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

**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 brochure provides an overview of the Sexual Misconduct, Discrimination and Harassment Policy, where to report incidents, and available campus and community resources.

**Resources**

**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
- **Equal Opportunity Officer and Title IX Coordinator**
  - Bobby Mason: (405) 325-3546
- **Interim Sexual Misconduct Officer**
  - Kristen Burkett: (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
- **Equal Opportunity Officer**
  - Bobby Mason, EOO: (405) 325-3546
  - Faustina Layne, Assoc. EOO: (405) 271-2110
- **Title IX Coordinators**
  - Bobby Mason, Coordinator: (405) 271-2416
  - Faustina Layne, Assoc. Coord.: (405) 271-2110
  - Josh Davis, Student Affairs: (918) 660-3107
- **Behavioral Intervention Team**: (405) 271-9248

**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

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**All employees must take the sexual misconduct awareness training.** To take the training, go to:

[https://onpoint.ou.edu](https://onpoint.ou.edu)

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)
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.

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