WELCOME!
WHAT IS IT YOU DO AROUND HERE, EXACTLY?

• NEGOTIATE WITH THE GRAD EMPLOYEE UNION (GTFF)
• RESPOND TO GRIEVANCES
• ADDRESS WORKPLACE ISSUES
• IMPROVE RELATIONSHIPS
• TRAIN SUPERVISORS
NO, BUT REALLY, WHAT DO YOU DO?

• TRY MY DARNDEST KEEP YOU OUT OF TROUBLE
HI, I’M KRISTEN WIIG. IS THERE SOMETHING I SHOULD KNOW?
HI, I’M YOUR GRAD EMPLOYEE. IS THERE SOMETHING I SHOULD KNOW?
FEEDBACK

• TIMELY
• ACCURATE
• CORRECTIVE MEASURES
• CONSEQUENCES
KNOWING THAT I AM TERRIBLE AT ANALOGIES...

WHEN DO YOU CALL THE FIRE DEPARTMENT?
PREVENTING SEXUAL HARASSMENT AND THE INSTITUTIONAL RESPONSE

OFFICE OF THE DEAN OF STUDENTS, OFFICE OF AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY, TITLE IX COORDINATOR AND HUMAN RESOURCES
HOW CAN WE BE GOOD PARTNERS?

• WHAT CAN WE DO AS YOUR CAMPUS PARTNERS TO BE MORE EFFECTIVE?

• WHAT QUESTIONS DO YOU HAVE FOR US?
WHAT DOES TITLE IX REQUIRE?


• THIS REQUIRES THAT WHEN A SCHOOL HAS NOTICE, OR SHOULD REASONABLY HAVE NOTICE THAT SEXUAL HARASSMENT MAY HAVE OCCURRED, THE SCHOOL MUST:
  • TAKE IMMEDIATE, APPROPRIATE ACTION (INCLUDING ACCOMMODATIONS AND INTERIM MEASURES),
  • DETERMINE WHAT OCCURRED AND EVALUATE WHETHER A FULL INVESTIGATION IS WARRANTED,
  • TAKE PROMPT, EFFECTIVE STEPS TO END THE HARASSMENT,
  • PREVENT ITS RECURRENCE,
  • AND ADDRESS ITS EFFECTS.

DEAR COLLEAGUE LETTER: SEXUAL VIOLENCE (APRIL 4, 2011), AVAILABLE AT HTTP://WWW.ED.GOV/OCR/LETTERS/COLLEAGUE-201104.PDF; QUESTIONS AND ANSWERS ON TITLE IX AND SEXUAL VIOLENCE (APRIL 29, 2014), AVAILABLE AT HTTP://WWW.ED.GOV/OCR/DOCS/QA-201404-TITLE-IX.PDF,
WHO HAS A DUTY TO REPORT?

AFTER ASSESSING IMMEDIATE MEDICAL OR SAFETY NEEDS, ALL UNIVERSITY EMPLOYEES (EXCEPT DESIGNATED CONFIDENTIAL EMPLOYEES) HAVE A DUTY TO REPORT ANY INCIDENTS INVOLVING SEXUAL HARASSMENT, INCLUDING SEXUAL ASSAULT, DATING OR DOMESTIC VIOLENCE, GENDER-BASED HARASSMENT OR BULLYING, AND STALKING.

- As a UO employee, there are three different mandated reporting requirements you must be aware of and adhere to:

1. Title IX – Responsible Employees
   - Federal Law/University Mandate

2. Mandatory Child Abuse Reporting
   - State Law

3. Clery Act – Campus Security Authorities
   - Federal Law
WHO DOES NOT HAVE A DUTY TO REPORT?

FOR STUDENTS ONLY:
24-HOUR SAFE HOTLINE
CRISIS INTERVENTION AND SEXUAL VIOLENCE SUPPORT SERVICES
UNIVERSITY COUNSELING CENTER / PSU COUNSELING CENTER
UNIVERSITY HEALTH CENTER / PSU HEALTH CENTER
STUDENT SURVIVOR LEGAL SERVICES
CLERGY

FOR STUDENTS AND EMPLOYEES:
UNIVERSITY OMBUDS

• ANONYMOUS REPORT FORM UOPD WEBSITE (NOTE, HOWEVER, THAT THE ANONYMOUS REPORT FORM CANNOT BE USED BY EMPLOYEES TO FULFILL THEIR DUTY TO REPORT CREDIBLE INFORMATION REGARDING PROHIBITED DISCRIMINATION)

THESE EMPLOYEES DO NOT HAVE AN OBLIGATION TO SHARE INFORMATION WITH THE TITLE IX COORDINATOR.
KEY OFFICES

• ALL INCIDENTS OF ALLEGED SEXUAL HARASSMENT INVOLVING UNIVERSITY OF OREGON STUDENTS ARE TO BE REPORTED TO THE

• **TITLE IX COORDINATOR:** 541-346-2971

• CRISIS INTERVENTION AND SEXUAL VIOLENCE SUPPORT SERVICES IS AVAILABLE TO SUPPORT STUDENTS 24/7: 541-346-8194, 541-346-SAFE

• INCIDENTS OF ALLEGED SEXUAL HARASSMENT BETWEEN UNIVERSITY OF OREGON EMPLOYEES ARE TO BE REPORTED TO THE

• **OFFICE OF AFFIRMATIVE ACTION & EQUAL OPPORTUNITY:**

• 541-346-3123
Report made of conduct by an employee.

Report made of conduct by a student.

Student Conduct/UOPD/Housing and other entry points

Office of Affirmative Action

Crisis Intervention Support & Response

Office of Dean of Students

Title IX Coordinator

Risk Assessment Group for Emergency Action Decisions & Confidentiality Requests with Student Conduct Process

Investigation in designated AAEO or SCCS Process.

*All reports may also be directed to the Title IX Coordinator at any time.
WHAT HAPPENS WHEN YOU REPORT AN INCIDENT OF SEXUAL HARASSMENT?

Advisor is Told

- Report by student is immediately referred to Title IX Coordinator and the designated Crisis Advisor on call.

Advisor Outreach

- Crisis Advisor reaches out to student generally within minutes of receiving report (*some exceptions depending upon circumstances). Crisis Advisor will travel to Portland as needed.
Student Given Information

- The UO administrative process.
- The Criminal process and options.
- Their rights as a student.
- All support services on and off campus.

Immediate Needs

- Advisor may consult with UOPD or EPD.
- Evaluates and addresses any immediate safety needs.
- Discusses accommodations: housing, classes, exams, fees.

Emergency Measures

- Consults with appropriate offices for possible emergency measures such as no contact letter, admin leave, ETS or law enforcement action including Campus Crime Alerts.
- Consults for potential protective orders through UO or the courts.
Ongoing Support Services

• Ongoing Health and Mental Health services
• Transportation, Housing
• Financial Aid, Student Employment
• Petitions and Court Accompaniment, Appeals

First Contact by AAEO if Report is Made

• The student is informed of the university’s interest in holding accountable those who engage in sexual harassment.
• The student is invited to meet with an OAAEO Title IX Investigator to learn about the administrative processes for addressing sexual harassment.
• The student is informed that they have the right to choose whether to provide information and engage in the appropriate administrative process.