Resources

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) 327-2513
Equal Opportunity Officer
  Bobby Mason (405) 271-2110
Institutional Equity and Title IX Officer
  Bobby Mason, Interim Officer (405) 325-3549
  Kate Stanton, Assoc. Coord. (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

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 (800) 327-2513
Equal Opportunity Officer
  Bobby Mason (405) 325-3546
Interim Institutional Equity and Title IX Officer
  Bobby Mason (405) 325-3549
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

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
Equal Opportunity Officer
  Bobby Mason (405) 325-3546
Institutional Equity and Title IX Office
  Bobby Mason, Interim Officer (405) 325-3549
  Josh Davis, Assoc. Coord. (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.
• Norman based programs: https://onpoint.ou.edu
• HSC based programs: https://learn.ouhsc.edu

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

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

The University of Oklahoma creates a safe environment for all faculty, staff, and students. This brochure provides an overview of what sexual misconduct is, how to get help for those experiencing gender-based harassment, or sexual misconduct, where to report incidents of gender-based harassment, sexual misconduct, and available campus and community resources.
Sexual Misconduct offenses include, but are not limited to sexual harassment/discrimination, non-consensual sexual intercourse (actual or attempted), non-consensual sexual contact (or attempts to commit same), sexual coercion, stalking, dating violence, and sexual exploitation.

**Sexual Harassment** - can be defined as unwanted sexual attention or an 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, or drugs, or force to have sexual contact against someone’s will or with someone who has already refused.

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

**Consent** - The act of willingly and verbally agreeing to engage in sexual contact or conduct.

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

**Dating/Domestic/Intimate Partner Violence** - violence, including assault, battery, or other physical abuse between those in an intimate, dating, or romantic relationship with each other.

**Stalking** - defined as repetitive and/or menacing pursuit, following, harassment, and/or interference with the peace and/or safety of a member of the community, or the safety of any of the immediate family members of the community.

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

Faculty and staff are required by law to report incidents of sexual misconduct to the Institutional Equity Office or Sexual Misconduct Office. Where a faculty or staff member becomes aware of a violation of the University’s Sexual Misconduct, Discrimination, or Harassment Policy committed by someone affiliated with the University (e.g. faculty, staff, student, volunteer, vendor, contractor) or the incident occurs within a context controlled by the University (e.g. camps, filed trips), he/she must notify the University immediately by contacting (405) 325-2215. There are limited exceptions to the mandatory reporting obligations. For more information regarding your reporting responsibilities, please see www.ou.edu/content/eoo/reporting-responsibilities.html.

*For incidents of abuse/neglect of minors, Oklahoma law requires reporting of abuse or neglect to DHS (1-800-522-3511) and/or local law enforcement.

The university can also assist reporting parties with challenges. OU Advocates (405-615-0013) and Institutional Equity Office (405-325-2215) are great resources for help.

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, sexual orientation, gender identity/expression, genetic information, sex, 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, and educational services. For questions regarding discrimination, sexual assault, sexual misconduct, or sexual harassment, please contact the Office(s) of Institutional Equity as may be applicable: Norman campus at (405) 325-3546/3549, the Health Sciences Center at (405) 271-2110, or the OU-Tulsa Title IX Office at (918) 660-3107.

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 local law enforcement, or seek the University’s administrative intervention.

When sexual misconduct occurs, employees and students also have the option of filing a complaint with the university. The Institutional Equity Office (IEO) receives reports of any incident of sexual misconduct for staff, faculty, and students. The IEO takes reports, conducts the investigation, and recommends corrective action. The university has an obligation to investigate reports of sexual misconduct and take prompt and appropriate action; however, should you wish to report the matter confidentially, you may contact OU Advocates.

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**Interim Institutional Equity Officer**
Bobby Mason

**Sexual Misconduct Officer**
Kathleen Smith
(405) 325-2215 or smo@ou.edu

For Confidential Reporting Resources, contact:
OU Advocates at:
Norman Campus and Health Sciences Center Campus
(405) 615-0013 (24/7)

Tulsa Campus
(918) 660-3163 After Hours: (918) 743-5763