

# What Employees Should Know About **Sexual Misconduct, Gender Discrimination, and Sexual Harassment**

The University of Oklahoma strives to create a safe environment for all faculty, staff, and students. This sheet provides an overview of the Sexual Misconduct, Discrimination, and Harassment Policy; where to report incidents; and available campus and community resources.

## **Sexual Misconduct**

Under the University's Sexual Misconduct, Discrimination and Harassment Policy, the following conduct is prohibited:

**Sexual Harassment** - unwanted sexual attention or unwelcome action based on one's gender that is so severe, persistent, or pervasive that it unreasonably interferes with the work or educational environment.

**Gender Discrimination** - adverse action taken because of a person's gender, gender identity, gender expression, sexual orientation, or pregnancy.

**Sexual Violence** - physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. This category includes non-consensual sexual intercourse and non-consensual sexual contact.

**Consent** - willingly agreeing to engage in sexual conduct. Consent must be informed, knowing, voluntary, and active. Consent cannot be procured through physical force, threats, intimidation, or coercion.

**Sexual Coercion** - using pressure (physical, verbal, or emotional), alcohol, medications, drugs, or force to have sexual contact/intercourse against someone's will or with someone who has already refused.

**Dating and Domestic Violence** - violence, including assault, battery, or other physical abuse, between those in a dating or domestic relationship with each other.

**Stalking** - course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or to suffer substantial emotional distress.

**Sexual Exploitation** - taking abusive sexual advantage of another.

**Retaliation** - any attempt to penalize or take adverse employment, educational, or institutional benefit action because of participation in a complaint.

## **Reporting Options**

**Reporting to Law Enforcement:** Faculty and staff are encouraged to report sexual violence, dating/domestic violence, stalking, or other potential crimes to local law enforcement. The quicker law enforcement learns of the incident, the more likely evidence can be collected and preserved and an investigation can proceed. If victims do not wish to pursue criminal charges, they may still report an incident to the University.

**Reporting to the University:** Any faculty or staff member who is the victim of sexual misconduct may file a complaint with the University. The Title IX Office and the Sexual Misconduct Office take reports, conduct investigations, and recommend corrective action. The University has an obligation to investigate reports of sexual misconduct and take prompt and appropriate action. If a victim does not wish to be identified, it may limit the University's ability to take action; however, assistance measures may still be available. Matters can also be reported confidentially.

**Confidential Reporting:** Certain campus resources may maintain confidentiality with regard to reports of sexual misconduct. These resources offer assistance and advice without an obligation to inform University officials unless the reporting person requests that the information be shared. Confidential resources include OU Advocates and counseling services.

**Mandatory Reporting:** Faculty and staff are required by law to promptly report possible violations of the Sexual Misconduct, Discrimination, and Harassment Policy to the Sexual Misconduct Office at (405) 325-2215. There are limited exceptions to mandatory reporting obligations. For more information regarding reporting responsibilities, please see: [www.ou.edu/content/eoo/reporting-responsibilities.html](http://www.ou.edu/content/eoo/reporting-responsibilities.html).

**Online Reporting:** Incidents of sexual misconduct may also be reported using the online complaint form found at [notonourcampus.ou.edu](http://notonourcampus.ou.edu) or [www.ou.edu/eoo](http://www.ou.edu/eoo).

# Resources

For more detailed information on any of the information included in this brochure, visit:  
[www.ou.edu/eoo](http://www.ou.edu/eoo) or [notonourcampus.ou.edu](http://notonourcampus.ou.edu)

## Norman Campus

### OU Police Department

Emergency (405) 325-1911  
Non-Emergency (405) 325-2864

### OU Advocates

Answered 24/7 (405) 615-0013

### Employee Assistance Program

(877) 622-4327

### Interim Institutional Equity Officer

Faustina Layne  
(405) 325-3546

### Title IX Coordinator

Faustina Layne  
(405) 325-2215

### Interim Sexual Misconduct Officer

Tanner Condley  
(405) 325-2215

### Behavioral Intervention Team

(405) 325-7700

## Off Campus

### Norman Police Department

(405) 321-1600

### Norman Rape Crisis Center

(405) 701-5660

### Domestic Violence Crisis Line

(405) 701-5540

## Health Sciences Center

### OUHSC Police Department

Emergency (405) 271-4911  
Non-Emergency (405) 271-4300

### OU Advocates

Answered 24/7 (405) 615-0013

### Employee Assistance Program

(800) 327-5043

### Interim Equal Opportunity Officer (EOO)

Faustina Layne, EOO  
(405) 271-2110

### Title IX Coordinators

Faustina Layne, Coordinator  
(405) 271-2110  
Kate Stanton, Student Affairs  
(405) 271-2416

### Behavioral Intervention Team

(405) 271-9248

## Off Campus

### OKC Police Department

(405) 231-2121

### OKC Rape Crisis Center

(405) 943-7273

### OKC Domestic Violence Hotline

(405) 917-9922

## Tulsa Campus

### OU-Tulsa Police Department

Emergency (918) 660-3333  
Non-Emergency (918) 660-3900

### OU Advocates

8 am - 5 pm (918) 660-3163  
After Hours (918) 743-5763

### Employee Assistance Program

(918) 587-9471

### Interim Equal Opportunity Officer (EOO)

Faustina Layne, EOO  
(405) 271-2110

### Title IX Coordinators

Faustina Layne, Coordinator  
(405) 271-2110  
Josh Davis, Student Affairs  
(918) 660-3107

### Behavioral Intervention Team

(918) 660-3248

## Off Campus

### Tulsa Police Department

(918) 596-9222

### Tulsa Rape Crisis Center

(918) 744-7273

### Tulsa Helpline

(918) 836-4357

### Tulsa Domestic Violence Hotline

(918) 743-5763

All employees must take the sexual misconduct awareness training. To take the training, go to:  
<https://onpoint.ou.edu>