

AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY

Sexual Harassment and Discrimination Response and Resource Guide for Students



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Title IX of the Education Amendments of 1972

OHSU is committed to sustaining an environment that is respectful of others. It is vital to the mission of OHSU that no member of the OHSU experience sex or gender discrimination, including sexual harassment or sexual assault.

Title IX of the Education Amendments of 1972, and certain other federal and state laws, prohibit discrimination on the basis of sex or gender in employment, as well as in all education programs and activities operated by OHSU (both on and off campus). Title IX states:

“No person in the United States shall on the basis of sex be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Title IX applies to all members of the OHSU community, including faculty, staff, students, volunteers, visitors, guests and patients and prohibits behavior such as:

- Sexual violence and misconduct
- Sexual harassment
- Sexual exploitation
- Having different standards or outcomes based on gender (discrimination)
- Stalking
- Bullying (physical and media/electronic)
- Partner/relationship violence
- Differential treatment based on pregnancy or parenting status

Reporting

To report a possible violation of Title IX, report what you know to Laura Stadum, Associate Director of Affirmative Action and Equal Opportunity (AAEO) and Title IX Coordinator (503-494-0258 or titleix@ohsu.edu).

Include known names of the involved parties, the status of the parties (i.e., staff, student, faculty, guest, other), the date, time and location of the incident, if known. Provide as much information as you were given and do not press the person to provide more details or investigate the matter further. Do not wait for someone to complain if you know or suspect sexual misconduct is occurring or has occurred.

OHSU takes seriously all complaints of sex and gender discrimination and harassment, including sexual assault and sexual violence. Reporting a sexual assault can be difficult and OHSU is committed to respecting your privacy and limiting the sharing of your information to those people who have a need to know such information.

OHSU has an obligation to respond to sex discrimination and harassment complaints regardless of whether a student makes a police report and/or whether a criminal investigation is proceeding. Because of these obligations and safety concerns, OHSU and the Title IX Coordinator cannot guarantee complete confidentiality and may be required to investigate regardless of whether or not the individual reporting wishes to proceed.

Once a complaint has been made, and until the resolution of the matter, OHSU may take interim measures to ensure safety and non-retaliation for the involved parties. Examples of interim measures include separation of the parties, no-contact directives, and alternative work or academic arrangements.

Confidential Reporting

The best way to make certain that a potential Title IX violation is responded to promptly and appropriately is to report it to OHSU's Title IX Coordinator. However, there are other resources available at OHSU where individuals can get assistance with concerns about potential Title IX violations.

- **[OHSU Joseph B. Trainer \(JBT\) Health and Wellness Center](#)**. The JBT Health and Wellness Center at OHSU offers many types of services for OHSU students, postdoctoral fellows and adult dependents on the Student Health Insurance Plan. Some services offered include routine primary and preventive care services, in addition to behavioral health services including counseling and crisis support. There is no charge to visit a JBT Health and Wellness Center provider or nurse. JBT is located in the lower level of Baird Hall and can be reached at 503-494-8665.
- **[OHSU Ombudsman](#)**. Confidential reporting of concerns can be directed to the OHSU Ombudsman, Merle Graybill, M.Ed. Ms. Graybill can provide confidential, informal, independent and impartial problem-solving assistance. Ms. Graybill can be reached by phone at 503-494-5397. Or, for non-confidential communications only, you can contact her at graybill@ohsu.edu.

Retaliation

Any attempt to retaliate or any actual retaliation in response to a Title IX report is strictly prohibited and may result in discipline up to and including termination of employment for employees and suspension or dismissal for students.

Retaliation includes intimidation, threats, coercion, or adverse employment or educational actions taken against an individual because of the individual's participation in the reporting, investigation, or resolution of a complaint. Retaliation can be committed by complainants, respondents, or any other individual or group of individuals. Attempted or actual acts of retaliation should be reported to the Title IX Coordinator or AAEO at **503-494-0258** or by email at **titleix@ohsu.edu**.

Responding to a Report

If someone tells you about experiencing sexual misconduct of any kind, your caring response can help the healing process.

Encourage them to report allegations of sexual misconduct to OHSU's Title IX Coordinator, Laura Stadum at 503-494-0258 or titleix@ohsu.edu. The Title IX Coordinator is not a confidential resource but can direct people to on- and off-campus confidential resources, as well as to other resources. If confidentiality is requested, the Title IX Coordinator will make every reasonable effort to preserve an individual's privacy and protect the confidentiality of information. However, without full information and participation, OHSU may be limited in pursuing disciplinary or other appropriate remedial action.

In the case of violence, or the threat of violence, first contact the OHSU Department of Public Safety at 503-494-4444 (emergencies) or 503-494-7744 (non-emergency dispatch).

- If the person wants to talk about their experience:
 - » Listen and acknowledge what they are sharing with you.
 - » Reserve judgment and do not make light of the situation.
 - » Do not attempt to investigate or resolve the situation on your own. Instead, ask questions to determine current safety (“do you feel safe now?”) and offer assistance (“is there anything I can help you with?”).
 - » Never tell the complainant to ignore the behavior.
 - » Thank them for sharing with you.
- Keep the information confidential. Confidentiality protects the interests of the alleged respondent, the person making the report, and protects you from responding to a complaint of retaliation.

On-Campus Resources

OHSU Non-Confidential Reporting Options

- **Title IX Coordinator.** You may make a report to OHSU's Title IX Coordinator, who oversees OHSU's compliance with Federal Title IX requirements. Laura Stadum can be reached at: 503-494-0258 or titleix@ohsu.edu.
- **OHSU Affirmative Action and Equal Opportunity Department.** Reporting can be made with the AAEO Department, at 503-494-5148, aaeo@ohsu.edu. The AAEO Department offers a variety of services including prohibited discrimination complaint resolution and education in the form of quarterly trainings, brown bag lunch sessions and on-site department training.
- **OHSU Human Resources.** Reports can also be made to the Human Resources contact assigned to your department or education program.
- **Department of Public Safety.** Can be reached 24 hours a day. Reporting to DPS is the same as reporting to Portland Police. DPS will report incidents to OHSU officials. Contact immediately in case of emergency and for other safety related assistance, contact at 503-494-4444.
- **Department, Academic and Administrative Officials.** Reports may also be made to the supervisor or department head most directly concerned to the conduct or parties. In addition, you may report to any academic or administrative official.

Reporting to Law Enforcement

The Department of Public Safety can be reached 24 hours a day. Reporting to DPS is the same as reporting to law enforcement and DPS will report incidents to OHSU officials. Contact immediately in case of emergency and for other safety related assistance by calling 503-494-4444.

Seeking assistance from OHSU, including filing a formal complaint with AAEO, does NOT mean that you have filed a criminal (police) report.

To explore this option, speak with the Department of Public Safety 503-494-4444.

It is possible that if the Department of Public Safety or Portland Police investigate your report, the report will not go to criminal trial, regardless of your cooperation with law enforcement, as the final decision regarding prosecution rests with the District Attorney.

Another option you may pursue is a civil lawsuit. In civil lawsuits, an alleged respondent could be ordered to pay money to compensate a claimant for physical and/or emotional damages. In limited situations, a claimant may also be able to hold a third party responsible. You may want to consult with an attorney to explore this option.

OHSU Confidential Resources¹

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Anonymous reporting:

OHSU Integrity Department. Anonymous, confidential complaints (be sure not to include any identifying information in your report) may be made through the Integrity Department's hotline or online reporting website. You can reach the hotline toll-free, 24 hours a day, seven days a week, at 877-733-8313. An anonymous, confidential report may also be submitted online at:

<https://secure.ethicspoint.com/domain/media/en/gui/18915/index.html>

(Please note, filing an anonymous complaint may result in the reporter's identity becoming known due to the facts reported to Integrity.)

1. OHSU is committed to protecting confidential information and ensuring legal and professional obligations are met when preserving this information. Confidential services are provided consistent with state and federal laws. Providing confidential services means that JBT staff and the Ombudsman will generally not release your information without your permission. Exceptions to confidentiality may arise in situations involving danger to yourself or others, abuse or neglect of a child or vulnerable adult or, court orders or subpoena of records. Please feel free to contact the Legal Department if you have more specific questions about confidentiality.

Off-Campus Resources

Reporting to the Federal Department of Education, Office of Civil Rights (OCR)

You also have the option to file a report with the OCR, which is within the federal Department of Education. OCR enforces several federal civil rights laws that prohibit discrimination in programs or activities, including those at OHSU, that receive federal funds from the Department of Education. OCR ensures schools and universities provide learning environments free of harassment and discrimination. To learn more about OCR, Title IX and discrimination laws, or the process to file a complaint, visit the Office of Civil Rights website at www2.ed.gov/about/offices/list/ocr/know.html or email OCR.seattle@ed.gov.

Non-OHSU, Local Resources

- [Oregon Coalition Against Domestic & Sexual Violence](http://www.ocadsv.org)
www.ocadsv.org
503-230-1951
- [Sexual Assault Resource Center \(SARC\)](http://www.sarcoregon.org)
www.sarcoregon.org
24 hour helpline: 503-640-5311
- [Oregon Sexual Assault Task Force \(SATF\)](http://www.oregonsatf.org)
www.oregonsatf.org
503-990-6541
- [Volunteers of America, Oregon](http://www.voaor.org)
(resources for domestic violence survivors)
www.voaor.org
Emergency hotline: 503-771-5503

Off-Campus Confidential Resources

- [Call to Safety](#)
Formerly Portland Women's
Crisis Line (PWCL)
24 hour support services:
503-235-5333
- [Oregon Crime Victims Law Center](#)
Provides free legal
representation to crime victims:
503-208-8160
- Any clergy

Non-OHSU National Resources

- [National Alliance to End Sexual Violence \(NAESV\)](#)
www.endsexualviolence.org
- [Rape, Abuse & Incest National Network](#)
www.rainn.org
Confidential hotline:
800-656-4673
- [The National Center on Domestic and Sexual Violence \(NRCDSV\)](#)
www.ncdsv.org
- [Sexual Assault Service Responders Guide](#)
for communities throughout
Oregon and the U.S.
www.notalone.org

Non-OHSU Government Agencies

- [Multnomah County District Attorney Victim Assistance Program](#)
503-988-3222
- [Oregon Bureau of Labor and Industries \(BOLI\)](#)
www.oregon.gov/BOLI
971-673-0761
- [Oregon Department of Justice, Crime Victims' Services Division](#)
www.doj.state.or.us/victims

Students' Rights Under Title IX and the Clery Act

In cases of sexual assault on campus :

- Survivors shall be notified of their options to notify law enforcement.
- Accuser and accused must have the same opportunity to have others present.
- Both parties shall be informed of the outcome of any disciplinary proceeding.
- Survivors shall be notified of counseling services.
- Survivors shall be notified of options for changing academic and living situations.

The Campus Sexual Assault Victims' Bill of Rights was signed into law by President George Bush in July of 1992. This law requires that all colleges and universities (both public and private) participating in federal student aid programs afford sexual assault victims certain basic rights. Schools found to have violated this law can be fined up to \$35,000 or lose their eligibility to participate in federal student aid programs. Complaints about schools that have failed to comply with this law should be made to the U.S. Department of Education.

The "Campus Sexual Assault Victims' Bill of Rights" exists as a part of the campus security reporting requirements, commonly known as the Jeanne Clery Act.

Students have the right to [file a complaint](#) with the U.S. Department of Justice and/or U.S. Department of Education Office for Civil Rights.

2. From the Clery Center for Security on Campus:

<http://clerycenter.org/federal-campus-sexual-assault-victims'-bill-rights>

Title IX guidance and additional reading material

[Questions and Answers on Title IX and Sexual Violence, U. S. Dept. of Education, Office for Civil Rights \(April 2014\)](#)

[Not Alone: The First Report of the White House Task Force to Protect Students from Sexual Assault \(April 2014\)](#)

[“Dear Colleague” letter, U. S. Dept. of Education, Office for Civil Rights \(April 2011\)](#)

[Supporting the Academic Success of Pregnant and Parenting Students Under Title IX of the Education Amendments of 1972, U. S. Dept. of Education, Office for Civil Rights \(June 2013\)](#)

AAEO conducts Title IX grievances and investigations in accord with the following OHSU policies:

[Policy No. 03-05-030 Equal Opportunity](#)

[Policy No. 03-05-032 Harassment](#)

[Policy No. 03-05-035 Sexual Harassment](#)

[Policy No. 03-05-050 Equal Opportunity Complaint Procedure](#)

For information regarding student confidential records see OHSU policy: <https://o2.ohsu.edu/policies-and-compliance/ohsu-policy-manual/chapter-2-student-affairs/ohsu-policy-02-20-025.cfm>

OHSU Affirmative Action and Equal Opportunity

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OHSU is an equal opportunity, affirmative action institution.

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