

What Students 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 - What Do You Do If You or a Friend Experience Sexual Violence?

Sexual Misconduct offenses include, but are not limited to, sexual harassment/discrimination, non-consensual sexual intercourse, non-consensual sexual contact, sexual coercion, sexual exploitation, dating violence, domestic violence, and stalking.

Sexual Harassment is 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.

Sexual Violence means physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. A number of acts fall into the category of sexual violence, including but not limited to rape, sexual assault, sexual battery, sexual misconduct, and sexual coercion.

Sexual Coercion is the act of using pressure (including physical pressure, verbal pressure, or emotional pressure), alcohol, medications, drugs, or force to have sexual contact against someone's will or with someone who has already refused.

Sexual Exploitation is taking abusive sexual advantage of another.

Consent is the act of willingly agreeing to engage in sexual contact or conduct. Individuals who consent to sex must be able to understand what they are doing. "No" always means "No," and the absence of "No" may not mean "Yes". In order to give effective consent, one must be of legal age and have the capacity to consent. Incapacity may result from mental disability; intellectual disability; unconsciousness; age; or use of alcohol, drugs, medication, and/or other substances.

Dating and Domestic Violence means committing any assault and battery against a current or former spouse, a present spouse of a former spouse, a former spouse of a present spouse, parents, a foster parent, a child, a person otherwise related by blood or marriage, or a person with whom the perpetrator is or was in a dating relationship.

Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress.

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

Options for Reporting Sexual Assault, Discrimination, or Harassment

If you or someone you know has safety concerns or needs medical attention, call 911 or go to a local emergency room immediately. After sexual misconduct, a victim has many choices and decisions to make. OU Advocates are available 24/7 and can provide confidential assistance.

A victim of sexual violence is also encouraged to consider obtaining a forensic exam. The Norman Rape Crisis Center (RCC), the YWCA in OKC, or Tulsa Rape Crisis Center offer exams. An OU Advocate can accompany the victim to the exam; community advocates are also on-call 24/7.

Although taking a shower may be the first thing the assaulted person would like to do, it is important not to bathe, douche, or wash any involved clothes or bedding. Doing so may wash away evidence that could be used in a criminal prosecution.

Even if someone decides not to report sexual misconduct, the individual should consider counseling with a trained professional who can provide significant support and assistance with the healing process.

The University can also assist victims with housing changes and academic challenges. OU Advocates and OU Student Affairs are great resources for help in these areas.

Options for Reporting Sexual Assault, Discrimination, or Harassment (Continued)

Sexual assault, sexual violence, sexual battery, domestic/dating violence, and stalking are crimes. Victims are encouraged to report these crimes to the local police department. 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 submit informational reports to campus or local law enforcement, or seek the University's administrative intervention.

When sexual misconduct occurs, students also have the option of filing a complaint with the University. The Institutional Equity and Title IX Office receives reports of any incident of sexual misconduct for students, faculty, and staff. That office and/or the Sexual Misconduct Office takes the report, conducts an investigation, and recommends corrective action.

The University has an obligation to investigate reports of sexual violence and to take prompt and appropriate action. If a victim does not wish to come forward, it will limit the University's ability to take action; however, matters can still be reported confidentially to OU Advocates.

Resources

For more detailed information on any of the information included in this brochure, visit: www.ou.edu/eoo or 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

Interim Institutional Equity Officer (EOO)

Faustina Layne
(405) 325-3546

Student Counseling Services

(405) 325-2911 or (405) 325-2700

Behavioral Intervention Team

(405) 325-7700

Title IX Coordinator

Faustina Layne
(405) 325-2215

Interim Sexual Misconduct Officer

Tanner Condley (405) 325-2215

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

Interim Equal Opportunity Officer (EOO)

Faustina Layne, EOO
(405) 271-2110

Student Counseling Services

(405) 271-7336

Behavioral Intervention Team

(405) 271-9248

Title IX Coordinators

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

Interim Sexual Misconduct Officer

Tanner Condley (405) 325-2215

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

Interim Equal Opportunity Officer (EOO)

Faustina Layne, EOO
(405) 271-2110

Student Counseling Services

(918) 660-3109

Behavioral Intervention Team

(918) 660-3248

Title IX Coordinators

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

Interim Sexual Misconduct Officer

Tanner Condley (405) 325-2215

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