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  

Institutional Equity Officer & Title IX Coordinator  
Shaniqua Crawford, JD: (405) 325-3546  

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  

Title IX Coordinators  
Kate Stanton, Student Affairs: (405) 271-2416  

Behavioral Intervention Team: (405) 271-9248  

**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  

Title IX Coordinators  
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  

**What Employees Should Know About Sexual Misconduct, Gender Discrimination, and Sexual Harassment**

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

https://onpoint.ou.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 is an equal opportunity institution. www.ou.edu/eoo.
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 benefit 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 takes 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 Title IX 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](http://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.