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.

For more detailed information on any of the information included in this brochure, visit:

www.ou.edu/eoo
or
notonourcampus.ou.edu

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

Interim Institutional Equity Officer and Title IX Coordinator
Faustina Layne (405) 325-3546

Interim Sexual Misconduct Officer Tanner Condley (405) 325-2215

Behavioral Intervention Team (405) 325-3770

Off Campus
Norman Police Department (405) 321-1600
Norman Rape Crisis Center (405) 701-5660

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 Institutional Equity Officer
Faustina Layne, EOO (405) 271-2110

Title IX Coordinators
Faustina Layne, Coordinator (405) 271-2416
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

Resources

Tulsa Campus
OU-Tulsa Police Department
Emergency (918) 660-3333
Non-Emergency (918) 660-3900

OU Advocates
8:00 am - 5:00 pm (918) 660-3163
After Hours (918) 743-5763

Employee Assistance Program (918) 587-9471

Interim Institutional Equity Officer
Faustina Layne (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

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.
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 action because of participation in a complaint.

**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.

The University of Oklahoma, in compliance with all applicable federal and state laws and regulations, does not discriminate on the basis of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age, religion, disability, political beliefs, or status as a veteran in any of its policies, practices, or procedures. This includes, but is not limited to: admissions, employment, financial aid, housing, services in educational programs or activities, or health care services that the University operates or provides. Inquiries regarding nondiscrimination policies and applicable grievance procedures may be directed to: Faustina Layne, Interim Institutional Equity Officer and Title IX Coordinator, 405-325-3546, faustina-layne@ouhsc.edu, or visit http://www.ou.edu/eoo.html.