using arbitrary or capricious grounds to make available or to deny educational or professional opportunity to other members of the University community is unprofessional conduct and may constitute prohibited discrimination under the University's and the Oregon State Board of Higher Education's rules. Prohibited discrimination including discriminatory harassment and sexual harassment of students, faculty, or staff by other members of the University community is prohibited both by law and this rule.

Unwelcome sexual activity by persons abusing positions of economic, supervisory, or academic power is inherently oppressive. Discriminatory harassment, including sexual harassment, regardless of the relative power of the harasser, is disruptive of the workplace and campus life, and it acts to deny its object equal opportunity as a student or an employee. Discriminatory harassment, including sexual harassment, shall not be tolerated at the University of Oregon:

(1) Definitions:

(a) Members of the University community are defined as students, faculty, and staff except for purposes of grievances alleging disability discrimination against the grievant where the definition of "University community" is broadened to include members of the public applying for admission as students, attending or participating (or desirous of attending or participating) in programs on University owned or leased property, applying for employment, or otherwise having business to transact in University facilities (this broadened definition does not apply to the second sentence of the introductory paragraph of this rule);

(b) For purposes of timeliness, "filed" means a signed grievance delivered to a University official authorized to receive grievances which are initiated under OAR 571-003-0025(4)-(6);

(c) Prohibited discrimination is defined as any act that either in form or operation, and whether intended or unintended, unreasonably discriminates among individuals on the basis of age, disability, national origin, race, marital status, religion, gender, gender identity, gender expression or sexual orientation: "Unintentional discrimination" is a concept applicable only to situations where a policy, requirement, or regularized practice, although neutral on its face, can be shown to have disparately impacted members of a protected class. The concept is inapplicable to sexual or other forms of harassment which, by definition, result from volitional actions.

(d) Discriminatory harassment is defined as any conduct that either in form or operation unreasonably discriminates among individuals on the basis of age, disability, national origin, race, marital status, religion, gender, gender identity, gender expression or sexual orientation, and that is sufficiently severe or pervasive that it interferes with work or academic performance because it has created an intimidating, hostile, or degrading working or academic environment for the individual who is the object of such conduct, and where the conduct would have such an effect on a reasonable person of the alleged victim's status. Discriminatory harassment will not be found in the decision to select, include, or assign course or reading materials or curricular content or in the consideration of research topics or investigatory questions within the educational and research activities of University employees and students. However, if specific behaviors or actions opportunistically recur in an educational setting and can be shown by clear and convincing evidence to have been calculated to inflict harm on one or more of the participants, this exception shall not apply.

(e) Sexual harassment is a type of gender discrimination which is defined as:

(A) Any sexual advance, any request for sexual favors, or other verbal or physical conduct of a sexual nature when:

(i) Submission to such advances, requests, or conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic experience; or

(ii) Submission to or rejection of such advances, requests, or conduct by an individual is used as a basis or condition for employment and/or academic decisions affecting such individual; or

(iii) Such conduct is unwelcome and sufficiently severe or pervasive that it interferes with work or academic performance because it has created an intimidating, hostile, or offensive working or academic environment for the individual who is the object of such conduct, and where the conduct would have such an effect on a reasonable woman (if the object is a woman) or a reasonable man (if the object is a man).

(B) Sexual harassment will not be found in the decision to select, include, or assign course or reading materials or curricular content or in the consideration of research topics or investigatory questions within the educational and research activities of University employees and students. However, if specific behaviors or actions opportunistically recur in an educational setting and can be shown by clear and convincing evidence to have been calculated to inflict harm on one or more of the participants, this exception shall not apply.

(f) In the case of allegations of disability "complainant" shall be broadened to include members of the public applying for admission as students, attending (or desirous of attending) events or participating (or desirous of participating) in programs on University owned or leased property, applying for employment, or otherwise having business to transact in University facilities.

(2) University Employees' Responsibilities in Dealing with Allegations of Prohibited Discrimination or Sexual Harassment: The University has the responsibility to prevent prohibited discrimination from occurring in its work-places and its academic, research, public, and student service programs:

(a) University employees with credible evidence that any form of prohibited discrimination is occurring have the responsibility to inform their supervisors or the Office of Affirmative Action. Credible evidence is evidence of the kind that prudent people would rely on in making important personal or business decisions;

(b) Staff in the Office of Affirmative Action shall provide information about available complaint processes, services for complainants, and assistance with resolving complaints to any University employee who makes a report of alleged discriminatory behavior so that these employees may pass on this advice to those involved who may need this information;

(c) In making such reports, University employees may retain their anonymity;

(d) Staff in the Office of Affirmative Action will advise potential complainants of the options available to them, including applicable internal formal and informal complaint and resolution processes, as well as the possibility of filing with an external agency. Potential complainants shall receive the addresses and phone numbers of external governmental agencies with authority to deal with their complaints, as well as information about any time limitations on access to outside agencies' processes.

(3) Discrimination Grievance Counselor: As required by OAR 580-015-0090, the University has appointed a discrimination grievance counselor who is the Director of the Office of Affirmative Action

and Equal Opportunity (hereinafter referred to in this rule as the Director). The Director shall assist students and others in formulating and following up complaints of alleged discrimination.

(4) Formal Complaint Processes:

(a) All members of the University community considering filing a formal complaint alleging prohibited discrimination or sexual harassment are encouraged to contact the Office of Affirmative Action for information and advice. Potential complainants may remain anonymous. Affirmative Action staff will work for resolution through informal processes if that is what the complainant desires, or will assist in making a formal complaint and setting it into the formal complaint process applicable to the complainant;

(b) Faculty and officers of administration who believe they have been subjected to prohibited discrimination or sexual harassment by any employee or agent of the University may file formal complaints under the faculty grievance process as set forth in this division;

(c) Members of recognized collective bargaining units at the University of Oregon who believe they have been subjected to prohibited discrimination or sexual harassment by any employee or agent of the University may file formal complaints under the grievance process set forth in the applicable collective bargaining agreement;

(d) Students who believe they have been subjected to prohibited discrimination or sexual harassment by any employee or agent of the University may file formal complaints under the Oregon State Board of Higher Education's discrimination complaint process, OAR 580-015-0090 et seq.;

(e) Anyone who believes he or she has been subjected to prohibited discrimination or sexual harassment by any University student while on campus or at a University-sponsored event may file formal complaints with the Coordinator of Student Conduct;

(f) A complainant alleging disability discrimination who is not faculty, staff, or a student shall have the grievance investigated by the Human Rights Investigator of the Office of Affirmative Action and Equal Opportunity, with the Investigator's report to go to the appropriate Vice President (who may consult with the Affirmative Action Administrative Council before disposition) who shall promptly and equitably decide the grievance and issue a report of the decision to the complainant and to the person (or unit) grieved against.

(g) When a University officer, other than the University's designated discrimination grievance counselor, receives a properly filed formal grievance or complaint alleging prohibited discrimination or sexual harassment, that officer shall:

(A) Inform the Director that a complaint has been received and name the complainant and respondent;

(B) Request Affirmative Action staff assistance in investigating, seeking resolutions and/or advising the individuals concerned about established procedures; and

(C) keep the Director informed as the complaint or grievance is processed and decided.

(h) For purposes of this rule, "University officer" is defined as any faculty member with appointment as an officer of instruction, administration, or research;

(i) When the Director learns of a formal complaint through the channels described in subsection (g) of this section, he or she shall provide the complainant information about the availability of complaint channels through outside agencies, along with these agencies' names, addresses, and telephone numbers and a description of any applicable time limitations.

(5) Informal Complaint and Resolution Processes:

(a) Faculty, staff, or students who believe they have been subjected to prohibited discrimination or sexual harassment are encouraged to contact the Affirmative Action Office for information, advice, and assistance in resolving the problem;

(b) Faculty, staff, or students who believe they have been subjected to prohibited discrimination or sexual harassment may contact the University Ombud Officer for information, advice, and assistance in resolving the problem;

(c) Faculty, staff, or students who believe they have been subjected to prohibited discrimination or sexual harassment may use any appropriate informal grievance resolution process set out in this division, may secure the assistance of mediators, counselors, or advocates as provided or at the complainant's expense, and/or may attempt any informal resolution appropriate to the particular circumstances;

(d) Individuals seeking informal resolution of a problem of alleged prohibited discrimination or sexual harassment or who merely wish to discuss their experience with an officer of the University, may request anonymity, and need not reveal their identity to the alleged offender. However, when the circumstances are such that, assuming the allegations are true, the health or safety of individuals is at risk, University officers have the responsibility to take such steps as are reasonably necessary to prevent injury. In some cases, that may mean that a complainant's identity must be revealed.

(6) University Officers' and Supervisors' Responsibilities as Participants in Informal Complaint and Resolution Processes: When any University officer (as defined in subsection (4)(h) of this rule) is called upon to assist in the informal resolution of a complaint of prohibited discrimination or sexual harassment, he or she shall:

(a) Take steps to assure that complainants understand their rights, know where they can seek psychological, procedural, or advocacy help, and take reasonable steps to assist complainants to resolve the problem. Professional advice and information on how to advise and assist individuals who feel victimized by prohibited discrimination or sexual harassment is available from the Affirmative Action Office;

(b) Ask the complainant if he or she is willing to participate in an investigation of the allegations, understanding that anonymity cannot be guaranteed in most investigative situations. If the complainant is not so willing; then

(c) Ask the complainant if she or he is willing to act as a witness if the University decides to instigate disciplinary procedures against the alleged offender. If the complainant is not so willing, then

(d) Notify the Affirmative Action Office in general terms that an allegation of prohibited discrimination or sexual harassment has been made. No information that would identify either the complainant or the alleged offender should be communicated to the Affirmative Action Office, unless the situation rises to one described in subsection (5)(d) of this rule. Available information about the parties or the setting in which the alleged prohibited discrimination or sexual harassment took place should be given to

Affirmative Action to the extent that it does not breach the confidentiality of the complainant or the alleged wrong-doer;

(e) If the complainant would be willing to participate in an investigation of the allegations or act as a witness in the event of any future formal charges, the University officer shall notify the Affirmative Action Office that an informal complaint of alleged prohibited discrimination/sexual harassment has been received and name both the complainant and the respondent. If the complainant is willing, the University officer should help set up a meeting for the complainant with Affirmative Action staff to discuss the situation;

(f) Report back to the Office of Affirmative Action about any action taken to achieve informal resolution of the problem.

(7) Record Keeping Requirements: The Director shall:

(a) Maintain a confidential file of all formal complaints and grievances alleging prohibited discrimination or sexual harassment by University employees. Such files shall include the final decision made in the grievance process;

(b) Maintain a confidential file of all informal complaints alleging prohibited discrimination or sexual harassment by University employees made by complainants who participate in investigations or are willing to act as witnesses. The file shall include information about any resolution reached through informal processes and any findings made regarding the allegations of discrimination;

(c) Maintain a statistical record of the complaints filed and their outcomes as described in subsections (a) and (b) of this section, which includes the characteristics of complainants and respondents, including student, staff, or faculty status, home department, and where the discrimination or harassment was alleged to take place: in the classroom, laboratory, or other instructional context, in the workplace, or off campus;

(d) Maintain a statistical record of the number of informal complaints of prohibited discrimination/sexual harassment that are reported, in which the complainant declined to participate as a witness in any future action against the alleged offender;

(e) After a period of five years, destroy those files applicable to allegations of discrimination or sexual harassment in which the complainant wished merely to report and not participate in investigations or disciplinary proceedings, and those files in which no prohibited discrimination or sexual harassment was found, when in the interim, no such subsequent allegations against that particular employee are made;

(f) After a period of seven years, destroy the files applicable to allegations of discrimination or sexual harassment in which prohibited behavior was found, when in the interim, no such subsequent allegations against that particular employee are made;

(g) Four years after an employee against whom complaints of discrimination or sexual harassment have been filed resigns, retires, or dies, destroy any files applicable to the complaints that were not destroyed under subsections (e) and (f) of this section.

(8) Reporting Requirements: The Director shall:

(a) On at least an annual basis, issue a statistical report to the President, the University of Oregon News Bureau, and the Oregon Daily Emerald of the number and kinds of discrimination and sexual harassment complaints received and how they were resolved. No names of individuals involved or other identifying information may be released in this report. Data relating to allegations of sexual harassment shall be reported separately from other forms of prohibited discrimination. Further break-downs by category may be used if confidentiality can be preserved and if doing so will make the figures more meaningful to the public;

(b) Report to the President that a second or subsequent complaint of prohibited discrimination or sexual harassment has been lodged against a particular employee when there is a discrimination or sexual harassment file being maintained in the Affirmative Action Office naming the employee as the respondent in a formal or informal complaint.

(9) Protection of Complainants, Prohibition Against Retaliation:

(a) Employee complainants may request to be transferred for the duration of the complaint proceeding. Student complainants may request to change or drop a course while the complaint is in process. Complainants may request, and the University may propose, that other actions be taken that are appropriate and reasonably likely to diminish conflict or relieve the stress involved in complaint processes;

(b) A complainant shall have the option of withdrawing the complaint at any time prior to the issuance of a final decision under the selected grievance process, or may choose to file the complaint with an outside agency at any time;

(c) Retaliation by any University student or employee against any person participating in good faith in any discrimination, sexual harassment, or other complaint process, whether informal or formal, is strictly forbidden. Retaliation is considered unprofessional behavior and is therefore proscribed conduct under Oregon State Board Rules and is cause for sanctions more severe than a written reprimand. Retaliation is also a violation of the Student Conduct Code and is cause for sanctions imposed under the provisions of that Code.

(10) Sanctions: After following the appropriate disciplinary procedures affording students and employees required due process, the University may impose sanctions as follows:

(a) Faculty and officers of administration found to have engaged in prohibited discrimination or sexual harassment may be subject to a written reprimand to be included in the personnel file or other sanctions for cause under the provisions of OAR 580-021-0320 et seq. and/or to evaluations of less than fully satisfactory service. If a proven or stipulated incident of prohibited discrimination or sexual harassment occurs after the delivery of a written reprimand or an evaluation of less than fully satisfactory service arising out of such conduct, procedures to impose further sanctions for cause shall be instituted under OAR 580-021-0330 et seq. Possible sanctions include suspension or termination of employment;

(b) Students found to have engaged in prohibited discrimination or sexual harassment may be subject to sanctions including suspension or expulsion under the Student Conduct Code;

(c) Classified staff members found to have engaged in prohibited discrimination or sexual harassment may be subject to written reprimand to be included in personnel files or further sanctions in accord with the progressive discipline concept in accordance with any applicable collective bargaining agreements. Such sanctions include suspension, reduction of pay, and termination of service.

Student Grievance Procedures

571-003-0100

Introduction

(1) OAR 571-003-0100 through 571-003-0125 apply as specified to students including undergraduate, postbaccalaureate, community education, and graduate students. For the purposes of these rules, a student is an individual who, having paid the appropriate fee or having the fee officially waived, is enrolled in courses at the University of Oregon or was so enrolled at the time the action grieved occurred:

(a) Work-Related Graduate Teaching Fellow Grievances: Graduate students with complaints arising from their employment as Graduate Teaching Fellows shall follow the grievance procedures specified by their applicable collective bargaining agreement;

(b) Student Versus Student Complaints: Students who wish to make a formal complaint against a fellow student or students or a student group (unless the complaint is against a student for actions taken as a University employee) shall use the procedures specified in the **Student Conduct Code**, OAR 571-021-0005 et seq.;

(c) Fees, Fines, and Other Charges: Students with grievances related to the assessment of fines, imposition of charges or the applicability of but not the waiver of fees, shall use the procedures described in OAR 571-060-0005 et seq.;

(d) Financial Aid: Students who face the loss, reduction or suspension of financial aid other than as an application against delinquency pursuant to federal, or state law, or published Oregon State Board of Higher Education or University policies or directives, may request a contested case hearing under OAR 571-002-0000 et seq. Students with other grievances regarding the administration of Financial Aid may use the procedures described in OAR 571-003-0125;

(e) Student Records: Students with complaints about access to or the contents of their student records shall use the procedures described in the University's Student Records Policy, OAR 571-020-0005 et seq.;

(f) Prohibited Discrimination: Students who believe that one or more University of Oregon employees or agents have acted in a way that constitutes prohibited discrimination (including sexual harassment) shall file any formal grievances under OAR 580-015-0090;

(g) Petition Processes: Many University offices and academic units have established petition processes for students who believe an exception to applicable policy or procedures should be made in their special situations. Students wishing to alter a decision affecting them should contact the office responsible for making the decision to see if there is a procedure established for petitioning for a change. The University administration reserves the right to create petition processes that comply with the requirements of OAR 571-003-0105 or to eliminate petition processes as it deems desirable;

(h) Graduate Student Academic Grievances: A graduate student with an academic grievance including graduate qualifying examinations, comprehensives, dissertation preparation, research evaluation, doctoral orals, or advising relationships shall use the procedures established under OAR 571-003-0120;

(i) Family Housing Grievances: Individual family housing resident's grievances against University Housing shall proceed solely under OAR 571-022-0060;

(j) Other Grievances: A student who believes that one or more University of Oregon agents or employees has acted in an arbitrary manner or has acted in non-compliance with federal or state law, policies, directives, or administrative rules, or has acted in a way that exceeds authority or abuses discretion, to the personal detriment of that student, shall file a grievance under the process described in OAR 571-003-0110 and 571-003-0115.

(2) General Guidelines:

(a) Statements of Grievance: Formal grievances filed by students under these rules shall be in writing and shall include at least the following information:

(A) The approximate date and nature of the events that lead to the filing of the grievance;

(B) The names of all persons the aggrieved knows to have been directly involved in or responsible for the events alleged;

(C) All the relevant facts the aggrieved knows that support these allegations, including any stated policies or procedures that are alleged to have been violated. The aggrieved may add to this statement if more information becomes available during the course of the grievance;

(D) The relief the aggrieved seeks to resolve the grievance.

(b) No Retaliation: Students using this or any other authorized grievance process shall be protected from retaliation for using the process. While the actions that have prompted the grievance may be carried out in due course while the grievance is pending and normal academic processes and events including testing and grading shall go on unimpeded, no other actions proposed subsequent to the filing of the grievance adverse to the student's interests may be taken unless those proposing such action can prove to the appropriate vice president's satisfaction that such action is free of retaliatory intent;

(c) Grievance Counseling: Students who are uncertain whether a problem can be addressed through a petition process, a grievance process under these rules, or through another resolution process, should consult the ASUO Office of Student Advocacy or the Office of Student Affairs;

(d) Choice of Process: In some cases students may have a choice of formal procedures under which to file grievances and complaints rising from the same incident. In such situations, the affected student must select one and only one formal process. The University shall not hear a second complaint from the same student on the same facts, and shall not hear a grievance if a similar complaint is filed with an external agency or court. Preliminary efforts at informal solution shall not be deemed the filing of a grievance;

(e) Advice and Counsel: Student complainants may secure advice and counsel as they see fit throughout both the formal and informal procedures described herein. Participation by advisers in meetings or hearings shall be permitted to the extent provided for in these rules. A University officer may refuse to include a student's adviser in such a meeting, unless the student advises the officer, at least five working days in advance of the meeting, that a named adviser will be present. During the course of a student grievance, all parties shall be responsible for the costs, if any, of their personal representation;

(f) Time: All mention of days throughout OAR 571-003-0100 through 571-003-0125 are calendar days unless otherwise specified;

(g) Personal Records: By filing a complaint under any student grievance rule, a student authorizes the appropriate authority to inquire into the matter as necessary to discover the applicable facts and to communicate as specified in these rules, its findings and reasons to the concerned parties.

[Publications: The publication(s) referred to or incorporated by reference in this rule are available from the agency.]

571-003-0105

Student Petition Processes

(1) Mandatory Use: The University has established a number of formal petition processes that apply when students wish to request a waiver of or exception to University policy or procedure which applies to them. Where such a process has been established, students must follow that process to have their requests considered.

(2) Procedural Requirements: University offices with established petition processes shall make reasonable efforts to publish the availability of the process, shall train staff to advise students on the use of the process, and shall maintain an adequate store of appropriate petition forms or other relevant materials.

(3) Informal Petitions: Where no formal petition process is established, students are free to request reconsideration of decisions affecting them by writing to the decision-maker and making such a request.

(4) Grounds for Appeal: The denial of a petition is not a subject for a grievance complaint unless the student believes prohibited discrimination, abuse of discretion or arbitrary and capricious action has occurred. If this appears to be the case, the student may file a grievance under OAR 571-003-0110, 571-003-0115, or under OAR 580-015-0090.

571-003-0110

Procedural Requirements

(1) Students (as defined in OAR 571-003-0100(1)) who believe they have been individually wronged by arbitrary or capricious action or non-action, abuse of administrative discretion, or non-compliance with applicable law, rules, or policies by the University, its agents and employees, may grieve in accordance with the procedures outlined in the applicable rule.

(2) A student must institute a formal grievance within 45 days of the time the student knows or by reasonable diligence should have known of the matter prompting the grievance. The running of the 45 day period shall be suspended during examination and vacation periods, including the period between the end of spring term and the beginning of fall term if the student is not enrolled in summer session.

(3) All decision-makers' written decisions required by these rules shall include a statement of findings and conclusions, a recitation of the applicable facts and the law, rules, and policies which support the conclusions, and a description of any appeals procedures available to the parties to the grievance.

(4) If the decision at any level requires taking action, the decision shall include a copy of the instructions to the appropriate University personnel for implementing that action.

(5) Failure of a decision-maker at any level to communicate the decision within the applicable time limits shall permit the aggrieved to proceed to the next step. The failure of the aggrieved to appeal a decision within the time limits shall be deemed to be an acceptance of the decision.

(6) **Informal Resolution:** Before filing formal complaints, students are urged to consider direct conversation with the individual causing the problem or with that person's supervisor, in an effort to resolve misunderstandings and to achieve solutions as quickly as possible. The use of informal processes does not prevent the filing of a formal grievance so long as the formal grievance is filed within the applicable time limits:

(a) **Informal Discussion:** Students may request a meeting with the problem-causing person or with that person's supervisor;

(b) **Mediation:** Students may request mediation through any available campus mediation program;

(c) **Local Processes:** Students may use any informal processes established within the unit in which the complaint arose.

571-003-0115

Formal Grievance

(1) Students may choose to proceed directly to a formal grievance process, or they may wish to file a formal grievance if they believe informal efforts at resolution have failed. Formal grievances must meet the requirements stated in OAR 571-003-0110(1) and (2).

(2) *Step One:* An aggrieved student shall either file a written complaint according to the established grievance process within the appropriate administrative unit or if one is not established, with the immediate supervisor of the person grieved against. The complaint shall comply with the requirements set forth in OAR 571-003-0100(2)(a):

(a) A University employee who receives a grievance under this rule that has as its basis allegations of prohibited discrimination or sexual harassment against a student shall direct the complainant and the grievance to the Office of Affirmative Action for a proper filing under OAR 580-015-0090;

(b) If mediation did not take place in an effort to reach an informal resolution, the Step One decision-maker, who believes mediation could be productive and if the aggrieved and the person grieved against agrees, may refer the matter to any available campus mediation service. Such mediation suspends the time limits described in this subsection for up to 30 days or until mediation is concluded, whichever is earlier. If the grievant does not agree to mediation, the Step One decision-maker shall proceed with the investigation of allegations in the grievance;

(c) The Step One decision-maker or a designee may investigate the allegations contained in the grievance and interview the parties and others as appropriate in order to come to a decision on the issues in question. The Step One decision-maker shall either deny or resolve the grievance within 20 days of receipt of a written grievance, except if mediation is undertaken, as described in OAR 571-003-0110(6). The Step

One decision-maker shall communicate his or her decision to the parties to the grievance in the form required in OAR 571-003-0110(3).

(3) *Step Two*: Complainants who are dissatisfied with the decision at Step One may appeal by filing a written notice of appeal within 14 days of receiving the decision at Step One. The appeal shall contain a copy of the Step One decision, a statement of the issues remaining unresolved, and a description of the relief or resolution sought:

(a) Grievances against faculty may be appealed to the Student-Faculty Committee on Grievances or as an alternative, to the appropriate Vice-President (see subsection (b) of this section). The Student-Faculty Committee on Grievances operates under the charge, procedures and time lines stated in OAR 571-003-0006(3). No person involved as a party to the grievance or as a participant in either the informal resolution efforts or the decision-making at Step One of the formal grievance process shall serve on the Student-Faculty Committee on Grievances when it considers a grievance under this subsection;

(b) Grievances against any University employee may be appealed to the Vice-President to whom the grieved-against person reports. The Vice President may elect to investigate the grievance or to designate an investigator, or may decide the grievance on the record already assembled. Both parties shall have access to the record presented to the Vice-President (including all documents and communications relied on by the Step One resolver and the Step Two investigator) and shall have the opportunity to comment on it before the Vice President's decision. The record of the grievance includes all statements and evidence submitted by the parties and the Step One decision report. The Vice-President shall have 30 days from receipt of the grievance to investigate and render a decision in writing. Within that time, the decision shall be given to both the aggrieved and the person grieved-against.

(4) *Step Three*: If either or both parties to the grievance are dissatisfied with the result of Step Two, they may file a written appeal to the University President within 14 days of receiving the Step Two decision. The President may elect to decide the grievance on the record already assembled, may elect to investigate personally or by appointing an investigator, or may remand the grievance to the decision-maker at Step Two for further clarification and additions. Both parties shall have access to the record presented to the President upon appeal and shall have the opportunity to comment on it before the President makes a decision. The same records considerations apply to this step as to those before. The President shall render a written decision within 60 days of the receipt of an appeal. Both parties shall receive a copy of the Step Three decision. The President's decision is final.

(5) *Withdrawing the Grievance*: The grievance may be withdrawn by the aggrieved at any step in this procedure by submitting a signed and dated written notice to the decision-maker who currently is considering the grievance.

(6) *Extensions of Time*: Time limits within this rule may be extended by the decision-maker when to do so will enhance the fairness of the process, by giving written notice to all parties.

(7) *Failure to appeal a decision at any step within the specified time shall terminate the grievance.*

571-003-0120

Graduate Student Academic Grievances

(1) A graduate student with a grievance concerning graduate qualifying examinations, comprehensives, dissertation preparation, research evaluation, doctoral orals, advising relationships, or other academic grievance shall use the procedures established under this rule.

(2) A graduate student must institute a formal grievance within 45 days of the time the student knows, or by reasonable diligence should have known of the matter prompting the grievance:

(a) For the purposes of this rule, a graduate student is an individual who, having been formally admitted into a recognized graduate degree program, and having paid the appropriate fee or having the fee officially waived, is enrolled in University courses for academic credit, or was so enrolled at the time the action grieved occurred;

(b) The running of time under this rule shall be suspended during examination and vacation periods, including the period between the end of Spring term and the beginning of fall term if the student is not enrolled in summer session, unless both parties agree not to suspend the time limits. After the filing of a formal grievance, more time may be allowed at any level if both the aggrieved and the decision-maker agree more time is needed;

(c) In addition to stating the decision-maker's conclusion, all written decisions shall include a recitation of the applicable facts and the law, rules, and policies which support the conclusion:

(A) If the decision at any level requires taking action, the decision shall include a copy of the instructions to the appropriate University personnel for implementing that action;

(B) Failure of a decision-maker at any level to communicate the decision within the applicable time limits shall permit the aggrieved to proceed to the next step. The failure of the aggrieved to appeal a decision within the time limits shall be deemed to be an acceptance of the decision.

(3) **Informal Resolution:** Before filing formal complaints, students are urged to consider direct conversation with the individual causing the problem, or the appropriate department head or dean, in an effort to resolve misunderstandings and to achieve solutions as quickly as possible. Graduate students may also consult with the Dean of the Graduate School in trying to achieve an informal solution to their problem.

(4) **Formal Process:**

(a) *Step One:* The graduate student shall file a written grievance with the department head, department grievance committee, the college/ school grievance committee, or the dean, whichever is applicable:

(A) The student's statement of the grievance shall comply with the requirements of OAR 571-003-0100(2)(a);

(B) A University employee who receives a grievance under this rule which alleges illegal discrimination against a student including sexual harassment, shall send a copy of the grievance to the Assistant to the President for Legal Affairs and to the Office of Affirmative Action;

(C) The decision rendered at Step One shall be in writing and shall be provided to the aggrieved and all other named parties to the grievance within 30 days of the receipt of the formal grievance.

(b) *Step Two:* If the aggrieved graduate student is dissatisfied with the decision at Step One, the aggrieved shall file a written appeal of that decision to the dean of the school/college, or if the dean made the decision at Step One, to the Dean of the Graduate School, within 14 days of receipt of the decision made at Step One:

(A) The dean to whom the appeal is addressed may decide the grievance on the record presented or may investigate the grievance, appoint a designee to investigate, or refer the grievance to an appropriate committee or group to investigate;

(B) The decision rendered by the dean to whom the appeal was addressed shall be in writing and shall be provided to the aggrieved and all other named parties to the grievance within 30 days of the receipt of the formal grievance;

(C) If the appeal is to the Dean of the Graduate School, see the procedure set forth in subsection (c) of this section.

(c) *Step Three:* If the graduate student aggrieved is dissatisfied with the decision at Step Two, the aggrieved shall file a written appeal of that decision to the Dean of the Graduate School within 14 days of receipt of the decision at Step Two, but if the Dean of the Graduate School made the decision at Step Two, the aggrieved may proceed to Step Four:

(A) The Dean of the Graduate School or the Dean's designee shall appoint an ad hoc Advisory Committee normally composed of three members selected from the Graduate Council (one student and two faculty members or three faculty members) to investigate the grievance and to make a recommendation to the Dean of the Graduate School, within 15 days of receipt of the decision made at the prior step;

(B) The Dean of the Graduate School shall render a decision, in writing, within 30 days of receipt of the appeal, and provide copies of the decision to all the parties named in the grievance.

(d) *Step Four:* If either party is dissatisfied with the Dean of the Graduate School's decision, an appeal may be made to the Provost by filing a written appeal within 14 days of receiving the decision at Step Three. The Provost may decide the grievance on the record already developed or may investigate further, or designate another to investigate. The Provost shall provide a copy of the decision at this level to all the parties named in the grievance within 45 days of receiving the appeal. The Provost's decision shall be final.

571-003-0125

Student Financial Aid Appeals Procedure

(1) A student who believes that the Office of Student Financial Aid (OSFA) has made an error in deciding eligibility for financial assistance, or nonrenewal or diminution of financial assistance may appeal that decision through the procedure described in this rule. This procedure applies to all forms of student financial aid including Athletic Department grants in aid.

(2) Within 30 days after being notified of the decision, the student shall submit a written request that the case be reviewed:

(a) Upon receipt of such a request, OSFA staff shall schedule a meeting for discussion and reconsideration of the decision with the student and a Financial Aid counselor. If possible, the student shall meet with the counselor who made the complained-of decision. Unless it is inconvenient for the student, the meeting shall take place within seven days of receipt of the student's appeal;

(b) If the student at any time during this process alleges that financial aid was reduced or denied because of illegal discrimination, OSFA staff shall send copies of the complaint and all subsequent decisions and appeals to the Assistant to the President for Legal Affairs and to the Director of the Office of Affirmative Action;

(c) The OSFA counselor shall inform the student in writing of the counselor's decision regarding the appeal within seven days of the appeal meeting.

(3) Appeal to Director: If the student believes the counselor's reviewed decision is in error, the student may file a written appeal with the Director of OSFA. Such an appeal must be received within seven days of the student's learning of the counselor's decision:

(a) Upon receipt of such an appeal, OSFA staff shall schedule a meeting for discussion and reconsideration of the decision with the student and the Director of OSFA, or the Director's designee if the Director is not available. Unless it is inconvenient for the student, the meeting shall take place within seven days of receipt of the student's appeal;

(b) The Director of OSFA shall inform the student in writing of the Director's decision regarding the appeal within seven days of the appeal meeting.

(4) Appeal to Board: If the student still believes a mistake has been made, the student may request a hearing before the Financial Aid Appeals Board. Such a request must be submitted to Dean of Students within seven days of the student's receipt of the Director's decision:

(a) The Financial Aid Appeals Board shall schedule a hearing at which the student's and the OSFA positions can be presented. Counsel may participate on behalf of either party. Spoken testimony and argument shall be tape recorded;

(b) The Financial Aid Appeals Board shall make its decision by a majority vote of all voting members who participated in the hearing provided that at least one student member of the Board participated in the hearing. It shall produce a written report of its decision, citing the law, rules and policies affecting its decision, and all applicable facts as found. The report shall be sent within 14 days of the hearing to the complaining student, the Director of Financial Aid, and the University President;

(c) Either party may appeal the Board's decision to the President. If neither party appeals within seven days, the Board's decision is final. The President may inquire further concerning the issues raised, or may base the decision on the record developed by the Appeals Board. The President shall report the decision within 30 days. This report shall set forth a final determination as to the Student's Financial Aid entitlement.

(5) The Financial Aid Appeals Board shall include seven voting members and one ex-officio (non-voting) member. The seven voting members shall be appointed as follows:

(a) Two students with class standing of junior or higher shall be appointed by the President of the Associated Students of the University of Oregon;

(b) Four members of the University's faculty shall be appointed by the Provost; one member of the Law School faculty shall be appointed by the Dean of the Law School; the ex-officio (non-voting) member shall be appointed by the Director of Financial Aid from among the staff of the Financial Aid Office;

(c) Regular appointments to the Financial Aid Appeals Board shall be made on or before June 30 to take effect September 16. Regular appointments shall be for a term of one year with re-appointment for successive terms permitted. Substitute appointments to fill unexpired terms may be made as necessary by the proper authority during the year;

(d) Appeals Board members who feel they are too close to either side of the issues presented to make an objective evaluation of the claim shall abstain from the proceedings. A quorum of four voting members must be present at any hearing. A majority vote for decision purposes is defined as a majority of all eligible voting members.

UNIVERSITY OF OREGON

DIVISION 4

RIGHTS AND RESPONSIBILITIES

571-004-0005

Family Relationships and Employment

Appointments to positions at the University of Oregon shall be based upon merit as determined by job-related qualifications:

(1) Discrimination in favor of candidates who are related to persons involved in, or with an effective influence upon, the selection process is prohibited:

(a) However, relatives of individuals already employed by the University may not be denied equal employment opportunity or advancement in employment on the basis of family relationships. For the purposes of this rule relatives includes spouse, child, stepchild, parent, grandparent, grandchild, brother, sister, son-in-law, daughter-in-law, brother-in-law, sister-in-law, aunt, uncle, niece, nephew, mother-in-law, and father-in-law;

(b) No members of the faculty or administration shall participate in making recommendations or decisions involving the employment, compensation, promotion, leave of absence, grievance adjustment, termination, or in the supervision of their relatives without prior permission of their immediate supervisor.

(2) In unusual circumstances a Vice President may consider an appointment of a member of a prospective or current employee's family to a position for which there was no search. In such cases:

(a) An ad hoc committee will be convened by the Vice President to be composed of the Director of Affirmative Action, the chair of the Equal Employment Opportunity Committee, and one or more faculty representatives from the affected department;

(b) The committee so convened shall consider whether the appointment furthers the institution's affirmative action goals, and whether the individual considered is of the quality of the University of Oregon faculty;

(c) After its consideration, the ad hoc committee will consult with and advise the appropriate Vice President with whom the final appointment decision rests.

(3) An employee who has a grievance under this rule may invoke the University's grievance procedures including, if appropriate, referral to the Committee on Equal Employment Opportunity, as provided under OAR 571-003-0010.

(4) A non-employee questioning the application of this rule may contact the Office of Affirmative Action, which shall provide information regarding available recourse.

(5) Nothing in this rule shall be construed to prevent the employment or advancement in employment of more than one member of a family in the same department or administrative unit, provided the decision to employ or advance has been made in accord with the other sections of this rule.

571-004-0007

Conflicts of Interest and Abuses of Power: Sexual or Romantic Relationships with Students

(1) The University is committed to fostering a learning environment characterized by professional behavior and fair and impartial treatment.

(a) A sexual or romantic relationship between a faculty member and a student or a staff member and a student can involve a conflict of interest, an abuse of power, compromised judgment and impaired objectivity when the faculty member or staff member has supervisory, evaluative or other power over the student. The power differential in the relationship may even make a student's consent to a sexual or romantic relationship suspect.

(b) Moreover, the relationship may create an apparent or actual conflict of interest that can adversely affect other members of the University community. It places the faculty member or staff member in a position to favor the interest of the student in the sexual or romantic relationship at the expense of third parties. Even if consensual, the relationship may be disruptive of the collegiality and mutual trust that are essential for the effective functioning of an academic unit.

(c) THEREFORE, it may be a conflict of interest and abuse of power for: faculty members to engage in sexual or romantic relationships with students enrolled in their classes or otherwise subject to their direct supervision or evaluation; staff members to engage in sexual or romantic relationships with students subject to their direct supervision or authority; work supervisors to engage in sexual or romantic relationship with students subject to their direct supervision or evaluation. This conflict of interest and abuse of power can occur even when both parties have consented to the relationship.

(2) Faculty/Student Sexual or Romantic Relationships.

(a) Within the instructional context: No faculty member should initiate or acquiesce in a sexual or romantic relationship with a student who is enrolled in a course being taught by the faculty member or whose academic work (including work as a teaching assistant) is supervised or evaluated by the faculty member. Should such a sexual or romantic relationship occur, notwithstanding this policy, a faculty member who fails to make prompt appropriate arrangements creates an apparent or actual conflict of interest. "Appropriate arrangement" is defined in (9)(a).

(b) Outside the instructional context: A sexual or romantic relationship between a faculty member and a student outside the instructional context may result in a conflict of interest and an abuse of power, particularly when the faculty member and student are in the same academic unit or in units that are academically allied. If such a situation should develop, notwithstanding this policy, the faculty member should immediately distance himself or herself from any decision that may reward or penalize the student with whom he or she is sexually or romantically involved. Failure to take this action constitutes a violation of the faculty member's professional obligations.

(3) Staff/Student Sexual or Romantic Relationships: A sexual or romantic relationship between a staff member and a student may lead to a conflict of interest when the staff member has supervisory, evaluative or other power over the student. Failure to withdraw from such a relationship or to make prompt

appropriate arrangements (defined in (9)(a)) constitutes unwillingness to perform satisfactorily the responsibilities of the position and demonstrates unfitness for the position.

(4) Complaint process: Complaints by students with standing to allege a violation of this rule shall be handled in accordance with procedures set forth in OAR 571-003-0025. Complaints may be initiated by the student in the sexual or romantic relationship OR by third parties who are also in an evaluative relationship with the faculty or staff member and who allege they have been specifically adversely affected by the relationship. Complaints initiated by the students in the sexual or romantic relationship must be filed within 365 days of the end of the supervisory or evaluative relationship. Complaints initiated by third parties must be filed within 30 days of the end of the third party's evaluative relationship. The President can also initiate formal proceedings under OAR 580-021-0330; nothing in this rule shall preclude such action by the President.

(5) Basis for findings: In assessing the evidence in a complaint:

(a) Initiated by the student in the sexual or romantic relationship, the decision maker may only base his/her finding of a violation of this rule upon no less than a preponderance of evidence that the sexual or romantic relationship occurred and that prompt appropriate arrangements were not made;

(b) Initiated by a third party, the decision maker may only base his/her findings of a violation of this rule upon clear and convincing evidence that a sexual or romantic relationship occurred and that prompt appropriate arrangements were not made, leading to actual injury or prejudice;

(c) Consent to the sexual or romantic relationship does not obviate a conflict of interest as defined by this rule.

(6) Abuse of Process: Complaints found to have been intentionally dishonest or made with willful disregard of the truth may subject the complainant to appropriate disciplinary proceedings and the full range of sanctions available therein.

(7) Sanctions: Only the party with evaluative, supervisory or other power is subject to sanction for violating this rule. For faculty, imposition of sanctions under OAR 580-021-0320, et seq., typically involves a hearing panel of peers. Documentation (defined in (9)(c)) of arrangements believed to be appropriate will be taken into account in assessing whether a conflict of interest has occurred, whether it has been mitigated, and in determining the severity of sanction, if any. The following list of sanctions that may be imposed is not intended to be exhaustive, and more than one sanction may be imposed for any single offense: written reprimand placed in the personnel file of the faculty or staff member; reassignment of duties (e.g., teaching, administrative, or service duties); reduction in salary; suspension without pay; dismissal.

(a) Written reprimand may be imposed at the discretion of the appropriate Vice President.

(b) Reassignment of duties, reduction in salary, suspension without pay, or dismissal may be recommended by the appropriate vice president, but may be imposed only after completion of appropriate proceedings:

(A) For faculty members, for cause proceedings are outlined in OAR 580-021-0320, et seq., provided that in the case of a proceeding predicated upon a third-party claim, the evidence to support a sanction must be found to be clear and convincing.

(B) For classified employees, sanctions will be imposed in accordance with applicable collective bargaining agreements.

(8) Assistance/Intervention: Any member of the University community who enters into a sexual or romantic relationship that may constitute a conflict of interest or abuse of power as described above is encouraged strongly to seek the assistance of his or her unit director, department head, dean, supervisor, or the Director of the Office of Affirmative Action & Equal Opportunity in making appropriate arrangements and providing documentation of those arrangements. If, prior to or during the course of a sexual or romantic relationship, doubt exists about whether this rule would apply, the party is encouraged strongly to consult with the unit director, or, department head, dean, supervisor, or the Director of the Office of Affirmative Action & Equal Opportunity. Disclosure during such consultation shall be confidential to the extent possible. No action will be taken that could result in sanctions unless and until a complaint is filed.

(9) Definitions: As used in this rule:

(a) "Appropriate arrangement" means an action reasonably calculated to remove or substantially mitigate a conflict or a potential conflict of interest or abuse of power, taking into account the interests of the University, the parties to the relationship, and others actually or potentially affected. These actions may include, but are not limited to: moving a student to another section of the same class; appointing a different faculty member to serve on a thesis, dissertation, or other evaluative committee; establishing alternative means of evaluation of academic or work performance; moving a student employee to another position of the same or comparable status and duties.

(b) "Conflict of interest" means incompatibility of the interest of the University in securing detached, objective performance of instructional, supervisory, or other duties with the personal interest of the faculty or staff member involved in a sexual or romantic relationship with a student he or she supervises or evaluates.

(c) "Documentation" includes but is not limited to a written, dated, and signed description of the actions taken filed with a unit director, department head, dean, supervisor, or the director of the Office of Affirmative Action & Equal Opportunity. For those not willing to use a third-party repository, it may still be advisable to retain a written, signed, and dated declaration of the mitigating actions taken.

(d) "Faculty" or "faculty member" means all those employees who hold academic appointments, including officers of administration and graduate teaching fellows, and anyone else who teaches classes at the University and/or supervises the academic work of students.

(e) "Power" means the real or objectively apparent authority or ability of an employee to confer or influence the academic, employment or other benefits of a student including, but not limited to: giving grades, evaluating performance, awarding financial benefits, or provision of University services or activities.

(f) "Standing" means that a student has a supervisory or evaluative relationship with a faculty or staff member and is specifically injured by a conflict of interest as defined by this rule.

(g) "Staff" or "staff member" means all University employees who do not hold academic rank.

(h) "Supervisor" or "employee with supervisory responsibility" means all employees who exercise responsibility for provision of University services, assigning work, evaluating performance, or otherwise

making decisions that affect the terms and conditions of a student's employment or academic experience at the University.

571-004-0010

Tandem Appointments

Specific work sites, circumstances or job responsibilities (e.g., grants) may warrant the hiring of tandem teams. Tandem team appointments must receive prior approval of the appropriate Vice President:

(1) A tandem team is defined as a group of two or more individuals working together in a department or on a project toward specific objectives (e.g., grant) and does not refer to job-splitting appointments. In tandem teams the combined qualifications of the individuals who make up the team shall be used in the determination of employment decisions.

(2) Nothing in this rule should be construed to deny any member of a tandem team equal opportunity in University employment, provided the appointment has been based upon open competition and merit, and other members of the team have not unduly influenced the selection process.

571-004-0015

Health Insurance Requirements for Non-immigrant Foreign Students and Their Dependents

(1) In order to assist the University in executing its reporting and certifying obligations under federal regulations, nonimmigrant foreign students at the University of Oregon must demonstrate their ability to meet their financial responsibilities in full. The University hereby establishes that these responsibilities include the provision by nonimmigrant foreign students for health and accident care for themselves and dependent family members in the United States.

(2) All nonimmigrant foreign students enrolled part- or full-time at the University of Oregon will be required to carry health and accident insurance for themselves and all their dependent family members in the United States.

(3) The health and accident policy carried by each nonimmigrant foreign student must provide coverage comparable to the one offered through ASUO (currently providing for a minimum of \$25,000 per accident or illness) or meet guidelines established by the National Association for Foreign Student Affairs or the American College Health Association. The policy may be underwritten by a foreign insurance carrier but it must be payable in the United States for medical expenses incurred in this country.

(4) Such insurance policy must be in force for a 12 month period commencing during the registration period of the student's first term at the University. Request for term-by-term insurance coverage, or for any coverage extending for a period of less than one year from the date of a student's first registration, must be made in writing to a foreign student advisor in the University's Office of International Services. Exceptions may be granted in cases involving factors including, but not limited to, graduation during the academic year.

(5) Nonimmigrant foreign students must provide proof of adequate insurance coverage acceptable to the Office of International Services before they are permitted to register for classes during their first term of enrollment for any given academic year. Documentation of such adequate coverage must indicate in

English the insurance company's name and address for billing purposes, policy number, the coverage terms of the policy, the effective dates of the policy, any exclusions, the names of the individuals covered by the policy, and the maximum amount of coverage per accident and illness and/or in terms of cumulative benefits.

(6) If an enrolling nonimmigrant foreign student does not provide acceptable proof of adequate health insurance for him- or herself and for dependent family members in the United States, the Office of International Services may restrict University registration and issuance of immigration documents (for travel, extensions of stay, employment requests, practical training, dependent matters, etc.) for the student and the student's dependent family members.

(7) Nonimmigrant foreign students shall be notified in writing of these requirements before departing for Eugene and again before they complete matriculation at the University. A similar notice shall appear in the University Bulletins next regularly published after the adoption of this rule. These notices shall inform such students that they may contest the factual premise underlying any proposed restriction referred to in section (6) of this rule by presenting their documentation and arguments before the Director of International Services or that person's designee.

(8) Pending the resolution of any dispute over the conformity of a proffered policy with guidelines referred to in section (3) of this rule, the student proffering the insurance in question shall be permitted to register, and shall, in the event of an adverse decision compelling withdrawal from the University subsequent to registration, be guaranteed a refund of any tuition paid for the term in which withdrawal ultimately took place.

571-004-0016

Required Immunization

(1) All individuals born after December 31, 1956 and who enter the University of Oregon after this rule is promulgated, must show proof of two measles and mumps vaccinations:

(a) Students will not be permitted to register for a second term without proof of measles and mumps immunization, consistent with the requirements of this rule, on record at the Student Health Center;

(b) After the beginning of a term, registered students may be vaccinated at the Student Health Center for a charge.

(2) Acceptable evidence of immunity to measles and mumps shall consist of one of the following for each disease:

(a) Documentation of two doses of MMR (Measles/Mumps/Rubella) vaccine with the first dose on or after their first birthday and the second dose no less than 28 days following the first. Documentation of immunization must consist of an official immunization record or be signed by a health care provider to meet this requirement;

(b) Physician-documented measles and mumps infection. A letter or other documentation signed by a health care provider is required to meet this requirement;

(c) Documented laboratory evidence of immunity to measles and mumps; or

(d) Birth prior to January 1, 1957.

(3) Notwithstanding any other provision of this rule, beginning September 1, 2007, for students who are attending the University of Oregon pursuant to a non-immigrant visa, documentation of measles and mumps vaccination must be provided prior to the student attending classes. If the student's first dose of measles and mumps vaccine was received less than 30 days prior to attendance, the student has until the beginning of the second term or semester to provide documentation of the second dose.

(4) Students seeking exemption from this requirement because of age, medical condition, or sincerely held religious belief shall complete and present to the designated Student Health Center official an exemption form. Forms are available at no cost upon request at the Student Health Center main desk. Forms also will be available during registration.

(5) Students without evidence of immunity to measles or mumps may be excluded from classes and other university activities in the event of an outbreak of measles or mumps involving University of Oregon students and/or staff.

Athletic Department Substance Use and Drug Testing

571-004-0020

Introduction and Purpose

(1) The University of Oregon has a compelling interest in prohibiting and deterring drug use by student-athletes. The University educates its student-athletes about the detrimental effects of drug use on health, safety, academic work, and careers. The University must abide by National Collegiate Athletic Association (NCAA) rules. Because student-athletes are viewed as University representatives, the University has an interest in promoting drug-free and healthful lifestyles to the community through its athletic program. The University must minimize the risk of injury caused by student-athlete drug use in intercollegiate athletics. The University must be able identify present or potential substance use and provide treatment and rehabilitation for its student-athletes. The University seeks to maintain a fair and drug-free sport, in which no student-athlete uses or feels pressured to use performance enhancing drugs or any other illegal substance.

(2) The University and its Department of Intercollegiate Athletics (Department) condemn and prohibit illegal drug and illegal alcohol use; the abuse of alcohol, drugs and other substances; and the use of performance-enhancing drugs by student-athletes.

(3) The program set forth in these rules includes random testing and testing based on reasonable suspicion, educational programs, substance abuse evaluation, treatment and disciplinary measures.

(4) Illicit Substances and Performance Enhancing Drugs are prohibited under these rules.

(a) An Illicit Substance is one that is illegal for the individual student-athlete to ingest, including but not limited to narcotic pain medications that have not been prescribed and street drugs like heroin, methamphetamines, cocaine, marijuana, T.H.C., or "ecstasy."

(b) A Performance Enhancing Drug is one that gives a student-athlete an unfair advantage. The use of a Performance Enhancing Drug is a form of cheating. The use of such a drug also poses significant health

and safety risks for the student-athlete and those in competition with the student-athlete. A current list of Performance Enhancing Drugs will be provided to each student-athlete before the start of the playing season or when the name of the student-athlete is first entered upon the team roster, whichever is later. The term "related compounds" means substances that are included in the class by their pharmacological action or chemical structure. No substance belonging to the prohibited class may be used, regardless of whether it is specifically listed.

(5) The Department has instituted a program of administrative drug testing by urinalysis or the analysis of a saliva sample for student-athletes engaged in intercollegiate athletics. The testing process may be initiated on the basis of individualized reasonable suspicion, pursuant to the random administrative testing protocols outlined in these rules, or on the basis of failing a laboratory-generated specimen-integrity test in the course of a previous test under these rules. A coach or administrator should communicate to the director of athletic medicine circumstances that give rise to an individualized reasonable suspicion. The circumstances giving rise to reasonable suspicion and the source thereof shall be recorded in writing by the director of athletic medicine who shall be the only person to authorize and initiate the drug testing process. This record shall be deemed a confidential record to the extent permitted by law and shall be kept in a secure place separate from and not a part of the student-athlete's educational or medical records.

(6) "Reasonable suspicion" shall not mean a mere "hunch" or "intuition." It shall instead be based upon a specific event or occurrence which has led to the belief that a student-athlete has used any drugs which are specified in OAR 571-004-0020(4) and which could have or could have had an effect during a period of organized practice, conditioning, or competition or during a period of counseling for substance abuse or, in the case of steroids, during any period of pre-season conditioning or weight training.

(a) Such belief may be engendered by, among other things, direct observation by coaches, trainers, the director of athletic medicine, or other appropriate personnel of physical or mental deficiency, medically indicated symptomology of tested-for drug use, aberrant or otherwise patently suspicious conduct, or of unexplained absenteeism.

(b) Such belief may also be engendered by, among other things, information supplied by reliable third parties, including but not limited to law enforcement officials, if the information is corroborated by objective facts, including but not limited to equivocal, contradictory, or unlikely and unsubstantiated explanation by the individual about whom the report is made or information which under the circumstances is credible based on specific articulable facts. Should information be proffered by law enforcement, prosecutorial or probation department officials, the University will use and act upon such information only if it obtains a written agreement that results of a potential test will not be used to prosecute or revoke parole for the use or ingestion of the drug disclosed by the test.

(c) Such belief may also be engendered by reasonable conclusions about observed or reliably described human behavior upon which practical people ordinarily rely.

(d) Such belief may also be engendered by a previous positive test under these procedures within the preceding twelve months.

(7) Random drug testing. Each student-athlete is subject to unannounced random drug testing throughout the entire calendar year. A student-athlete will be selected for testing using a random number system. Little or no notice may be given for a forthcoming test.

571-004-0025

Testing Method

(1) The standard method adopted by the Department for testing for drug use shall be through independent laboratory analysis of urine or saliva samples provided by the student-athlete. Urine specimens shall be collected in the proximity of a trained monitor of the same sex who is assigned for that purpose by the Department. Each sample will be collected as a split specimen, such that each tested student will have a sample A bottle and a sample B bottle of the specimen for testing.

(2) Results of the test shall be available only to the student-athlete, the head coach in the athlete's sport, the athletic director, the director of athletic medicine and to others who have a legitimate educational, health or medical reason. This record shall be deemed a confidential record to the extent permitted by law and shall be kept in a secure place separate from and not a part of the student-athlete's educational or medical records. Should any challenge to the test results, consequences of the test, or the test procedures be raised in relation to a particular student-athlete, other appropriate University officials may have access to the information in order to carry out their responsibilities in relation to the challenge. A record indicating that a student-athlete was tested and the basis for the decision to conduct the test shall be retained in the student-athlete's medical file.

(3) Each student-athlete shall be provided with a copy of the rules describing the Athletic Department Substance Use and Drug Testing program before the start of the playing season or when the name of the student-athlete is first entered upon the team roster, whichever is later.

(4) The substances for which the student-athlete will be tested are any Illicit Substances or Performance Enhancing Drugs and their related compounds and derivative compounds.

(5) The student-athlete need not be given prior notice that a urine or saliva sample will be collected. A student-athlete who refuses to provide, including by failure to appear for a test, or impermissibly alters a sample during the testing process shall be deemed to be in violation of these administrative rules and shall be subject to sanction under these rules as if the test was positive. If a legitimate medical condition prevents the production of a urine sample, a saliva sample may be taken with a urine test performed the following day.

(6) Sample B Testing

(a) Any student-athlete whose sample A results in a positive test may request testing of sample B.

(b) The student-athlete must request the sample B testing within 72 hours of being notified that sample A test was positive. The request must be submitted in writing by the student-athlete to the director of athletic medicine. If requested, the director of athletic medicine will authorize the provision of the sample B bottle to an approved laboratory for testing. The Department may initiate temporary sanctions and corrective measures while awaiting results of the sample B test.

571-004-0030

Testing Protocol

The Department shall follow protocols required by the testing laboratory and the National Collegiate Athletic Association for testing student-athletes that respect the student-athlete's reasonable expectation of privacy, minimize the chances of accidental error or cheating, and preserve the appropriate chain of custody and integrity of urine or saliva samples. A copy of the protocol shall be provided to each student-athlete along with a copy of the rules describing the Athletic Department Substance Use and Drug Testing program.

571-004-0037

Safe Harbor for Self-Reporting

(1) Any student-athlete may seek evaluation or counseling by contacting a coach, athletic trainer, director of athletic medicine or psychologist for the Department. The University will share this information only with persons who have a need to know, except to the extent that further disclosure is required by law. No Department sanctions will be imposed upon a student-athlete who has sought evaluation or counseling under this section. The student-athlete will receive counseling and education about substance abuse and undergo a mandatory assessment by a clinical psychologist to discern the severity of the student-athlete's substance use and other factors that may influence the student-athlete's recovery as required by OAR 571-004-0050(3)(a). The student-athlete may be required to attend additional sessions of counseling.

(2) A student-athlete may seek evaluation or counseling under this section one time without the student-athlete being deemed to have a positive test result if the student-athlete completes the program required by OAR 571-004-0050(3)(a) or (4)(a). Accordingly, if the student-athlete tests positive for an Illicit Substance or Performance Enhancing Drug after taking advantage of the remedies in this safe harbor provision, the student-athlete will start at the sanction level outlined in OAR 571-004-0050(3)(a) or OAR 571-004-0050(4)(a).

(3) This rule may not be invoked after a student-athlete is notified of an impending drug test.

(4) A student-athlete invoking this rule may be temporarily medically ineligible during any period that he or she is deemed by the team physician unfit to continue participation safely.

(5) This rule does not prevent the NCAA from testing a student-athlete. A student-athlete remains subject to sanctions imposed by the NCAA in the event of a positive drug test.

571-004-0045

Drug Education and Counseling Services

The Athletic Department shall provide a program of drug information and counseling referral for student-athletes.

571-004-0050

Positive Test Results Sanctions

(1) The director of athletic medicine, the athletic director, the head coach, and other appropriate personnel shall review a positive test result and shall, bearing in mind the type of drugs identified, the recency of use, and the medical, safety and performance-enhancing effects of the use, formulate an appropriate program for the student-athlete. Such program shall include abstention from further use and periodic retesting and may include counseling, reduced playing time, and withdrawal from drills, scrimmages, or competitions. The program shall also describe potential sanctions for repeated use or abuse of substances for which tests are conducted. However, a student-athlete may be dismissed from the team and lose all athletic financial aid, beginning with the next academic term after a single positive test result.

(2) Repeated positive tests, admissions, or other information that disclose continued use of Illicit Substances or Performance Enhancing Drugs may cause a student-athlete to be dismissed from the team and lose all athletic financial aid beginning with the next academic term. A student-athlete who refuses to provide a urine or saliva sample as part of the testing process, by failing to appear for a test or otherwise, shall be deemed to have provided information that discloses use of Illicit Substances or Performance Enhancing Drugs.

(3) Illicit Substances. If the student-athlete tests positive for the use of an Illicit Substance, the sanctions will be consistent with the sanctions listed in this subsection. These sanctions define the least severe sanctions that may be taken after each positive test. Notwithstanding the sanctions outlined in this subsection, if concluded to be appropriate, a student-athlete may be dismissed from the team and lose all athletic financial aid after a single positive test.

(a) First positive test. The student-athlete will receive counseling and education about substance abuse. The student-athlete will undergo a mandatory assessment by a clinical psychologist to discern the severity of the student-athlete's substance use and other factors that may influence the student-athlete's recovery. If concluded to be necessary, the student-athlete may be referred for additional sessions of counseling.

(b) Second positive test for the same or a different Illicit Substance. A formal behavior modification contract will be produced by the director of athletic medicine. The athletic director shall have discretion to approve the behavior modification contract or require that terms be added. Upon approval by the athletic director, the behavior modification contract shall be reviewed and signed by the head coach and the student-athlete. A copy of the behavior modification contract will be kept on file with the director of athletic medicine. The behavior modification contract will define the behaviors expected from the student-athlete and the consequences for noncompliance.

(c) Third positive test for the same or a different Illicit Substance. The student-athlete will be immediately ineligible for competition. The student-athlete will remain ineligible until he or she has missed the equivalent of 50% of a season.

(d) Forth positive test for the same or a different Illicit Substance. The student-athlete will be dismissed from the team and lose all athletic financial aid, beginning with the next academic term, to the extent permitted under NCAA rules.

(4) Performance Enhancing Drugs. If a student-athlete tests positive for the use of a Performance Enhancing Drug, the sanctions will be consistent with the sanctions listed in this subsection. These sanctions define the least severe sanctions that may be taken after each positive test. Notwithstanding the

sanctions outlined in this subsection, if concluded to be appropriate, a student-athlete may be dismissed from the team and lose all athletic financial aid after a single positive test.

(a) First positive test. A student-athlete who tests positive for the use of a Performance Enhancing Drug is ineligible to represent the University in intercollegiate competition during the time period starting with the date of the positive drug test and ending one calendar year later. In addition, the director of athletic medicine will determine a management plan for the student-athlete which will include education or counseling. A first positive test result for a Performance Enhancing Drug is also deemed to be a first positive test for an Illicit Substance.

(b) Second positive test for the same or a different Performance Enhancing Drug. A student-athlete who tests positive for the use of the same or a different Performance Enhancing Drug shall be declared permanently ineligible for intercollegiate competition. The student shall be immediately and permanently dismissed from the team and all athletic financial aid shall be terminated beginning with the next academic term, to the extent permitted under NCAA rules.

(5) Failure of a student-athlete to comply with a treatment plan, management plan or behavior modification contract mandated under these rules may result in immediate suspension from all practices, games and Department functions until the director of athletic medicine determines sustained compliance with the treatment plan, management plan or behavior modification contract. If the director of athletic medicine determines that the student-athlete is not in compliance after one competitive season for the sport, the student-athlete will be immediately dismissed from the team and all athletic financial aid shall be terminated beginning with the next academic term, to the extent permitted under NCAA rules.

(6) Selling or Providing Illegal Drugs. Any student-athlete convicted of or otherwise found responsible for selling or providing an illegal drug to another person is subject to immediate and permanent dismissal from any team on which the student-athlete participates and, to the extent permitted under NCAA rules, the termination of any athletic financial aid.

(7) A student-athlete who loses athletic financial aid under these rules may appeal that decision under the established procedures regarding non-renewal of financial aid.

571-004-0055

Records Security

(1) The purpose of the administrative testing program established by these rules does not include enforcement of the criminal laws or the Student Conduct Code.

(2) The University in conducting the testing program is not acting in aid of, or as an agent for, law enforcement officials, nor are those administering the tests acting as, for, or on behalf of the Division of Student Affairs. The Student Conduct Code applies to drug or substance use by a student-athlete only under the same circumstances as other students.

(3) Test results are part of a student's educational and medical records protected from disclosure under state and federal law. However, records may be subject to disclosure pursuant to a lawfully issued subpoena or court order. In such an instance, the University will take reasonable steps to notify the record-subject in advance of compliance with any such subpoena or order. The University or the record-subject may move the court or agency to quash any portion of the subpoena which pertains to drug testing records or to withdraw or narrow any such court order.

UNIVERSITY OF OREGON

DIVISION 10

PARKING REGULATIONS

571-010-0005

How to Obtain Parking Permits

All persons -- faculty, staff, or students, whether full- or part-time; visitors; or commercial representatives -- who park in University-owned parking lots, other than in metered spaces, during the period of 7 a.m. to 6 p.m. (Monday through Friday) must obtain and display a permanent or temporary parking permit. Vehicles cited for failure to display such permits are subject to a penalty assessed by the University. Parking permits are obtained as follows:

(1) Students should apply to the Office of Public Safety. Office hours are from 8 a.m. to 5 p.m. (Monday through Friday).

(2) Faculty and staff register through their departmental secretary or representative.

(3) Visitors:

(a) One-day permits may be obtained from the department being visited, from the information desk in Oregon Hall, from the University of Oregon Cashier located in Oregon Hall, at the kiosk located at 13th Avenue and Beech Street, or in the Office of Public Safety;

(b) Visitor Parking Permits allow visitors to park only in unrestricted spaces on University-owned lots. Visitors with mobility-impairing disabilities may use the visitors' spaces designated for use by disabled visitors. Visitors permits do not authorize visitors to park in reserved or otherwise specifically designated spaces, loading and unloading zones, fire lanes, no parking zones, landscaped area, or in metered spaces. In any period between October 1 and the following September 30, no individual may obtain more than 30 days of temporary parking permits. Requests for exceptions may be appealed to the Office of Public Safety and a charge may be levied. Violators are subject to penalty;

(c) Metered spaces reserved for visitors are provided at 14th and University Streets, south of the Erb Memorial Union, and in the 13th and Agate parking lot. People parking at any parking meters do not need visitors permits but must put money in the meters;

(d) Campus visitors who need special access to parking due to a disability should request accommodation from the Office of Public Safety in advance of the visit, or at the kiosk at 13th Avenue and Beech Street upon arriving on campus.

(4) Commercial and business representatives with regular business on the campus shall purchase a permit entitling them to park in designated areas appropriate to their business.

(5) No permit may be issued without the applicant furnishing the correct license number of the vehicle.

571-010-0010

Eligibility and Parking Privileges

(1) Faculty/Staff: Faculty/Staff parking privileges are available only to faculty with minimum rank of instructor or research assistant, to teaching assistants certified by department, and to employees appointed half-time or more. Deans of colleges and department heads must certify graduate students extended parking privileges. Faculty/Staff automobile data cards must be signed by an authorized department representative before permits may be assigned:

(a) Faculty/Staff permits authorize parking on any otherwise unrestricted University lot, street, or area designated faculty, staff, or student as available. The purchase of this permit does not guarantee a parking space;

(b) The Office of Public Safety may make available parking privileges to University employees for use of a specific primary lot or an alternate lot. In such cases, only those employees who have been assigned to a particular lot may park there.

(2) Student: Student parking privileges are available only to University of Oregon students:

(a) The parking permit authorizes parking on any University-owned parking lot marked Student and not otherwise restricted as available. The purchase of this permit does not guarantee a parking space;

(b) The Office of Public Safety may make available parking privileges to University students for use of a specific primary lot or an alternate lot. In such cases, only those students who have been assigned to a particular lot may park there.

(3) Motorcycles, Motor Scooters and Mopeds: Motorcycle parking privileges are available to all faculty, staff, and students of the University of Oregon. This permit authorizes the owner to park in designated areas for motorcycle parking on University-owned lots and areas. Under state law, motorcycles, motor scooters, and mopeds are motor vehicles.

(4) Reserved Parking Spaces (assigned only on the basis of need for official University business):

(a) Applications must be submitted yearly by individuals requesting spaces;

(b) Verification of need must be provided by individual's department head;

(c) Applications must be reviewed and acted upon by the Office of Public Safety;

(d) Official state vehicles may be allocated reserved spaces upon request from department heads without charge;

(e) Spaces are reserved from 7 a.m. to 6 p.m. unless otherwise specified;

(f) Assignment guarantees a parking space. Spaces are not transferable.

(5) Reserved Parking Spaces for physically disabled employees and students:

(a) Applications accompanied by verification of the mobility-impairing disability must be submitted at least yearly by persons requesting spaces. People suffering temporary mobility-impairing disabilities may apply for a reserved space for a shorter period of time;

(b) There is no cost beyond the cost of the appropriate parking permit;

(c) The Office of Public Safety will review and act upon request for disabled parking spaces;

(d) Spaces are reserved between 7 a.m and 6 p.m. unless otherwise specified;

(e) Assignment guarantees a parking space. Spaces are not transferable.

(6) Commercial Representatives: Sale of this permit is restricted to off-campus, commercial, and business representatives only:

(a) Commercial representatives are persons who bring a vehicle to campus at least once a week to transact business;

(b) Commercial representatives may park in University unrestricted spaces or at service vehicle spaces;

(c) In the case of a company having more than one vehicle that may alternate coming to campus, the parking permit may be affixed to a card or tag and transferred between vehicles.

(7) Construction Employees -- Reserved: A reserved space fee will apply for each space used or as specified by the construction contract.

(8) Carpools and Carpool Reserved Spaces:

(a) Definitions and Special Regulations:

(A) Carpools are by definition groups of three or more persons who ride to the campus area together, two of whom are associated with the University in some manner (employee, student, etc.);

(B) Carpools will be issued only one permit which will be transferable among the pool members. This permit will be mounted on a card or plate and placed on the dash of the car coming to campus;

(C) Carpools must apply at the Office of Public Safety for their permits. They will be required to fill out an application form before a permit may be issued;

(D) Carpool permits will allow members to park in unrestricted spaces in University parking lots: Faculty and staff in all lots not otherwise restricted, students in student lots that are not otherwise restricted. A mixed carpool of employees and students shall be assigned a parking permit based upon the majority in the pool;

(E) The Office of Public Safety may make available parking privileges to carpools for use of a specific primary lot or an alternate lot. In such cases, only those carpools who have been assigned to a particular lot may park there.

(b) Carpool Reserved Spaces:

(A) For an additional fee, carpools may be allotted reserved spaces;

(B) Requests for reserved spaces should accompany the carpool application form;

(C) Carpool Reserved Spaces will be reserved from 7 a.m. to 6 p.m. unless circumstances warrant otherwise;

(D) Application for carpool reserved spaces must be made annually and will be reviewed and assigned by the Office of Public Safety.

(9) Parking permits may be issued to Emeritus faculty or to other retired employees who maintain an active relationship with the University at no cost, providing that a department head or secretary signs the permit registration attesting to the retired person's status. A fee will be charged for replacement permits.

(10) Government agencies that operate vehicles on campus which must use University of Oregon parking lots in the course of their business on campus may be issued commercial permits at no cost providing they make application to the Director of Public Safety.

571-010-0015

Refunds and Replacement of Parking Permits

(1) All parking permits except temporary parking permits are issued by the month, by the term or by the 12-month academic year. Any individual who has purchased a parking permit and who is dissatisfied with it will receive a full refund upon submitting a written request including permit evidence to the Office of Public Safety within ten days of the purchase date. Permits purchased for full academic year are refundable up to the end of winter term upon written request and physical evidence of the permit. Check with the fee schedule for refund amount in OAR 571-060-0005.

(2) Registrants making a request for replacement parking permits for newly acquired vehicles or to replace damaged permits, shall scrape off or otherwise remove permits and bring them to the Office of Public Safety. Replacements will not be made if registrant is unable to produce evidence of the old permit. Registrant is responsible for all tickets unless the permit or pieces of the permit have been turned in to the Office of Public Safety. Registrants may avoid this by bringing proof of a transfer of ownership to the Office of Public Safety so that the new owner may be charged for any parking violations. A fee is charged for the replacement permit.

(3) Stolen permits will be replaced without charge to the registrant. Stolen permits should be reported immediately to the Office of Public Safety. A replacement permit will be issued only for the vehicle from which the permit has been stolen, unless the vehicle with permit attached has been stolen. Applicants for replacement permits under this section shall sign a statement attesting to the circumstances of the theft.

571-010-0020

Traffic Petitions Officer and Traffic Appeals Board

(1) Traffic Petitions Officer considers petitions alleging erroneous or wrongful ticketing or traffic citations on campus:

(a) All petitions shall be presented in writing at the Office of Public Safety;

(b) The Petitions Officer will be available at designated times to meet with petitioners should they desire to present their cases in person. Appointments may be scheduled at the Office of Public Safety at the time the petition is filed;

(c) In reaching a disposition, the Petitions Officer shall consider all factors that the petitioner wishes to present;

(d) In considering petitions of University traffic citations, the Traffic Petitions Officer will have the authority to:

(A) Dismiss the violation;

(B) Find the individual not guilty of charges in the traffic citation;

(C) Find the individual guilty of the violation, or some lesser violation, and impose a penalty as the Petitions Officer shall consider appropriate;

(D) Enter a finding of guilty, and without imposing any penalty, issue a reprimand or warn-ing or impose a penalty, but suspend its payment;

(E) Make recommendations to appropriate University officials as to the restriction or suspension of driving privileges, withdrawal of registration or parking privileges, dismissal, or other disciplinary action;

(F) Seek the advice of the University Traffic Appeals Board.

(e) Should a petition be denied by the Petitions Officer, an appeal may be made in writing (within five days) to the University Traffic Appeals Board at the Office of Public Safety. The appeal must show that the decision of the Petitions Officer was unreasonable or arbitrary or was not supported by substantial evidence;

(f) In the case of repeated offenders, the Petitions Officer or the Traffic Appeals Board on reaching a finding of guilty shall consider the traffic penalty record for the past 12 months prior to imposing any penalty;

(g) Quarterly summary reports of all actions by the Petitions Officer shall be filed with the Traffic Appeals Board and the Vice-President for Administration;

(h) In the case of multiple violations or where warranted by the circumstances, the Office of Public Safety may report cases to the Petitions Officer for review. The Petitions Officer may in each instance:

- (A) Issue a reprimand or warning;
- (B) Make recommendations to appropriate University officials as to the restriction or suspension of driving privileges, withdrawal of registration or parking privileges, dismissal, or other disciplinary actions;
- (C) Seek the advice of the University Traffic Appeals Board;
- (D) Recommend no action.

(2) University Traffic Appeals Board:

(a) The University Traffic Appeals Board shall consist of two faculty members, one member of the management service staff, one member of the classified staff, and two students. A quorum shall be three members of the Board. The chairer shall be selected at the first Board meeting each year. A majority vote of the members present is needed to overrule the decision of the Petitions Officer. In cases where the decision is not to affirm the Petitions Officer's decisions, the University Traffic Appeals Board may:

- (A) Dismiss the violation;
 - (B) Find the individual not guilty of charges in the traffic citation;
 - (C) Find the individual guilty of the violation, or of some lesser violation, and impose a penalty as the Board shall consider appropriate;
 - (D) Enter a finding of guilty, and without imposing any penalty, issue a reprimand or warning or impose a penalty, but suspend its payment;
 - (E) Make recommendations to appropriate University officials as to the restriction or suspension of driving privileges, withdrawal of registration or parking privileges, dismissal, or other disciplinary action;
 - (F) Refer the case back to the Petitions Officer for further consideration consistent with its direction.
- (b) The Petitions Officer will provide quarterly summary reports to the Vice-President for Administration of all Board actions.

571-010-0025

Campus Meter Enforcement

- (1) The University of Oregon owns and polices parking meters within the area bounded by 13th Avenue, 18th Avenue, University Street, and Agate Street:
 - (a) Meters on the streets are open on a first-come, first-served basis with no permits required for their use;
 - (b) Meters are enforced at the times as posted on the individual meters, except on national holidays during which the University is not in session.
- (2) Meters are also placed at some loading areas. Time limits on these meters are 12 and 24 minutes.

(3) Visitors' parking spaces are also provided in specific lots and in posted spaces within open parking lots.

(4) Enforcement:

(a) Violators will be cited for overtime parking;

(b) Students, faculty, and staff will be cited for parking in the visitors' lot.

571-010-0030

Changes in Campus Parking Regulations

(1) Any faculty, staff, student, or visitor may present in writing recommendations for changes in the campus parking regulations.

(2) This should be done prior to May 1.

(3) Recommendations will be considered by the staff in the Office of Public Safety in consultation with other appropriate University officials and groups.

571-010-0035

Campus Parking Regulations

All members of the University community and all visitors to the campus will be held responsible for reading and knowing these regulations and for all University parking violations involving the vehicles they drive, own, or register, regardless of who is operating the vehicle. These regulations should be made known to any person who is operating the vehicle on the University of Oregon campus.

571-010-0040

Authority to Establish Regulations

(1) Authority to establish regulations governing the use of motor vehicles on the University of Oregon campus for visitors, faculty, staff, and students is derived from ORS 352.360 and 352.990, as amended, and by actions of the Oregon State Board of Higher Education pursuant to such statutes. The rules and regulations have been approved by the Office of the State Board of Higher Education and were subsequently filed with the Secretary of State in accordance with the provisions of ORS Chapter 183. Strict enforcement of regulations governing the use of motor vehicles on campus is imperative in order to remove as much congestion as possible, to keep a margin of safety, and to utilize the existing facilities at maximum. All motor vehicle laws of the State of Oregon, including specifically, but not by way of limitation, ORS Chapters 803, 806, 807, 811, 818, and 819 together with amendments hereafter adopted, are applicable to the campus of the University of Oregon to the same extent as if this campus and its streets were public highways, and all provisions of said motor vehicle laws are applicable and enforceable.

(2) It is the responsibility of persons operating vehicles on the University of Oregon campus to be familiar with and to follow the University's current parking regulations. Copies of such regulations are available in the Office of Public Safety.

571-010-0045

General Parking Regulations

(1) Faculty, staff, and students registering second automobiles at the second auto-mobile reduced rate shall not park both vehicles on campus at the same time. A penalty will be assessed for each violation. (See OAR 571-060-0005.)

(2) Parking permits must be displayed only on the vehicle for which they were assigned. Parking permits are not transferable between vehicles or between individuals. Carpools and service vehicles with commercial permits are exceptions to this regulation. A penalty will be assessed for violation. (See OAR 571-060-0005.)

(3) Permits, other than those mounted on hang-tags by the Office of Public Safety, shall be mounted on the left hand side of the rear bumper so as to be readily visible. Instructions on how to install the permit are printed on the permit. In case of motorcycles, insofar as practicable, permits should be mounted on the left rear of the vehicle so as to be readily visible. Permits may not be affixed by tape or any other temporary method.

(4) A person eligible to obtain a parking permit may attach such a permit only to a vehicle owned by that person or in that person's possession.

(5) Responsibility for locating a legal parking space rests with the operator of the motor vehicle. Lack of space will not be considered a valid reason for violating any University parking regulation. Parking lot permits are required from 7 a.m. to 6 p.m. (Monday through Friday) in all parking lots except Lot 16 at 14th and Kincaid Streets where permits are required from 7 a.m. until 9 p.m. (Monday through Friday). At other times, lots are open on a first-come, first-served basis except for those spaces reserved or lots with special restrictions. The status of all lots and spaces, plus any special restrictions, is indicated by signs located by spaces or at the entrance to parking areas.

(6) For the purpose of these regulations, the word "**parked**" is defined to mean any unattended vehicle which is stopped on the University of Oregon property or attended by a licensed driver who refuses to move the vehicle when given a lawful order to do so.

(7) No vehicle shall be parked on the campus except in those areas set aside as University parking or on University streets within the campus boundaries at curb side. This shall include properly posted University property outside campus boundaries.

(8) No parking is allowed at any time in yellow zones or areas, firelanes, driveways, service vehicle spaces, loading docks or areas, landscaped areas or on sidewalks.

(9) All individuals will observe posted speed limits. The operation of a motor vehicle on University parking lots and on East 15th Avenue, between Agate and University Streets, in excess of 15 miles per hour unless otherwise posted will be considered evidence of irresponsible or careless driving. Within the campus boundaries and at crosswalks, the pedestrian is considered to have the right-of-way.

(10) Drivers must park their vehicles head-in in campus parking lots. Head-in parking means the vehicle is driven into a parking space in a forward gear in such a way that the rear of the vehicle is closest to the driveway. Cars parked on campus streets will be parked in the direction of the flow of traffic. All vehicles parked otherwise will be assessed a penalty for violation.

(11) Persons with or without permits whose motor vehicles have broken down on University property must notify immediately the Office of Public Safety. Major mechanical repairs to vehicles on University property are prohibited. Abandoned or junked motor vehicles remaining on University property more than 48 hours will be removed at the owner's expense. Vehicles not displaying license plates or temporary registrations will be considered abandoned if not moved within 48 hours.

(12) The University of Oregon cannot assume responsibility for any motor vehicle or its contents parked on University property or its environs. Individuals assume all risk of accident and expressly agree that the University shall not be liable for any reason for injury to persons, for loss, or property damage.

(13) Only authorized service and emergency vehicles are allowed on the closed portions of 13th Avenue (University Street to Kincaid Street).

(14) In areas designated for small car parking, vehicles must fit within the designated space to be considered small cars. Cars which extend beyond the designated space into the space adjacent or the median strip will be cited for improper parking.

(15) Persons are prohibited from living in vehicles of any kind on University property. Streets, lots, and other areas are not to be used as living areas for cars, trailers, campers, motor homes, trucks, buses, or other like vehicles. Violators may be cited for improper parking and/or the vehicle may be immobilized (booted) or towed.

(16) Persons and/or groups desiring special parking arrangements should apply at the Office of Public Safety. Under some circumstances, a fee may be charged for making special parking arrangements.

(17) University of Oregon vehicle permit holders are authorized reciprocal parking privileges on the Oregon State University campus.

571-010-0050

Enforcement

(1) Campus parking regulations are in effect 24 hours a day, seven days a week, and are enforced by employees of the University Office of Public Safety and City Police Officers.

(2) Tickets issued by the University are payable at the University of Oregon Business Office within ten days of the ticket date. In lieu of payment to the Business Office, there is the following alternative: Faculty, staff, visitors, and students may petition within ten days of the ticket date to the University Petitions Officer. In case of a denied petition, an additional ten days will be allowed before final action is taken. Those petitioners denied may appeal the decisions within five days to the University Traffic Appeals Board.

571-010-0055

Penalties for Offenses

(1) Monetary penalties, as specified within the Parking Fines section of the annual amendment of OAR 571-060-0005 Special Fees, Fines, Penalties, Service Charges, may be deducted from student deposits, and faculty or staff salaries or other funds in the possession of the institution as provided by ORS 352.360(2) as amended.

(2) Where vehicles are found to be violating or to have repeatedly violated the parking regulations herein, or where warranted by the immediate circumstances, vehicles may be booted (immobilized), or towed and impounded, at the discretion of the officer, and thus subject the owner to towing and storage fees in addition to penalties.

571-010-0060

Service Vehicles, Delivery Vehicles, and Loading Zones

(1) Service vehicles are defined as University-owned service trucks or cars, vehicles with commercial permits, or vehicles with special temporary service permits performing a service for the University of Oregon.

(2) Delivery vehicles are defined as vehicles owned by companies doing pick-up and delivery business with the University departments or vehicles with temporary special delivery permits on pick-up and delivery business.

(3) Loading Zones:

(a) Loading zones are located throughout the campus and are reserved for people loading and unloading heavy or bulky packages;

(b) Metered and signed loading zones are limited to 24-minute occupancy;

(c) Loading zones are enforced at all times unless otherwise posted.

(4) Loading Docks:

(a) Loading docks are reserved for delivery vehicles;

(b) Under special circumstances, a private vehicle may be issued a temporary delivery permit at the Office of Public Safety;

(c) Loading docks are enforced at all times unless otherwise posted.

(5) Service Vehicles Spaces:

(a) Spaces are reserved for service vehicles;

(b) Under special circumstances, a private vehicle may be issued a temporary service permit at the Office of Public Safety.

571-010-0065

Schedule of Maximum Penalties

Penalties for violations of University parking regulations are published annually as a part of OAR Chapter 571, Division 60 -- University of Oregon, under the subheading, Parking, of OAR 571-060-0005 Special Fees, Fines, Penalties, Service Charges. Copies of the current list of special fees, fines, penalties, service charges are on file and available for public inspection in the Office of Business Affairs, Office of Public Safety, Office of the President of ASUO, as well as the offices of all Vice-Presidents, deans, department heads and directors.

Bicycle Licensing, Use, and Parking

571-010-0070

Bicycle Registration Required

All faculty, staff and students who operate, store or park bicycles on the University of Oregon campus shall register their bicycles with the University of Oregon Office of Public Safety and shall have attached to them a valid, University-issued license/registration tag:

- (1) University-issued bicycle registration tags shall be displayed below the bicycle seat on the bicycle frame facing forward.
- (2) Each bicycle shall be registered during the term its owner first is enrolled as a student and/or is employed at the University of Oregon. Bicycle licenses shall be renewed each two years thereafter. Lifelong permits and courtesy permits are also available.
- (3) Illegible or defaced bicycle registration tags shall be replaced within 30 days at 1/2 the regular registration fee.
- (4) Bicycle license/registration fees are published annually as a listing within OAR Chapter 571, Division 60 -- University of Oregon, under the subheading, Parking-Bicycle Fees.
- (5) Unregistered bicycles owned by faculty, staff, students or frequent campus visitors are subject to citation and fine. The first five citations issued any academic term to unregistered bicycles owned by campus visitors shall be eligible for waiver of the fine. After the fifth citation in any one term, visitors shall then be liable for the fine by reason of further citations that term.
- (6) Bicycles not registered with the Office of Public Safety are subject to impoundment.

571-010-0075

Bicycle Use on Campus

Bicycle riders on the University of Oregon campus are subject to the applicable provisions of Oregon Revised Statutes, **Oregon Vehicle Code**, which include but are not limited to the following:

- (1) Bicycle riders shall proceed cautiously at all times, even on designated bicycle lanes and on designated bicycle routes.
- (2) Bicycle lanes and routes are marked on the University campus, and bicycle riders shall use such lanes when classes are in session, e.g., Monday through Friday from 7:30 a.m. until 5 p.m. during each academic term. Sidewalks are not bicycle lanes or routes unless so designated by signage or markings when classes are in session. Bicycle riders who fail to use designated bicycle lanes or routes during these hours are subject to citation and fine.
- (3) Bicycle riders shall yield the right-of-way to pedestrians and disabled persons at all times and in all places and shall give an audible warning when overtaking a pedestrian from behind. Bicycle riders who fail to observe this section of the rule are subject to citation and fine.
- (4) All bicycles shall be equipped with brakes good enough to skid on clean, dry pavement. Riders on bicycles not equipped with such brakes are subject to citation and fine.
- (5) Starting one-half hour after sunset and until 1/2 hour before sunrise, all bicycles (or their riders) while in motion shall be equipped with a white light operating and visible 500 feet ahead and a red reflector visible 600 feet to the rear while on University property. Failure to display the light and reflector makes the rider subject to citation and fine.
- (6) In cases of bicycle collision involving pedestrian(s), other bicycles or other vehicles, the individuals involved shall render aid as appropriate and call the Office of Public Safety for assistance. Individuals involved in such collisions shall remain at the site of the accident until released by the attending Public Safety Officer. When collisions result in injury, the filing of a written accident report by the appropriate parties is required. Failure to render aid or to file an accident report when applicable may subject the person(s) involved to citation and fine.
- (7) Bicycle riders who fail to obey signs instructing them to dismount and to walk their bicycles on posted walks, lanes, or in other posted areas are subject to citation and fine. For the purposes of this rule, dismount and walk shall mean that the bicycle rider shall completely get off of the bicycle and walk along side the bicycle.

[Publications: The publication(s) referred to or incorporated by reference in this rule are available from the agency.]

571-010-0080

Bicycle Parking

Bicycles shall be parked, stored or left outdoors on the University campus only in areas specifically designated by the presence of racks or other devices for the parking of bicycles or by the posting of signs designating the space or area as a "Bicycle Parking Area":

(1) Bicycles may be parked, stored or left inside University buildings only in areas specifically designed and posted for bicycle parking.

(2) Bicycles may be stored, parked or left in any area or room which has been assigned to the registered bicycle owner, e.g., office, residence hall room or student family living quarters.

(3) Parked, stored or left bicycles which create a safety hazard will be removed and impounded. All other bicycles parked, stored or left in unauthorized locations will be cited and/or secured by a chain or other restraining device. If so secured, the citation tag will describe procedure to be followed by owner to reclaim use of the bicycle. See also OAR 571-010-0090:

(a) University security officers or other personnel authorized to remove and impound bicycles shall not be liable to the owner of the securing device or the bicycle for the cost of repair or replacement of such securing device;

(b) Owners of securing devices which have been damaged during the impounding process may appeal the impound fee to the Traffic Petitions Office, c/o Office of Public Safety. See OAR 571-010-0020;

(c) Bicycles left abandoned for one month shall be subject to impoundment.

571-010-0085

Authority to Remove or Impound Bicycles

The President of the University of Oregon designates the Director of Public Safety as the University administrator responsible for the operation of the University's bicycle rules:

(1) Any University security officer or other person specifically authorized by the Director of Public Safety may impound any parked, stored or left bicycle causing a safety hazard or cite any bicycle rider who violates University bicycle rules.

(2) Notices of impoundment shall be sent as soon as practical and whenever possible to their owners of all bicycles removed to the impoundment storage area.

(3) Individuals who wish to appeal any impound action or citation given by authorized members of the Office of Public Safety shall address their written appeals to the University's Traffic Petitions Office, c/o the Public Safety Office. See OAR 571-010-0020.

571-010-0090

Bicycle Penalties, Citations, and Fines

(1) Any impounded bicycle shall be stored in a secure facility designated for such purpose by the Director of Public Safety.

(2) A fine (see section (4) of this rule) shall be charged to the owner prior to the release of any impounded bicycle. Any bicycle being released must be properly registered prior to its release unless the owner or the owner's designee can show reasonable proof that the bicycle will not be operated on the University campus or, if the owner is neither a student nor University employee, that the bicycle will not be on campus more often than five times a term.

(3) Citations for violations by bicycle riders shall carry a fine:

(a) A schedule of fines shall be published annually as a part of University of Oregon OAR Chapter 571, Division 60, under the subheading Parking-Bicycle Fines, of OAR 571-060-0005, Special Fees, Fines, Penalties, Service Charges;

(b) As an alternative to a fine, cited bicycle riders/owners may be required to serve as a member of the Bicycle Safety Patrol at a rate of one hour of service for every dollar of the fine levied.

(4) Copies of OAR 571-060-0005 listing current bicycle fees and fines are on file and available for public inspection in the Office of Business Affairs, Office of Public Safety, Office of the ASUO President, as well as the offices of all Vice-Presidents, deans, department heads and directors.

(5) Fees and fines collected pursuant to these bicycle rules shall be credited to the parking account and expended for the administration of the University's bicycle program.

(6) Bicycles which are unclaimed after having been found on the University campus or in its buildings and facilities shall be held for a minimum of three months at which time the owners shall be presumed to have relinquished their legal title. Bicycles which have been impounded shall be held for a minimum of three months at which time the owners shall be presumed to have relinquished their legal title. All such unclaimed bicycles shall be sold at scheduled public auction without reserve. The proceeds of such auction shall be credited to the parking account and expended for the administration of the University's bicycle program.

571-010-0095

Changes in Bicycle Licensing, Use, and Parking Rules

Any faculty, staff, student or visitor may present in writing recommendations for changes in or amendments to University bicycle licensing, use and parking rules to the Office of Public Safety:

(1) Such recommendations, to be effective the following fall term, must be filed prior to May 1 of each school year.

(2) Recommendations will be presented to the Transportation Sub-Committee of the Campus Planning Committee for consideration. Recommendations receiving the endorsement of the Campus Planning

Committee will be forwarded to the Vice-President for Administration for consideration for promulgation as proposed amendments to the rules in effect.

University of Oregon Vehicle Operation Rules

571-010-0100

Introduction and Definitions

The University of Oregon promotes safe vehicular travel practices in the conduct of all travel by employees, students and official volunteers. This rule shall apply to State-owned vehicles, hired vehicles and borrowed vehicles used on University business travel. This rule extends to and includes (but is not limited to) members of organizations whose only fiscal connection to the University is the receipt of or an accountability for incidental fee support or having an interest in one or more EMU or Housing Trust Fund Accounts.

(1) Definitions of Vehicles Subject to Operation Rules

(a) "Vehicle" means cars, vans, trucks and buses.

(b) "State-owned vehicle" means a vehicle owned by or registered in the name of the State of Oregon, the Board, the University of Oregon or any of its departments.

(c) "Hired vehicle" means a vehicle which is leased, hired or rented by the State, the Board, the University of Oregon or any of its departments. This definition excludes borrowed vehicles.

(d) "Borrowed vehicle" means a vehicle used on University-business travel that is not a "State-owned vehicle" or a "hired vehicle." "Borrowed vehicle" includes vehicles owned by employees, students and others participating in University of Oregon activities and used on University business travel.

(2) Travel and Usage for University Business Shall Be Governed by These Rules.

(a) "University-business travel" means any travel which is directly related to a University-sanctioned program.

(A) Motor vehicles covered by this rule shall not be used to transport University of Oregon students, faculty or staff when that use is not directly related to an officially-sanctioned program.

(3) Drivers Subject to Operation Rules. Faculty, staff and student drivers are subject to these rules.

(a) "Faculty" and "Staff" mean those personnel on the University of Oregon payroll and those volunteers registered with the Office of Business Affairs.

(b) "Student" means a person currently enrolled/registered at the University of Oregon.

(4) Definition of Officially-Sanctioned Programs

(a) "Officially-sanctioned program" means any activity or program which is:

(A) Undertaken to further the instructional, research, service or administrative support mission of the University of Oregon; or,

(B) Found to be advantageous to the cultural or physical development of University of Oregon students by the President or designee upon the recommendation of the recognized student government.

(i) Such programs include those related to the following:

(I) Co-curricular programs;

(II) Recreational sports and club sports;

(III) Those student activities or student programs identified by the University of Oregon President or the administrator(s) designated by the President to identify such groups (hereafter "the Approving Officials"). Examples of such activities or student programs include Erb Memorial Union, ASUO Executive and Student Senate, University Housing and student activities and student organizations or activities which have been so approved by any of the Approving Officials.

(ii) To be eligible for consideration as an officially sanctioned program for the cultural or physical development of students, a program must submit, or have on record, a published description of the purpose, type of participants and destinations typical of University-business trips. To the extent all of this information is expressly included in a program's or organization's goal statement on file with ASUO, it need not be separately submitted. Except as provided above, programs must also present one or more of the following:

(I) A published goal statement;

(II) An existing University of Oregon order, rule or policy which creates, authorizes or characterizes this specific program;

(III) Inclusion in a published statement of the University of Oregon, indicating the student activity or activities, which explicitly is said to advance the mission of the University of Oregon;

(IV) Verification of status as an ASUO-recognized program.

(iii) In the case of an off-campus University Housing, Outdoor Program or ASUO student activity where some or all of the destination-site expenses are funded by Housing, Outdoor Program or ASUO controlled funds, but private-vehicle transportation itself is not funded, reimbursed or subsidized by either organization, such travel shall not be deemed "directly related to a University-sanctioned program" and the vehicles so used shall not be deemed "borrowed vehicles."

(C) Qualifying as an "officially-sanctioned program" for purposes of State-owned vehicle usage, hired vehicle usage or borrowed vehicle usage does not constitute an admission or an indication that any such program necessarily is carrying out State business or acting as an agent of the State in any other activity engaged in by the program or organization.

571-010-0110

Driver Qualifications and Regulations

(1) Valid Driver's License Required

(a) Only persons with a valid driver's license and over the age of eighteen are authorized to drive a motor vehicle on University-business travel. Any citations issued or changes in status of a driver's license shall be reported to the appropriate University supervisor by the driver before next driving a University vehicle.

(2) State Speed Limits and Other Regulations Must Be Obeyed.

(a) Drivers on University-business travel are expected to observe all applicable speed limits and to operate their vehicles in accordance with all applicable laws and state regulations.

(b) Citizens' complaints, if found to be valid, or citations issued by State Police may result in revocation of driving privileges involving use of State vehicles.

(c) No person convicted in the past five years of a major traffic offense, as defined in ORS 153.500, or convicted of a number of offenses that total 35 or more points as defined in the University of Oregon Driving Evaluation Scale (see OAR 571-010-0120) shall be permitted to drive on institution-approved business.

(d) Major Traffic Offenses as defined in the appropriate Oregon Revised Statutes include:

(A) Reckless driving;

(B) Driving while under the influence of intoxicants;

(C) Failure to perform the duties of a driver involved in an accident or collision;

(D) Driving while license is suspended or revoked;

(E) Fleeing or attempting to elude a police officer;

(F) Driving after being declared to be a habitual offender.

(3) Driver Clearance Procedure

(a) Annually, University departments shall submit to the Office of Public Safety a list of students who may be expected to drive on University business along with the license number of each prospective driver, and every three years University departments shall submit a list of faculty/staff who may be expected to drive on University business along with each driver's license number.

(A) The Office of Public Safety shall determine the eligibility of each proposed driver according to the criteria listed in sections (1) and (2) above.

(B) The Office of Public Safety shall issue driver certification cards to those proposed drivers qualified to drive on University business travel;

(C) The Office of Public Safety shall issue written notice to the affected driver that changes in license status or major driving citations issued since the driver's last certification may cause revocation of University driving privileges;

(D) Quarterly, the Office of Public Safety shall bill those auxiliary departments for driver clearances at a rate per name submitted, as listed in OAR 571-060-0005, or Department offices may request certified copies of driving records directly from the Department of Motor Vehicles and then submit these to the Office of Public Safety for clearance.

(b) At least 14 days prior to performing any driving on University-business travel, drivers who have not been certified by the Office of Public Safety must file a certification application with the Office of Public Safety:

(A) Driver certification application forms shall be available in the Office of Public Safety or from the Department Head.

(B) Individuals may not drive on University-business travel unless and until they are certified by the Office of Public Safety.

(C) The Office of Public Safety shall certify only those drivers who are University employees, regularly enrolled students or official volunteers.

(4) Relief Drivers and Notice of Itinerary Required for Long Trips

(a) When traveling one-way more than 300 miles before reaching the planned destination, the driver is responsible to see that at least one other passenger is certified to and acts as a relief driver.

(b) The driver shall file a proposed itinerary and accurate list of all passengers with the Office of Public Safety before departing on a trip away from the Eugene/Springfield Metropolitan Area. No itineraries may be planned which include driving between the hours of midnight and 4:00 a.m., except in the case where said trip is of a shuttle nature and is expected to end in Eugene during this period of time.

(5) State Vehicle Usage

(a) Limitations on Use of State Vehicles

(A) Only persons whose business is directly related to an officially- sanctioned program of the University of Oregon as defined in OAR 571-010-0100 shall be permitted to use a State-owned or hired vehicle.

(b) Training Required to Drive Vans on University-Business Travel

(A) All drivers of vans on University-business travel will be required to participate in a University van-training session before being granted clearance to drive a van.

(B) Prospective van drivers shall apply to the Office of Public Safety or a certified trainer for van training.

(C) The Office of Public Safety shall maintain a list of individuals who have successfully completed van training.

(c) Driver Clearance Procedure for State Vehicles

(A) Prior to checking out a van from the Motor Pool, individuals shall be required to present proof of van training.

(6) Private Vehicle Usage

(a) Faculty, staff and students are encouraged to use State-owned or hired vehicles while conducting University-business travel.

(A) To the extent that private vehicles are the means of transportation, individuals shall be responsible for maintaining insurance coverage on their private vehicles equal to the amount required by State law.

(B) The responsibility for the condition of the private vehicle shall rest with its owner.

571-010-0120

Driving Record Evaluation Scale

(1) A total of 35 points in the past three years disqualifies a faculty/staff driver from operating state vehicles or carrying passengers privately on University business. Students with two or more moving violations in the past year are disqualified from operating state vehicles. Drivers' records are obtained from Department of Motor Vehicles driving records, and points are based on type of driving offense cited.

(2) Class A Offense (rated at 35 points for each of the first five years after citation): Using a vehicle to commit a crime.

(3) Class B Offenses (rated for first year at 35 points, second year at 20 points, and third through fifth years at 10 points): Driving under the influence, driving while suspended or revoked, attempting to elude a police officer, failure to perform driver's duties, hit and run, negligent homicide, or manslaughter.

(4) Class C Offenses (rated for first year at 15 points, second year at 10 points, and third through fifth years at 5 points): Careless driving, crossing double line, cut in, driving on sidewalk, driving while encumbered, driving on wrong side of highway, driving in public park, failure to drive right, failure to leave name/address at accident, failure to maintain reasonable control, failure to stop for school bus, failure to yield right of way, failure to yield to pedestrian, following too closely, illegal turn, improper lane change, improper left turn, improper passing, improper reverse turn, improper right turn, negligent driving, no headlights or driving without lights, insufficient clearance, reckless driving, right turn from wrong lane, squirreling, violating the basic rule.

(5) Class D Offenses (rated for first year at 10 points, second year at 5 points, and third through fifth years at 3 points): Disregarding red light, disregarding stop sign, disregarding traffic sign, failure to stop at railroad crossing, failure to obey traffic control device, wrong way on one-way street.

571-010-0130

Vehicle Qualifications

(1) All vehicles owned or leased by the University shall have proper seats for the driver and all passengers. All such vehicles except buses, motorcycles, and scooters shall provide operable seat belts for each person carried. All occupants shall be required to use seat belts when the vehicle is in operation.

(2) All University-owned vehicles shall be equipped at all times with an emergency trip kit including reflectors, flares, an ice scraper, a flashlight, a first aid kit, accident reporting forms, and instruction for handling emergencies:

(a) It shall be the driver's responsibility to make sure the vehicle is so equipped;

(b) The Office of Public Safety shall issue emergency trip kits at cost to departments wishing to place them in University-owned vehicles and shall inspect them semi-annually for content.

(3) University-owned vehicles shall be checked routinely for mechanical and safety defects on appropriate schedules and also whenever reports of suspected malfunction are turned in to the vehicle custodian.

(4) As road conditions may require, all University-owned or hired vehicles shall carry tire chains or other approved traction devices.

(5) Privately-owned vehicles used for University business travel originating in the Eugene Metropolitan Area and expected to continue over a distance in excess of 50 miles must be equipped with an emergency trip kit or its equivalent as described in this rule:

(a) The Office of Public Safety shall maintain an inventory of such kits and shall loan them to certified drivers at no cost;

(b) It is the driver's responsibility to see that the vehicle is properly equipped and to return borrowed emergency trip kits promptly upon return from University business travel;

(c) Departments will be billed for missing kits or items missing from returned emergency trip kits.

(6) Owners of privately-owned vehicles used for University business are encouraged to supply tire chains or other approved traction devices as road conditions require.

571-010-0140

Accidents and Emergencies

(1) In the case of accidents involving State Motor Pool vehicles, the instructions provided by the motor pool shall be followed.

(2) All accidents occurring during University business travel must be immediately reported to the Office of Public Safety.

(3) The University designates the Director of Public Safety or the Director's designee as the appropriate person to notify relatives of persons injured in an accident which occurs during University business travel.

(4) While on official University business, should a driver be involved in an accident, such incident will be brought before and reviewed by the University's Accident Review Board.

UNIVERSITY OF OREGON

DIVISION 11

FUND RAISING

571-011-0005

Fund Raising, Generally

All solicitation of funds from students for whatever purpose is prohibited unless authorized by the chief executive of the institution involved:

(1) Fund raising refers to activities which intend to raise monies through the solicitation of donations, the charging of admission, or the selling of goods and/or services. The authority to approve or disapprove all activities and requests involving solicitation of funds or fund raising for whatever purpose on the University campus is vested in the University President. The reference to selling of goods and/or services herein pertains only to sales by and for the direct benefit of the University, or its divisions, departments or units.

(2) For student groups, the University President has delegated fund raising authority as outlined in OAR 571-011-0010.

(3) The campus mail service may be used only for institutional fund drives authorized by the University President or the President's authorized representative.

(4) The University President has authorized participation by University employees and students in the annual fund drive of the Lane County United Appeal. The President has also authorized fund drives by the University of Oregon Development Fund, with donations to be designated for general purposes of the Fund or for any specific purpose of the Fund.

(5) Each University administrative unit may charge admission for cultural activities assigned to its field of responsibility presented in facilities assigned to that unit. Other institutional fund raising activities by administrative units must receive the prior approval of the responsible dean or vice president. Employee groups shall apply to the Director of the Erb Memorial Union for approval of fund raising activities.

(6) In order to eliminate duplication of effort, deans, department heads, and employees shall obtain approval from the Director of Development before approving or engaging in fund raising off the campus.

(7) All funds received by University administrative units shall be deposited in appropriate accounts under regulations issued by the Director of Business Affairs. Information concerning the administration of gifts to the University and to the University of Oregon Development Fund may be obtained from the Director of Business Affairs.

(8) Sales of products at designated campus locations may be held at times scheduled and approved by the Director of the Erb Memorial Union. Persons or groups selling products at non-authorized times and locations may be subject to eviction proceedings or other penalties.

571-011-0010

Fund Raising on Campus by Student Groups

(1) For the purpose of these rules, the term "fund raising" shall refer to those events and activities by student groups which raise monies through the solicitation of donations, the charging of admission, or the sale or exchange of products or services. The reference herein to the sale or exchange of products or services is not intended to include instances of commercial solicitations or commercial transactions as described in OAR 571-050-0030 even if the sale or transaction is consummated by one or more members of a student group.

(2) The authority to approve or disapprove all activities in requests involving the solicitations of funds or fund-raising from students for whatever purpose is vested in the University President by applicable Administrative Rules of the Oregon State Board of Higher Education (see OAR 571-011-0005).

(3) No student organization shall engage in fund raising except pursuant to prior approval in compliance with these regulations.

(4) The University President hereby delegates his approval authority for student fund raising as follows:

(a) All fund raising on the premises, grounds, and in the facilities of the Erb Memorial Union (EMU) shall require the prior approval of the Director of the EMU. The EMU Director may subdelegate in writing all or part of such approval authority to the EMU Board or to the President of the Associated Students of the University of Oregon (ASUO);

(b) For all other student fund raising activities on the campus, recognized and registered student organizations shall apply to the Director of the EMU for approval. Authority for approval of such activities may be delegated to the ASUO President by the Director of the EMU in writing;

(c) The University President reserves the right to revoke and/or exercise any of the powers herein delegated if at any time the University President determines that the responsibilities delegated have not been met. The EMU Director shall also reserve the right to revoke and/or exercise any of the powers subdelegated if at any time the EMU Director determines that the responsibilities subdelegated have not been met.

(5) All student fund raising activities shall comply with the following restrictions:

(a) The application must state a description of the event, the purpose of the event, where the funds will go, and specifically, the use to which funds will be put;

(b) The time and place of the event must be scheduled by the sponsoring group with the University Scheduling Officer at the EMU;

(c) Except in respect to lectures or appearances of individuals or groups on the campus officially sponsored by the University for the educational and cultural development of students, funds raised shall not be paid to or retained by any individual. This shall not prevent the leasing of space at the University to sellers of personally handcrafted non-food items, the sale of which adds to the educational and cultural development of students;

(d) The only acceptable uses to which funds raised on campus by students or student groups may be put are:

(A) For the cultural and educational enrichment of the University community;

(B) For the benefit of the student fundraising organization, in line with its statement of purpose filed at the time of registration or recognition as a student organization or as thereafter updated; or

(C) For donation to legitimate charitable organizations. The decision of the legitimacy of a specific charitable organization rests with the EMU Director or, upon delegation, with the ASUO President.

(e) Except for lease of retail space (see IMD 7.160), facilities located on University property shall not be used for the purpose of private gain (see OAR 580-050-0035 and IMD 7.155);

(f) The use of facilities must comply with the Oregon State Board of Higher Education statement respecting partisan political activities, September 8, 1970.

(Minutes OSBHE Meeting #389-41, 9/8/70, p. 685) ". . . the Board has said, and now reiterates, that the facilities, equipment, supplies, and other resources of its institutions must not be diverted to partisan political use. This affirmation is not intended to interfere with the traditional use of campus facilities as public forums nor with the political rights of faculty members and students. Nor is it intended to modify relationships with any of the duly recognized student organizations on campus, including the Young Republicans and Young Democrats, and any other political groups characteristically functioning on the campuses. What it seeks to avoid is the colleges and universities becoming agents of direct political action . . ."

(g) Sponsoring student organizations shall utilize ticket controls and audit procedures prescribed by the EMU staff for all student fund raising events to ensure that student fund raising regulations are met;

(h) All student fund raising events involving the sale of products or services must in addition receive the prior approval of the EMU Director;

(i) The failure of a student organization to comply with these procedures shall be grounds for the denial for subsequent privileges of use of University facilities to the non-complying organization or to the individuals who have acted on its behalf.

(6) In all cases of fund raising, applicant student organizations shall file written applications on the forms provided.

(7) Funds raised shall be deposited in the appropriate account:

(a) Registered and recognized student organizations using facilities owned or operated by the University for fund raising shall deposit those funds in a Trust Fund Account in the Erb Memorial Union;

(b) Funds raised by University-affiliated programs, organizations, or departments, i.e., ASUO and its agencies, EMU programs, residence halls, University departments and the like, shall be deposited in the appropriate EMU account, University departmental account or Trust Fund account;

(c) Tickets available from the EMU shall be used by both recognized and registered groups where admission is charged.

(8) Student organizations engaged in fund raising shall file a financial report seven days before the end of each term, or within seven days after any fund raising event in which gross receipts exceed \$1,000. The report shall provide detail of the amount of funds raised, itemized expenditures, a net balance, and shall itemize the uses to which the balance has been or will be put. Two copies of the report shall be filed on the appropriate forms. One copy shall be submitted to the EMU Director and one copy shall be submitted to the ASUO President. Failure to file a true and accurate report shall constitute:

(a) Grounds for denial of future permission to utilize the University facilities to the student organization, to the individuals who have acted on its behalf, and to the scheduling member;

(b) A basis for prosecution under the University of Oregon Code of Student Conduct; and

(c) Grounds for any other remedies afforded by law for misappropriation of funds or misuse of property.

(9) The University President, the EMU Director, or upon delegation, the ASUO President shall reserve the right to review any fund raising event sponsored by a University student group. A representative of the group may be required to meet with the University President, the EMU Director, or the ASUO President to give information about the event.

571-011-0015

Delegation of Authority to ASUO

(1) The Associated Students of the University of Oregon (ASUO), acting through the ASUO President, shall exercise the following authority, which is hereby delegated by the University President:

(a) To formulate general policies relating to student organizations and on-campus extra-curricular activities;

(b) To grant recognition to student groups, or to withdraw recognition from them, as a basis for use of certain campus facilities by said groups;

(c) To develop criteria to "guide" the University calendar and scheduling officer (who is Director of the Erb Memorial Union) in scheduling campus student events and programs.

(2) The ASUO President may exercise the delegated powers directly, or may appoint an administrative body representative of the University community to assist in the administration of such delegated responsibilities. The ASUO President shall notify the University President in writing of the mechanism by which the ASUO President will exercise these delegated responsibilities.

(3) This delegation is subject to any policies and administrative arrangements which may be subsequently established by the University President or the faculty of the University. The University President reserves the right to revoke and/or exercise any of the powers herein delegated if at any time the University President determines that the responsibilities delegated have not been met.

(4) The student activity regulations (see Memo 17.030) policies governing the EMU facilities and grounds, and scheduling policies (see Memos 18.010 through 18.080) shall remain in full force.

(5) The Director of the Erb Memorial Union is delegated by the University President full authority for the supervision, management, and operation of the EMU, its immediate premises, and its programs, subject to the provisions of any governance document agreed to by the University President.

[Publications: Publications referenced are available from the agency.]

571-011-0020

Use of University Facilities

(1) Users must schedule facilities in advance with the scheduling office, providing reasonable advance notice.

(2) All health, safety, fire, and other regulations must be observed.

(3) Additional costs incurred by janitorial or other services must be reimbursed to the University.

(4) Any user may be required by the Office of Business Affairs to render the University safe and secure from all claims of damage or liability by posting a bond or by other means.

(5) Scheduled activities must not disrupt or interfere with classes or other scheduled activities.

(6) Any user may be required by the scheduling office to meet other additional conditions necessitated by the nature of the requested use.

(7) Use of facilities does not in any way imply that the University endorses, encourages, or approves the purposes of the users.

(8) Classes, registration, and other academic uses take priority over all other uses of all facilities. Academic activities are defined as registration, commencement, workshops, and classes of the schools and colleges of the Division of Academic Affairs, and do not include cultural events, athletics, and extra-curricular events, or practice or preparation times for such events.

(9) Departments have priority for nonacademic use of space in their own departments for uses related to their own field of responsibility.

(10) Responsibility to the University President for proper non-academic use of University space is assigned to the administrator in charge of each facility, or to the Director of the Erb Memorial Union when no single administrator is so assigned. The administrator in charge of each facility is responsible for approval of the use of that facility for non-academic purposes.

(11) Administrators and directors of facilities that are scheduled for public events shall make available written guidelines for such use. Users shall be subject to the terms and conditions of such guidelines.

571-011-0025

Use of Department of Intercollegiate Athletics Facilities

- (1) Events using facilities under the jurisdiction of the Department of Intercollegiate Athletics must be scheduled at that Department's event scheduling office to insure that the date of an event will not conflict with other previously scheduled programs.
- (2) A contract to use a Department of Intercollegiate Athletics facility must be signed by a responsible officer of the organization, group, or department seeking such use and a certificate of insurance shall be provided by non-University users in compliance with Oregon State Board of Higher Education contract requirements. Users of McArthur Court are also required to inform the Fire Marshal of the City of Eugene that they have assumed full responsibility for strict adherence to the fire laws and code of the State of Oregon.
- (3) A schedule of rental fees is established by the Director of Intercollegiate Athletics and is published in OAR 571-060-0005.
- (4) Registration and other academic uses of McArthur Court will take priority over all other uses (see OAR 571-011-0020).
- (5) Non-academic athletic uses of McArthur Court have priority over other non-academic uses, except as noted in section (6) of this rule.
- (6) The Director of Erb Memorial Union, or the Director's representative, shall have priority during the academic year (September 16 through June 15) to schedule events in McArthur Court at any time the facility is not in athletic or academic use. Any commitment made by the Department of Inter-collegiate Athletics for use of McArthur Court by the Erb Memorial Union shall not be subject to later changes by the Department of Intercollegiate Athletics. Adequate preparation time shall be provided by the Department of Intercollegiate Athletics for all cultural events scheduled in McArthur Court, with the amount of such preparation time to be specified in the prior commitment for use.
- (7) The Director of Intercollegiate Athletics, or the Director's representative, may schedule non-athletic events in McArthur Court, but only in the summer vacation period between the first day following the June Commencement and the day before the first day of Fall term registration, inclusive. The Director of Intercollegiate Athletics, or the Director's representative, may also schedule one non-athletic event in McArthur Court during the Thanksgiving vacation period, the winter vacation period, and the spring vacation period. Any number of performances by one performer or group within 72 hours in those vacation periods will be regarded as one event. The Director of Intercollegiate Athletics shall consult with the Erb Memorial Union Director before scheduling non-athletic events in McArthur Court. The consultation should include discussion of scheduling conflicts, ticket prices, and student admissions. Final decisions will be made by the Director of Intercollegiate Athletics.
- (8) The Director of Intercollegiate Athletics is responsible to the University President for the proper use of McArthur Court for non-academic use of the facility. The Director of Intercollegiate Athletics may, at the Director's discretion, require users to post a bond in advance or meet other additional conditions (see OAR 571-011-0020). If, while an event is being presented, the Director of Intercollegiate Athletics finds such users are not using the facility in a safe, legal manner, the Director may ask the Director of Campus Security to close the event:

(a) All users must pay costs involved, including but not limited to costs of setting up stages or supplemental seating, services of custodians, installation of public address systems, and the use of other standby labor;

(b) The Department of Intercollegiate Athletics, the Erb Memorial Union and its components, the Associated Students of the University of Oregon and its components, are exempt from any rental fee;

(c) The use of the Department of Intercollegiate Athletics facilities by non-University organizations shall follow the guidelines established by the Department under OAR 571-011-0010(11).

(9) All fund raising conducted during intercollegiate athletic events must receive prior approval from the Director of Intercollegiate Athletics and shall comply with OAR 571-011-0005 and 571-011-0010.

(10) Signs and banners of materials that do not create a safety or fire hazard may be displayed at any time an athletic facility is open to the public:

(a) In areas outside a stadium or arena, signs and banners may not be affixed to Department of Intercollegiate Athletics property or facilities and signs and banners may not impede pedestrian or vehicular traffic at parking lot entries, within parking lots, at or on driveways, at or on facility approaches or aprons or at entry gates;

(b) Inside Department of Intercollegiate Athletics facilities or areas signs or banners without sticks or poles, etc. are allowed so long as they do not obstruct the field of vision of other members of the audience.

UNIVERSITY OF OREGON

DIVISION 20

STUDENT RECORDS POLICY

571-020-0100

Introduction

The University of Oregon is required to comply with the federal Family Educational Rights and Privacy Act of 1974, as amended, and other federal and state laws governing access to and confidentiality of records and information pertaining to students. This policy is intended to inform students and others generally of their rights and guide the University in its management of student records and information. University employees should be mindful that only personal records demonstrably and substantially relevant to the educational and related purposes of the institution, division or department should be generated or maintained (OAR 580-013-0015).

571-020-0110

Definitions

(1) "Act" means the Family Educational Rights and Privacy Act of 1974, as amended, its implementing regulations, and any official guidance issued by the U.S. Department of Education.

(2) "Directory information" means the student's name; mailing and permanent address(es); telephone number(s); electronic mail address(es); whether the student is or has been enrolled; enrollment status (e.g., full-time or part-time); dates of attendance; class level; cumulative credit hours; major and minor fields of study; participation in officially recognized activities and sports; and degrees, certificates, honors and awards received. For graduate teaching fellows, "directory information" also means status as a graduate teaching fellow and teaching assignment.

(3)(a) "Education records" means those records that are:

(A) Directly related to a student; and

(B) Maintained by the University or by a party acting for the agency or institution.

(b) To the extent set forth in the Act, "education records" does not include the following:

(A) Sole possession records;

(B) Records of the Department of Public Safety;

(C) Records relating to an individual who is employed by the University, unless the individual is in attendance at the University and is employed as a result of his or her status as a student;

(D) Treatment records concerning a student that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in his or her professional capacity; and

(E) Records that only contain information about an individual after he or she is no longer a student at the University.

(4) "Legitimate Educational Interests" means a reasonable need to know information in the course of carrying out one's duties.

(5) "Personally identifiable information" includes, but is not limited to:

(a) The student's name;

(b) The name of the student's parent or other family member;

(c) The address of the student or student's family;

(d) A personal identifier, such as the student's social security number or student number;

(e) A list of personal characteristics that would make the student's identity easily traceable; or

(f) Other information that would make the student's identity easily traceable.

(6) "School Official" means a person employed by the University or in the chancellor's office of the Oregon University System; a person or entity, including a governmental entity, with whom the University or the Oregon University System has contracted; a person serving on the University's governing board; or a student serving on an official committee or assisting another school official in performing his or her duties.

(7) "Student" means any individual who is or has been in attendance at the University and regarding whom the University maintains education records. An individual who is or has been a student at the University and who applies for admission at another component of the University does not have rights with respect to records maintained by that other component, including records maintained in connection with the student's application for admission, unless the student is accepted and attends that other component of the University.

(8) The following terms shall have the definitions contained in the Act: Attendance; Dates of Attendance; Disciplinary Action or Proceeding; Disclosure; Parent; and Record.

(9) The definitions contained in this section shall be deemed amended if and to the extent that the Act is amended.

571-020-0120

Location and Custody of Student Records

Education records and official personal records shall be kept in locations central to the University or the division or department that maintains them. The control of such records should be assigned to designated

personnel responsible for preserving the confidentiality of records. Education records may also be maintained by individual employees and others acting on behalf of the University. The Vice President for Student Affairs or his or her designee(s) is the custodian of all education records maintained by the University or on its behalf and shall have ultimate control of all education records. The Office of the Registrar is the initial point of contact for questions related to these rules. Subpoenas seeking education records are typically served on the University Registrar, and the Office of the Registrar should be informed whenever the University or a University employee is served with a subpoena seeking education records. If the University or a University employee is served with a law enforcement subpoena ordering that the existence or the contents of the subpoena or the information furnished in response to the subpoena not be disclosed to the student, a copy shall be sent immediately to the Office of the General Counsel. No documents shall be released or information disclosed until University legal counsel determines that the subpoena is valid.

571-020-0130

Access to Education Records by a Student

- (1) Except as limited in subsection 0150, a student must be given the opportunity to inspect and review the student's education records within a reasonable period of time but not more than 45 days from receipt of the request. The University will respond to reasonable requests for explanations and interpretations of the records. This rule does not require the University to provide a student or anyone else with an official transcript.
- (2) The University shall not destroy any education records if there is an outstanding request to inspect and review them.
- (3) Although the University is not required to give a student access to treatment records under subsection 0110(3)(b), the student may have those records reviewed by a physician or other appropriate professional of the student's choice.

571-020-0140

Fees for Copies of Education Records

Unless the imposition of a fee effectively prevents a student from inspecting and reviewing the student's education records, the University may charge a fee for a copy of a record that is made for the student. Unless set forth elsewhere in University rules or policies, the fee may not exceed twenty-five cents per page. The University will not assess a student a fee to search for or to retrieve the education records of that student.

571-020-0150

Limitations on Access to Education Records

- (1) If an education record contains information on more than one student, a student may inspect and review or be informed of only the specific information about that student.

(2) The University does not have to permit a student to inspect and review the following education records: financial records of the student's parents; and, under the circumstances described in the Act, confidential letters and statements of recommendation.

571-020-0160

Disclosure of Directory Information

(1) The University may disclose directory information in compliance with the Act.

(2) Students may restrict the disclosure of all directory information by filing a completed *Restriction of Directory Information* form with the Office of the Registrar at any time during regular business hours. The restriction becomes effective as soon as is reasonably practicable and remains in effect until revoked in writing.

571-020-0170

When Prior Consent Is Required for the Disclosure of Personally Identifiable Information from Education Records

Except as provided in the Act or other applicable law, the University will not disclose personally identifiable information from a student's education records unless the student provides a signed and dated written consent which specifies the records that may be disclosed; states the purpose of the disclosure; and identifies the party or class of parties to whom the disclosure may be made. The University will provide the student, upon request, with a copy of the records disclosed.

571-020-0180

When Prior Consent Is Not Required for the Disclosure of Personally Identifiable Information from Education Records

The University may disclose personally identifiable information from an education record without the student's consent if one of the following conditions is met:

(1) The disclosure is to a school official who has a legitimate educational interest.

(2) The disclosure is to officials of another school, school system, or institution of postsecondary education where the student seeks or intends to enroll.

(3) The disclosure is to comply with a judicial order or lawfully issued subpoena and the University makes a reasonable effort to notify the student of the order or subpoena in advance of compliance so that the student may seek protective action. If the disclosure is to comply with a federal grand jury subpoena or any other subpoena issued for a law enforcement purpose and the court or other issuing agency has ordered that the existence or the contents of the subpoena or the information furnished in response to the subpoena not be disclosed and University legal counsel has determined that the subpoena is valid, then the University shall not notify the student.

(4) The disclosure is in connection with a health or safety emergency if knowledge of the information is necessary to protect the health or safety of the student or other individuals. This shall be strictly

construed. The factors to be taken into account in determining whether this exception applies shall include the following:

- (a) The seriousness of the threat to the health or safety of the student or other individual;
- (b) The need for the information to meet the emergency;
- (c) Whether the individuals to whom the information is disclosed are in a position to deal with the emergency;
- (d) The extent to which time is of the essence in dealing with the emergency.
- (5) The disclosure is information the University has designated as directory information.
- (6) The disclosure is to a victim of an alleged perpetrator of a crime of violence or a non-forcible sex offense. The disclosure may only include the final results of the disciplinary proceeding conducted by the University with respect to that alleged crime or offense.
- (7) The disclosure is in connection with a disciplinary proceeding at the University and the University determines that the student is an alleged perpetrator of a crime of violence or non-forcible sex offense; and the student has committed a violation of the institution's rules or policies with respect to the allegation made against him or her. The University may not disclose the name of any other student, including a victim or witness, without the prior written consent of the other student. This subsection applies only to disciplinary proceedings in which the final results were reached on or after October 7, 1998.
- (8) The disclosure is otherwise in compliance with the Act or other applicable law.

571-020-0190

Procedures for Seeking Amendment of Education Records

(1) Requesting Amendment of Education Records If a student believes the education records relating to the student contain information that is inaccurate, misleading, or in violation of the student's rights of privacy, he or she may ask the University to amend the record. Such a request shall be submitted to the University Registrar in writing and shall include at a minimum the following:

- (a) If available, a copy of the record the student is seeking to amend;
- (b) The specific amendment sought;
- (c) The reasons why the student is seeking the amendment; and
- (d) All evidence the student wishes the University to consider. The University shall decide whether to amend the record within a reasonable time after it receives the request. If the University decides not to amend the record as requested, it will inform the student of its decision and of his or her right to a hearing. The hearing will be informal but must meet the requirements of the Act.

(2) Results of the Hearing If, as a result of the hearing, the University decides that the information is inaccurate, misleading, or otherwise in violation of the privacy rights of the student, it shall amend the

record accordingly and inform the eligible student of the amendment in writing. If the University decides that the information is not inaccurate, misleading, or otherwise in violation of the privacy rights of the student, it shall inform the student of the right to place a statement in the record commenting on the contested information or stating why he or she disagrees with the University's decision, or both. Any such statement will be maintained with the contested part of the record for as long as the record is maintained and disclosed whenever the relevant portion of the record is disclosed.

571-020-0200

Availability of Education Records for Research Purposes

Education records and information contained in education records may be disclosed to organizations conducting legitimate educational research, testing, accreditation, granting financial aid, or improving instruction if the records or information do not permit identification of students or parents and if the information is destroyed when no longer needed to carry out its specified purposes (OAR 580-013-0045).

571-020-0210

Records of the Department of Public Safety

(1) For purposes of this division 20, "law enforcement unit" means the University of Oregon Department of Public Safety (DPS) and "DPS records" means those records, files, documents, and other materials that are: created by DPS; created for a law enforcement purpose; and maintained by DPS. "DPS records" does not mean: records created by DPS for a law enforcement purpose that are maintained by a component of the University other than DPS or records created and maintained by DPS exclusively for a non-law enforcement purpose.

(2) Nothing in the Act or this rule prohibits the University from contacting DPS, orally or in writing, for the purpose of asking that it investigate a possible violation of, or to enforce, any local, State, or Federal law.

(3) Education records, and personally identifiable information contained in education records, do not lose their status as education records and remain subject to the Act and this policy while in possession of DPS.

(4) The Act and this rule do not require nor do they prohibit the disclosure by the University of DPS records.

571-020-0220

Limitations on the Re-disclosure of Information

(1) Except as permitted in the Act, the University may disclose personally identifiable information from an education record only on the condition that the party to whom the information is disclosed will not disclose the information to any other party without the prior consent of the student.

(2) Except where exempt under the Act, the University shall inform a party to whom disclosure is made of the Act's nondisclosure requirements.

571-020-0230

Recordkeeping Requirements

(1) Except as provided in paragraph (3), the University shall maintain a record of each request for access to and each disclosure of personally identifiable information from the education records of each student. The record shall be maintained with the education records of the student as long as the records are maintained. For each request or disclosure the record must include: the parties who have requested or received personally identifiable information from the education records; and the legitimate interests the parties had in requesting or obtaining the information.

(2) Disclosure of personally identifiable information from an education record with the understanding that re-disclosure may occur requires the following record of the disclosure: the names of the additional parties to which the receiving party may disclose the information on behalf of the educational agency or institution; and the legitimate interests which each of the additional parties has in requesting or obtaining the information.

(3) Paragraph (1) of this section does not apply if the request was from, or the disclosure was to: the student; a school official within the University with a legitimate educational interest; a party with written consent from the student; a party seeking directory information; or a party seeking or receiving the records as directed by a federal grand jury or other law enforcement subpoena and the issuing court or other issuing agency has ordered that the existence or the contents of the subpoena or the information furnished in response to the subpoena not be disclosed.

571-020-0240

Permanence, Duplication, and Disposal of Student Records

(1) Individual education records shall be maintained only for the minimum period of time required to serve the official functions of the office generating and maintaining them. The records shall then be disposed of in a manner designed to assure confidentiality.

(2) The permanent retention of education records shall be limited to records that the president or the State Archivist determine to be of long-range value to the student or the University.

(3) Duplication of permanent education records shall be minimized. Duplicate permanent records shall be destroyed in accordance with this rule.

571-020-0250

Annual Notice

The University shall publish and distribute on an annual basis to students notice of their rights under the Act. Such notice shall comply with the applicable provisions of the Act.

UNIVERSITY OF OREGON

DIVISION 21

STUDENT CONDUCT CODE

571-021-0100

Mission

(1) The primary mission of the Student Conduct Code is to set forth the community standards and procedures necessary to maintain and protect an environment conducive to learning and in keeping with the educational objectives of the University of Oregon. Founded upon the principle of freedom of thought and expression, an environment conducive to learning is one that preserves the freedom to learn -- where academic standards are strictly upheld and where the rights, safety, dignity and worth of every individual are respected.

(2) Learning is a process defined by the exchange of ideas and the advancement of knowledge. As such, learning entails a community of scholars united by their participation in, and commitment to, intellectual exchange. The University is, first and foremost such a community. Learning also involves reflecting on decisions and improving decision-making in the future. By establishing the standards of this community, the Student Conduct Code serves not just as a disciplinary system, but also as a part of the educational system. Hence, a corollary mission of the Student Conduct Code is to teach students to live and act responsibly in a community setting, with respect for the rights of other students and members of that community, and for the property, common resources, code of conduct, and laws associated with that community, and to encourage the development of good decision-making and personal integrity.

(3) Students are simultaneously members of the University community and the broader community (e.g. city, state, nation, and world). The Student Conduct Code, and the processes of its administration and enforcement, is directed specifically toward maintaining the standards of the University community. Within its jurisdiction the University may impose disciplinary sanctions against students or student organizations when their conduct materially interferes with the educational objectives of the University or university community member.

571-021-0105

Definitions

For purposes of the Student Conduct Code, OAR 571-021-0100 et seq.,

(1) "Academic Misconduct" means the violation of university policies involving academic integrity. Examples include, but are not limited to:

(a) Intentional tampering with grades, resubmitting assignments for more than one class without the permission of the professor; and

(b) Intentionally taking part in obtaining or distributing any part of a test that has not been administered;

(c) Cheating, as defined in OAR 571-021-0105(3);

(d) Plagiarism, as defined in OAR 571-021-0105(26);

(e) Knowing furnishing false information to a University Official; and

(f) Fabrication, as defined in OAR 571-021-0105(14).

(2) "Accused Student" means any student accused of violating the Student Conduct Code.

(3) "Cheating" means any act of deception by which a student misrepresents or misleadingly demonstrates that he or she has mastered information on an academic exercise that he or she has not mastered.

Examples include but are not limited to:

(a) Giving or receiving unauthorized help in an academic exercise;

(b) Use of sources or resources beyond those authorized by the instructor in writing papers, preparing reports, solving problems, or carrying out other assignments;

(c) Acquisition, without permission, of tests or other academic material belonging to a member of the University faculty or staff; and

(d) Engaging in any behavior specifically prohibited by a faculty member in the course syllabus or class discussion.

(4) "Community Standards Administrator" means the University official, as designated on a case-by-case basis by the Director of Student Conduct and Community Standards, authorized to impose sanctions upon any student found to have violated the Student Conduct Code.

(5) "Community Standards Committee" means the Committee established pursuant to OAR 571-021-0110, comprised of persons appointed by the President with the responsibility for formulating, approving or recommending changes related to the Student Conduct Program.

(6) "Community Standards Hearing Board" means the board established pursuant to OAR 571-021-0160, comprised of persons authorized by the Community Standards Committee to determine if a student has violated the Student Conduct Code and to recommend sanctions when a violation has occurred.

(7) "Complainant" means any person who submits a complaint alleging that a student violated the Student Conduct Code. The Complainant need not be a person who was the target or victim of the alleged violation.

(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.

(10) "Contempt" means disregard of, or disobedience to, the rules or orders of any tribunal under this Code or an interruption of its proceedings by disorderly behavior or insolent language in a way or place that disturbs the proceedings or ignores the authority of the tribunal.

(11) "Director of Student Conduct and Community Standards" is the person designated by the University Senate and University President or designee to be responsible for the administration of the Student Code.

(12) "Drug" means a controlled substance or its immediate precursor classified in Schedules I through V under the federal Controlled Substances Act, 21 U.S.C.811 to 812 or as defined in ORS 475.005 or modified in ORS 475.035.

(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.

(14) "Fabrication" means the intentional use of information that the author has invented when he or she states or implies otherwise, or the falsification of research or other findings with the intent to deceive.

(15) "Faculty Member" means a person hired by the University to conduct classroom, research or teaching activities or who is otherwise considered by the University to be a member of its faculty, including officers of instruction, officers of research and officers of administration.

(16) "Gambling" means an activity in which a person stakes or risks something of value upon the outcome of a contest of chance or a future contingent event not under the control or influence of the person, upon an agreement or understanding that the person or someone else will receive something of value in the event of a certain outcome. "Gambling" does not include those activities expressly excluded by ORS 167.117.

(17) "Harassment" means

(a) Intentionally subjecting a person to offensive physical contact;

(b) Unreasonable insults, gestures, or abusive words, in the immediate presence, and directed to, another person that may reasonably cause emotional distress or provoke a violent response (including but not limited to electronic mail, conventional mail and telephone) except to the extent such insults, gestures or abusive words are protected expression; or

(c) Other types of prohibited discrimination, discriminatory harassment, and sexual harassment as defined by law.

(18) "Hazing" means any initiation rites, on or off campus, involving any intentional action or situation that a reasonable person would foresee as causing mental or physical discomfort, embarrassment, or ridicule. Individual acceptance of or acquiescence to any activity that occurs during an initiation rite does not affect a determination of whether the activity constitutes hazing. Activities and situations that may occur as part of hazing include, but are not limited to:

(a) Sleep deprivation or causing excessive fatigue;

- (b) Physical or psychological shock;
- (c) Public stunts or jokes;
- (d) Compelled ingestion of any substance;
- (e) Degrading or humiliating games or activities;
- (f) Activities that have an adverse effect on academic progress;
- (g) Forced servitude;
- (h) Activities which are not consistent with the parent organization's rules and regulations; or
- (i) Other activities which violate Federal, State, or local laws.

(19) "Institution" means the University of Oregon and all of its undergraduate, graduate and professional schools, divisions, activities and programs and may be used interchangeably with "University."

(20) "May" is used in the permissive sense.

(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.

(23) "Member of the University Community" includes any person who is a student, faculty member, University official or any person employed by the University.

(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.

(26) "Plagiarism" means using the ideas or writings of another as one's own. It includes, but is not limited to:

(a) The use, by paraphrase or direct quotation, of the published or unpublished work of another person without full and clear acknowledgement; and

(b) The unacknowledged use of materials prepared by another person or agency engaged in the selling of term papers or other academic materials.

(27) "Policy" means the written regulations of the University. Examples of where written policies may be found include, but are not limited to:

- (a) The Student Conduct Code;
- (b) Residence Life Contract;
- (c) Information posted by the University on its web pages;
- (d) Computer Acceptable Use Policy;
- (e) Living Group Alcohol policy;
- (f) Greek Social Policy;
- (g) Graduate/Undergraduate Catalog;
- (h) Student Handbook; and
- (i) University and Oregon University System Oregon Administrative Rules.

(28) "President" means the University President.

(29) "Shall" and "will" are used in the imperative sense.

(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.

(31) "Student" means any person who has student status pursuant to OAR 571-021-0115.

(32) "Student Organization" means any group of University of Oregon students meeting criteria for group recognition established by the University.

(33) "University" means the University of Oregon and all of its undergraduate, graduate and professional schools, divisions, activities and programs and may be used interchangeably with "institution."

(34) "University Appeals Board" means the person or persons authorized by this Code pursuant to OAR 571-021-0165 to consider an appeal from a determination by Community Standards Hearings Panel that a student has violated the Student Code.

(35) "University Official" means a person having assigned University responsibilities who is performing their University assignment.

(36) "University Premises" includes all land, buildings or grounds owned, leased, operated, controlled or supervised by the University including adjacent sidewalks and streets.

(37) "University Sponsored Activity" means any activity, including activities sponsored or organized by recognized student organizations, on or off University premises that is directly initiated or supervised by the University.

(38) "Unwanted Contact" means repeated or persistent contact or attempts to contact another person when the contacting person knows or should know that the contact is unwanted by the other person; and

(a) The contact would cause a reasonable person fear of physical harm; or

(b) The contacting person knows or should know that the contact substantially impairs the other person's ability to perform the activities of daily life.

571-021-0110

Delegations and Authority

Pursuant to ORS 352.010, the faculty is responsible for student discipline. The faculty of the University delegates authority for administering this Code and the Student Conduct Program as provided below:

(1) The Director of Student Conduct and Community Standards shall develop policies for the administration of the student conduct system and procedural rules for the conduct of Community Standards Hearing Board hearings that are consistent with provisions of the Student Conduct Code.

(a) The Director of Student Conduct and Community Standards and the Community Standards Committee may authorize a Community Standards Administrator to serve simultaneously as a Community Standards Administrator and as a member of the Community Standards Hearing Board. The Director may authorize the same Community Standards Administrator to impose sanctions in all cases.

(b) Consistent with OAR 571-021-0205(1)(d), the Vice President for Student Affairs or designee may serve ad hoc in place of the Director of Student Conduct and Community Standards.

(2) The Community Standards Committee shall be responsible for formulating or approving, prior to implementation, regulations and enforcement procedures pertaining to student conduct matters at the University of Oregon, and recommending to the faculty policy or administrative changes in any aspect of the Student Conduct Program.

(a) The Committee shall be appointed by the President and shall consist of four faculty members to be recommended by the Committee on Committees and four student members to be recommended by the ASUO. Faculty and student members shall serve staggered, two-year terms and may be reappointed, up to three consecutive terms, or a maximum of six consecutive years. The President may appoint temporary members to assure full Committee membership during summer session or at such other times as are necessary.

(b) The Director of Residence Life or designee, the Director of Student Conduct and Community Standards and the Director of the Office of Student Advocacy shall be non-voting, ex-officio members of the Community Standards Committee.

(3) Sub-delegation of Authority to Minor Tribunals and hearing officers.

(a) With the consent of the President of the University, the Community Standards Committee may sub-delegate jurisdiction to handle violations of the Student Conduct Code to University officials, committees or minor tribunals. In all instances such sub-delegation shall be defined by the Committee in terms of specific jurisdiction, enforceable regulations, and maximum disciplinary sanctions that may be imposed.

(b) Subject to approval by the President, the Community Standards Committee sub-delegates to the Interfraternity Council, Panhellenic Council, Club Sports Executive Committee, and Residence Hall Association the authority to formulate:

(A) Regulations governing the conduct of their respective organization members;

(B) Hearing procedures and administrative practices to be followed by their respective tribunals;

(C) Disciplinary sanctions exclusive of expulsion, suspension, eviction or negative notation on transcript appropriate to the enforcement of their respective regulations; and

(D) Procedures for publication and notification to affected students of such regulations, hearing procedures and disciplinary sanctions.

(c) All such regulations, hearing procedures, and disciplinary sanctions shall be reduced to writing and approved by the Community Standards Committee prior to implementation.

(d) The authority granted to minor tribunals and their respective governing bodies is conditional and may be withdrawn at any time by the Community Standards Committee when a minor tribunal is either unable or unwilling to assume its responsibilities as part of the University's Student Conduct Program.

571-021-0115

Jurisdiction

(1) Jurisdiction over types of actions and events. The Student Conduct Code applies to actions by Students that materially interfere with:

- (a) An educational opportunity of a University community member;
- (b) The health and safety of a University community member or campus visitor;
- (c) The maintenance or protection of University property or personal property located on campus;
- (d) University record keeping;
- (e) University living accommodations and other services; or
- (f) University sponsorship or supervision of non-classroom activities such as lectures, concerts, athletic events and social functions.

(2) Jurisdictional boundaries.

(a) On-Campus. The Student Conduct Code routinely applies to actions which occur on University Premises or at a University Sponsored Activity.

(b) Off-Campus. The University shall have discretion to extend jurisdiction over conduct that occurs other than on University Premises or at a University Sponsored Activity. In determining whether or not to extend jurisdiction, the University will consider its ability to gather information, including testimony of witnesses. The University may extend jurisdiction if the alleged conduct:

- (A) Adversely and significantly affects the learning environment;
- (B) Would have violated the Student Conduct Code if the conduct had occurred on campus; and
- (C) Involved violence or produced a reasonable fear of physical harm; or
- (D) Involved academic work or any records, documents, or identifications of the University.

(3) Student Status. An individual's status as a "student" is established by:

- (a) An application for admission, housing, financial aid, or any other service provided by the University which requires student status;
- (b) Registration for one or more credit hours; or
- (c) Enrollment in a special non-credit program approved by the University.

(4) Jurisdiction over non-enrolled students. Jurisdiction is maintained between periods of enrollment unless the accused individual's official record in the Office of the Registrar shows a complete withdrawal

prior to the expiration of the published deadline for registration for the succeeding period of enrollment. For students enrolled in the spring term, jurisdiction is maintained until the expiration on the published deadline for registration for the succeeding fall term. Complaints of academic dishonesty or fraudulently obtaining a degree may be filed at any time, whether or not the student is currently enrolled or registered.

(5) In all cases except academic dishonesty or fraudulently obtaining a degree, the University must file disciplinary complaints under the Student Conduct Code within six months of:

(a) The University's discovery of the student's or student organization's involvement in the alleged violation; and no later than

(b) The student's last date of enrollment or registration, or an organization's recognition.

(6) Allegations of academic dishonesty or fraudulently obtaining a degree may be considered at any time regardless when the alleged misconduct occurred.

(7) Students may be accountable both to civil and criminal authorities and to the University for behavior that constitute violations of the law and the Student Conduct Code. Since the action of civil and criminal authorities is independent from University action, the University may decide whether to initiate or consider an alleged violation of the Student Conduct Code while criminal charges are pending or before they are filed or after they are resolved.

571-021-0120

Violations of Community Standards by Individual Students

The following conduct violates the community standards that are essential to the core educational mission of the University of Oregon and subjects a Student or Student Organization to sanctions under the Student Conduct Code:

(1) Standards Relative to Academic and Personal Integrity. Integrity is a bedrock value of the University community and includes respect for open and honest intellectual exchange as well as respect for University records and for the Student Conduct Code itself. The following conduct violates standards of academic integrity:

(a) Cheating as defined in OAR 571-021-0105(3);

(b) Fabrication as defined in OAR 571-021-0105(14);

(c) Plagiarism as defined in OAR 571-021-0105(26);

(d) Academic misconduct as defined in OAR 571-021-0105(1);

(e) Intentionally furnishing false information to a University Official;

(f) Forgery, alteration or unauthorized use of University documents, records, keys student identification, keycards or services;

(g) Creation or distribution of false identification;

(h) Failure to comply with the terms of any sanction imposed in accordance with the Student Conduct Code; or

(i) Contempt of adjudicative proceedings including impairing or interrupting the due course of proceedings in the presence of any tribunal created under this Code. Adjudication of contempt and imposition of sanctions may be imposed summarily consistent with OAR 571-021-0240.

(2) Standards Relative to Respect for Property and for Shared University Resources. The following conduct violates standards of respect for property and shared University resources:

(a) Engaging in behavior that could reasonably be foreseen to cause disruption of, obstruction of, or interference with the process of instruction, research, administration, student discipline, or any other service or activity provided or sponsored by the University;

(b) Damage, destruction, theft, or unauthorized use of property located on the University campus or property owned or controlled by the University;

(c) Unauthorized entry into or use of University property or University-recognized living units, facilities, residence halls, equipment, or resources;

(d) Disorderly conduct (including that resulting from the use of alcohol), unreasonable noise, or conduct that results in unreasonable annoyance;

(e) Failure to comply with the reasonable directions of public officials acting in performance of their duties on University Premises or at a University Sponsored Activity when such conduct poses a danger to personal safety or property or obstructs or impairs educational or other Institutional activities;

(f) Violation of University Policy on the acceptable use of computing resources. Unacceptable uses of computing resources include, but are not limited to:

(A) Use of electronic forums to violate other sections of the Student Conduct Code;

(B) Sharing of accounts or computer lab passes;

(C) Violation of electronic privacy;

(D) Interference with computer use or operations;

(E) Commercial or illegal use of electronic or computer resources;

(F) Violation of copyright law; or

(G) Threats, abuse or Harassment, as defined in OAR 571-021-0105, conduct made or transmitted via electronic forums or electronic mail.

(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:

(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;

(b) Hazing, as defined in OAR 571-021-0105(18);

(c) Possession, use, or threatened use of a weapon, ammunition, or any object or substance used as a weapon on University Premises or at a University Sponsored Activity unless expressly authorized by law or University Policy. A concealed weapons permit does not constitute authorization;

(d) Unauthorized possession, use, or threatened use of dangerous chemical or biological substances or explosives;

(e) Tampering with fire-fighting equipment, turning in a false alarm, or engaging in conduct that constitutes a significant fire hazard;

(f) Harassment, as defined in OAR 571-021-0105(17), because of another person's race, ethnicity, color, gender, gender identification, national origin, age, religion, marital status, disability, veteran status, sexual orientation, or for other reasons, including but not limited to harassment prohibited by University Policy;

(g) Unwanted Contact, as defined in OAR 571-021-0105(38);

(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.

(j) Prohibited alcohol use, which includes:

(A) Possession or consumption of alcohol by those under 21 years of age on University Premises or at a University Sponsored Activity;

(B) Furnishing of alcohol to a person under 21 years of age; or

(C) Consumption of an alcoholic beverage by a person at least 21 years of age or furnishing of an alcoholic beverage by or to a person at least 21 years of age, except in such areas and at such times as the University authorizes.

(k) Prohibited drug use, which includes:

(A) Manufacture, processing, distribution, or cultivation of a Drug, including but not limited to marijuana or narcotics, on University Premises or at a University Sponsored Activity, except as expressly permitted by law;

(B) Sale of a Drug, including but not limited to marijuana or narcotics, on University Premises or at a University Sponsored Activity; or

(C) Possession of a Drug, including but not limited to marijuana or narcotics, on University Premises or at a University Sponsored Activity except as expressly permitted by law.

(l) Lewd or indecent conduct on University Premises or at a University Sponsored Activity. Lewd or indecent conduct includes, but is not limited to, any unauthorized use of electronic or other devices to make an audio or video record that would be an invasion of privacy pursuant to ORS 163.700. This includes, but is not limited to, surreptitiously taking pictures of another person in a gym, locker room, or restroom.

(m) Gambling, as defined and prohibited in ORS 167.108 to 167.164 except as authorized by ORS 464.270 to 464.530.

571-021-0125

Violations of Community Standards by Student Organizations

When members of a Student Organization act together in a way that violates University Student Conduct Code, the Student Organization is expected to hold its members responsible for those violations.

(1) When a potential violation of the Student Conduct Code by a Student Organization comes to the University's attention, the Office of Student Conduct and Community Standards may review the incident to determine the appropriate process for resolution. Generally, the University will expect a Student Organization to hold itself accountable for the acts of its members when those acts are related to the Student Organization's activities.

(a) The Student Organization or its governing body will notify the Office of Student Conduct and Community Standards and keep it informed at all stages of the process.

(b) The University, through the Office of Student Conduct and Community Standards, reserves the right to take immediate jurisdiction at its discretion. The student organization or governing body may still hold

its members accountable in the situation, but must do so in conjunction with the Office of Student Conduct and Community Standards.

(2) If sufficient action is not taken in a timely manner by the student organization to correct a violation of University standards, individuals may file grievances with the appropriate governing body, or, if none exists, with the Office of Student Conduct and Community Standards.

(3) If, in the judgment of the Vice President of Student Affairs, sufficient action is not taken in a timely manner by the governing body, the case will be referred to the Office of Student Conduct and Community Standards.

(4) In deciding whether the group is responsible for the violation, the University will consider whether the following factors are present:

(a) The violation arises out of a group-sponsored, organized, financed, or endorsed event;

(b) The organization provides the impetus for the violation;

(c) The violation occurs on the premises owned or operated by the group;

(d) A group leader has knowledge of the violation being likely to occur before it occurs and fails to take corrective action; or

(e) A pattern of individual violations is found to have existed without proper and appropriate group control, remedy, or sanction.

571-021-0130

Sanctions

The University utilizes an educational sanctioning model; hearing officers or panels will make every attempt to provide an educational sanction that will help a student to make better choices in the future. The educational sanction applied will become progressively more demanding if the student repeats violations, demonstrating that learning has not taken place. An accumulation of a variety of violations may result in severe sanctions such as suspension, expulsion or negative notation on a transcript. Academic dishonesty and violations affecting the health, safety and well being of the community are deemed the most severe and may result, upon the first violation, in a negative notation being placed on a transcript, suspension, or expulsion.

(1) Forms of Sanctions

(a) Expulsion. Student status is severed permanently. A Student who has been expelled from the University shall not be permitted to participate in any University Sponsored Activity or allowed to reside on University Premises.

(b) Suspension.

(A) Individual Suspension. Student status is severed for a specified period. A student who has been suspended from the University shall not be permitted to participate in any University Sponsored Activity or allowed to reside on University Premises during the period the student is suspended.

(B) Group Suspension. A Student Organization loses University recognition and all privileges associated with such recognition for a specified period. Imposition of this sanction against the ASUO or a recognized Student Organization requires approval by the Vice President for Student Affairs.

(c) Negative Notation on Transcript. Entry of the fact of violation on the Student's permanent academic record as the sole or an additional sanction may be imposed at the discretion of the hearing officer or panel. After the expiration of the period of time, if any, set by the hearing officer or panel, the notation shall be removed upon the request of the Student or former Student.

(d) Revocation of Degree. An academic degree previously awarded by the University may be revoked if it was obtained by fraud or a significant part of the work submitted in fulfillment of, and indispensable to, the requirements for such degree constitutes Plagiarism. The Academic Requirements Committee may, upon appeal of a University graduate subjected to degree revocation, stipulate the requirements for obtaining a degree.

(e) Grade Penalty. A Student admitting Academic Misconduct or found responsible for Academic Misconduct is subject to a grade penalty as determined by the instructor in the course in which the violation occurred.

(f) Disciplinary Probation. In lieu of another sanction, a period of probation may be 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. Imposition of this sanction against the ASUO or an ASUO-recognized group requires approval by the Vice President for Student Affairs.

(g) Restitution. The Student or Student Organization is required to replace or restore damaged, stolen, or misappropriated property.

(h) Educational Activity. The Student or Student Organization is required to complete a project or activity designed to help the Student or Student Organization understand why the behavior was inappropriate and encourage future compliance with the Student Conduct Code. The educational activity is designed to correspond to the severity and nature of the violation and to clarify the impact of that behavior on Members of the University Community. Educational activities may include, but are not limited to, assessments of substance abuse and other behaviors, community service, workshops, papers and similar assignments.

(i) Loss of Privileges. The Student or Student Organization is denied specified privileges normally associated with Student Status or recognized Student Organization status, such as participation in or sponsorship of University activities, use of University facilities or services, or living in University-owned or supervised housing. Imposition of this sanction against the ASUO an ASUO-recognized group requires approval by the Vice President of Student Affairs.

(j) Conduct Reprimand. The Student or Student Organization is given written notice that the conduct engaged in is inconsistent with University standards and expectations and informed that future violations of the Student Conduct Code may result in the imposition of more serious sanctions.

(k) Suspended Sanction. The execution of any sanction authorized under the Student Conduct Code may be suspended. When suspending a sanction, a time limit for the suspension period shall be designated, and subsequent violations of the Student Conduct Code that will terminate the suspension and result in the imposition of the original sanction shall be specified. In the absence of any such violation, the original sanction shall be deemed completed at the end of the suspension period.

(2) Medical Leave. Actions taken pursuant to University policies on medical leave shall not be deemed disciplinary sanctions within the meaning of the Student Conduct Code.

(3) Failure to complete a sanction will be handled pursuant to OAR 571-021-0240(3).

571-021-0140

Student Rights

Procedural fairness is basic to the proper enforcement of all University regulations. Accordingly, no disciplinary action shall be initiated or sanction imposed against a Student or Student Organization until they have been notified in writing of the complaints against them and their rights under this Code, and given the opportunity to be heard.

(1) Regulations and disciplinary sanctions affecting the conduct of all Students shall be based on general principles of equal treatment.

(2) The Director of Student Conduct and Community Standards shall insure that the best interests of Students and Student Organizations are served, regardless of whether disciplinary action is taken, by making full use of appropriate medical, counseling and other professional services at the University, or if necessary by making referrals to community resources. For purposes of this Division, the Director may authorize another staff member to carry out any of the Director's responsibilities unless expressly prohibited from doing so.

(3) Students shall have an opportunity to participate in the formulation of all regulations and policies pertaining to the Student Conduct Code at the University of Oregon.

(4) All University regulations and policies pertaining to student discipline shall be published, distributed, or posted in such a manner as to furnish adequate notice of their contents to Students or Student Organizations.

(5) Students accused of violations of the Student Conduct Code can expect the following procedural protections:

(a) To be informed of the complaint and alleged misconduct upon which the complaint is based;

(b) To request that the Director of Community Standards resolve the case in an administrative disciplinary conference or to request a panel hearing.

(c) To be allowed reasonable time to prepare for the hearing or conference.

(d) To be informed of the information upon which a complaint is based and accorded an opportunity to offer a relevant response;

(e) To call and confront relevant witnesses;

(f) To be assured of confidentiality, in accordance with the terms of the federal Family Educational Rights and Privacy Act and Oregon law.

(g) To request that any person conducting a disciplinary conference or serving as a hearings board member or hearing officer be disqualified on the ground of personal bias.

(h) To be considered not responsible for the alleged conduct until proven responsible by a preponderance of the information. If expulsion is a possibility, the standard of proof must be clear and convincing information.

(i) To have an adviser of their choice present at the hearing provided that advisor's schedule does not unreasonably delay the hearing. The hearings panel shall determine what constitutes an "unreasonable" delay.

571-021-0150

Administration of the Conduct System

(1) Disciplinary Records and Files. Case referrals will result in the development of a disciplinary file in the name of the accused student. If the Student is found not responsible for the complaints, the disciplinary file will become void.

(a) Voided files will be so marked and shall not result in a disciplinary record. Voided files will normally be destroyed after one year. Where a Student files a conduct complaint against another Student, a file shall be created for both Students.

(b) Disciplinary records may be voided by the Director of Conduct and Community Standards for good cause, upon written petition from the student. Factors to be considered in review of such petitions shall include:

(A) The conduct of the Student subsequent to the violation; and

(B) The nature of the violation and the severity of any damage, injury, or harm resulting from it.

(2) Student Conduct Reports.

(a) The Community Standards Committee shall require from University officials, hearings boards, referees, committees and tribunals periodic written reports of the disposition of all student conduct cases dealt with under their jurisdiction. The Committee shall examine such reports for consistency with existing policies and, when necessary, review the reports with the appropriate officials or tribunals.

(b) At the end of each academic year, the Committee shall submit to the President, University Senate, Deans, Department Heads, the ASUO President, and the Office of Student Advocacy, a written report covering the entire Student Conduct Program, including an evaluation of the existing rules, policies, and enforcement procedures. This report shall also detail all Code revisions approved during the previous year and shall be available to any person upon request.

(3) Director of Student Conduct and Community Standards.

(a) The President of the University shall designate a Director of Student Conduct and Community Standards who shall have primary responsibility for administering the Student Conduct Program and coordinating the activities of all University officials, hearing officers, referees, committees, or tribunals that are concerned with the Community Standards Program.

(b) The Director shall be responsible to the Community Standards Committee for maintaining complete records pertaining to the activities of the Community Standards Program. Those records shall include a summary of the business of the Community Standards Committee and a report of the disposition of each disciplinary case handled by any person or group authorized to impose disciplinary sanctions in the name of the University. For record keeping purposes, the Director may prescribe reporting procedures to be followed, in addition to those in paragraph (2) above by those authorized to impose disciplinary sanctions.

(c) The Director shall serve as non-voting Secretary of the Community Standards Committee and as advisor to all individuals and groups authorized to impose disciplinary sanctions. The Director shall serve as a non-voting, ex-officio member of the Residence Hall Governance Committee and of the residence hall Peer Judicial Board.

(d) The Director shall be responsible for gathering and presenting to the Community Standards Committee the reports required by this code.

(4) Student Conduct Code Adoption, Amendment and Revision.

(a) Code establishment. Upon approval by the University Senate and adoption as an Oregon Administrative Rule, this Student Conduct Code becomes effective and supersedes all previous regulations and policies pertaining to student discipline at the University of Oregon.

(b) Code Amendment. This Code may be amended by the faculty except that the sections on delegation to minor tribunals may also be amended by the Community Standards Committee. Amendments to this Code are effective when adopted as Oregon Administrative Rules.

(c) Code Revision. This Code shall be continuously reviewed in its entirety to make sure it is consistent with best practices.

(d) This Code is adopted as Oregon Administrative Rules. The provisions contained in these rules take precedence over any other versions of the Student Conduct Code regardless of where promulgated.

571-021-0160

University Hearings Board; Student Conduct Hearings Panel

(1) University Hearings Board Membership. The University Hearings Board (Hearings Board) shall consist of eighteen members, all of whom must be appointed by the University President. The Hearings Board shall consist of:

(a) Ten registered students at the University of Oregon that have been recommended to the President by the ASUO. Each student member is appointed for a one-year term and may be reappointed for additional terms;

(b) Four University officers of instruction, all of whom the Committee on Committees of the University Senate shall recommend to the President. Two officers of instruction will serve a one-year term, and the other two will serve a two-year term; and

(c) Four University officers of administration all of whom the Committee on Committees of the University Senate shall recommend to the President. Two officers of administration will serve a one-year term, and the other two will serve a two-year term.

(2) Recruitment and selection of student nominees.

(a) The Office of Student Conduct and Community Standards and Office of Student Advocacy will take responsibility during spring term for the recruitment and receipt of applications for new student members to the Hearings Board. The Office of Student Conduct and Community Standards and Office of Student Advocacy will ensure that the nominated students are representative of the diversity of the University of Oregon. Particular efforts will be made to recruit law students.

(b) A review committee consisting of one member of the Office of Student Conduct and Community Standards, one member of the Office of Student Advocacy, one student from the Residence Hall Association, and two members of the ASUO, one of which will be the University Affairs Director, will review the applications for the Hearings Board. The review committee will make every attempt to ensure that the nominated students are representative of the diversity of the applicant pool.

(c) Preference will be given to up to 5 recommended students wishing to return to the Hearings Board for reappointment.

(d) Names of nominated students will be forwarded to ASUO for formal nomination to the University President pursuant to (1)(a).

(e) New student members of the Hearings Board, once appointed by the President, will be trained by the Office of Student Conduct and Community Standards and the Office of Student Advocacy before the end of the academic year in which they are appointed.

(f) New student members shall be ready and available to assume responsibilities for the Hearings Panel at the beginning of the next academic year after they are appointed.

(3) Student Conduct Hearings Panel (Hearings Panel). Student Conduct Code panel hearings, pursuant to OAR 571-021-0205, are heard by a panel on which officers of instruction, officers of administration and students are represented, drawn from members of the Hearings Board. A Hearings Panel cannot proceed with fewer than four members present.

(a) A party may challenge a Hearings Panel member or the chair on the ground of personal bias. Any member who is incapable of rendering a fair and objective decision based solely upon the facts, information and arguments presented during the hearing with no influence based on the member's familiarity with people, facts or the situation arising from outside the hearing is disqualified from hearing the case.

(b) If a Hearings Panel member is disqualified, the chair of the Hearings Panel will determine whether to fill the position by appointment of another member of the Board or to proceed with fewer members so long as the Hearings Panel consists of no fewer than four qualified members.

571-021-0165

University Appeals Board

(1) The University Appeals Board (Appeals Board) is the final appeals body within the Student Conduct Program. As set forth in OAR 571-021-0250, the Appeals Board shall be responsible for reviewing substantive or procedural appeals from the decisions of a Hearings Panel.

(2) Membership. The Appeals Board shall consist of three faculty members, recommended by the Committee on Committees of the University Senate, and three student members, recommended by the ASUO. Board members shall be appointed by the President and serve for one-year terms. They may be reappointed, but no member may serve for more than two consecutive terms. Temporary members may be appointed to assure full Appeals Board membership during summer session or at such other times as are necessary. The President shall designate one of the members as pro tem chair of the Appeals Board.

(3) The Appeals Board will elect its permanent chair at its first meeting. A quorum shall consist of two students and two faculty members. The Appeals Board shall establish its own rules of procedure.

571-021-0200

Conduct Procedures

(1) Complaint. Any Member of the University Community may file a complaint against a Student for a violation of the Student Conduct Code. A complaint shall be prepared in writing and directed to the Director of Student Conduct and Community Standards. Any complaint should be submitted as soon as possible after the alleged violation takes place, preferably within one year. Jurisdiction is determined pursuant to OAR 571-021-0115. The longer one waits to file a complaint the less information is likely to be available for the hearing, therefore it is important to file a complaint as soon as possible. Once the Office of Community Standards receives a complaint, the Office has six months to send written notice to the accused Student of the complaint.

(2) Notice. Upon receiving a complaint or notice that a Student may have violated the Student Conduct Code, the Director of Student Conduct and Community Standards shall serve a written notice upon the Student, either by electronic mail or by mailing to the latest address of the Student on file at the Office of the Registrar of the University, or, if necessary, by registered or certified mail or by personal service. Such notice shall inform the student of:

(a) The alleged Code violation;

(b) The opportunity for the student to meet with the Director for purposes of discussing the options for disposition of the case;

(c) The Student's right to assistance. At an administrative conference with the Director, or a hearing by a Hearings Panel or before the Appeals Board, a Student may, but need not represent his or her own interests, or be assisted by someone including but not limited to one of the following representatives:

(A) The Office of Student Advocacy;

(B) Another Student;

(C) A member of the faculty or administration;

(D) A member of the Oregon Bar.

(d) The requirement to respond within 14 calendar days, excluding breaks between terms or when the student is not registered, to arrange a meeting with the hearing officer. The hearing officer will proceed as provided in (3)(b) if the Student does not arrange to meet or fails to meet with the hearing officer as arranged.

(3) Response.

(a) After proper service of written notice as provided in (2), the Student may arrange to meet with the Director for the purpose of selecting an option for the disposition of the case, either through conference with the Director or staff or through hearing by a Hearings Panel pursuant to OAR 571-021-0210.

(b) If after receiving notice, pursuant to this rule, the Student does not arrange to meet with the Director to select an option for disposition of the case within 14 days, excluding breaks between quarters or when the student is not registered, or if the Student arranges to meet with the Director to select an option to dispose of the case but does not attend such a meeting, the Director of Student Conduct and Community Standards may take any of the actions specified in OAR 571-021-0205 or 571-021-0210 for disposition of the case without consultation with or agreement by the Student.

(c) Immediate Referral to Hearings Panel. If the Director of Student Conduct and Community Standards finds that under the circumstances of the case, an immediate referral to a Hearings Panel would be in the best interest of the University or the best interest of the Student, the Director of Student Conduct and Community Standards may make such referral before service of notice upon the student. In such case, the letter sent to the student shall notify the student of the referral to the Hearings Panel and contain the information required in (2)(c).

(4) Conference and Hearing Board Referrals

(a) The Director of Student Conduct and Community Standards or a designee will conduct a preliminary review to determine whether the alleged misconduct might result in negative notation on transcript, expulsion or suspension from the University. Students not subject to suspension, expulsion or negative notation will be entitled to an administrative disciplinary conference with the Director of Student Conduct and Community Standards pursuant to OAR 571-021-0205 or a hearing with a Hearings Panel pursuant to OAR 571-021-0210. Students who are subject to suspension, expulsion or negative notation will be entitled to a hearing before a Hearings Panel pursuant to OAR 571-021-0210.

(b) Students referred for a hearing by the Director of Student Conduct and Community Standards may elect to have their cases resolved in accordance with OAR 571-021-0210. Such an election must be in writing, affirming that the Student has had an opportunity to consult with an adviser of their choosing, is aware a hearing is being waived and that the full range of sanctions may be imposed, including negative notation on transcript, suspension or expulsion or from the University.

(5) With the consent of an Accused Student, the Director of Student Conduct and Community Standards may defer proceedings for alleged minor violations of this Code for a period not to exceed ninety days. Pending complaints may be withdrawn thereafter at the discretion of the Director of Student Conduct and Community Standards or designee.

571-021-0205

Administrative Conferences

(1) Students accused of violations that may result in penalties less severe than suspension, expulsion or negative notation may choose an administrative conference with the Director of Student Conduct and Community Standards, or designee. The following procedural protections are provided to accused students in disciplinary conferences:

(a) Reasonable access to the case file prior to and during the conference, except to the extent access to such material is prohibited by law. The case file may contain materials that are considered "education records" pursuant to the Family Educational Rights and Privacy Act (FERPA) of 1974, as amended and personal notes of University staff members and complainants. Access to these materials may be prohibited by law. Otherwise, to the extent allowed by law, copies of the case file will be provided upon request.

(b) An opportunity to respond to all information provided and to ask the Director or designee hearing the case to contact relevant and necessary witnesses.

(c) The right to be accompanied and assisted by an adviser

(d) The right to have the case referred outside the Office of Community Standards if the Student can articulate a reasonable basis from which to conclude that the Office of Community Standards is biased for some reason that would prevent the student from receiving a fair hearing by the office. Such cases are referred to the Vice President for Student Affairs or his or her designee.

(2) In cases where the Director of Student Conduct and Community Standards concludes that a Student accused of any offense under the Student Conduct Code lacks the mental capacity to respond to the complaint, the Director shall stay the proceeding until such time that the Director concludes that the Student may adequately respond. A stay granted pursuant to this section shall not in any manner preclude a proceeding for medical leave under OAR chapter 571, division 23. If the student has been accused of Academic Misconduct, no academic sanction may be imposed during a stay granted pursuant to this section, but the faculty member for the coursework out of which the complaint of Academic Misconduct arose shall request the Registrar to assign a grade of "I" until the disciplinary proceeding has been completed.

(3) No sanctions shall be imposed against a Student who acknowledges engaging in the specific conduct alleged and who submits a written statement from a Student Health Center psychiatrist or a Counseling Center psychologist stating that, as a result of mental disorder at the time of the offense, the Student did not appreciate the wrongfulness of the conduct or could not conform his or her behavior to the requirements of the Code. The Student may submit any other supplemental information pertinent to his or her mental condition to the Director of Student Conduct and Community Standards. If, based upon all information received, the Director decides that the conduct of the Student resulted from mental disorder, the Director shall seek professional assistance and advice, and, if appropriate and legally authorized, consult with the Student's parent or guardian or take other measures to assure a fair disposition of the case. If the Student has been accused of Academic Misconduct, the faculty member for the coursework in which the Academic Misconduct took place shall assign an appropriate grade.

571-021-0210

University Hearings Panel Hearings

If a matter cannot be resolved by an administrative conference, if selected or required pursuant to OAR 571-021-0200, resolution will be sought through a hearing before a Hearings Panel. As with all other aspects of the Student Conduct Code, the hearing is primarily for educational purposes. The hearing is an information-gathering process not a criminal proceeding, trial, or litigation.

(1) All complaints shall be presented to the Accused Student in written form. Because the University community values prompt disposition of student conduct matters, a time shall be set for a hearing not less than twenty nor more than thirty calendar days after the Student has been notified. Maximum time limits for scheduling of hearings may be extended at the discretion of the Director of Student Conduct and Community Standards or the Hearings Panel.

(2) The Hearings Panel will select a chair from among the returning members of the hearings board. The chair shall preside at the hearing. The chair may participate in Hearings Panel deliberations and discussions but shall not vote.

(3) The University community values personal responsibility and accountability as an important part of its core educational process. In accord with this value, in a hearing the Accused Student and any Complainant are responsible for responding to inquiries from the Hearings Panel. However, an Accused Student and a Complainant, if any, may each be assisted by one advisor as identified in OAR 571-021-0200. The following rules and standards pertain to any such advisor:

(a) The advisor may, but need not, be an attorney;

(b) A Student should select as an advisor a person whose schedule allows attendance at the scheduled date and time for the hearing because delays will not normally be allowed due to the scheduling conflicts of an advisor;

(c) A Student planning to invite an advisor to a hearing must inform both the Director of Student Conduct and Community Standards and the Hearings Panel of this intention at least seven calendar days prior to the hearing. If a matter includes both an Accused Student and a Complainant, the Director shall promptly notify the other Student of the first Student's intent to invite an advisor. The other Student shall be afforded an equal right to invite an advisor even if doing so results in the Director and the Hearings Panel receiving less than seven days prior notice.

(d) Advice provided by an advisor may include advising the student how to answer any question posed by the Hearings Panel;

(e) In order to preserve the educational tone of the hearing and to avoid an adversarial environment, advisors are generally not permitted to speak or participate directly in any hearing, except in one or more of the following specific ways:

(A) An advisor may provide a written opening summary or statement.

(B) An advisor may provide an oral closing summary or statement.

(C) An advisor may be allotted a limited time-period to ask one or more questions of the Student the advisor is advising and to allow the Student to respond. Questions asked by an advisor are in addition to questions asked by the Hearings Panel.

(D) An advisor may submit to the Hearings Panel in writing any suggested questions for the Hearings Panel to ask of any other participant who is giving information at the hearing.

(E) The Hearings Panel may permit advisors to question a person providing information at the hearing, if both Complainant and Accused Student independently so request at the beginning of the hearing.

(f) The Hearings Panel will automatically add the name of any person filling the advisor function at a hearing to a list of Hearings Panel Advisors who may be available for other students who wish to consult with an advisor.

(g) An advisor should act in accordance with the standards and values of the University community. If an advisor's conduct in a hearing is judged to merit disqualification, the Hearings Panel has the authority to remove a person's name from the Hearings Panel Advisors list and to disqualify that person from serving as an advisor in future hearings.

(4) A Student whose ability to present their own information is hindered either by a language barrier, a documented disability or other serious difficulty with public, oral presentation shall have the right to petition the Hearings Panel to permit someone to speak on the Student's behalf at the formal hearing. Such a spokesperson may be a friend or family member, a professionally-trained translator or interpreter or a member of the University community but may not be an attorney or any other professional receiving a fee for representing or advising the student.

(5) The Hearings Panel, in its sole discretion, has responsibility and authority for deciding the length of time a party is allowed for closing statement or for questioning, if any, by advisors and at what point in the hearing these should occur.

(6) The Director of Student Conduct and Community Standards or designee shall give an Accused Student notice of the hearing date and the specific complaints against them at least 14 calendar days in advance of the hearing date. Notice shall be by personal delivery or by certified mail to the last address provided by the Accused Student to the university.

(7) An Accused Student shall be accorded reasonable access to the case file, but shall not have access to material the disclosure of which is prohibited by law. Upon request to the Director of Student Conduct and Community Standards, an Accused Student will be provided copies of the case file, except to the extent prohibited by law. The original case file will be retained in the Office of the Director of Community Standards.

(8) The chair of the Hearings Panel may require attendance of relevant witnesses after consultation with the Director of Student Conduct and Community Standards. Notice of required attendance must be personally delivered or sent by certified mail. University Students and employees are expected to comply with these requests, unless compliance would result in significant and unavoidable personal hardship, or substantial interference with normal University activities, as determined by the chair of the Hearings Panel, in consultation with the Director of Student Conduct and Community Standards. In addition, in any formal hearing, either the University or the Student may request the University General Counsel to issue a subpoena pursuant to ORS 183.445.

(9) The Hearings Panel will consider an Accused Student who fails to appear after proper notice to have pleaded "not responsible" to the complaints pending against them. A hearing may be conducted without the Accused Student present, if necessary.

(10) All hearings conducted under the authority of the Student Conduct Code are to be closed unless a student has waived in a signed, written and dated document any restrictions on disclosure of documents, exhibits, written statements, interview notes, photographs, or other materials in the Student Conduct case file or in other education records which could be offered, admitted, identified, described, referred to, or generated in the course of the hearing.

(a) A waiver of access to education records shall apply to the entire hearing, unless otherwise agreed to by the University and a student Complainant, if there is one, and the Accused Student.

(b) The chair of the Hearings Panel shall close the hearing unless a waiver is provided to the Director of Student Conduct and Community Standards prior to the beginning of the hearing. Only participants in the hearing shall be allowed to attend a closed hearing. Participants include but are not limited to, the Hearings Panel, the Director of Student Conduct and Community Standards, the Accused Student and the Accused Student's advisor, interpreter or translator, and appropriate University officials.

(c) With regards to sexual assault as used in 20 U.S.C. § 1092(f)(8)(B)(iv)(I) (2000), a Complainant and an Accused Student are entitled to the same opportunities to have others present during a campus disciplinary proceeding. A Complainant who alleges sexual assault may have an equivalent number of advisors present during the hearing as the Accused Student. If an Accused Student does not have an advisor, a Complainant alleging sexual assault may still have an advisor present during the hearing. A Complainant who alleges sexual assault also has the right to be present during the portion of hearing when information is being presented.

(d) Except as otherwise required, the chair of the Hearings Panel may exclude persons from the hearing as necessary to maintain order.

(e) The Hearings Panel may, on its own initiative, or at the request of a participant, exclude from an otherwise open hearing a prospective witness or witnesses, other than the Complainant and the Accused Student, during the statements of other witnesses.

(11) The chair shall exercise control over the proceedings to avoid needless consumption of time and to achieve completion of the hearing in a timely manner. Any person, including an Accused Student or a Complainant, who disrupts a hearing may be excluded by the Chair.

(12) Procedural questions are subject to final determination by the chair of the Hearings Panel.

(13) Witnesses.

(a) Witnesses shall be required to affirm that their testimony is truthful. Witnesses may be subject to disciplinary sanctions or perjury for knowingly providing a false statement.

(b) Questioning witnesses.

(A) Accused Students (not their advisors) and Complainants, may ask relevant questions of witnesses.

(B) Hearings Panel members may ask questions of the parties and witnesses.

(14) Information and evidence.

(a) The Oregon Evidence Code does not apply except that rules of privilege recognized by Oregon law shall apply.

(b) Irrelevant, immaterial or unduly repetitious material shall be excluded. All other information of a type commonly relied upon by reasonably prudent persons in the conduct of their serious affairs shall be admissible.

(c) Information may be received in written or oral form.

(d) The Hearings Panel may also take judicial notice of matters which would be within the general experience of University students and faculty members.

(e) Information in hearing alleging Sexual Misconduct. Information about the sexual behavior of a student prior to or subsequent to an alleged Sexual Misconduct incident is not admissible in a hearing unless the following conditions apply:

(A) A description of the information regarding specific instances of sexual behavior, whether of the Complainant or of the Accused Student, is submitted to the Hearings Panel chair no fewer than seven days prior to the hearing (unless the information is otherwise deemed essential by the Hearings Panel chair)

(B) The Student whose sexual behavior is at issue has had an opportunity to provide a written response; and

(C) The Hearings Panel chair finds that the probative value of the information outweighs the danger of undue prejudice to the student.

(15) Hearings shall be tape recorded or transcribed.

(16) Allegations of violations of the Student Conduct Code must be established by a preponderance of evidence except a student may be expelled only based on clear and convincing evidence.

(a) The Director shall be responsible for investigating and presenting the case to the Hearings Panel and ensuring that all relevant information is presented on both sides.

(b) For all violations of the Student Conduct Code, it is the complaining party's burden to prove the case by a preponderance of information except as stated above.

(17) A Complainant, an Accused Student, or a witness may identify concerns about personal safety, well-being or fear of confrontation with another hearing participant to the Director of Student Conduct and Community Standards. The Director will determine what, if any, accommodations are appropriate. Examples of accommodations include, but are not limited to, separate facilities, visual screens, telephone or remote video participation or written submissions.

(a) If another participant objects to the accommodation, the participant shall submit written objections to the chair of the Hearings Panel. Written objections should include information describing how the accommodations proposed will affect the fairness of the hearing.

(b) The Hearings Panel will decide whether to provide the proposed accommodation.

(c) The Hearings Panel will not consider a request for accommodation or the granting or denial of an accommodation in concluding if an Accused Student violated the Student Conduct Code.

571-021-0215

Academic Misconduct Procedures

(1) Notice. Upon the discovery of suspected Academic Misconduct, as defined in OAR 571-021-0100(1), the University Official with responsibility for the academic matter or the faculty member in whose course the incident occurred shall promptly notify the Student of the incident. This notice shall include a discussion of the option of having the case referred directly to the Director of Student Conduct and Community Standards.

(2) If a Student admits to Academic Misconduct in a course, the faculty member shall impose an appropriate academic sanction up to and including a grade of "N" or "F" and report the incident to the Office of Student Conduct and Community Standards. Written notice of the sanction or resolution without sanction shall be given the Student. If, in the judgment of the faculty member, further disciplinary action is warranted, the report to the Director of Student Conduct and Community Standards shall so indicate. The Student may appeal the academic sanction to the faculty member's department head and, ultimately, to the dean of the college or school in which the incident originated.

(3) If a Student admits to Academic Misconduct in a situation other than a course, the responsible University Official may determine and implement an appropriate response and report the incident to the Office of Student Conduct and Community Standards. Written notice of the sanction or resolution without sanction shall be given the Student. If, in the judgment of the University Official, further disciplinary action is warranted, the report to the Director of Student Conduct and Community Standards shall so indicate. The Student may appeal the academic sanction to the University Official's department head or director.

(4) If a faculty member or University Official and a Student cannot agree as to whether Academic Misconduct has occurred, the University Official or faculty member will, not later than fourteen calendar days during which the University is in session after the date the faculty member or University Official notifies the Student, make a written referral of the case to the Office of Student Conduct and Community Standards for resolution. The case will then be conducted in accordance with the procedures established in this Code.

(a) If there is a finding that the Student engaged in Academic Misconduct in a class, in addition to sanctions imposed through the regular student conduct procedures, the faculty member will assign an appropriate grade.

(b) If there is a finding that the Student did not engage in Academic Misconduct, no academic sanction may be imposed.

(5) Reporting Academic Misconduct. Regardless of the method of resolution, University Officials, including faculty members are required to file a written report of any Academic Misconduct with the Director of Student Conduct and Community Standards. These reports shall be treated as confidential and maintained consistent with the Student Records Policy, OAR 571-020-0100 et seq.

(6) Withdrawing from a Course.

(a) If a Student's Academic Misconduct in a course results in an academic sanction, the student will not be permitted to drop or withdraw from the course, or to change the course's grading option, and shall be reinstated in the course in if they have dropped or withdrawn.

(b) If a Student's Academic Misconduct does not result in an academic sanction, the Student may withdraw from the course or change the course's grading option at the later of:

(A) Expiration of the withdrawal deadline for the course;

(B) Expiration of the deadline for changing grade options; or

(C) Five business days after the student receives notification of the decision or termination of Student Conduct Code proceedings without sanction.

(c) In the event the Student is found not responsible for Academic Misconduct and the Student no longer feels comfortable returning to the class, the Office of Student Conduct and Community Standards will assist the student to attempt to remove the "w" from the transcript.

571-021-0220

Alternative Dispute Resolution

Consistent with the primary mission of the Code to establish community standards and procedures that promote an environment conducive to learning by upholding academic standards and by respecting community members, alternative dispute resolution provides an opportunity for individuals affected by violations or alleged violations of this Code to resolve disciplinary matters among themselves, with or without findings of responsibility. Students who participate in a method of alternative dispute resolution and successfully fulfill their obligations may, upon completion of their obligations, have their student conduct record regarding the matter expunged.

(1) Mediation. Mediation is encouraged as an alternative means to resolve allegations of Student Conduct Code violations. The Director of Student Conduct and Community Standards will inform Complainants and Accused Students about the availability of mediation resources. The Director, in the exercise of the Director's sole discretion, may, except in cases of alleged Academic Misconduct, decline to process a complaint until the parties make a reasonable attempt to achieve a mediated resolution.

(a) To be binding under this Code, any mediated resolution must be approved by the Director of Student Conduct and Community Standards. Any agreement will be enforced by the Office of Student Conduct and Community Standards.

(b) Procedures for Alternative Dispute Resolution. Students wishing to pursue mediation shall notify the Director of Student Conduct and Community Standards within fourteen calendar days of receiving written notice of the violation pursuant to OAR 571-021-0200.

(c) The Director of Student Conduct and Community Standards may determine if an Accused Student must acknowledge responsibility as a condition of the Director's approval of a mediation option. If the Director requires an Accused Student to acknowledge responsibility as a condition to approving the mediation, the Director will not proceed until the Accused Student has provided the Director with that acknowledgement.

(d) The Director of Student Conduct will determine whether others affected by the alleged violation are willing to participate in mediation. Parties agreeing to mediation must sign a waiver allowing the Director to receive information from the mediator regarding the progress of the mediation.

(e) Once the necessary parties agree, the Director of Student Conduct and Community Standards will approve a mediator and set a date for a report from the mediator regarding progress. If the Director, in the Director's sole discretion, determines that mediation is unlikely to be successful, the Director may inform the necessary parties and initiate other procedures.

(2) Restorative Justice. Restorative Justice serves primarily as a diversion program for Accused Students who have acknowledged responsibility for a Code violation and who wish to remedy the effects of the violation.

(a) The Director of Student Conduct and Community Standards will consider approving Restorative Justice in the following circumstances:

(A) The Accused Student acknowledges responsibility for a the Code violation;

(B) There are clearly identifiable negative impacts on either individuals or the community resulting from the violation; and

(C) The Accused Student and those impacted by the incident agree to participate in Restorative Justice.

(b) A Restorative Justice outcome shall not be binding unless approved by the Director of Student Conduct and Community Standards. An agreement reached through Restorative Justice will be enforced by the Office of Student Conduct and Community Standards.

(3) The Director of Student Conduct and Community Standards may initiate procedures to make a determination of responsibility or, in the Director's discretion, to proceed pursuant to OAR 571-021-0240 if an Accused Student who participates in alternative dispute resolution fails to fulfill an obligation or otherwise fails to comply with the approved resolution.

(4) Upon timely completion of a student's obligation arising from alternative dispute resolution, a student may provide to the Director of Student Conduct and Community Standards documentation of completion. If the Director of Student Conduct and Community Standards concludes the student fulfilled the student's obligation in a timely fashion, Director of Student Conduct and Community Standards will remove information regarding the violation from the student's record.

571-021-0230

Emergency Action

(1) The Director of Student Conduct and Community Standards or his or her designee may take emergency action regarding a Student when immediately necessary to secure the health or safety of any persons and there is an alleged violation of the Student Conduct Code.

(2) Emergency Action includes, but is not limited to:

(a) Immediate withdrawal of the Student from the University;

(b) Restrictions on the Student's presence on University Premises or at University Sponsored Activities.

(3) The Director of Student Conduct and Community Standards may request that the Student secure a medical and psychological evaluation through the Student Health Center or at another facility at the Student's own expense. The evaluation may be used to determine the appropriateness of withdrawing the emergency action.

(4) When the emergency action takes place, the Director of Student Conduct and Community Standards or designee will:

(a) Inform the Student of the reason for the emergency action;

(b) Give the Student the opportunity to explain why emergency action need not be taken;

(c) Inform the Student that a preliminary hearing will take place according to Paragraph (5) and that the Student will be informed of its time, place, and date; and

(d) Inform the Student of the possible restrictions that may be imposed prior to a panel hearing.

(5) The preliminary hearing shall take place within two business days of the emergency action. At this hearing the Student shall have a full opportunity to demonstrate to the Director of Conduct and Community Standards that emergency action is not necessary pursuant to Paragraph (1). The Student may be represented by a student advocate or other counsel.

(a) Based on the reasonable evaluation of the information presented at the preliminary hearing, the Director of Student Conduct and Community Standards shall notify the Student within 24 hours of the decision to:

(A) Dissolve the emergency action and take no further action;

(B) Dissolve the emergency action but proceed to a full hearing regarding the Student's conduct pursuant to OAR 571-021-0210 of the Student Conduct Code; or

(C) Sustain or modify the emergency action until such time as a Hearings Panel may hold a hearing regarding the Student's conduct.

(6) An emergency action shall be reviewed by Vice President for Student Affairs or his or her designee at the request of the Student no sooner than the next working day after the preliminary hearing. The review shall provide an opportunity for the Student to explain why an emergency action need no longer be imposed. Subsequent review of the same emergency action may be requested no more frequently than every ten days.

(7) A Hearings Panel hearing subsequent to an emergency action shall occur no sooner than fourteen days after the emergency action is imposed, and shall be administered pursuant to 571-021-0210 of this Code. If the Director for Student Conduct and Community Standards agrees, the Student may waive the fourteen-day notice requirement in order to expedite the hearings process.

(8) If emergency restrictions on a Student's housing or enrollment are removed, the Student will not be assessed any fees for reinstatement.

571-021-0240

Imposition of Sanctions, Adjudication of Contempt and Failure to Complete Assigned Sanctions

(1) A University Official, Hearings Panel or Student Organization that determines that an Accused Student violated the Student Conduct Code may impose sanctions authorized by this Code unless otherwise expressly limited. Sanctions are subject to appeal pursuant to OAR 571-021-0250.

(2) A chair of a Hearings Panel or a University Official responsible for making a determination if a student has violated this Code may declare a Student participant in contempt of adjudicative proceedings pursuant to OAR 571-021-0120(1)(i) and impose sanctions without complying with the procedures otherwise required in this Code. Adjudication of contempt and sanctions imposed are subject to appeal pursuant to OAR 571-021-0250. Imposition of sanction and the circumstances that gave rise to it shall be reported to the Director of Conduct and Community Standards.

(3) Failure to complete assigned sanctions. The University will use the procedures established by this section to enforce the timely completion of disciplinary sanctions issued under the Student Conduct Code.

(a) A Student who is found responsible for a Student Conduct Code violation and who receives a sanction will be informed orally by the Office of Student Conduct and Community Standards of the consequences of failing to complete the sanction. The Office of Student Conduct and Community Standards will also inform the student in writing of the consequences of failing to complete the sanction as part of the decision letter sent to the Student.

(b) If a Student fails to complete the disciplinary sanction by the assigned deadline, the Office of Student Conduct and Community Standards will send the Student a letter that states:

(A) The Student has five class days after the assigned deadline to provide verification to the Office of Student Conduct and Community Standards that the assigned sanction has been completed or the Student's record ability to register for classes, drop classes, or change grade options will be placed on hold;

(B) Once the Student's record is on hold, the hold will not be removed until the Office of Student Conduct and Community Standards has received verification that the Student has completed the sanction; and

(C) The Student is responsible for ensuring that the Office of Student Conduct and Community Standards receives verification of completion of the sanction.

(c) When a hold is placed on a Student's record, the Office of Student Conduct and Community Standards will inform the Student in a letter that the hold has been placed, the consequences of the hold, and the actions required to have the hold removed.

(d) The hold will be removed immediately once the Student provides verification of completion of the sanction.

(e) A Student who is unable to register because the student has not completed a sanction may seek a waiver from the Office of Student Conduct and Community Standards. The Office of Student Conduct and Community Standards will grant a waiver, allowing the student to register, provided the Student agrees the Student's registration may be cancelled immediately and the hold reinstated if the Student has not completed the sanction by a deadline set by the Office of Student Conduct and Community Standards, in its sole discretion.

571-021-0250

Appeals

The University Appeals Board (Appeals Board) is the final appeals body within the Student Conduct Program. As set forth in OAR 571-021-0165 this Appeals Board shall be responsible for reviewing substantive or procedural appeals from the decisions of a Hearings Panel.

(1) A decision reached by the Hearings Panel may be appealed by the Accused Student or Complainant(s) to the Appeals Board within fourteen calendar days of the decision. Such appeals shall be in writing, state the basis for the appeal and be delivered to the Office of Student Conduct and Community Standards.

(a) An Accused Student who does not attend the hearing of the Hearings Panel may appeal only to show with direct information that the Accused Student did not receive notice of the hearing.

(b) A Complainant(s) who fails to attend the hearing of the Hearings Panel or fails to present information in a format approved by the Hearings Panel may appeal only to show with direct information that the Complainant did not receive notice of the hearing.

(2) Except as the Appeals Board determines necessary to explain the basis of new information, an appeal is limited to a review of the verbatim record of the Hearings Panel and supporting documents:

(a) To determine if the Hearings Panel hearing was conducted fairly in light of the complaint made and information presented and in conformity with procedures required in this Code, giving the Complainant a reasonable opportunity to present information, and giving the Accused Student reasonable notice and an opportunity to prepare and to respond to the allegations. A deviation from procedures required by this Code will not be a basis for sustaining an appeal unless significant prejudice results;

(b) To determine whether the decision reached regarding the Accused Student was based on substantial information, that is, whether there were facts that, if believed by the Hearings Panel were sufficient to establish that a violation of the Code occurred;

- (c) To determine whether the sanction(s) imposed were commensurate with violation;
 - (d) To consider new information sufficient to alter a decision or other relevant facts not brought out in the original hearing only if such information or facts were not known to the person appealing at the time of the hearing.
- (3) No decision of a Hearings Panel may be overruled except through an affirmative vote of a majority of the Appeals Board members present. If the Appeals Board overrules a decision in whole or in part, it may:
- (a) Modify the decision or sanction; or
 - (b) Remand for further proceeding.
- (4) No appeal shall be allowed unless the party appealing cites specifically to the hearing record and states with specificity the grounds under which the appeal shall be allowed.
- (5) The University Appeals Board decision may be appealed to the extent provided in ORS Chapter 183.

UNIVERSITY OF OREGON

DIVISION 22

RESIDENCE HALL AND FAMILY HOUSING

GOVERNANCE

571-022-0005

Policies and Procedures

The following policies and procedures embody the recommendations of a resident student/staff task force assembled in Spring, 1971. The task force's purpose was to examine and propose alternatives to the existing University of Oregon Student Conduct System as it applies to the residence hall students. This system has been in practice since Fall, 1971.

571-022-0010

Preface

(1) The laws of the state and nation and the ordinances and regulations of the State Board of Higher Education and local government are applicable throughout the campus, including University residence halls. Dormitory residents as well as all other members of the student body, faculty, and staff are held accountable to these laws, ordinances, and regulations. Accordingly, law enforcement officials may be called in case of law violations involving dormitory residents.

(2) The safety of individuals, protection of state property, and maintenance of standards involving public health and sanitation are the responsibility of the Director of University Housing. The Director of University Housing reserves the right to evict students from the residence halls when violation of the above standards occurs. If interpretation of the extent of the Director of University Housing's responsibility is in question, the Vice-President for Administration and Finance shall resolve the issue of jurisdiction:

(a) In the event of a summary eviction under this subsection, the Director of University Housing shall initiate, as soon as practicable but in no event later than 14 days after the eviction, procedures under the Code of Student Conduct by filing a notice of the eviction and reasons justifying it (i.e., violations or OAR 571-021-0030) with the Coordinator of Student Conduct;

(b) Such an eviction may only occur when, in the bona fide judgement of the Director of University Housing, an emergency exists, and thus this section will control notwithstanding OAR 571-021-0025(3);

(c) If the evicted student agrees in writing with the propriety of the eviction, the eviction will be recorded as a consent judgement retro-dated to the date of the actual eviction;

(d) If the evicted student does not agree, the matter shall proceed to formal hearing under the Code of Student Conduct on the issue of violation (but not on the appropriateness of the sanction);

(e) If, after the final disposition of the dispute, the issue of violation is resolved in favor of the student, the University shall reinstate the student's eligibility to reside in University Student Housing, shall allow the student to move in at the earliest moment a vacancy similar in status (i.e., multiple or single) to the room or apartment the student previously occupied becomes available and shall expunge any entries of eviction from permanent records.

(3) The Code of Student Conduct applies to all students, including those who reside in residence halls. As with all students, violations of the Code may be referred to the Student Court system for action.

(4) Until rule changes are made pursuant to procedures outlined in this document, currently existing rules will remain; sanctions for violations of such rules will be determined by the Inter-Dormitory Standards Board.

(5) Students in each dormitory complex shall determine the method for choosing student representatives from their own complex to the committees in the governance system.

571-022-0015

Residence Hall Governance Structure

There are two basic units of government relating to student conduct: the Residence Hall Association Council and the Peer Judicial Board:

(1) The Residence Hall Association Council has the responsibility for drafting, reviewing, and revising rules relating to student conduct in residence halls and the application and enforcement of these rules:

(a) The Residence Hall Association Council (RHA Council) is composed of the student chairperson, student vice-chairperson/secretary, treasurer, student advocate, National Communications Coordinator (NCC), the Assistant Director of Residence Life (RHA Advisor), one residence life professional staff member (Advisor), and a student staff member for each of the six residence halls: Walton, Hamilton, Bean, Carson/Earl, Riley, and the University Inn. In Addition, each residence hall will appoint or elect two student representatives to the RHA Council.

(b) The authority of the RHA Council is delegated through the Director of Housing. The RHA Council shall keep the Director of Housing informed regarding the progress of proposed changes relating to student conduct in the residence halls and their implementation. The Vice-President of Administration shall resolve differences of opinion between the RHA Council and the Director of Housing if the RHA Council and the Housing Director are not able to reach agreement.

(c) The RHA Council shall hear appeals of the actions of the Peer Judicial Board, review rules and regulations, conduct a continuing evaluation of the effectiveness of residence halls governance, hear and consider complaints and suggestions from residence hall students and staff, and recommend changes in rules and procedures to the Director of Housing.

(d) The Assistant Director of Residence Life shall serve as the RHA's first chairperson and shall remain in this position at least until the RHA Council has established its internal rules of operation.

(2) The Peer Judicial Board shall enforce rules and regulations relating to student conduct in residence halls. It has the authority to warn and transfer students to other residence halls. It also has the authority to

recommend to the Director of Housing the eviction of students from the residence halls. Its objectives shall be educational and remedial; thus its procedures will be primarily that of personal advising and counseling:

(a) The Peer Judicial Board (J-Board) shall be composed of twenty-five students from the residence halls with representation from each of the five complexes (Bean, Carlson/Earl, Hamilton, University Inn/Riley, and Walton) and a non-voting Judicial Board adviser employed by the Housing Department. The Office of Student Advocacy (OSA) provides free representation to students charged under the Student Conduct Code. Students may consult OSA prior to meeting with the J-Board or the J-Board Advisor.

(b) The Complex Director may refer cases of alleged violations to the Peer Judicial Board, or a residence hall student may choose to have his/her case heard by the Board in lieu of meeting with the Complex Director.

(c) A student may appeal the J-Board's decisions of his/her case to the Residence Hall Appeals Board (RHAB). Information regarding the structure of the RHAB, as well as the appeals process, may be found in the RHA Constitution. Such appeals shall be restricted to cases:

(A) Where additional information becomes available which was not presented to the Board, and which could not be discovered and presented by timely action of the accused violator;

(B) Where it can be demonstrated that the sanction is unreasonable in comparison with sanctions for like violations; and

(C) Where it can be demonstrated that a fair hearing was not accorded by the J-Board.

(d) Additional Peer Judicial Boards may be constituted if such action is necessary in order to keep up-to-date with cases and to keep the demands on the time of members within reason.

(e) The J-Board shall establish procedures which protect the individual rights of students brought before it, including, but not limited to due process. The Board shall establish procedures for timely notice and an opportunity for a hearing on any rule violation.

Family Housing Governance

571-022-0020

Authority

Under the powers granted in ORS 351.070, the Oregon State Board of Higher Education has promulgated OAR 580-011-0015 delegating authority to its institutions to establish institutional policies and administrative rules and regulations for student housing. Under this authority, the President of the University of Oregon has promulgated OAR 571-022-0025 through 571-022-0105 to govern family housing.

571-022-0025

Family Housing Board

(1) This rule creates the Family Housing Board for Amazon Family Housing, Westmoreland Family Housing, and East Campus Family Housing at the University of Oregon.

(2) The Family Housing Board will review, advise upon, and recommend family housing policy as specified in this rule:

(a) Purposes of the Board. The Family Housing Board shall provide a vehicle for deliberate, systematic discussion, review, and dialogue in matters relating to family housing among representatives of family housing residents, University Housing, faculty, and other students;

(b) Composition, Presiding Officer, and Selection of Members:

(A) The Family Housing Board shall be comprised of the following members:

(i) Two Amazon area residents to be selected in accordance with OAR 571-022-0027(6);

(ii) Two Westmoreland area residents to be selected in accordance with OAR 571-022-0027(6);

(iii) Two East Campus area residents to be selected in accordance with OAR 571-022-0027(6);

(iv) Two representatives of University Housing;

(v) Area directors from Amazon Family Housing and Westmoreland Family Housing;

(vi) Two University representatives (other than a member of the University Housing) to be appointed by the President for two year terms beginning in July (or for the balance of a two year term whenever the position becomes vacant); the two year terms called for in this subparagraph shall be staggered;

(vii) One University instructional faculty member to be appointed by the Faculty Advisory Council for a two year term beginning in July (or for the balance of the term whenever a position becomes vacant);

(viii) One representative of the ASUO to be appointed in (or before) July for a one year term finishing at the end of June.

(B) The Chairperson of the Family Housing Board shall be a member of the Family Housing Board in good standing and shall be elected by a majority vote of the entire Family Housing Board.

(c) Jurisdiction and Powers of the Family Housing Board: Areas of Mandatory Notification and Review. Before any non-emergency action may be taken by University Housing, it shall submit to the Family Housing Board for discussion and review all proposals in the following areas:

(A) Area improvements none of which constitute maintenance, preventative maintenance, restoration of damaged or destroyed elements or facilities, or anticipatory replacement of obsolete or high-maintenance existing equipment;

(B) Changes in the basic appearance of the family housing areas in terms of additional structures or parking-area relocation or significant re-landscaping;

(C) Significant and enduring changes in current use of any structure or outdoor area;

(D) Changes in long-range planning policies;

(E) Changes in rental rates in excess of a standardized across-the-board five percent annual increase. Individual East Campus unit rent adjustments may be implemented, after the unit is vacated, to recover renovation costs or to achieve rental parity with similar type units;

(F) A single-dwelling-unit, single-purpose maintenance direct (or pro rata) expenditure in excess of \$5,000, unless such expenditure can be fully covered within the base-rent-plus-five-percent exclusion of paragraph (E) of this subsection;

(G) Purchase of new furniture, appliances or equipment for family housing which is not replacing or restoring existing furniture, appliances or equipment, the total of which exceeds \$6,000;

(H) Initial appointment of an Area Director (subject to affirmative action and other legal personnel requirements);

(I) Changes in the terms of the leases or rental agreements;

(J) Changes in policies relating to the assignment or allocation of dwelling units to residents by the University or eviction (this does not include changes dictated by modification of the Student Conduct Code);

(K) Budget Reports. University Housing shall provide to the Family Housing Board at least annually for its review and comment the University Housing budget allocated to the respective family housing areas.

(d) Procedures of the Family Housing Board:

(A) Voting Quorum. Decisions of the Family Housing Board shall be by majority vote. A quorum shall consist of nine members. The Family Housing Board shall meet at the call of the chairperson at least once a month or upon the affirmative call of four members. In addition, a meeting on a generic issue may be called by a petition from 25 family housing residents on a specific question submitted to the Board chairperson. Reasonable notice, including an agenda, must be given to all members prior to each meeting;

(B) Records of Proceedings. The Family Housing Board shall appoint a Board member as Secretary to keep minutes of each of its proceedings. University Housing shall provide for such secretarial or stenographic service as may be reasonably necessary to keep records and distribute reports of its action on subjects discussed by the Board. The respective family housing accounts of University Housing shall defray all reasonable costs (prorated according to the respective number of residents on the preceding October 15th) incurred in the course of regular official transactions of business by the Family Housing Board. The minutes of every Family Housing Board meeting shall be posted promptly after each meeting in the laundry rooms and community buildings of the respective family housing areas, the ASUO Housing Office, University Housing, and the respective area directors' offices;

(C) Reports to the Board. University Housing shall report to the Family Housing Board at each meeting on matters relevant to living conditions, special charges, and administration of the respective family housing areas. It shall promptly provide data (within reasonable limitations of time and expense) which the Board requests in order to facilitate review and discussion (subject to restraints imposed or privileges conferred by law). University Housing reports of a routine nature will be in writing whenever possible and provided to Board members in advance as a part of the meeting agenda;

(D) Process for Board Actions:

(i) On subjects not within the scope of mandatory notification and review, the Family Housing Board may, at its own initiative, submit recommendations to University Housing for changes or modifications of operations, staffing, planning, and policy concerning family housing. In such instances, University Housing shall respond with a written reaction to such recommendations within 21 calendar days;

(ii) The Family Housing Board shall review (after the fact) emergency actions taken by University Housing which fall within the scope of the mandatory notification and review. Such review shall be based on a full report of such action from University Housing and shall occur at the next regularly scheduled meeting of the Family Housing Board following such action, unless such meeting would occur within five working days of the emergency action in which case University Housing may defer its report to no later than the next successive regular meeting. Procedures after such reviews shall be governed by subparagraph (iii) of this paragraph and by OAR 571-022-0065;

(iii) On subjects within the scope of mandatory notification and review, University Housing shall, not later than 90 days before scheduled implementation, notify the Family Housing Board of its proposed action. The Family Housing Board shall then review and discuss the proposal and shall within 60 days (or any mutually agreed-upon extension of that period) send its recommendation to University Housing. University Housing shall notify the Family Housing Board of its intended course of action within 21 calendar days of receipt of the Board's recommendation.

(E) Higher-Level Review. Review by the Family Housing Review Board may be initiated as follows:

(i) University Housing may require review of a recommendation of the Family Housing Board by which the Family Housing Board recommended against, in whole or in part, a proposal by University Housing after mandatory notification and review by the Family Housing Board. University Housing may implement its proposal whether or not it seeks such higher-level review provided the mandatory notification and review by the Family Housing Board has occurred and provided University Housing complies with the subparagraph (2)(d)(D)(iii) of this rule intended-course-of-action notification requirement;

(ii) The Family Housing Board may, upon a majority vote (of a quorum), require a review in a situation where University Housing has communicated its refusal to follow a recommendation of the Family Housing Board on a subject within the scope of mandatory notification and review;

(iii) All six of the resident representatives on the Family Housing Board may (by unanimous vote) require a review of a Family Housing Board recommendation to implement a proposal of University Housing or may require review of a decision of University Housing not to follow a recommendation of the Family Housing Board, on a subject of mandatory notification and review. A review on this basis shall not require University Housing to stay its action or suspend implementation of its decision pending such review;

(iv) Any requests under this subparagraph for review by the Review Board shall be made within seven (7) calendar days of a vote by the Family Housing Board or of receipt by the Family Housing Board of a decision by University Housing to disregard the recommendation of the Family Housing Board.

(F) Review Board. The Review Board shall consider and make findings and recommendations upon questions placed before it for review under the preceding paragraph. The Review Board may hold hearings or request information from the parties as it deems appropriate and necessary to enable it to make a recommendation. It shall make its written recommendations within 60 calendar days of receipt of a request for review under paragraph (2)(d)(E) of this rule. Duplicate recommendations shall be concurrently sent to University Housing and to the Family Housing Board. University Housing shall be guided by and follow the recommendation of the Review Board unless it requests a waiver from the President or the President's designee within 14 calendar days of receipt of the Review Board's recommendation as provided in paragraph (G) of this subsection. If the Family Housing Board disagrees with the Review Board's recommendation, it may (by majority vote of a quorum or more) request the President or the President's designee, within 14 calendar days of receipt of the recommendation, to issue a modified recommendation based on the grounds identified in paragraph (2)(d)(G) of this rule;

(G) Presidential Waiver. The President or the President's designee, after due consideration of the findings and recommendations of the Review Board, may excuse University Housing from implementing such a recommendation upon a finding that the recommendation of the Review Board is likely to cause non-compliance by the University with federal or state laws or regulations or county or municipal ordinances, or a finding that the recommendation is substantially contrary to the best interests of the University or of the general student housing populations, or upon a finding that the recommendation is substantially contrary to the best interest of future family housing residents. The President or President's designee shall modify a recommendation of the Review Board timely objected to by the Family Housing Board only on the grounds that it is likely to cause non-compliance by the University with federal or state laws or regulations, or county or municipal ordinances. The President or President's designee shall inform University Housing, the Family Housing Board, and the Review Board in writing of the basis and reasons for excusing University Housing from implementing the recommendation of the Review Board, or shall state that he or she concurs in the Review Board's recommendation (i.e., waiver denied) or shall charge University Housing with implementing a modified version of the recommendation.

(e) Stipend to Family Housing Resident Members of the Family Housing Board. The Family Housing Board, by majority vote, may pay a stipend to resident representatives on the Board in an amount not to exceed \$25 per month from funds in the respective family housing accounts of University Housing.

571-022-0026

Review Board

This rule creates the Review Board. The Review Board shall be constituted by October 1 of each year and shall consist of three persons. One Review Board member shall be appointed by the ASUO President for one year, and two Review Board members shall be appointed by the University President for two years each on staggered terms. Residents of family housing and employees of University Housing may not be members of the Review Board. The Review Board shall conduct required reviews under OAR 571-022-0015 and shall also conduct Step One formal grievance hearings under OAR 571-022-0060.

571-022-0027

Tenants Councils and Other Tenant Organizations

This rule creates the Amazon Tenants Council, the Westmoreland Tenants Council, and the East Campus Tenants Council and describes how other tenant organizations within those areas may be organized:

- (1) The Amazon Tenants Council shall be a democratically elected assembly of 14 resident representatives and shall be the official forum of resident views and an agency of resident representation.
- (2) The Westmoreland Tenants Council shall be a democratically elected assembly of 16 resident representatives and shall be the official forum of resident views and an agency of resident representation.
- (3) The East Campus Tenants Council shall be a democratically elected assembly of six resident representatives and shall be the official forum of resident views and an agency of resident representation.
- (4) These Tenants Councils shall have the authority:
 - (a) To recommend policy positions through the resident members of the Family Housing Board; and
 - (b) To facilitate informal resolution of resident grievances through consultation with their respective Area Directors or maintenance supervisors;
 - (c) To have a designee present individual residents' grievances (if so desired by the individual) to the Family Housing Review Board; and
 - (d) To carry out such responsibilities as may be delegated to it by the Family Housing Board.
- (5) Each Tenants Council may initiate and organize its own policy studies, conferences, meetings, or social events, and may, subject to the rules of the University and the State Board of Higher Education, allocate funds accumulated through any collection procedure or by receipt of any grant for the purpose of providing financial support to area activities.
- (6) **Composition and Election of the Tenants Councils.** The Tenants Councils shall be composed of resident representatives from each of the neighborhood areas (11 for Amazon, 13 for Westmoreland, and three for East Campus), plus three officers chosen at large. Elections to membership in each of the Tenants Councils shall be conducted and supervised by the Associated Students of the University of Oregon in April of each year, with members serving a term of one year. The residents in the family housing area shall elect resident candidates to the positions of President, Vice President and Secretary-Treasurer. Candidates for those offices shall run on an at-large basis. Each Council President and Vice President shall also serve as resident members of the Family Housing Board, except that no President or Vice President who is concurrently an employee of University Housing at family housing may so serve (in which case the Council shall nominate either the Vice President or Secretary so long as such person is not similarly disqualified). If all of the foregoing are disqualified, the Council shall appoint a person according to its By-Laws. Members of a Tenants Council may be recalled by a majority vote in special elections triggered by receipt by the ASUO of a petition signed by 1/3 of the respective members' constituents over age 18. Appointments may be made to fill vacancies in officer and in area representative positions at the discretion of the Tenants Council. Candidates for election to a Tenants Council officer

position shall disclose whether they are or will be concurrently employed at University Housing at family housing:

(a) Each Tenants Council shall have by-laws which may be amended by a vote of 2/3 of the members of that Tenants Council;

(b) All residents of a family housing area age eighteen (18) or above shall be entitled to vote in the elections described above for that housing area's Tenants Council.

(7) Other Tenant Organizations. In addition to representation through the Tenants Council, any group of residents may choose to have a democratically-formed tenant organization, tenant union, or tenant caucus to represent particular interests or concerns. Such organizations shall have the right to run slates of candidates for elections to the Tenants Councils and to bring issues before the Family Housing Board, and to represent their membership where appropriate before governmental or institutional officials.

(8) Individual residents shall retain their existing rights to interact directly with the University.

571-022-0060

Grievances

(1) Individual family housing residents may file written grievances (coupled with a grievant's desired resolution) with University Housing if they are personally and directly disadvantaged by a decision or policy or practice of Housing Department.

(2) If direct negotiation with University Housing does not reach a result satisfactory to the grievant, the grievant and University Housing must consult a third party, such as a mediator (e.g., the ASUO Mediation Program), to explore the assistance of such third party in resolving the situation which is the subject of the grievance.

(3) If the third party resolution is unsuccessful or if the parties are unable to agree on the utilization of a third party and if the grievant so desires, the grievant may then file a written grievance with the Review Board to resolve the grievance. To the extent that some of the issues have been resolved (either through direct negotiation and/or through third party resolution) and such partial resolutions were not merely an element in a larger proposed "package" resolution, the Review Board may take cognizance of such partial resolutions. Otherwise, it shall consider the dispute independently of communications or concessions made during the informal procedures.

(4) A grievant shall file its written grievance with the Review Board no later than 15 calendar days after written notification from the selected third party (or, if the parties cannot agree upon a third party, by the ASUO Mediation Program Director) that the third party resolution has been rejected or cannot achieve resolution. The review committee shall render its recommendations in writing within 60 days of the filing with it of the formal grievance.

(5) The Review Board shall conduct proceedings to consider and resolve such a formal grievance consistent with the following constraints:

(a) All documentary evidence received shall be identified, marked, and indexed in the record;

(b) The grievant and the University and/or complained against person(s) shall have full access to the record (as it exists at any given time);

(c) Live testimony shall be taken at a duly-noticed hearing. Clarifying questioning is to be by the committee only;

(d) The grievant shall be given the maximum possible (but in no case less than ten calendar days) advance notice of the initial hearing date, place, and time;

(e) The grievant and the University and/or the complained against person(s) shall be allowed to present documentary evidence (including affidavits or signed declarations), demonstrative evidence and/or live testimony;

(f) The committee shall inform the grievant and the grieved-against individual no less than five calendar days in advance of any hearing of all documentary evidence received by it at the time of said notice. Such evidence shall be identified by reference to source, date, and, generally, content. The grievant and the grieved-against individual shall also be told how to acquire copies of such evidence before the hearing;

(g) Hearings shall be open to the public (to the extent allowed by law) at the option of the grievant; if the grievant is a student-resident and elects to have an open hearing, the grievant shall sign a written consent to disclosure to the public of all student record material introduced, described, or admitted at the hearing for the purpose of holding an open hearing, and such consent shall recognize that the University has no responsibility for or control over the uses to which third parties may make of such disclosed information; the deliberations of the Committee shall be closed to all, including the grievant and the grieved-against individual(s);

(h) The Committee shall make its conclusions and recommendation solely upon evidence received in the record and shall, where practicable, cite specific evidence to support its resolution of disputed issues of fact;

(i) The committee shall formulate its conclusions and recommendations within 60 calendar days of receipt of the appeal;

(j) The proceedings of the committee (or any other step of this grievance procedure) shall not be deemed the handling of a contested case.

(6) If either or both parties to the grievance are dissatisfied with the result of the first step of the formal grievance, they may file a written appeal to the Vice President for Administration within 14 days of receiving the Step One decision. The Vice President may elect to decide the grievance on the record already assembled, may elect to investigate personally or by appointing an investigator, or may remand the grievance to the Review Board for further clarification and additions. Both parties shall have access to the record presented to the Vice President upon appeal and shall have the opportunity to comment on it before the Vice President makes a decision. The Vice President shall render a written decision within 60 days of the receipt of an appeal. The Vice President's decision shall be in writing and shall base the resolution upon relevant and undisputed facts and upon such relevant disputed facts as are determined. Sources of data or evidence or documents relied upon shall be identified. A copy of the decision shall be sent to both parties and to the Review Board.

(7) Notwithstanding anything in this rule to the contrary, a grievance based upon unreasonable differentiation among applicants or residents in fees charged by, or services or benefits offered in,

University Housing and prescribed in OAR 580-015-0010 and 580-015-0050 (prohibited discrimination) shall be exclusively handled according to the procedures specified in OAR 580-015-0090 through 580-015-0160.

571-022-0065

Emergency Action

University Housing may act on its own initiative without notification and review by the Family Housing Board (in areas where mandatory notification and review would otherwise apply) only in a bona fide emergencies when time does not permit such notification and review. A notification of all emergency actions shall be sent to the chairperson of the Family Housing Board as soon as practicable. A full written report of such action shall be made by University Housing to the Family Housing Board at its next regularly scheduled meeting unless such meeting falls within five working days of such action (in which case it shall be presented at the next succeeding regularly scheduled meeting). Emergency actions shall not constitute the setting or formulation of long-term policy nor shall they necessarily serve as precedent for future policy. To the extent such actions are practicably revocable or modifiable, the Family Housing Board shall be free to review and recommend regarding such actions consistent with these rules.

571-022-0070

Management Responsibilities

(1) Except for those recommendations brought to the Family Housing Board under mandatory notification and review, the following matters shall be deemed exclusively management responsibilities and shall neither be delegated to tenant organizations nor be subject to the consultation procedures involving the Family Housing Board:

(a) Routine maintenance and repair, including preventative maintenance, restoration of damaged or destroyed elements or facilities, or anticipatory replacement of obsolete or high-maintenance existing equipment;

(b) Assignment of units to residents by the University and eviction within established policies;

(c) Eligibility for residing in family housing facilities;

(d) Ensuring compliance with established fire, health, and safety regulations;

(e) Sanctioning non-compliance with city, county, state and federal laws and regulations, and administrative rules promulgated by the University of Oregon and the Oregon State Board of Higher Education as legally and functionally appropriate;

(f) Purchase of equipment, supplies and furniture (excluding that required for replacing or restoring existing furniture and equipment) which would require expenditures of less than \$6,000, unless the purchase significantly affects the tenants' residential environment or may cause an increase in rental rates in excess of the standardized maximum increase over the preceding year (see OAR 571-022-0025(2)(c)(A)(v));

(2) The administration of the respective family housing areas shall be conducted in accordance with rules or policies set forth by the University of Oregon and the Oregon State Board of Higher Education pursuant to Oregon law and shall abide by all regulations respecting health, sanitation and safety as described by state law or local or city ordinances.

571-022-0080

Delegation

The President of the University hereby delegates authority to the organizations and individuals designated in OAR 571-022-0015 through 571-022-0105 to carry out the provisions and responsibilities of these rules.

Rental Rates, Fees, Charges and Eligibility, Family Housing Areas

571-022-0100

Rental Rates, Fees and Other Charges

(1) Monthly rental rates for Amazon Family Housing, Westmoreland Family Housing, and East Campus Family Housing are published annually as a subsection of Special Fees, Fines, Penalties, Service Charges, OAR 571-060-0005.

(2) Security deposits, charges for late payment of rent, and other miscellaneous fees, fines and penalties as specified in the University's family housing leases are published annually as a subsection of Special Fees, Fines, Penalties, Service Charges, OAR 571-060-0005.

571-022-0105

Family Housing Eligibility and Lease Terms

(1) Eligibility for University-operated family housing shall be defined in the Family Housing/Apartments Lease agreement. Eligibility for such housing shall be determined by the Director of University Housing in consultation with the Family Housing Board (OAR 571-022-0025).

(2) Eligibility to lease Family Housing/ Apartments shall be determined by considering:

(a) That the essential mission of University Housing is to provide housing for matriculated University students;

(b) That within its available stock of housing, the University should attempt to provide an appropriate housing option for as many students as possible;

(c) That University Family Housing/Apartments may constitute a significant financial benefit to its tenants;

(d) That many University students are the parents of minor children;

(e) That the housing needs of graduate and undergraduate students often vary;

(f) That appropriate housing options in the surrounding community for some students may be limited.

(3) Other non-financial lease terms for Family Housing/Apartments shall be determined by the Director of University Housing in consultation with the Family Housing Board (OAR 571-022-0025).

(4) The provisions of leases developed pursuant to this rule, except for the monthly rent charges, may be waived in unusual circumstances. Tenants, or would-be tenants seeking a waiver should submit a request on a petition form to the Director of University Housing who has authority to waive all provisions of family housing/apartment leases except the extension of credit and collection of rents, which can be waived only after consultation with the Director of Business Affairs. Applicants for a waiver will be advised of the decision within ten working days. Such a decision is within the sole discretion of these University officials. In making their decision, these officials shall objectively balance the needs, capabilities, circumstances, extenuations and responsibilities of the student along with the administrative practicalities, fiscal needs, safety and welfare requirements and evenhandedness obligations of the University.

UNIVERSITY OF OREGON

DIVISION 23

STUDENT MEDICAL LEAVE

571-023-0000

Definitions

For purposes of OAR 571-023-0000 et seq.

- (1) "Dean's Consultation" occurs when the Vice President convenes a group of professionals to recommend actions and strategies to respond to a student's failure to meet the University's Standards of Responsibility and Self Care.
- (2) "Medical Leave" means leave during an academic term, resulting from a student's medical or mental health condition that requires the student to interrupt their enrollment.
- (3) "Professional Assessment" means an assessment of a student's mental capacity, emotional functioning and psychological well-being across all major bio-psycho-social domains performed by one or more mental health professionals trained to perform such an assessment. The objective of a "Professional Assessment" will be to determine a student's current level of dangerousness to self or others by understanding the student's ability to think, reason, care adequately for self and current suicidality. It is limited to gaining information and will not involve treatment interventions such as use of medication or psychotherapy. "Professional Assessment" may also mean gathering information to recommend steps to restore the health and safety of the student or to protect the university community.
- (4) "Suicidal" means potentially self-injurious to oneself with the intent to imminently end one's life. "Suicidal" could include suicidal gesturing (mild to moderate attempts to commit suicide) or active suicidal attempts (any deliberate action with potentially life-threatening consequences).
- (5) "Suicide Assessment Team" means a group of professional staff members who have expertise in the area of suicide assessment and referral selected under the sole discretion of the Vice President. Suicide Assessment Team members will include the Director of the University Counseling and Testing Center, the Director of the University Health Center, the Director of Student Life, and, if when appropriate, the Director of Residence Life, or the designees or successors.
- (6) "Vice President" means Vice President for Student Affairs or successor or designee.

571-023-0005

Voluntary Leave

A student who wishes to be placed on medical leave from the University shall present a recommendation to that effect from a physician or psychologist to the Vice President for Student Affairs. The Vice President will request the Director of the University Health Center (if the request for leave is based on a

medical condition) or the Director of the University Counseling Center (if the request for leave is based on mental health conditions) or both (if the Vice President believes information from both Directors would be useful) evaluate the information provided. Upon the affirmative written recommendation of the Director conducting the evaluation, the Vice President shall immediately grant the student's request.

571-023-0025

University Duties of Refund and Notification

If a student is placed on leave from the University pursuant to the provisions of OAR 571-023-0005 or 571-023-0115, the Vice President shall instruct the Registrar to withdraw the student immediately and to initiate the appropriate tuition and fee refund. If the leave occurs late in the term and incompletes are more appropriate for the student's work, the Vice President, in the Vice President's sole discretion, may seek that action rather than withdrawals from all courses.

571-023-0100

Standards of Responsibility and Self Care

(1) Standards of Responsibility and Self Care. A student in the university community who is experiencing a serious medical or mental health condition or emergency that substantially threatens the welfare of self or others, significantly disrupts the functioning of university operations or significantly interferes with a student's ability to complete their educational goals does not meet University standards of responsibility and self care and may be mandated for a professional assessment.

(2) Procedures. The following procedures shall be followed when the Vice President has reason to believe that a student may not meet University standards of responsibility and self care:

(a) The Vice President will consult with the Director of the Health Center (for behavior based on medical conditions or emergencies) or the Director of the Counseling Center (for behavior based on mental health conditions or emergencies) or both (if the Vice President believes information from both Directors would be useful).

(b) Request for a Dean's Consultation. If a student is not meeting the University's standards of responsibility and self care but is not suicidal, the Vice President may convene a dean's consultation to recommend appropriate actions.

(c) Request for evaluation in cases of suicidal ideation or behavior. When a student's behavior suggests it is warranted, the Suicide Assessment Team may conduct a review. Based on its review, the Suicide Assessment Team will recommend appropriate actions, which may include a mandatory professional assessment.

571-023-0105

Mandatory Professional Assessment Appointment

(1) Mandatory professional assessment. If based on the Suicide Assessment Team's recommendation, the Vice President determines that the student should be required to attend a mandatory professional assessment appointment completed by an individual or individuals identified by the Suicide Assessment

Team, the Suicide Assessment Team will attempt to reach the student by phone and will send a letter to the student requiring the student to attend the appointment within 3 days of the date of the letter. A student who is required to attend a mandatory professional assessment appointment may choose, consistent with the provisions of the rule, to have the mandatory assessment completed by an individual or individuals identified by the Suicide Assessment Team or, instead, by a psychologist, psychiatrist or other qualified, credentialed mental health professional, approved by the Suicide Assessment Team.

(a) A student who chooses to have a mandatory professional assessment performed by a mental health professional other than the individual or individuals selected by the Suicide Assessment Team as provided in this rule, must sign a release to allow information to be shared between the person performing the assessment and the Suicide Assessment Team. The information provided must be adequate to allow the Suicide Assessment Team to report to the Vice President the nature of any substantial threat to the welfare of the individual, other members of the University community, or the educational processes of the University.

(b) The Suicide Assessment Team will report to the Vice President regarding the student's ability to maintain their own safety and well-being, any threat to other members of the University community or the educational processes of the University. The report shall also contain recommendations concerning the necessity for medical leave for the student.

(2) Weekly Professional Assessment Appointments. Any student who is required to attend a mandatory professional assessment appointment must, if recommended as an outcome of the initial assessment, subsequently attend three professional assessment appointments after their initial appointment. Any student who fails to attend a professional assessment appointment, either the initial appointment or a subsequent one, will have failed to meet the University's standards of responsibility and self care.

571-023-0110

Emergency Interventions

(1) Transfer to Institutional Care. If a physician or psychologist on the staff of the University Health Center or University Counseling and Testing Center, after conferring with the Vice President, determines that a student's medical or mental health condition poses an immediate emergency warranting institutional care, such physician or psychologist shall act as the representative of the University in emergency cases requiring immediate action to transfer a student pursuant to Oregon Laws, to an appropriate community or state health agency. Upon transfer to institutional care, the student shall be placed on medical leave from the University. If, within seven days of taking action to initiate such a transfer, the emergency has abated and the Director of the University Health Center or University Counseling and Testing Center so recommends to the Vice President, the Vice President may cancel the medical leave, require a mandatory medical assessment or, if the student elects and the Vice President concurs, place the student on voluntary medical leave for the remainder of the current term.

(2) Refusal to Participate. If, after requested by the Suicide Assessment Team, a student fails to attend any mandatory professional assessment appointment, the student will not meet the University's standards of responsibility and self care and will be subject to emergency procedures.

(3) Involvement of Family Members. The Vice President may seek the cooperation and involvement of family members of students who are experiencing medical or mental health emergencies. Involvement may include requesting family members to assist in persuading the student to seek appropriate professional assistance, such as an evaluation from a psychologist or other appropriate mental health

professional. The decision to notify a student's family members in the case of a medical or mental health emergency will be weighed carefully against the student's privacy rights.

(4) **Mandatory Leave.** If the Vice President believes the medical or mental health condition of a student substantially threatens the welfare of self or others, significantly disrupts the functioning of university operations or significantly interferes with a student's ability to complete their educational goals or if a student fails to attend a mandatory professional assessment, the Vice President may place a student on mandatory leave after following the procedures identified in OAR 571-023-0115.

571-023-0115

Mandatory Leave Procedure

(1) If the Director of the University Health Center or the Director of the University Counseling and Testing Center believes a student's medical or mental health condition meets the standard for mandatory leave, the Director will recommend to the Vice President that the Vice President initiate mandatory leave. The Director may confer with any individuals the Director believes can assist in making a recommendation.

(2) Prior to placing a student on mandatory leave, the Vice President will request the Director prepare a report containing a summary of the steps already taken to respond to the student's medical or mental health condition, a list of individuals who have relevant information regarding the student's medical or mental condition, and the basis for recommending mandatory leave.

(3) The Director will set a date and time for a meeting with the student prior to making a final recommendation regarding mandatory leave and provide the student written notice. The notice shall include:

(a) The date, time and place of the meeting;

(b) That the purpose of the meeting is to consider if the student should be placed on mandatory leave;

(c) That the standards for making the final decision are whether the student's medical or mental health condition substantially threatens the welfare of self or others, significantly disrupts the functioning of university operations or significantly interferes with a student's ability to complete their educational goals;

(d) That the student has the opportunity to attend, to participate in the meeting, and to be accompanied by a personally-selected representative.

(4) The Director shall conduct the meeting in an informal manner that provides the Director with an opportunity to gather information relevant to the final decision and provides the student with an opportunity, if the student wishes, to provide information the Director believes will be useful in making a final recommendation. The student's opportunity to participate in the meeting shall include the opportunity to provide information from others who may have knowledge regarding whether the student's medical or mental health condition substantially threatens the welfare of self or others, significantly disrupts the functioning of university operations or significantly interferes with a student's ability to complete their educational goals.

(5) If, following the meeting with the student, the Director concludes that the student's medical or mental health condition does not substantially threaten the welfare of self or others, significantly disrupt the functioning of university operations or significantly interfere with the student's ability to complete their educational goals, the Director will so inform the student and the Vice President in writing, and no further action will be taken.

(e) If, following the meeting with the student, the Director concludes that the student's medical or mental health condition substantially threatens the welfare of self or others, significantly disrupts the functioning of university operations or significantly interferes with the student's ability to complete their educational goals, the Director will so inform the student and advise the Vice President in writing, and may recommend the student be placed on mandatory leave.

(f) The Vice President will review the Director's recommendation and will notify the University General Counsel or designee or successor, prior to placing the student on mandatory leave. The Vice President shall notify the student of the Vice President's decision and of the requirements for resumption of student status contained in this rule. The Vice President's decision is final.

571-023-0120

Resumption of Student Status

(1) Prior to returning to the University or enrolling at the University, a student who has been placed on leave as a result of emergency procedures must produce a plan in writing that delineates how the student will resume their status at the University.

(2) The plan must respond to the condition that gave rise to the need for the student's leave (i.e., need for ongoing psychological or medical care; ability to maintain a standard of responsibility and self care; ability to assume class participation.) If the student will reside in the residence halls, the plan must also state how the student will transition back into this community.

(3) The Suicide Assessment Team will review the student's plan. After the Suicide Assessment Team has reviewed the student's plan, the Director of the Health Center (for behavior based on medical conditions or emergencies) or the Director of the Counseling and Testing Center (for behavior based on mental health conditions or emergencies) or both (if the Vice President believes information from both Directors would be useful) will make a recommendation to the Vice President who will decide if the student's request to re-enroll at that time shall be granted or denied. The Vice President's decision is final.

UNIVERSITY OF OREGON

DIVISION 24

ERB MEMORIAL UNION

571-024-0005

EMU Child Care and Development Centers

The EMU Child Care and Development Centers (CCDC) provide child care for a fee to the extent that funding, licensed space, and available time permit. The centers are intended primarily to serve the needs of University of Oregon student families, seeking to achieve balance between child care needs of student parents and the need to provide continuity of child care for children and families. When space and time allow, after student families have enrolled, University employees and community families may use the Centers' facilities. Schedules of operating hours are available at the Centers.

(1) Definitions:

- (a) "Student" is any person who is enrolled for three out of four terms in the academic year at the University of Oregon;
- (b) "Full-time" and "part-time" student status are defined according to University regulations published in the Tuition and Fee section of the current edition of the University of Oregon General Catalog;
- (c) "University employee family" is one in which at least one member of the family is on the University of Oregon payroll;
- (d) "Community family" is one in which no member of the family is a University of Oregon student or an employee of the University of Oregon;
- (e) "Special-needs children" are those who qualify for Early Intervention services. Those services are provided at CCDC and support services are provided to assist in meeting their special needs.

(2) Admission to the EMU Child Care and Development Centers shall be made according to a priority ranking and an admission point system. A change to non-student status for one out of four terms shall not affect access to child care.

(3) Priority ranking for admissions shall be determined as follows:

- (a) First admission priority shall be assigned to student families to be ranked according to total number of points (see section (4) of this rule);
- (b) Second admission priority shall be assigned to University of Oregon employee families according to total number of points;

(c) Third admission priority shall be assigned to "community families" according to total number of points;

(d) First priority within all categories in subsections (a), (b), and (c) of this section shall be assigned to those who are returning according to seniority; second priority shall be assigned to new families.

(4) The admissions point system shall be based on the following scale and applied to student, employee, and community families when needed to establish ranking within these categories. The total number of points to establish seniority shall be calculated as follows:

(a) 1 point -- For each consecutive term one or more children of a family have been enrolled in CCDC;

(b) 5 points -- Full-time student;

(c) 3 points -- Part-time student;

(d) 2 points -- Student at another university or college or full-time worker;

(e) 1 point -- Part-time worker, including student employment or GTF;

(f) Only one parent per family is eligible for the points listed in subsections (b) through (e) of this section.

(5) When two or more families within the same priority rank qualify for the same number of points, admission eligibility will be determined as follows:

(a) First: Returning families have priority over new families;

(b) Second: Families in which all parents are students;

(c) Third: Families in which non-students are full-time University employees;

(d) Fourth: Families who had previously applied and been unable to gain admission into CCDC.

(6) Families shall not lose seniority points for an absence of one term during the year, for a University of Oregon-granted leave of absence, or for an approved employee leave. Leave of absence is defined in the University of Oregon General Catalog under the heading "On Leave Status."

(7) Special-Needs Children:

(a) Four primary spaces at the on-campus site will be set aside for qualified special-needs children;

(b) Up to four spaces at the Westmoreland site may be set aside for qualified special-needs children.

(c) Priority for admittance to these spaces within this category shall be subject to the enrollment provisions established in sections (2) through (5) of this rule.

(8) Duration of Care:

(a) Child care will be maintained for families, throughout the academic year, once the child is enrolled.

(b) If any child of a University employee or community family is admitted to the program for Fall, Winter, or Spring Term, that family's enrollment space shall continue until their child enrolls in kindergarten. Such children will constitute no more than 20% of CCDC's population.

(c) If space is available, any currently enrolled child who reaches kindergarten age will be offered continuing after-school care without regard to the parents' University of Oregon affiliation or the 20% limit set forth in section (8)(b). A child not currently enrolled who has reached kindergarten age may be offered space, if any is available, in accordance with sections (2) through (5) of this rule.

(9) Applications for Summer, Winter, and Spring terms will be accepted during the University's regular Duck Web registration period for those respective terms. Priorities shall be established no later than two weeks after the final day of registration. Applications received after this time shall be processed on a space-available basis.

(10) Fall Term applications shall be accepted during the scheduled Duck Web registration period for Fall Term. Priorities shall be established no later than four weeks after the final day of Duck Web registration. Applications received after this time shall be processed on a space available basis.

(11) Depending on annual Incidental Fee Committee allocations, subsidies to assist student families to meet CCDC's costs may be available. Application forms are available from the ASUO office. Subsidies are allocated on a sliding scale basis according to financial need.

(12) Fees for child care to the EMU Child Care and Development Centers are published annually pursuant to OAR 571-060-0005. A copy of current fee schedules is available at the ASUO office.

(13) Persons with complaints about admission procedures, fees, or other administrative problems must:

(a) First submit a written complaint to the EMU Child Care Coordinator;

(b) If a problem is not resolved, persons with such complaints may then appeal to CCDC's Parent Council;

(c) The final appeal within this process may be presented to the Erb Memorial Union Board of Directors;

(d) If the complaint is not resolved through the process outlined in subsections (a)-(c) of this section, the complaint may be filed as a grievance under the University's Grievance Procedures in OAR 571-003-0000, et seq.

[Publications: Publications referenced are available from the agency.]

UNIVERSITY OF OREGON

DIVISION 30

FACULTY RECORDS POLICY

571-030-0005

Authority

These rules concerning faculty records conform to and are governed by ORS 351.065 and the Administrative Rules of the State Board of Higher Education.

571-030-0010

Definitions

- (1) "Directory Information" is that information generally needed in locating a particular academic staff member, including information found in the **University Catalog, Time Schedule of Classes, and Telephone Directory.**
- (2) "Records of Academic Achievement" are limited to the information as to the number of credits earned toward a degree or in post-doctoral work, and certificate(s), diploma(s), license(s), and degree(s) received.
- (3) "Salary Information" shall include the rate of pay and terms and conditions of employment.
- (4) "Personal Records" are all other records containing information concerning an academic staff member, apart from those identified above.

Personal records include but are not limited to: Information kept by the University, college, or school, department or division concerning a specifically identifiable faculty member and furnished by the staff member or by others at the University's, college's or school's, department's or division's, or at the staff member's request. Personal records include but are not limited to: information as to discipline, counseling, membership activity, other behavioral records, professional preparation and experience, professional performance (e.g., assignment and work-load, quality of teaching -- including records tabulated from students' classroom survey evaluations -- research, and service to the institution), personnel data relating to such matters as promotions, tenure, leaves, retirement credits and the like, and professional activities external to the institution, including but not limited to, awards, recognition, research activity, or travel.

[Publications: The publication(s) referred to or incorporated by reference in this rule are available from the agency.]

571-030-0015

Faculty Records -- Restrictions on Use

(1) Directory Information, Records of Academic Achievement, and Salary Information, as defined in OAR 571-030-0010, may be released upon request and without the faculty member's consent.

(2) Personal records, as defined in OAR 571-030-0010, are hereby designated as confidential in order to protect privacy rights in an adequate educational environment. Access to personal records shall be restricted as hereinafter set forth in OAR 571-030-0025, 571-030-0030, 571-030-0035, and 571-030-0040.

571-030-0020

Faculty Records -- Restrictions on Contents

(1) Only such records as are demonstrably and substantially relevant to the educational and related purposes of the University, college or school, division or department, shall be generated and maintained.

(2) No faculty member shall be required to give -- although the staff member may voluntarily provide -- information as to race, religion, sex, political affiliation or preferences, except as required by valid state or federal laws, rules, regulations, or orders. In those instances in which the faculty member is asked for such self-designation for any purpose (including federal requests for information), the request shall state the purpose of the inquiry and shall inform the individual of the right to decline to respond. Except as the faculty member makes the foregoing information available, there shall be no designation in faculty personal records as to the faculty member's race, religion, sex, or political affiliation.

571-030-0025

Personal Records -- Restrictions on Access

(1) Personal records (except privileged psychological and medical records which are subject also to additional restrictions on access) shall be available only to University personnel such as faculty administrators, students and others serving on official institutional committees or in other official institutional capacities who have a demonstrably legitimate need for particular information in order to fulfill their official, professional responsibilities.

(2) Contents of personal records shall also be available to the faculty member who is the subject of the records as herein provided, in OAR 571-030-0030 and for research purposes as provided in OAR 571-030-0035.

(3) Personal records may not be released to any other person or agency without the faculty member's written consent, unless upon receipt of a valid subpoena or other court order or process or as required by valid state or federal laws, rules, regulations, or orders.

(4) Upon receipt of a subpoena or other court order or process seeking access to faculty personal records, the recipient, if legally permissible, must take reasonable efforts to notify the subject faculty member and must notify the President or his designated representative prior to any institutional responses. The latter

will determine whether or not appropriate University or State Board of Higher Education personnel should appear in court to test the validity of the subpoena or court order or process.

(5) The appropriate Vice President shall have the authority to determine the legitimacy of any disputed request for access to the personal records of a faculty member.

571-030-0030

Personal Records -- Access by Subject Faculty Member

(1) Each faculty member shall be provided full access to his or her personal records, as defined in OAR 571-030-0010 as designated confidential in OAR 571-030-0015 and maintained according to the provisions of OAR 571-030-0040 and 571-030-0045, except as limited below in this rule. Such records shall be made available for inspection or copying at a reasonable time and place upon request to the custodian of said records.

(2) Evaluative statements submitted in confidence by individuals prior to July 1, 1975, or prior to employment of the faculty member if after July 1, 1975, to the University, college or school, division or department, either at the request of the faculty member or at the request of the President or a Vice President, Dean, Division or Department Head, concerning the subject faculty member's teaching or other professional performance, scholarship, or service, and supplied with the understanding that the substance of the evaluative statement will be available to the subject faculty member upon request, shall be maintained as part of the faculty member's personal records, but the identity of the evaluator shall not be revealed to the subject faculty member.

(3) Upon the request of the subject faculty member, if employed prior to July 1, 1975, the full text of evaluative statements supplied prior to July 1, 1975, shall be made available to him or her by the appropriate Vice President, Dean or Department Head except that portions of the text which would serve to identify the contributor shall first be excised by a three- person subcommittee of the Faculty Personnel Committee (or three faculty members acting as its designees) and placed in the confidential file permitted by OAR Chapter 580, State Board of Higher Education. Also upon request of the faculty member, the same subcommittee shall examine the contents of the faculty member's confidential file to verify that it contains only those excised portions defined in this section. The committee shall have the authority to require that any other material be removed from the confidential file. Upon request of the faculty member, the same subcommittee shall examine the contents of the faculty member's closed personal records to verify that the staff member has been given the text of all statements therein, and if not, they shall provide the faculty member with a statement of the substance thereof.

(4) Confidential letters or other information received by the institution, school, department, or division after July 1, 1975, prior to the employment of a faculty member, shall be placed in the evaluation files relating to the faculty member. If the applicant is not employed, the confidential information submitted concerning the applicant shall remain confidential. If an applicant who is employed requests access to his or her files, the anonymity of the contributors of confidential preemployment letters and other preemployment information shall be protected. The full text shall be made available by the appropriate Vice President, Dean, or Department Head, except that portions of the text which would serve to identify the contributor shall be excised and retained in the confidential file permitted by OAR Chapter 580, State Board of Higher Education.

(5) A faculty member shall be entitled to submit, for placement in his or her files, evidence rebutting, correcting, amplifying or explaining any document contained therein and other material which the member believes might be of assistance in the evaluation process.

(6) A copy of the regular written evaluation of the faculty member made by the supervising administrative officer, shall be given to the faculty member, and a copy of the evaluative statement, duly signed by the faculty member signifying that the staff member has been given a copy thereof shall be placed in the faculty member's personal records. Each such regular written evaluation shall contain or have attached to it a statement to the effect that:

(a) At the faculty member's option the evaluative statement may be discussed with the evaluating administrator and that;

(b) The substance of any confidential evaluative statements in the closed portion of personal records shall be made available to the faculty member upon request and that;

(c) The faculty member may have entered into the staff member's personal records a rebuttal, refutation, or explanation of any regular written evaluation or any confidential evaluative statement therein.

(7) Any evaluation received by telephone shall be documented in each of the faculty member's files by means of a written summary of the conversation with the names of the conversants identified.

(8) Except as provided in ORS 351.065, the University and its subdivisions when evaluating its employed faculty members shall not solicit or accept letters, documents, or other materials, given orally or in written form, from individuals or groups who wish their identity kept anonymous or the information they provide kept confidential.

(9) If the institution, school, department, or division solicits or accepts student evaluations of the classroom or laboratory performance of a faculty member, such evaluations or surveys shall be conducted anonymously. The record of reports tabulated from student evaluations shall be placed in at least one of the evaluation files defined in OAR Chapter 580, State Board of Higher Education. All survey instruments from which evaluation data are obtained shall be delivered to the faculty member. No other evaluative material shall be accepted from students unless the students are first clearly informed that the faculty member will have access to such material and that the anonymity of the student cannot be preserved.

(10) The appropriate Vice President shall be the person to whom requests for information shall be addressed under Board rule concerning personnel actions affecting categories of faculty members where such actions appear to have relevance to the case of the faculty member making the request for information. The supplying of such information may be limited where the burden of complying with such requests would unreasonably impede the normal functioning of University business.

571-030-0035

Personal Records -- Access for Research Purposes

Information about faculty members for research purposes may be provided, contingent upon the existence of adequate provisions to conceal from the person(s) doing the research, the identity of the individual faculty members whose personal data or information are being included in the research. Research requests may also be limited where the burden of complying with such requests would unreasonably impede the

normal functioning of University business. If the confidentiality of faculty personal records would be jeopardized in any way by the release of the information for research purposes, the written consent of the faculty member must be obtained prior to the release of information. All such requests for information must be submitted to the Vice President for Academic Affairs and Provost, who will obtain the approval of the appropriate faculty committee on human research before releasing any information from personal records for research purposes.

571-030-0040

Personal Records -- Location and Custody

(1) All faculty personal records shall be kept within the Vice Presidential, College or School division, or department offices in which they are utilized.

(2) Each Vice President, Dean, Director, or Department Head shall be the official custodian of the personal records contained within the operating unit, unless another person is specifically designated, in writing, by such Vice President, Dean, Director, or Department Head, to assume his responsibility.

(3) The custodian of personal records shall maintain them in a manner which shall insure their confidentiality and security.

(4) Any person, including administrative and clerical personnel, seeking access to personal records for authorized purposes, shall first secure the consent of the custodian.

(5) The term "file" as used in this section is understood to mean a physical repository containing comprehensive personal records relating to a faculty member's qualifications, competence, and performance in his or her professional capacity. The number of files relating to the evaluation of a faculty member, or to each component of the separate assignments of faculty members with split or joint appointments, shall be limited to a total of three, except for a file designated pursuant to rules of the Oregon State Board of Higher Education for the maintenance of material properly held confidential or excised from other records. All files shall be kept in designated and accessible places.

571-030-0045

Personal Records -- Permanence, Duplication, and Disposal

(1) The individual faculty member's personal record shall be maintained only for the minimum period of time required to serve the basic official functions for which the records were generated.

(2) The permanent retention of faculty personal records shall be limited to those which the President, the University Archivist, or the State Archivist shall determine to be of long-range value to the individual faculty member, to the University, or to the public.

(3) Duplication of permanent faculty personal records shall be permitted only when such records are required to serve the official functions of the office which maintains them and when the custodian has given his consent.

(4) Duplicate permanent records, evaluative statements and other similar personal records not designated for permanent retention shall not be maintained for a period longer than ten years without the approval of

the President or the President's designee. All such records which have been maintained for a period of twenty years shall be disposed of in such a manner as to protect their confidentiality.

571-030-0050

Fee for Copies

Where a faculty member requests copies of materials under OAR 571-030-0030 or 571-030-0035, the University may charge a reasonable fee, not to exceed the actual cost of providing the material.

UNIVERSITY OF OREGON

DIVISION 50

GENERAL

571-050-0005

Smoking and Tobacco Restrictions on University Owned or Controlled Properties

(1) Definitions.

(a) “Smoking” means inhaling, exhaling, burning, or carrying any lighted or heated Tobacco product, including legal smoking substances that are not Tobacco, and smoking instruments.

(b) “Tobacco Use” includes Smoking, chewing, dipping or any other use of Tobacco products.

(c) “Tobacco” means all forms of Tobacco, including but not limited to cigarettes, cigars, shisha, pipes, water pipes (hookah), electronic cigarettes, and all forms of smokeless Tobacco including but not limited to chew, snus, snuff, sticks, strips and orbs.

(d) “Tobacco-related” means the use of Tobacco brand or corporate name, trademark, logo, symbol, motto, or selling message that is identifiable with those used for any brand of Tobacco products or company that manufactures Tobacco products.

(e) “Person” means a natural person.

(f) “Property” means all property owned or controlled by the University.

(g) “Vehicle” means any vehicle owned, rented or leased by the University.

(2) Prohibitions. Smoking and Tobacco Use is prohibited on all Property and in all Vehicles. Tobacco may not be sold or distributed on any Property. Any violation of this rule impairs and disrupts the educational or other activities of the University. An employee who violates this rule may be subject to discipline. A student who violates this rule may be subject to sanction under the Student Conduct Code.

(3) Citation and Appeals. Anyone else who violates this rule may be issued a citation for thirty dollars (\$30). Any complaints about citations issued or appeal of an issued citation may be directed to the Vice President for Finance and Administration or that person’s designee. Appeals of citations must be received by the Office of the Vice President for Finance and Administration within thirty (30) days of the date of issuance of the citation.

(4) Assistance to Employees and Students. The University will publicize the availability of Tobacco addiction treatment assistance for employees and students.

(5) Exceptions. Exceptions to this administrative rule may be approved by the President of the University upon a finding of reasonable cause.

Regulation of Possession of Glass Containers at Certain Athletic Facilities

571-050-0011

Articles and Activities Prohibited at Athletic Facilities

(1) The following items are not allowed inside (or on the rampways, stairways, or tunnels leading into) any University facility which serves as a site for intercollegiate athletic competition whether or not such competition is actually occurring:

- (a) Glass containers of any kind;
- (b) Metal cans;
- (c) Weapons;
- (d) Fireworks, explosives, or munitions;
- (e) Alcohol or alcoholic beverages or freezes;
- (f) Vacuum bottles and other similar insulated containers (thermos-type containers);
- (g) Open plastic beverage containers, unless empty.

(2) Exceptions to the above prohibition are limited to:

- (a) Alcoholic beverages and alcoholic beverage containers belonging to the University of Oregon, or to licensed concessionaires or catering services contracting with the University for its officially sponsored social functions, e.g., receptions, meetings, promotional activities, etc.;
- (b) Weapons of on duty law enforcement officials;
- (c) Fireworks in the custody of any group or person operating or presenting a fireworks display as expressly authorized by the University.

(3) University employees, contractors, or agents may request, as a condition of the license to enter the University's athletic facilities, that persons about to enter allow inspections of all backpacks, briefcases, suitcases, athletic bags, packages, duffle bags, coolers, ice chests, picnic baskets, and other containers capable of concealing prohibited articles:

- (a) Inspections under this section shall occur outside the facility's ticket gate or entrance. Persons possessing containers subject to inspection shall be informed that they are free to decline the inspection and may receive a refund of the price of the ticket upon surrender of their ticket, if any. In the alternative, the person may discard the container or prohibited items in the container or return them to a vehicle without inspection and then enter the facility without such items;
- (b) Personnel making inspection requests are not obliged to cause entering spectators to wait in line while other inspections are occurring. Such personnel must, however, request to inspect the containers of the

next person who appears to possess containers subject to inspection as soon as they have completed any given inspection;

(c) Signs with lettering no smaller than two inches high shall be prominently displayed at each entrance to University facilities that serves as a site for intercollegiate athletic competition. The signs shall generally describe prohibited articles, explain the potential request for inspection and the right-to-decline options, including refund, if there is a cost for admission. Similar explanations shall be printed on season ticket order forms and shall be displayed at ticket windows on University property where tickets for events at University athletic facilities are regularly sold.

(4) A person discovered during an inspection to possess a prohibited article(s) shall be offered the choice of discarding the article(s) in a public trash receptacle or of returning the prohibited article(s) to a vehicle or otherwise legally disposing of it.

(5) If a person already inside the facility possesses a prohibited article, that person shall be considered to have violated the license to enter and view the event. The person's license is automatically revoked and the person shall be requested to leave immediately. A person who does not leave following such a request may be treated as a trespasser.

(6) If a person requests a refund under the provisions of subsection (3)(a) of this rule, University officials shall sign a bearer coupon and shall deliver it within a reasonable time to the person requesting the refund. Such a coupon shall not name the person possessing the prohibited articles, but it shall specify the location, price and date. This bearer coupon along with the unused ticket must be turned in at (or mailed to) the University Athletic Department's ticket office for a refund within 30 days. Service and other charges in excess of the admission price are non-refundable.

(7) Persons entering a facility, as a condition of the license to enter, may be subject to search by electronic wand regardless of whether they are carrying any of the above-mentioned containers.

(8) A person entering the facility who is observed without inspection possessing a prohibited article shall be treated as specified in section (4) of this rule.

(9) Open umbrellas are prohibited in all Autzen Stadium, Hayward Field and Howe Field seating areas, seating area aisles, and standing room only locations. Signs on sticks or poles and signs larger than 24 inches wide by 18 inches high are prohibited in all athletic facilities. Complaints about violations of this section shall be made to Athletic Department officials or their designated agents. Violators failing to respond to a request to close their umbrellas by Athletic Department officials or their agents may be required to leave the event. Any one who violates the restrictions on signs in this rule may be required to leave the event by Athletic Department officials or their agents.

(10) Stadium seats, stadium chairs, or seat cushions brought by any person into any University facility which serves as a site for intercollegiate athletic competition may not exceed the following dimensions: 17.5 inches wide by 13.5 inches deep, with a seat back height that does not exceed 19 inches. The seat cushion may not exceed 4 inches in height. The seat back cushion may not exceed 4 inches in depth.

Policy Restricting the Use of Roller Skates and Skateboards in University of Oregon Facilities

571-050-0020

Roller Skates and Skateboards

- (1) Use of roller skates or skateboards inside University buildings, structures, or facilities is prohibited.
- (2) Only the cautious use of roller skates and skateboards is permitted on University property. Acrobatics or other stunts performed on or using roller skates or skateboards are prohibited.
- (3) Users of roller skates and skateboards must yield the right-of-way to pedestrians.
- (4) Use of roller skates or skateboards is prohibited (unless otherwise permitted by signs) in areas of pedestrian traffic, including, but not limited to walkways, sidewalks, loading docks, driveways, and access ramps.
- (5) Use of roller skates or skateboards is permitted on University paved roadways designed for vehicular or bicycle traffic provided users obey all traffic safety rules and this rule.
- (6) Users of roller skates and skateboards shall obey all campus stop, yield, and dismount signs.
- (7) Any person violating this rule is subject to:
 - (a) A fine as listed in OAR 571-060-0005;
 - (b) Institutional disciplinary proceedings, if a student or employee;
 - (c) An order to leave the immediate premises or property owned or controlled by the University by an authorized University employee or agent.
- (8) Building managers, deans, department heads, directors, and campus security officers are authorized to enforce administration of this rule and to direct individuals violating this rule either to remove the roller skates/to stop using the skateboard, or to leave the premises.
- (9) Exception to this rule may be made for University-sponsored and supervised programs.

571-050-0025

Animal Control

- (1) To protect public health and safety, the University does not permit animals in its buildings.
- (2) Unattended or unleashed domestic animals are not permitted on the property of the University.
- (3) Exceptions:
 - (a) Dogs trained to assist the handicapped;
 - (b) Dogs authorized by permit issued by the Office of Public Safety;
 - (c) Animals used for authorized research projects or experiments;
 - (d) Residents of the University's East Campus Housing only may keep authorized pets within their rented property.

(4) The Office of Public Safety will call a control agency to remove and impound unattended or at-large animals.

Commercial and Charitable Solicitations and Commercial Transactions

571-050-0030

Introduction

The University of Oregon recognizes the right of its students to familiarize themselves with divergent points of view and to associate with whomever they choose. The University further recognizes the right of members of the public to enter the campus of the University and to engage in lawful and peaceful activities while there. It is the belief of the administration of the University of Oregon that encouragement of these rights will lead to a broader, richer education for its students. Rights do not exist without responsibilities, however. Nor is the University without an obligation to provide a safe, private, scholastic environment in which its students may pursue their studies without interference. To insure that both the rights and the responsibilities are satisfied as fully as possible, the University has adopted the following rules concerning public access to the campus. They are designed to strike a balance which will provide free access and protect the educational environment without sacrificing one to the other.

(1) Definitions. As used in this rule, the following definitions apply:

(a) "Sale", "selling", or "purchasing" mean an activity which creates an activity or obligation to transfer property or services for a valuable consideration;

(b) "Commercial solicitation" means any direct and personal communication in the course of a trade or business reasonably intended to result in a sale;

(c) "Private sale" means occasional selling between persons who are campus students or employees;

(d) "Commercial transactions" means selling or purchasing or both selling and purchasing by any person in the course of employment in, or in the carrying on of, a trade or business. To the extent a non-profit organization or charity is selling a tangible product or is offering a tangible product with the expectation of thereby obtaining an immediate and direct contribution, this aspect of the entity's activity shall be deemed for the purposes of this rule to be a commercial transaction;

(e) "Interference standard" describes the basis on which University officials will make an activity impact judgement (i.e., extent to which an activity or proposed activity limits, impedes or makes more costly than normal the use or function of an area);

(f) "Charitable solicitation" means any direct and personable communication in the course of the operations of a not-for-profit organization reasonably intended to result in a sale or monetary contribution;

(g) "Not-for-profit organization" means any group of individuals, formally or informally organized for the purpose of promoting the well-being of the public at large or for benefitting an indefinite number of persons, including but not limited to educational, literary or scientific purposes, or for the prevention of cruelty to children or animals, or for the benefit of religion, rehabilitation services, public recreation, civic

improvement or services which lessen the burdens on government, and also means any entity to whom a donation would qualify for a tax credit under ORS 316.102.

(2) Commercial and charitable solicitation and commercial transactions are prohibited on campus except upon written application by the vendor or solicitor and with written permission by the University President or the President's designated representative. The President has designated the Director of Erb Memorial Union as the Official designee to carry out the provisions of this rule. The Director of Erb Memorial Union shall, when the facilities affected are other than those of Erb Memorial Union, consult with the appropriate administrator:

(a) The application shall include:

(A) The applicant's name, address, and tele-phone number;

(B) The name, address, and telephone number of the company or organization represented by the applicant;

(C) The purpose of the visit to campus;

(D) The type of activity to be engaged in;

(E) The duration of the visit; and

(F) Any other information which is relevant to the granting or denial of permission to engage in the above-mentioned activities.

(b) Permission shall be granted if the proposed activity:

(A) Aids achievement of the educational or cultural objectives of the campus;

(B) Does not interfere with the operations of the campus;

(C) Is not prohibited by law or rule;

(D) In the case of commercial solicitations and for-profit commercial transactions, pays the University a minimum of rental for use of space, or ten percent (10%) of gross proceeds, whichever is greater;

(E) Does not conflict with terms of other contracts for sales or services already at the University;

(F) In the case of commercial solicitations and for-profit commercial transactions does not continue more than two (2) days and is not a frequently requested privilege. In the case of charitable solicitations and not-for-profit charitable transactions which occur on a continuing or repeated basis, permission must be reobtained at the beginning of each academic term;

(G) Does not conflict with similar sales or services offered by departments of the University.

(3) Any person granted permission under section (2) of this rule to engage in commercial or charitable solicitation or commercial transactions must abide by any time, place or manner restrictions which may be imposed as a condition to the granting of such permission. These restrictions include, but are not

limited to, the number of presentations within a given period of time as determined by the Director of Erb Memorial Union in consultation with other University administrators whose unit may be affected.

(4) Commercial and charitable solicitation and commercial transactions are prohibited in all areas where such activity will, or is likely to, interfere with the normal functions of that area. Such areas include, but are not limited to:

(a) Individual student rooms, hallways, stairwells and lavatories in the dwelling areas and the interior and food service areas of dining rooms in residence halls. Use of residence hall lounges and meeting rooms will be allowed only with the permission of the Director of Housing (using an interference standard) and a majority vote of the residents of that unit. Use of dining hall lobbies will be allowed only with permission of the Director of Housing, applying the same standard;

(b) Classrooms, except with written permission of the Director of Erb Memorial Union and written consent of the instructor;

(c) Meeting rooms, auditoriums, or general assembly areas except with written permission from the Director of Erb Memorial Union;

(d) Libraries;

(e) Faculty and administrative offices; and

(f) Any other areas designated by the President or the Director of Erb Memorial Union on behalf of the President.

(5) Persons who violate the provisions of this rule shall be disciplined as follows:

(a) Members of the campus community shall be disciplined in accordance with the procedure which is appropriate with that person's status as a student, faculty member, administrator, employee, or other category;

(b) Non-members of the campus community shall be prohibited from entering upon the campus for purposes of commercial and/or charitable solicitation or commercial transactions for a period of not more than one year. Those who violate this prohibition shall be subject to trespass laws.

(6) Nothing in this rule shall affect private sales.

(7) Nothing in this rule shall affect advertising in campus newspapers, radio or television stations.

(8) Nothing in this rule shall affect commercial solicitations and commercial transactions by vendors providing sales and services to offices, employees or agents of the University of Oregon for the conduct of University business.

(9) Commercial and charitable door-to-door solicitation in Family Housing areas shall be managed as follows:

(a) Each person desiring to solicit door-to-door must fill out a request-to-solicit form at the area office once a year. Forms record applicant's name, address and telephone number; company name, address and telephone number; purpose of visit; type of activity and length of visit;

(b) The area director will file each request and will permit any person or group to solicit door-to-door once an academic term. Solicitors will receive a written approval pass which should be carried and displayed on request during the course of their visit to the Family Housing Area;

(c) Solicitors may return to established customers without reapplying for permission, but shall renew the request-to-solicit form the same month each year.

Key Control

571-050-0035

Introduction

To regulate the control, authorization of use and issuance of University of Oregon facility keys, the President of the University designates the Vice-President for Administration to administer the University's key control policy. The Director of Public Safety shall administer the University's key control program.

(1) Definitions. As used in this rule, the following definitions apply:

(a) "University" shall mean University of Oregon;

(b) "Facilities" shall mean any University building, house, room or area to which access is controlled by a key, electronic access device or by another device normally restricting access;

(c) "Grand Master Key" shall mean a key which opens all doors in two or more University buildings or departments;

(d) "Master Key" shall mean a key which opens all doors in a University building or department;

(e) "Sub-Master Key" shall mean a key which opens more than one door in a portion of a University building;

(f) "Change Key" shall mean a key which opens a door within a University building;

(g) "Outside Door Key" shall mean a key which opens an exterior door of a University building;

(h) "Access Card" shall mean an ID card or similar object used in an electronic reader to permit access into a University building;

(i) "Access Level" shall mean the software control uses to determine time and place an access card holder may enter a University building or electronically-controlled door.

(2) Regulation of Keys and Access Cards:

(a) The issuance of all keys and assignment of card access levels to University facilities shall be subject to the provisions of this policy;

(b) The University Department of Public Safety shall be the sole source for the making, duplicating, manufacturing, or cutting of any University facility keys. The University ID card services shall be the sole source for making and duplicating "Access Cards". These departments or the departments' designees shall be subject to all the regulations in this policy and responsible for maintaining accurate key and access card inventory issuance, and return records as well as access information and access records;

(c) Persons to whom keys and access cards to University facilities are issued are prohibited from duplicating such keys and access cards;

(d) Persons violating the University key policy are subject to disciplinary sanctions;

(e) A three- or four-member Key Control Advisory Committee shall be appointed by the Vice-President for Administration each year. The committee shall serve from September to June. It shall review all department requests for multiple key issuance and perform other advisory functions outlined in the key control policy. It shall be advisory to the Vice-President for Administration. The Director of Public Safety shall act as staff advisor to the committee;

(f) Keys to University facilities may be issued to departments, University faculty, staff, graduate assistants and students, and to non-University persons authorized in writing by the appropriate dean, director or department head to have access to University facilities;

(g) Departments may request a consignment of change and outside door keys to be issued to and administered by the department for use limited within that department. This written request shall be reviewed by the Key Committee, which is authorized to grant, deny, or modify the request. The department request shall include statements to justify the need for the number of keys requested and shall outline how it plans to assure the proper use and control of keys placed in its custody. These keys may be acquired by department requisition. The department's administrative officer shall maintain accurate records of all keys issued to the department. Upon written request of the Director of Public Safety or the Director of Business Affairs, the department's administrative officer shall present a current accounting of all keys issued to the department. An annual accounting of keys shall be filed with the Director of Public Safety by June 30 of each year;

(h) An emergency key board shall be maintained by the Department of Public Safety and by the University Housing to be used by Public Safety or Physical Plant personnel in emergencies after normal business hours;

(i) The University Housing Director, subject to the regulations of this policy, shall be responsible for the issuance of keys for University housing and the maintenance of accurate key inventory, issuance and return records. An annual accounting of University Housing keys shall be filed with the Director of Public Safety by June 30 of each year.

(3) Conditions of Issuance:

(a) Grand master and master keys shall be issued only upon the written authorization of the Director of Public Safety or, in the case of keys issued to supervisory personnel in the Physical Plant, upon the written authorization of the Director of the Physical Plant;

(b) A sub-master key shall be issued only upon the written authorization of department head, director, dean, or the Director of the Physical Plant;

(c) A change key shall be issued only upon receipt of the standard key request authorization form issued by the University department to which key applicant is assigned;

(d) An outside door key shall be issued only upon receipt of the standard key request authorization form issued by a department head, director, dean, other administrative officer or designated representative.

(4) Conditions of Key Use:

(a) Any person or department issued University key(s) accepts the responsibility for promptly notifying the Department of Public Safety and the person's immediate supervisor in the event the key(s) disappears, is lost, stolen, or otherwise misplaced;

(b) If the loss, theft, disappearance or misplacement of a key requires the changing of a lock or locks, the cost of changing the lock(s) shall be borne by the responsible University department. Appeals for exception to this requirement may be made to the Key Control Advisory Committee;

(c) Authorized non-University persons, such as contractors on job sites, window washers, elevator maintenance personnel, etc., requiring short-term key access to University facilities shall obtain needed keys from the Department of Public Safety or the office of the Director of the Physical Plant after paying a deposit or a monetary consideration in the contract for services. Keys for such short-term access shall be issued for a specified time period and must be returned to the issuing office as specified;

(d) The University building inspector shall obtain any needed keys from the Department of Public Safety on the inspector's personal signature.

(5) Deposit:

(a) A deposit for the issuance of keys will be made at the time keys are obtained from the Department of Public Safety, deposit to be returned upon return of the key;

(b) Deposit fees and lost key replacement charges for grand master, master or sub-master keys are published annually in the Public Safety subsection of Special Fees, Fines, Penalties, Service Charges (OAR 571-060-0005).

(6) Sanctions:

(a) The University reserves the right to impose reasonable sanctions, including disciplinary actions upon persons violating the University key policy;

(b) The University Payroll office shall, upon written request of the Director of Public Safety, withhold from the paychecks of University employees the appropriate amount as listed in OAR 571-060-0005 for change of, unreturned or lost grand master, master or sub-master as well as outside door or dorm keys;

(c) Students who have not paid a deposit and who do not return issued keys as specified or upon demand shall be reported to the Director of Public Safety who may assess a fine. Appeals of the fine may be made to the Key Control Advisory Committee;

(d) When a key deposit in excess of \$1 per key is required or the use of multiple keys is an integral part of a job, classified employees may elect to sign an agreement promising to return the key(s) upon demand or to authorize a deduction from their pay of an amount equal to the required deposit(s) if the key(s) are not returned.

UNIVERSITY OF OREGON

DIVISION 51

MUSEUM OF ART

571-051-0005

Museum Acquisition Procedure

(1) Conditions. Because the Jordan Schnitzer Museum of Art's collections are vital to its usefulness and continued excellence, all acquisitions shall meet certain conditions:

(a) They should meet at minimum the criteria of quality reflected in the best objects now in the Museum's collections;

(b) They should be relevant to the purposes and functions of the Museum, which include support for the institution's teaching and research in the visual arts as outlined in the University of Oregon Policy Statement "Jordan Schnitzer Museum of Art Mission," so as to strengthen those collections in which the Museum specializes and for which it is recognized by scholars and artists;

(c) Because the Museum must be able to provide proper storage and care of the objects accessioned into the collections, no object will be accepted which cannot be properly cared for and stored;

(d) The Museum must observe all State of Oregon, federal, and applicable international laws on acquiring imported art objects and will not, therefore, accept objects collected or acquired under questionable or illegal circumstances. The Museum endorses the 1970 UNESCO Convention on the Means of Prohibiting and Preventing Export and Transfer of Ownership of Cultural Property, and the 2003 American Association of Museums (AAM) recommended procedures regarding objects transferred in Europe during the Nazi Era, pursuant to an agreement reached in October 2000 by the AAM, the Association of Art Museum Directors and the Presidential Advisory Commission on Holocaust Assets in the United States;

(e) Title to objects shall be obtained free and clear of restrictions and qualifications of any type or manner, unless it is deemed by the University authorities (the President or the President's designees) in concurrence with the Museum Executive Director, the Museum Collections Committee, and the Curators to be in the best interests of the University. If an object is accepted under restricted conditions, notation of the restriction must be included in the object's permanent documentation.

(2) Criteria. Objects are added to the permanent collection by gift, purchase, bequest, exchange, or other transactions by which legal title passes to the Museum. Before accepting objects to the permanent collections, the Museum Collections Committee shall consider whether:

(a) The object to be accessioned is destined for a particular collection area. Objects not so destined shall be accepted only in rare circumstances, including but not limited to situations where it may be prudent and necessary to accept an entire private collection, even though some of the works may not be regarded

as having Museum quality, in order to obtain desired works. The Museum Collections Committee shall make specific recommendations where entire collections are to be considered for acquisition;

(b) The object is unique or of greater aesthetic quality or value than similar ones already in the collections;

(c) Proper care can be given to the object;

(d) The object is in suitable condition for use and exhibition;

(e) The provenance of the object, as determined by the Director or appropriate Curator(s) is satisfactory;

(f) The object is encumbered with conditions imposed by the donor regarding use or future disposition. As a rule, only unrestricted objects should be accepted;

(g) The use of the object is restricted or encumbered by intellectual property rights (copyright, patent, trademark, or trade secret) or by its nature (obscene, defamatory, potentially an invasion of privacy, physically hazardous);

(h) The object is generally consistent with the goals of the Museum.

(3) Appraisals and Donor Tax Deductions. Gifts to the Museum are tax deductible as a charitable donation based on the fair market value of the gift evidenced and substantiated in a manner acceptable under federal Internal Revenue Service regulations:

(a) Staff members of the Museum shall not provide appraisals for donated objects;

(b) Neither the Museum, the University of Oregon, nor the State of Oregon is responsible for the authenticity and accuracy of the appraisal.

(4) Museum Collections Committee. The Museum Collections Committee is an advisory committee to the Executive Director composed of members of the Museum's Leadership Council, University faculty, and others whose expertise in art and the art world is beneficial to the Museum, in addition to its permanent and ex officio members;

(a) The permanent, ex officio members of the committee are the Museum Executive Director, Curators, and Collections Manager;

(b) The other members of the committee are appointed for three-year terms by the President of the Museum's Leadership Council in consultation with and with the approval of the Museum Collections Committee chair, the Curators, and the Executive Director. The terms of office for these appointees shall be staggered to provide for committee continuity;

(c) The committee chairperson shall be selected by the President of the Museum's Leadership Council, and shall hold this position for a two-year term;

(d) If for any reason (other than the expiration of a member's term of office) an appointed position on the committee becomes vacant, the vacancy shall be filled in the same manner as original appointments. The replacement member shall serve for the unexpired portion of the vacating member's term.

(5) Meetings of the Collections Committee shall be called by the Chairperson of the Committee in consultation with the Executive Director two to four times annually, or more frequently, if so needed. The following procedures shall be followed:

(a) For each object under consideration for acquisition, the Director or Curator shall present to the Collections Committee the documentation and provenance of the object and explain its contribution to the collection as a whole;

(b) If possible, each object under consideration by the Executive Director should be physically present for evaluation by members of the committee. If the chairperson determines that this is not possible, adequate images of the object shall be presented to the committee;

(c) Minutes of all Collections Committee meetings shall be taken and maintained;

(d) The Collections Committee may suggest and recommend to the Executive Director for purchase work deemed desirable for the collection when funds are available.

(6) The Executive Director shall make all decisions with reference to acquisitions.

(7) The Executive Director shall notify donor(s) of acceptance or rejection of objects.

571-051-0010

Museum De-Accessioning Procedure

(1) Criteria. Permanent removal of objects from the collections will be done in a legal and ethical manner. The manner of disposition chosen will represent the best interests of the Museum, and the University of Oregon. An object in the Museum of Art collection can be considered for de-accessioning only if it meets at least one or more of the following criteria:

(a) It has physically or organically deteriorated beyond repair as determined by a reputable conservator;
or

(b) It requires conservation, the cost of which would exceed the Museum's funds or the Museum's ability to raise the necessary monies; or

(c) It cannot be either properly stored or properly exhibited by the Museum; or

(d) It is, in the opinion of qualified outside experts, of markedly inferior quality and/or there is a duplicate or superior example of the same kind and type already in the collection; or

(e) It no longer has study, research or exhibition value; or

(f) It no longer supports the mission of the Museum; or

(g) It is determined that the work is stolen or fake; or

(h) To comply with the November 1990 Native American Graves Protection and Repatriation Act (NAGPRA) or the 2003 AAM Guidelines Concerning the Unlawful Appropriation of Objects During the Nazi Era; or

(i) Object material is potentially hazardous to human health or to other objects.

(2) Procedure. Removal of object(s) from the Museum's permanent collections can be recommended only by the Executive Director, the Curator(s), the Collections Manager, or a conservator:

(a) After such a de-accession recommendation is made, a de-accession worksheet for each object shall be begun and placed in the documentation file;

(b) A thorough search shall be made by the Museum Collections Manager of records and related University archival files to determine legal ownership as well as restrictions imposed by the donor and accepted by the Museum at the time of accessioning. Where restrictions exist as to use or disposition of the object, the Museum will observe those conditions to the extent it is reasonably possible to do so. If there are questions as to intent or force of restrictions, the Museum will seek advice of the University Office of General Counsel. New acquisitions obtained through the sale or trade of the original donated item will be credited to the donor, as a "Gift of the donor by Exchange";

(c) The qualified staff members, including the Executive Director, Curator(s), and Collections Manager, will then meet to discuss the results of this search and to propose an appropriate course of action. If all agree to recommend de-accession, the recommendation and relevant information is then presented to the Museum's Collections Committee, which shall vote on recommending the de-accession to the Executive Director. A majority vote is sufficient for such recommendation. Final authority rests with the Executive Director to determine whether de-accession should occur. The Executive Director will then inform the Senior Vice President and Provost and the Vice President of University Relations of any decisions made regarding de-accessioning. The results of any de-accession vote shall be recorded in the documentation file;

(d) Before any object can be de-accessioned and exchanged or sold from the Museum collections (whether from "permanent exhibition collections" or "study collections"), one recognized professional expert (who is neither a current nor former Museum employee), recommended by the Museum staff, shall be consulted for an opinion on the quality of the object. If the reason for the recommendation is the poor condition of the work, the expert shall be a qualified conservator in the special area of the object under consideration and should additionally offer an opinion as to the physical and economical feasibility of reconditioning the work. This expert opinion shall be submitted in writing, dated, and kept in the permanent documentation file;

(3) Disposal. Upon approval to de-accession an object, the following procedures shall be implemented:

(a) The Museum Collections Manager shall notify the University Property Control Office and provide copies of supporting documentation to remove the object(s) from the Museum collection inventory;

(b) A written, dated appraisal from a certified art appraiser (who is neither a current nor a former Museum employee) shall be sought by the Collections Manager, Curators or Executive Director to establish current market value of the object(s) to be de-accessioned;

(c) In order that objects de-accessioned from the Museum collection may continue to serve the purpose for which they were initially acquired, an effort shall be made to place them (by exchange, transfer, or

sale) in another non-profit institution. To achieve this end, such objects shall be advertised in appropriate professional publications, which may be online. Such advertisement shall clearly state that neither the Jordan Schnitzer Museum of Art, the University of Oregon, nor the State of Oregon guarantees the authenticity nor the appraised value of the work. This disclaimer shall be repeated in writing at the time of sale, transfer, or exchange. Should it be deemed appropriate and useful for teaching, the de-accessioned work may be retained by the Museum for its study collection;

(d) Sales to private parties or profit-making entities shall be pursuant to state law dealing with disposition of surplus property. Whenever possible, the work of art should be sold at public auction in a city outside Eugene. In all cases, the sales should be public, although some works of art because of their nature may be more appropriately sold in the public marketplace. De-accessioned objects shall not be given or sold to any Museum staff member or University of Oregon official whose responsibility includes Museum operations, funding, or administration, nor to their representatives or immediate families. Members of the Museum's Leadership Council and its Collections Committee also may not acquire any de-accessioned item nor may their representatives or immediate families. Proceeds from sales are to be earmarked for the acquisition of objects that will improve the Museum's collection;

(e) Exchanges of de-accessioned objects shall be for object(s) of equal or greater value to the Museum and these transactions shall be made in accordance with the procedures of the Museum's De-accession procedures;

(f) Any transactions involving a combination of object(s) and monies (given or received) shall be negotiated at the discretion of the Executive Director after consultation with the Collections Committee;

(g) Copies of records for de-accessioned objects, including provenance, research, and data on publication, and a statement authorizing removal from the Museum collection (signed by the Executive Director and the appropriate University administrators) and any other necessary documentation will be forwarded to the acquiring institution (or individual) at the time of the exchange of ownership;

(h) Documentation shall be kept in donor files, showing disposition of object(s). Where feasible, the exhibition label on object(s) acquired through exchange of a donation, or with funds derived from the sale of a donation, shall credit the donor of the exchanged or sold gift. Original records for de-accessioned objects will remain on permanent file in the Museum Collections office, with the de-accession work sheet showing completion of all steps in the de-accession process, including record of means of disposal, new ownership, and the original document showing Museum and University approval of the de-accessioning and the Executive Director's authorization. Cross-references will be placed in catalog card files;

(i) The Museum Collections Manager shall initiate procedures to remove de-accessioned objects from the computer inventory records.

UNIVERSITY OF OREGON

DIVISION 60

SPECIAL FEES, FINES, PENALTIES, SERVICE CHARGES

571-060-0005

Special Fees, Fines, Penalties, Service Charges

The University of Oregon has adopted by reference a list of Special Fees, Fines, Penalties, Service Charges, etc., for the current fiscal year:

- (1) The fees, fines, penalties and service charges listed by reference in this rule are updated annually and copies are on file in the listed departments by July 1.
- (2) The amounts and conditions of these fees may change from time to time throughout the year due to administrative considerations, changing costs, changes in institutional budgets, etc. If the size and the amount of these fees are or could be of importance to users, they should verify the details prior to making a commitment, before entering into any planning activities or before actually incurring any charges.
- (3) The master copy of the current list of fees is maintained in the Office of the Director of Business Affairs and is available upon request to any person during regular business hours. The Director of Business Affairs also maintains a bulletin board where fee changes made during each 30-day period are posted. Following that posted period, the changes are filed within the master copy.
- (4) University departments charging fees shall maintain a copy of at least that department's section of the list of special fees, fines, penalties and service charges including any updates made during the course of the fiscal year. The list and all current changes shall be available upon request to any person during regular departmental business hours.
- (5) No department may change fees between annual amendments to this rule without first obtaining an approved statement of justification signed by the appropriate Vice-President. Prior to granting approval of any fee charged to students, the Vice-President shall consult with the Office of Student Advocacy. Changes in fees approved by the Vice-President and the justification statement shall be posted for 15 days in a public area of the departmental office. The new fee, fine, penalty or charge becomes effective at the end of the 15-day posting period after it is filed with the Director of Business Affairs along with the justification statement.
- (6) However, student loan service charges, charges levied as penalties for prohibited conduct, general tuition, building fees, incidental fees, health service fees, and residence hall and housing charges, shall be adopted in accordance with the provision of ORS 183.310 to 183.500.
- (7) Certain charges, fees or fee schedules may, according to ORS 351.072(b), be adopted without compliance with rulemaking provisions of ORS 183.310 to 183.500. They are: charges relating to symposiums, conferences, short courses, food, books or other retail goods, prices of admission to athletic, entertainment or cultural events or advertising rates in student or institutional publications.

[ED. NOTE: Tables referenced are not included in rule text. [Click here for PDF copy of table\(s\).](#)]

571-060-0010

Interest on Overdue Accounts

(1) Interest at the rate of nine percent may be charged and collected on all liquidated debts which are six months past due.

(2) Interest at rates up to 12 percent may be charged and collected on all debts six months past due when so stated in the contract, promissory note, or other written agreement for extension of credit.

571-060-0015

Library Fines Appeal Process

(1) University Library borrowers who believe they have been assessed in error library fines or charges for lost or damaged materials or that extenuating circumstances warrant reduction or cancellation of the amount billed them by the Library through the Business Office shall first appeal to the classified staff member or Library faculty member in the Library unit where the borrowing transaction originally took place. Student employees are not authorized to handle appeal requests:

(a) Any appeal should be made within 30 calendar days of the original billing by the Business Office or of the date of the notice of deduction from the student deposit;

(b) The Library shall publish notice of the availability of this appeals process and shall provide copies of such notice at circulation desks and/or upon request.

(2) The following reasons do not constitute legitimate grounds for appeal:

(a) Lack of understanding of Library policy;

(b) Failure to receive notices mailed by the Library. It is the borrower's responsibility to provide a correct address;

(c) Borrower's absence when materials were due or when notices were sent;

(d) Materials charged out by one borrower and then lent to another. The borrower whose name appears on the charge card is fully responsible. Borrowing privileges are non-transferable;

(e) Accounts referred to a collection agency;

(f) Charges incurred over 545 days before the date of appeal.

(3) The Library employee shall review with the borrower Library circulation records, explain the questioned transaction referring to applicable Library policies, describe any alleged damage or loss and/or other evidence leading to the assessment of the fine or charge.

(4) If the explanation and review do not satisfy the borrower of the appropriateness of the fine or charges, the borrower may ask to be referred to the appropriate supervisor:

(a) Library supervisors are authorized to cancel all or part of any fine or charge; or

(b) Library supervisors may determine that the fine or charge was correctly applied.

(5) Appeal of a supervisor's decision shall be made by the borrower completing an "Appeal of Library Charges" form and returning it within two weeks to the supervisor whose decision is unsatisfactory. Upon receipt of the appeal form, the supervisor shall arrange a mutually convenient appointment for the borrower and the appropriate Library Department Head. The Department Head may, upon reviewing the facts, waive a part or all of the fine or charge or may uphold the billing. The Department Head shall explain the decision to the borrower and record the decision on the appeal form.

(6) Department Head's decision may be appealed to the Assistant University Librarian for Public Services within two weeks of the Department Head's decision. The Assistant University Librarian for Public Services shall make a decision within two weeks of receipt of the appeal of the Department Head's decision. The decision shall be recorded on the appeal form.

(7) Assistant University Librarian for Public Services' decisions may be appealed to the University Librarian within two weeks of receipt of the Assistant University Librarian for Public Services' decision. The University Librarian shall make a decision in writing within two weeks of receipt of the appeal:

(a) For public borrowers, appeal to the University Librarian shall constitute the end of the available appeals within the University;

(b) For members of the University community (faculty, students and staff), appeal to the University Librarian shall be considered as satisfying Step One of the University's grievance procedure outlined in OAR 571-003-0005. Continuation of the complaint through all the steps in OAR 571-003-0005 shall exhaust University community borrowers' appeals within the University.

571-060-0020

Appeals of Library Policy

(1) In the event a member of the University community (faculty, student or staff) believes a University of Oregon Library circulation policy is unjust, unclear, or unfair (either universally or individually), two avenues of appeal exist:

(a) A statement of particulars (including name and a contact address) may be placed in the Library Suggestion Box located between the Circulation Desk and Reference area on the first floor of the Main Library. A response to the suggestion or proposed policy reform will be posted above the suggestion box and sent to the person making the suggestion if a name and adequate address are provided; or

(b) An appointment may be made with the Assistant University Librarian for Public Services to discuss the policy in person.

(2) If the Assistant University Librarian for Public Services concludes that a Library policy should be reconsidered, suggested changes shall be brought to the attention of the University Library administration.

(3) Appeal of the Assistant University Librarian for Public Services' decision may be made in writing to the University Librarian within two weeks of receipt of that decision.

(4) Appeal to the University Librarian shall exhaust the University's appeal process for members of the general public. For members of the University community (faculty, students and staff), appeal to the University Librarian shall be considered as satisfying Step One of the University's grievance process outlined in OAR 571-003-0005. Continuation of the appeal through all the Steps in OAR 571-003-0005 shall exhaust University community members' appeals within the University.

571-060-0025

Collecting Receivables

(1) As directed by Oregon State Board of Higher Education OAR 580-041-0010(1), the University of Oregon Business Office exercises due diligence in collecting accounts and notes receivables by using, as appropriate, the following remedies:

- (a) Withhold transcripts;
- (b) Deny registration;
- (c) Withhold further account receivable privileges;
- (d) Evict from residence hall or student family housing for nonpayment of room and/or board fee;
- (e) Apply any credits in favor of the debtor to the debt;
- (f) Assess penalties, interest, late fines, and collection charges as allowed by statutes and regulations;
- (g) Utilize telephone inquiries;
- (h) Send letters of demand;
- (i) Use "skip trace" information as allowed by statutes;
- (j) Utilize offset procedures with other state agencies;
- (k) Utilize Department of Revenue as a collection agent;
- (l) Institute legal action as permitted by statutes and regulations;
- (m) Seek collections on judgments as permitted by statutes;
- (n) Contract with outside collection agencies.

(2) Before initiating remedies listed in subsections (1)(c), (d), (j), (k), (l), (m), or (n) of this rule, the University of Oregon Director of Business Affairs shall:

- (a) Give at least seven days notice to the debtor of the deficiency asserted (if that person has not been properly notified by the department which initiated the charge);
- (b) The notice shall list the possible remedies and/or collection procedures to be followed;
- (c) Inform the debtor of the existence of informal and formal hearing appeal processes in cases where the amount of the debt is challenged.
- (3) The University of Oregon Director of Business Affairs may waive any of the above remedies if approved by the Vice-President for Administration, but only in those instances which serve the best interest of the institution, the state or the federal government, or where required by state or federal statutes.
- (4) A debtor shall have 60 days after receiving initial notification of the charge (or such shorter time as the department or unit initiating the charge may specify in published procedures available for the asking at the departmental or unit office) in which to present to the department or unit initiating the charge a challenge to the debt. Such a challenge must have been made and denied in whole or in part (or must not have produced a departmental/unit response within 20 days after submission) to qualify the debtor for a further hearing in the Office of Business Affairs. If the debtor is eligible for such a hearing, he/she must request it no later than 60 days after the denial (or non-response) of his/her challenge at the highest available level of the initiating department or unit or 60 days from the date on the notice provided for in section (2) of this rule. The University of Oregon Director of Business Affairs shall grant a hearing upon written request from any debtor disputing the amount owed or circumstances related thereto. The written procedures to be followed in requesting a hearing are available at the University of Oregon Business Office during regular business office hours Monday through Friday.
- (5) In the event the hearing before the Director of Business Affairs does not satisfy the complaint, the debtor may appeal in writing within seven days of receipt of the Director of Business Affairs' decision to the Vice-President for Administration.
- (6) The procedures in this rule conform with the requirements of federal and state laws and regulations.

571-060-0040

Revolving Charge Account Program

- (1) The University of Oregon offers extended payment terms utilizing a revolving charge account program as authorized by the Oregon State Board of Higher Education (OAR 580-040-0041).
- (2) Any person, organization, or agency that incurs charges, fines, or penalties at the University of Oregon is eligible to participate in the revolving charge account program, except that the University of Oregon may deny use of the minimum payment privilege to persons, organizations, or agencies that do not have a good credit history with the University of Oregon, and to anyone who has been in default status on student loans.
- (3) Participants in the revolving charge account program shall sign a revolving charge account agreement and abide by the terms and conditions of the program as set forth in that agreement.

(4) The terms and conditions of the revolving charge account program may be imposed upon debts arising from fines, penalties, and the like, without the requirement that the debtor sign a revolving charge account agreement.

(5) Revolving charge account debtors have the right to pay the outstanding debt in full at any time without penalty.

(6) The interest rates and service charges applicable to revolving charge accounts are described in OAR 571-060-0005 as amended.

(7) The collection policies applicable to the revolving charge account program are described in OAR 571-060-0025.

(8) Students must pay, in full, all tuition and fees incurred in any given term or semester, prior to the start of the next term or semester.

(9) The University of Oregon reserves the right to amend the terms and conditions applicable to revolving charge accounts without securing a new agreement. Debtors shall be notified, in writing, of any changes in applicable interest rates, charges or fees, in advance of these changes taking place.

(10) In cases of errors or questions, a debtor may challenge a charge within 60 days after the first bill on which the suspected error or problem appeared. Inquiries should be directed to the office initiating the charge. If an error is found, affected charges will be adjusted. Further appeals shall be processed under the procedures described in OAR 571-060-0025(4).

UNIVERSITY OF OREGON

DIVISION 100

RULES GOVERNING THE COMMUNITY DISPUTE RESOLUTION PROGRAM

571-100-0000

Applicability of Chapter 571, Division 100

These rules apply to the programs administered by the University of Oregon, acting through the Dean of its School of Law pursuant to ORS 36.100 et seq.

571-100-0010

Definitions for Chapter 571, Division 100

- (1) "Applicant" is an entity which has submitted an application for program funding pursuant to ORS 36.155.
- (2) "University" means the University of Oregon acting through the Dean of its School of Law.
- (3) "Dean" means the Dean of the University of Oregon School of Law.
- (4) "Mediation" is defined in ORS 36.110(5) and includes case development and conciliation.
- (5) "Community Dispute Resolution Program" means a program that has been determined eligible for funding under ORS 36.155 and these Rules.
- (6) "Grantee" is a community dispute resolution program that has been awarded funding pursuant to ORS 36.155.
- (7) "Rules" refers to OAR chapter 571, division 100.

571-100-0020

Minimum Eligibility Requirements

To be eligible to receive funding under ORS 36.100 et seq. and these Rules, a dispute resolution program must:

- (1) Be:
 - (a) A governmental entity with a separate dispute resolution program budget and a dispute resolution program advisory committee of at least five representative members of the community in which the governmental entity is located, which advisory committee meets at least quarterly; or

(b) A nonprofit organization registered in Oregon with a board of directors of at least five representative members of the community or communities in which the organization does business, which board of directors meets at least quarterly. If an applicant is a nonprofit organization established for purposes other than dispute resolution, it shall have a separate dispute resolution program budget and a separate advisory committee of at least five representative members of the community in which the organization does business, which advisory committee shall meet at least quarterly; and

(2) Provide citizen education in conflict resolution skills to assist citizens in resolving their own disputes peacefully and community mediation services. Community mediation services must be provided, at least in part, by volunteer mediators. In addition to these essential services, programs may elect to provide other services in order to respond to local identified needs. Such services may include, but are not limited to:

(a) Methods for addressing the interests of crime victims in criminal cases when those cases are either not prosecuted for lack of funds or could be more effectively handled outside the courts;

(b) Arbitration; and

(c) Training for individuals who resolve disputes.

(3) The Oregon Judicial Department shall not be eligible for funding under ORS 36.100 et seq. and these Rules.

(4) Municipal, county, and justice courts shall not be eligible for funding under ORS 36.100 et seq. and these Rules.

571-100-0030

Fees for Service

(1) A Grantee is not required to charge fees to disputants for dispute resolution services. If a Grantee charges fees for dispute resolution services, a sliding fee scale or waiver or deferment based on income must be offered. The Grantee shall explain to all disputants, in advance of the services being furnished, the amount of any fees and other costs that may be charged.

(2) A Grantee shall not charge the following fees:

(a) Fees contingent on outcome; or

(b) Fees calculated on the basis of the amount in controversy.

571-100-0040

Matching (Participating) Fund Requirements

(1) Grantees shall be required to match the funding granted to them pursuant to ORS 36.155 at the following levels:

(a) First grant year: 10 percent;

(b) Second grant year: 25 percent;

(c) Third grant year: 50 percent;

(d) Fourth grant year: 75 percent;

(e) Fifth grant year: 100 percent.

(2) Matching funds may be generated through fees for services, grants, donations, fundraising, in-kind donations, and other efforts. The University, acting through the Dean, shall retain discretion to waive or modify the matching fund requirements based upon the Grantee's good faith efforts and substantial compliance with such requirements.

(3) In-kind donations may be reported or credited as revenue or expenditures if such donations:

(a) Will be received during the proposed budgetary period; and

(b) Represent necessary and ordinary expenses or services related to the operation and management of the Grantee.

(4) Documentation of in-kind donations shall include descriptions of the services or materials donated, the dates received, and the names and addresses of the donors. Volunteer services shall be documented by means of time sheets signed by the volunteer and verified by the program manager.

(5) In-kind donations and services, such as office space and administrative, clerical, and professional services, shall be valued at the prevailing market rate.

(6) The following may not be included as in-kind donations:

(a) Volunteer time by members of the Grantee's board of directors or advisory committee while serving in the capacity as members of the board or committee.

571-100-0050

Participation by Counties

(1) To qualify for a grant under ORS 36.155 and these Rules, a county shall notify the Dean on in accordance with a schedule established by the Dean of its intention to participate in the expenditure of funds for programs funded under ORS 36.155. Such notification shall be by resolution of the appropriate board of county commissioners or, if the programs are to serve more than one county, by joint resolution. A county providing notice may select the dispute resolution programs to receive grants under ORS 36.155 for providing dispute resolution services within the county from among Community Dispute Resolution Programs within the county or, in the case of a joint resolution, counties.

(2) The county's notification to the Dean must include a statement of agreement by the county to engage in a selection process and to select as the recipient of funding an entity capable of and willing to provide dispute resolution services according to these Rules. The award of a grant is contingent upon the selection by the county of a qualified entity. The Dean may provide consultation and technical assistance to a

county to identify, develop and implement dispute resolution programs that meet the standards and guidelines set forth in these Rules.

(3) If a county does not issue a timely notification under subsection (1) above, the Dean may notify a county board of commissioners that the Dean intends to make a grant to a dispute resolution program in the county. The Dean may, after such notification, assume the county's role under subsection (1) above unless the county gives the notice required by subsection (1). If the Dean assumes the county's role, the Dean may contract with a qualified program for a two-year period. The county may, 90 days before the expiration of such contract, notify the Dean under subsection (1) above that the county intends to assume its role under subsection (1).

(4) All dispute resolution programs identified for funding shall comply with these Rules.

(5) All Grantees shall submit informational reports and statistics as required by these Rules.

571-100-0060

Termination of Participation by a County

(1) Any county that receives a grant under ORS 36.155 and these Rules may terminate its participation at the end of any month by delivering a resolution of its board of commissioners to the Dean not less than 180 days before the termination date.

(2) If a county terminates its participation, the remaining portion of the grant made to the county shall revert to the University to be used as specified in ORS 36.155.

571-100-0070

County Dispute Resolution Program Coordinator

(1) Each board of commissioners electing to participate in the expenditure of funds shall designate a person to function as the county dispute resolution program coordinator.

(2) The coordinator shall maintain public information on any dispute resolution services within the county including name and telephone number of the coordinator, availability of grant monies to fund local programs, the grant solicitation and award process, and the program names and services provided by grantees in that county.

(3) A coordinator need not be a resident of the county and may serve as the coordinator for more than one county.

571-100-0080

Application Process

(1) A board of commissioners, or the University acting through the Dean, if the Dean has assumed the county's role, shall issue a request for applications to provide dispute resolution services under ORS 36.155. The request for applications shall be advertised in a manner reasonably calculated to ensure that those qualified to provide the requested dispute resolution services receive notice of the request. Such

advertising may be in a newspaper, on a web site, by electronic mail, or any other means that meets the requirements of this subsection.

(2) An applicant shall submit the original application to the participating county and a copy of the application simultaneously to the Dean, unless the Dean has assumed the county's role in which case the application shall be sent solely to the Dean. Applications may be submitted by mail, hand delivery, express delivery, facsimile machine, website submission, or electronic mail (including in portable document format (pdf)).

(3) The Dean on his or her own behalf or on behalf of a county may in his or her sole discretion accept late or incomplete applications and may seek to clarify any or all portions of applications. The Dean may in his or her sole discretion waive any provisions of the application for sufficient cause.

571-100-0090

Application Requirements

Unless waived by the Dean, all applications shall include the following:

(1) A statement of the program's goals, objectives, and activities, including citizen education in conflict resolution skills and community mediation services.

(2) A description of community problems to be addressed, the proposed geographical area of service, the service population, and the number of persons the applicant will have the capacity to serve on an annual basis; the types of disputes to be handled; the types of dispute resolution services to be offered; and any access restrictions to be imposed by the applicant.

(3) A plan for recruiting, selecting and using volunteer mediators.

(4) A description of any training activities including the mediation curriculum and apprenticeship.

(5) A plan for publicizing its services and resources to potential referral agencies, individuals, civic groups, courts and agencies of the judicial system.

(6) The applicant's organizational chart, structure, personnel policies, and resumes of all professional staff members.

(7) A proposed budget including the amount and sources of matching funds for the grant period, and any fee schedule to be used by the applicant. If available, audited financial statements shall also be submitted for the previous two years. An applicant's request for funding shall not exceed the Dean's grant projection made pursuant to these Rules.

(8) A description of program evaluation plans.

(9) Letters of support from community organizations, judicial and legal system representatives, administrative agencies, or other appropriate public service organizations in the proposed area of service. Such letters should, if appropriate, attest to the organization's willingness to make referrals to the applicant.

(10) An Affirmative Action statement.

(11) A discussion of the potential for collaboration with other applicants and, if there might be other applicants, a plan for such collaboration.

(12) Any other information required by the Dean.

571-100-0100

Selection Process

(1) The Dean shall acknowledge receipt of each application and shall review each application to determine whether the applicant is eligible for funding under these Rules as of the date of application. The Dean shall send a notice of eligibility determination to each applicant and to the county dispute resolution coordinator.

(2) If the county has elected to participate as described in these rules, the county shall review the applications of those applicants determined eligible by the Dean and shall select the program(s) for funding. If the county has not elected to participate, the Dean shall select the program(s) for funding from those applicants the Dean has determined to be eligible.

(3) Criteria for the selection of funding shall be as determined by the Dean and set forth in the Request for Application. Criteria may include, but need not be limited to:

(a) The ability of the applicant to address unmet community needs in the proposed geographical area of service;

(b) The structure and scope of the services to be provided by the applicant;

(c) The applicant's experience and qualifications in dispute resolution services;

(d) The amount of the requested grant and the reliability of the applicant's other funding sources; and

(e) The adequacy and cost of personnel, services, and supplies, and capital outlay.

571-100-0110

Contracts with Grantees

(1) The University shall enter into a contract with Grantee which specifies the kinds and level of services the grantee shall provide during the designated grant period. The University shall have sole authority to determine the content of the contract.

(2) Grants shall be available for the period of July 1 of each odd-numbered year through June 30 of the following odd-numbered year. The University shall contract with the Grantee for up to two years.

(3) The Dean or designee shall have the power to examine the records of any grantee to determine compliance with the contract and applicable law.

(4) In the event that the Dean determines that a Grantee is not in substantial compliance with the terms of its contract, the Grantee shall be required to come into compliance within a reasonable amount of time as determined by the Dean. If the program continues to be out of compliance, the Dean shall provide written notice to the program and the county that specifies the areas of non-compliance and requires substantial compliance within 30 days. After the 30 day period, the Dean shall take such steps as the Dean deems necessary or advisable, including but not limited to requiring the Grantee to participate in a form of alternative dispute resolution or terminating the contract. The State of Oregon, the State Board of Higher Education, the University, the Dean and their agents and employees shall have no liability to any Grantee for any actions taken under this Rule.

571-100-0120

Available Funds

Allocation of available funds shall be based upon the need for community dispute resolution services; the availability of funds to create, sustain, and maintain viable programs; the performance of community dispute resolution programs; and innovation and special projects.

571-100-0130

Evaluation of Grantees

Each Grantee shall work cooperatively with the Dean or designee to facilitate the collection of data to measure the effectiveness, integrity, and applicability of dispute resolution services provided by the Grantee. In addition, each Grantee shall:

- (1) Perform an annual evaluation to measure program effectiveness;
- (2) Measure client satisfaction;
- (3) Conduct annual board and director performance evaluations; and
- (4) Cooperate with the Dean in providing aggregate data to analyze the effectiveness of community dispute resolution efforts and to track trends throughout the state.

571-100-0140

Reporting Requirements

- (1) Each Grantee shall provide to the Dean such data as the Dean may request, including but not limited to data concerning the Grantee's operating budget, the number and kinds of educational programs, staff and volunteer qualifications, training activities, the number and source of referrals, types of disputes referred, dispute resolution services provided, number of persons served, case outcome. Each Grantee shall report the information annually and as the Dean shall direct in writing.
- (2) Within ninety days of the close of each grant period, the Grantee shall submit to the Dean a final report on revenues and expenses for the grant period.

571-100-0150

Referrals; Confidentiality Agreements

- (1) Although Grantees may accept mandatory referrals to mediation, they shall provide the referred parties with written notice specifying that participation in the mediation session is voluntary.
- (2) A written agreement to maintain the confidentiality of mediation communications shall be offered to participants for their acceptance and signature no later than the initial mediation session.

571-100-0160

Qualifications and Minimum Training Requirements for Mediators in Community Dispute Resolution Programs

- (1) Qualifications: Mediators shall possess good communications skills, an ability to respect diversity and differences, and an ability to maintain confidentiality and impartiality.
- (2) Training: Mediators shall complete a basic mediation curriculum and an apprenticeship:
 - (a) A basic mediation curriculum shall be at least 30 hours and shall include a minimum of six hours' participation by each trainee in no less than three supervised role plays; a trainee self-assessment; and an evaluation of the trainee by the trainer which identifies areas where trainee improvement is needed for the benefit of both the trainee and the program. A basic mediation curriculum shall seek to develop mediation knowledge and skills, including information gathering, relationship skills, communication skills, problem solving, conflict management and ethical practices. The curriculum shall specifically address the following areas:
 - (A) Active listening, empathy and validation;
 - (B) Sensitivity and awareness of cross-cultural issues;
 - (C) Maintaining neutrality;
 - (D) Identifying and reframing issues;
 - (E) Establishing trust and respect;
 - (F) Using techniques to achieve agreement and settlement, including creating climate conducive to resolution, identifying options, reaching consensus, and working toward agreement;
 - (G) Shaping and writing agreements;
 - (H) Assisting individuals during intake and case development to resolve their disputes with a minimum of intervention by a third party; and
 - (I) Ethical standards for mediator conduct adopted by state and national organizations.

(b) The apprenticeship shall include participation in a minimum of two mediation cases under the supervision of an experienced mediator or trainer, with at least one case resulting in a completed mediation session.

(3) An individual who, prior to the effective date of these Rules, has participated in substantially similar training or completed 100 hours as a mediator shall have met the training requirements established by these Rules.

(4) An individual who has completed substantially similar training in another state after the effective date of these Rules shall have met the training requirements established by these Rules.

(5) Each grantee shall ensure that its mediators have received basic curriculum training from a lead trainer who has completed:

(a) Mediation training substantially comparable to that required under these Rules;

(b) Fifty hours of mediation experience; and who has

(c) Substantial background as a mediation trainer or an assistant.

(6) A Grantee may establish additional training requirements beyond these minimum training requirements. There shall be no formal academic requirements for mediators in community dispute resolution programs.

(7) An applicant or Grantee may request from the Dean a waiver or modification of training requirements in cases where the application of the rules would place an undue burden on the Grantee.