



Annual Security and Fire Safety Report

2021

**The Jeanne Clery Disclosure of Campus Security
Policy and Campus Crime Statistics Act**

TABLE OF CONTENTS

INTRODUCTION.....	7
What is the Annual Security Report?	7
CRIME STATISTICS	7
Collecting and Preparing Statistics.....	7
Clery Act Reportable Crimes	8
Hierarchy Rule.....	9
Crime Definitions	9
Geographic Areas.....	11
Counting Considerations.....	12
Campus Jurisdiction	12
CRIME STATISTICS FOR ASHLAND CAMPUS	13
HATE CRIMES FOR ASHLAND CAMPUS.....	17
CRIME STATISTICS FOR HIGHER EDUCATION CENTER (MEDFORD CAMPUS).....	21
CAMPUS SAFETY IS A SHARED RESPONSIBILITY	25
SOU Cares Reports	25
LAW ENFORCEMENT RESOURCES AND AUTHORITY	26
Ashland, OR Campus	26
UNIVERSITY SECURITY SAFETY POLICIES, PROCEDURES AND PROGRAMS	27
Reporting Crimes or Emergencies	28
Suspicious Activity.....	28
Criminal Activity.....	28
In Person Reports.....	29
Response to Reports	29
Persons Wishing to Make Anonymous or Confidential Reports.....	29
SOU CARES	29
Confidential Advising	30
Confidential Counseling Resources	30
Fraud, Waste and Abuse	31

REPORTING CRIMES OF DATING VIOLENCE, DOMESTIC VIOLENCE, STALKING, OR SEXUAL VIOLENCE.....	31
Incidents of Sexual Harassment or Sexual Violence	31
SOU On-Campus Reporting Options – Campus Choice	31
Elements of Campus Choice	32
Anonymous Reports.....	36
Anonymous Reporting at SOU.....	36
Anonymous Reporting Directly to Law Enforcement at the Ashland Police Department:	36
Confidential Report to SOU Confidential Advisor.....	37
Formal Report (Not Anonymous)	37
Medical Assistance and Evidence Preservation.....	37
CAMPUS SECURITY AUTHORITIES	38
SOU CSAs.....	39
Persons Exempt from reporting Clery-Reportable Crimes	40
Reporting Crimes in Compliance with Federal and State Law	41
INCIDENT OF BIAS	42
What is a Bias Incident?	42
How to Report.....	43
ACCURATE AND TIMELY REPORTING OF CRIMES.....	43
Mass and Timely Notification Procedures.....	43
Objectives	44
General Facts	44
Scope	44
Clery Reportable Crimes for Timely Warnings	44
Emergency Alert Notifications	45
Timely Warnings	46
Alert Levels.....	46
Assumptions.....	47
Access Control.....	47
Testing SOU Alert	47
User Training.....	48

Procedures	48
Immediate Threat	48
Timely Warning	49
EMERGENCY RESPONSE AND NOTIFICATION	51
Immediate Threat Notification to Southern Oregon University Community	52
Timely Warnings	53
Emergency Response Procedures	53
Emergency Evacuation Procedures	54
Southern Oregon University – Ashland Campus	54
Fire Evacuation Procedures.....	55
Injury or Illness Procedures	55
General Evacuation Procedures	55
Bomb Threat Procedures	56
Crime and Suspicious Person Procedures	56
Suspicious Object Procedures	56
Hazardous Substance Release or Gas Leak Procedures.....	56
Personal and Property Safety.....	56
Missing Students	57
Security and Access to Campus Facilities	57
Security Considerations Used in Maintenance of Campus Facilities	57
Security Awareness Programs.....	58
Education of Members of the University Community	58
Alcohol and Drug Use at the University	58
Alcohol Use	58
Drug Use.....	59
Enforcement of State Underage Drinking Laws and Marijuana Laws.....	59
Alcohol and Illegal Drugs.....	59
SOU Drug and Alcohol Policy.....	60
SOU and Cannabis.....	60
Oregon State Laws Governing Alcohol and Cannabis.....	61

State Sanctions Governing Drugs Illegal Under Oregon Law	63
Federal Sanctions Governing Other Illegal Drugs Under Federal Law	64
Substance Abuse Education Programs	66
POLICIES, PROCEDURES AND RESOURCES IN SUPPORT OF THE VIOLENCE AGAINST WOMEN ACT	66
General	66
Definitions.....	67
Federal Clery Act Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking	67
Oregon Jurisdictional Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking.....	68
Definitions: Used Pursuant to SOU Policy	71
PREVENTION AND AWARENESS OF SEXUAL VIOLENCE.....	76
Violence Prevention and Response Advocates (ViPRA).....	76
Educational Awareness Programs and Campaigns.....	76
Sex Offender Registration Information	77
PROCEDURES FOR REPORTING A COMPLAINT	77
Campus Choice.....	77
Formal Reporting (Not Anonymous)	77
Anonymous Reports.....	79
Anonymous and Non-anonymous Reporting Directly to Law Enforcement.....	79
Confidential Counseling	80
ADDITIONAL ASSISTANCE FOR VICTIMS.....	80
General	80
ADJUDICATION OF VIOLATIONS OF SEXUAL VIOLENCE AND HARASSMENT	82
Submission and Investigation of Complaints.....	82
Conflict Resolution	83
Hearing Procedures.....	84
Sanctions.....	86
Student or Organization Sanctions.....	86
Employee Sanctions	87
Appeals	88
Statement of the Rights of a Party Bringing a Grievance	88

Note Regarding Disclosures to Victims of Violent Crimes and Non-Forcible Sex Offenses.....	89
Statement of the Rights of the Responding Party	89
ADJUDICATION OF STUDENT CONDUCT VIOLATIONS.....	90
Standards of Conduct.....	90
Prohibited Conduct	90
Conduct Referrals and Hearing Process	97
Sanctions.....	99
Appeals	101
Student Groups and Organizations	101
Parent and Guardian Notification	101
BYSTANDER INTERVENTION.....	102
General	102
What is Bystander Intervention?	102
COVID-19	103
FIRE SAFETY REPORT	106
Campus Fire Safety Act	106
Procedure to which Students and Employees Should Report that a Fire Occurred	106
Fire Safety at SOU	106
SOU Campus Housing Fire Statistics for 2017, 2018, and 2019:.....	108
FIRE EMERGENCY GUIDE: RESIDENCE HALLS	109
Fire Extinguishers.....	109
Response to Fire and/or Alarms.....	110
Policy Statement	110
Residence Hall staff and Resident Assistants are trained to follow the following procedures.....	111
Prohibited Items in Residence Halls.....	112
Fire Evacuation Locations for Residence Halls	113
Fire Emergency Guide: Student Apartments and Family Housing.....	114
Smoke Alarms	114
Portable Fire Extinguishers	114
Student Apartments and Family Housing Emergency Evacuation Assembly Areas.....	115

INTRODUCTION

What is the Annual Security Report?

The Annual Security Report, mandated by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), informs the campus community of the reported crimes occurring within Southern Oregon University's geography in the three most recent calendar years. Data is collected from a variety of sources including Ashland Police Department, Campus Public Safety, Office of the Dean of Students, Student Support Services, University Housing, Social Justice and Equity Center, Student Life and the Title IX Coordinator.

The purpose of the Annual Security Report is to provide our incoming students and families, as well as our local community, the information and understanding needed to make informed and reasoned decisions about personal safety. Campus crime statistics and a wide range of related policies, procedures, resources, and programs at Southern Oregon University are included in this report. The Annual Fire Safety Report is also included in this report.

This report is prepared annually in compliance with the federal requirements of the Clery Act and submitted to the Department of Education. The Southern Oregon University Campus Public Safety Department prepares and publishes this report by October 1st each year with the prior calendar year's statistics. Due to the COVID-19 pandemic, the Department of Education has extended the publishing deadline for this year to December 31st, 2020. Recent amendments to the law mandate that schools receiving Financial Aid (Title IV) monies must also report specific information about fire safety issues on their campuses.

The Annual Security Report is available at <https://inside.sou.edu/assets/security/asr2019v2.pdf> or a printed copy can be picked up during normal business hours at the Campus Public Safety Office, located at 382 Wightman Street, Ashland, Oregon 97520.

All policies addressed in the Annual Security Report and the Annual Fire Safety Report apply to the Southern Oregon University Ashland Campus.

CRIME STATISTICS

Collecting and Preparing Statistics

SOU Campus Public Safety collects reports of Clery geographic reportable crimes and law violations from the Ashland Police Department, Higher Education Center (HEC) security, the Medford Police Department, Student Conduct, Office of the Dean of Students, Title IX Coordinator and other designated Campus Security Authorities. The statistics are then compiled and published in the Annual

Security Report for the previous three calendar years. Statistics for the Ashland Campus are reported separately from the Medford HEC Campus.

By December 31st of this year, an email notification is sent to all current faculty, staff, and enrolled students that notifies them of the availability of the updated Annual Security and Fire Safety Report. Free copies are available to the public during regular business hours at the Campus Public Safety Office located at 382 Wightman Street, Ashland, Oregon 97520.

Southern Oregon University also maintains a daily crime log which is available for the public to view upon request during regular business hours at the Campus Public Safety Office located at 382 Wightman Street, Ashland, Oregon 97520.

Clery Act Reportable Crimes

The Clery Act specifies which crimes are federally required to be disclosed in the crime statistics. The crimes are listed in the table below (See Table 1). The column beside each crime indicates how the crime is counted. In the case of liquor, drug, and weapon offenses, the numbers are divided into two categories: the number of individuals who are arrested/cited and the number of individuals who could have been arrested/cited but were instead referred to student conduct for disciplinary actions.

This is not a distinction between breaking the law and not breaking the law; the numbers in both groups are the result of a violation of the law. It is an attempt to reflect the actual impact of liquor, drug, and weapon violations occurring in the campus community, even if the incident does not result in an arrest or citation. A peace officer or the district attorney may choose not to prosecute one of these offenses because there is insufficient evidence to convict; however, the University may still sanction the individual for violating the Southern Oregon University Code of Student Conduct.

Incidents should be reported to law enforcement or a person who, according to the Clery Act, is defined as a Campus Security Authority (CSA). See pages 37-41 for more detail regarding the role and responsibilities of CSAs.

Table 1 – Clery Reportable Crimes (see detailed definitions below)	
CRIME	COUNT BY NUMBER OF:
Murder and Non-Negligent Manslaughter	Victims
Negligent Manslaughter	Victims
Rape	Victims
Fondling	Victims
Statutory Rape	Incidents
Incest	Victims
Robbery	Incidents
Aggravated Assault	Victims
Burglary	Incidents
Motor Vehicle Theft	Vehicles

Arson	Incidents
Hate Crimes	Incidents Based on Perception of Perpetrator
Weapons, Drug, and Liquor Law Violations	Arrests/Citations
Weapons, Drug, and Liquor Law Violations	Referrals for Disciplinary Action

Table 2 – Violence Against Women Act (VAWA) Offenses

OFFENSE	COUNT BY NUMBER OF:
Domestic Violence	Victims
Dating Violence	Victims
Stalking	Victims

Hierarchy Rule

The Hierarchy Rule requires that only the most serious offense be counted in situations where more than one offense was committed during a single incident. The charts above list the crimes in order of severity. For example, if a person committed a burglary and a murder in the course of a single act, then only the murder would be counted for Clery Act purposes. During the 2012 calendar year, hate crimes and arson were the primary exceptions to this rule. For example, if a person committed any reportable offense and, while doing so, also committed a hate crime or arson, then both incidents were reported. As of 2013, domestic violence, dating violence and stalking were added to the list of exceptions. Therefore, from 2013 to the present, domestic violence, dating violence, stalking, arson, and hate crime incidents are not subject to the Hierarchy Rule and will always be counted in the crime statistics alongside any other reportable offense committed, simultaneously.

Crime Definitions

- **Murder and Non-Negligent Manslaughter:** the willful killing of one human by another.
- **Negligent Manslaughter:** the killing of another person by gross negligence.
- ***Sex Assault Offenses:**

Note: The following four definitions apply to sex offense statistics (as of 2013 crime statistics, sex offenses are reported according to the following categories: Rape, Fondling, Statutory Rape, and Incest. The Rape definition is based on the Uniform Crime Reporting Handbook 2004 (Summary Reporting Statistics) and the remaining sex offense definitions are from the National Incident Based Reporting System Edition of the Uniform Crime Reporting Program).

- **Rape:** penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This definition includes any gender of victims or perpetrators.
- **Fondling:** the touching of the private body parts of another person for the purpose of sexual gratification without consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or temporary or permanent mental or physical incapacity.
- **Statutory Rape:** non-forcible sexual intercourse with a person who is under the statutory age of consent.

- **Incest:** non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Robbery:** the taking or attempting to take anything of value from the care, custody or control of a person or persons by force or threat of force, violence and/or by putting the victim in fear.
- **Aggravated Assault:** an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury.
- **Burglary:** the unlawful entry of a structure to commit a felony or theft.
- **Motor Vehicle Theft:** the theft or attempted theft of a motor vehicle.
- **Arson:** any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.
- **Hate Crimes:** any of the aforementioned offenses and any other crime involving bodily injury and/or vandalism reported to local police agencies or to a Campus Public Safety Officer that manifests evidence that the victim was intentionally selected because of the perpetrator's bias.

Categories of bias are:

- Race
- Gender
- Religion
- Sexual Orientation
- Gender Identity
- Ethnicity
- National Origin
- Disability

In addition to the standard list of Clery Act reportable crimes listed above, the following crimes are also classified as Hate Crimes when there is evidence that the offense was committed with bias against a protected class, as described above:

- Larceny/Theft
- Simple Assault
- Intimidation
- Destruction/Damage or vandalism of property
- **Liquor Law Arrests and Violations:** the violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages. This does not include driving under the influence or public drunkenness.
- **Drug Law Arrests and Violations:** the violation of state or local laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of state and local law or ordinances, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

- **Weapon Law Arrest and Violations:** the violation of state or local laws prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.

**In cases where one individual is in violation of more than one weapon, drug, or liquor law violation in the same incident, only one of those law violations is included in the statistics. Weapons law violations get counted over both drug and alcohol violations. The determination to count a drug violation or an alcohol violation that occurs in the same incident is determined by the totality of the circumstances of the incident, and which violation is determined to be the more egregious.

- ***Domestic Violence:** asserted violent misdemeanor and felony offenses committed by the victim's current or former spouse, person similarly situated under domestic or family violence law, or anyone else protected under domestic or family violence law.
- ***Dating Violence:** violence by a person who has been in a romantic or intimate relationship with the victim. Whether there is such relationship will be gauged by its length, type and frequency of interaction.
- ***Stalking:** a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety, or to suffer substantial emotional distress.

*Expanded definitions for Sexual Assault, Domestic Violence, Dating Violence, and Stalking found on page 66.

Geographic Areas

Crime Statistics are divided into groups by the type of crime being reported and the location where the incident occurred.

- **On-Campus** – This area includes any building or property owned or controlled by Southern Oregon University within the same reasonably contiguous geographic area and used by Southern Oregon University in direct support of, or in a manner related to Southern Oregon University's educational purposes, including residence halls. This category also includes any building or property that is within or reasonably contiguous to the area described above, that is owned by Southern Oregon University but controlled by another person/entity, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).
- **Residential Facilities** – This area can be described as any building or structure that is owned or controlled by the university and used by students as a dwelling. This category includes residence halls and other student housing located on campus.
- **Non-campus** – This area includes off-campus property that is owned or controlled by the university if it meets the following criteria: is used in direct support of or in relation to the university's educational purposes, is frequently used by students, and is not within the same

reasonably contiguous geographic area of the university. Examples may include rented classrooms, rented offices, off-campus research stations, and other buildings and facilities.

- **Public Property** – This area can be described as public streets/sidewalks that run through campus or form the border of campus. Perimeter streets are described in the following way: “Sidewalk – Street – Sidewalk.” This means that a reportable crime occurring on the sidewalk on either side of a perimeter street is reportable as an incident occurring in the street. An incident occurring in a building (a privately-owned property) on the distant side of a perimeter street would not be included.

Counting Considerations

Each of the following five standards must be met for an incident to be counted in the annual report:

1. **Reported to the Proper Authorities** – The incident must be reported to law enforcement or a person who, according to the Clery Act, is defined as a Campus Security Authority. The term is applied to any person who works for the university in a paid or volunteer status and has significant responsibility for student activities. Some examples include faculty/staff advisors to student organizations, resident assistants, coaches for University Athletics, and persons who perform security or access control functions.
2. **Reportable Crimes** – The crime reported must be one of those defined in the Clery Act as a reportable crime. See the reportable crimes hierarchy table (Table 1) on page 8.
3. **Reportable Area** – The crime must have occurred in one of the Clery Act reportable areas. These areas include On-Campus, Residential Facilities, Non-campus, and Public Property.
4. **Made in Good Faith** – For an incident to be included, there must be a determination that the report is made in good faith. Crimes can be reported by the victim, the accused, a witness, or a third party. When the incident is reported through a law enforcement agency, the assumption is that this determination has already been made.
5. **Unfounded** – If, in the case of a particular incident, law enforcement determines that the incident could not have occurred or did not occur (i.e., false report), the crime would not be included in the annual report. However, beginning with calendar year 2014, we will now be reporting in our statistics the number of unfounded Clery Act crimes.

Campus Jurisdiction

As stated in the SOU Code of Student Conduct, the university jurisdiction related to student conduct includes on and off campus behavior. Primary concerns will be related to conduct that occurs on university premises or which impacts the university community and/or the pursuit of its objectives. The term “university premises” includes all land, buildings, facilities, and other property in the possession of or owned, used or controlled by the university, and/or university sponsored or controlled events, including online learning environments.

Participants in overseas and off-campus programs are expected to act in accordance with university rules and regulations, and assume added responsibility to the group and to the laws and regulations of the host location or country.

CRIME STATISTICS FOR ASHLAND CAMPUS

2020 Criminal Offenses	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
	Student Housing	Other			
CRIMINAL HOMICIDE					
MURDER/NONNEGLIGENT	0	0	0	0	0
MANSLAUGHTER					
NEGLIGENT MANSLAUGHTER	0	0	0	0	0
SEX OFFENSES					
SEX OFFENSE: FONDLING	7	0	7	0	0
SEX OFFENSE: INCEST	0	0	0	0	0
SEX OFFENSE: RAPE	10	0	10	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0
ROBBERY	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0
BURGLARY	1	4	5	0	0
MOTOR VEHICLE THEFT	0	2	2	0	0
ARSON	0	1	1	0	0
UNFOUNDED CRIMES TOTAL: 0					

2019 Criminal Offenses	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
	Student Housing	Other			
CRIMINAL HOMICIDE					
MURDER/NONNEGLIGENT	0	0	0	0	0
MANSLAUGHTER					
NEGLIGENT MANSLAUGHTER	0	0	0	0	0
SEX OFFENSES					
SEX OFFENSE: FONDLING	1	0	1	1	0
SEX OFFENSE: INCEST	0	0	0	0	0
SEX OFFENSE: RAPE	8	0	8	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0
ROBBERY	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0
BURGLARY	1	4	5	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0
ARSON	0	0	0	0	0
UNFOUNDED CRIMES TOTAL: 0					

2018 Criminal Offenses	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
	Student Housing	Other			
CRIMINAL HOMICIDE					
MURDER/NONNEGLIGENT	0	0	0	0	0
MANSLAUGHTER					
NEGLIGENT MANSLAUGHTER	0	0	0	0	0
SEX OFFENSES					
SEX OFFENSE: FONDLING	0	1	1	0	0
SEX OFFENSE: INCEST	0	0	0	0	0
SEX OFFENSE: RAPE	5	0	5	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0
ROBBERY	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0
BURGLARY	1	2	3	0	0
MOTOR VEHICLE THEFT	0	1	1	0	0
ARSON	0	0	0	0	0
UNFOUNDED CRIMES TOTAL: 0					

2020 Arrest and Disciplinary Referrals	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
	Student Housing	Other			
ARRESTS					
LIQUOR LAW VIOLATIONS	2	0	2	0	0
DRUG LAW VIOLATIONS	0	3	3	0	0
ILLEGAL WEAPONS POSSESSION	0	0	0	0	0
DISCIPLINARY REFERRALS					
LIQUOR LAW VIOLATIONS	10	8	18	0	0
DRUG LAW VIOLATIONS	15	9	24	0	0
ILLEGAL WEAPONS POSSESSION	0	0	0	0	0

2019	Arrest and Disciplinary Referrals	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
ARRESTS						
LIQUOR LAW VIOLATIONS		4	1	5	0	0
DRUG LAW VIOLATIONS		1	4	5	0	1
ILLEGAL WEAPONS POSSESSION		0	0	0	0	0
DISCIPLINARY REFERRALS						
LIQUOR LAW VIOLATIONS		29	9	38	7	0
DRUG LAW VIOLATIONS		29	16	45	0	0
ILLEGAL WEAPONS POSSESSION		1	0	1	0	0

2018	Arrest and Disciplinary Referrals	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
ARRESTS						
LIQUOR LAW VIOLATIONS		10	5	15	0	0
DRUG LAW VIOLATIONS		8	3	11	0	0
ILLEGAL WEAPONS POSSESSION		0	0	0	0	0
DISCIPLINARY REFERRALS						
LIQUOR LAW VIOLATIONS		78	3	81	0	0
DRUG LAW VIOLATIONS		15	5	20	0	7
ILLEGAL WEAPONS POSSESSION		0	0	0	0	0

2020	VAWA Offenses	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			

VAWA CRIMES					
DATING VIOLENCE	2	0	2	0	0
DOMESTIC VIOLENCE	1	0	1	0	0
STALKING	2	1	3	0	0

2019 VAWA Offenses		ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
VAWA CRIMES						
DATING VIOLENCE		1	0	1	0	0
DOMESTIC VIOLENCE		1	0	1	0	0
STALKING		3	3	6	0	0

2018 VAWA Offenses		ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
VAWA CRIMES						
DATING VIOLENCE		0	0	0	0	0
DOMESTIC VIOLENCE		0	0	0	0	0
STALKING		0	2	2	0	0

HATE CRIMES FOR ASHLAND CAMPUS

2020	ON CAMPUS	Category of Hate Crime							
Clery Act Reportable Offenses		Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NONNEGLIGENT MANSLAUGHTER		0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER		0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING		0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST		0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE		0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE		0	0	0	0	0	0	0	0
ROBBERY		0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT		0	0	0	0	0	0	0	0
BURGLARY		0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT		0	0	0	0	0	0	0	0
ARSON		1	0	0	0	0	0	0	0
SIMPLE ASSAULT		0	0	0	0	0	0	0	0
INTIMIDATION		0	0	0	0	0	0	0	0
THEFT		0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY		2	0	0	0	0	0	0	0
Totals		3	0	0	0	0	0	0	0

2020	NON CAMPUS	Category of Hate Crime							
Clery Act Reportable Offenses		Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NONNEGLIGENT MANSLAUGHTER		0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER		0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING		0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST		0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE		0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE		0	0	0	0	0	0	0	0
ROBBERY		0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT		0	0	0	0	0	0	0	0
BURGLARY		0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT		0	0	0	0	0	0	0	0
ARSON		0	0	0	0	0	0	0	0
SIMPLE ASSAULT		0	0	0	0	0	0	0	0

INTIMIDATION	0	0	0	0	0	0	0	0
THEFT	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0

2020	PUBLIC PROPERTY	Category of Hate Crime							
Clery Act Reportable Offenses		Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NONNEGLIGENT MANSLAUGHTER		0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER		0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING		0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST		0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE		0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE		0	0	0	0	0	0	0	0
ROBBERY		0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT		0	0	0	0	0	0	0	0
BURGLARY		0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT		0	0	0	0	0	0	0	0
ARSON		0	0	0	0	0	0	0	0
SIMPLE ASSAULT		0	0	0	0	0	0	0	0
INTIMIDATION		0	0	0	0	0	0	0	0
THEFT		0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY		0	0	0	0	0	0	0	0
Totals		0	0	0	0	0	0	0	0

2019	ON CAMPUS	Category of Hate Crime							
Clery Act Reportable Offenses		Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NONNEGLIGENT MANSLAUGHTER		0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER		0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING		0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST		0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE		0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE		0	0	0	0	0	0	0	0
ROBBERY		0	0	0	0	0	0	0	0

AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0
THEFT	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	1	0	0	0	1
Totals	0	0	0	1	0	0	0	1

2019	NON CAMPUS	Category of Hate Crime							
Clery Act Reportable Offenses		Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NONNEGLIGENT MANSLAUGHTER		0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER		0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING		0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST		0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE		0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE		0	0	0	0	0	0	0	0
ROBBERY		0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT		0	0	0	0	0	0	0	0
BURGLARY		0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT		0	0	0	0	0	0	0	0
ARSON		0	0	0	0	0	0	0	0
SIMPLE ASSAULT		0	0	0	0	0	0	0	0
INTIMIDATION		0	0	0	0	0	0	0	0
THEFT		0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY		0	0	0	0	0	0	0	0
Totals		0	0	0	0	0	0	0	0

2019	PUBLIC PROPERTY	Category of Hate Crime							
Clery Act Reportable Offenses		Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NONNEGLIGENT MANSLAUGHTER		0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER		0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING		0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST		0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE		0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE		0	0	0	0	0	0	0	0
ROBBERY		0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT		0	0	0	0	0	0	0	0
BURGLARY		0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT		0	0	0	0	0	0	0	0
ARSON		0	0	0	0	0	0	0	0
SIMPLE ASSAULT		0	0	0	0	0	0	0	0
INTIMIDATION		0	0	0	0	0	0	0	0
THEFT		0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY		0	0	0	0	0	0	0	0

Totals	0	0	0	0	0	0	0	0
--------	---	---	---	---	---	---	---	---

2018	ON CAMPUS	Category of Hate Crime							
Clery Act Reportable Offenses		Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NONNEGLIGENT MANSLAUGHTER		0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER		0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING		0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST		0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE		0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE		0	0	0	0	0	0	0	0
ROBBERY		0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT		0	0	0	0	0	0	0	0
BURGLARY		0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT		0	0	0	0	0	0	0	0
ARSON		0	0	0	0	0	0	0	0
SIMPLE ASSAULT		0	0	0	0	0	0	0	0
INTIMIDATION		0	0	0	0	0	0	0	0
THEFT		0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY		0	0	0	1	0	0	0	0
Totals		0	0	0	1	0	0	0	0

2018	NON CAMPUS	Category of Hate Crime							
Clery Act Reportable Offenses		Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NONNEGLIGENT MANSLAUGHTER		0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER		0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING		0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST		0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE		0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE		0	0	0	0	0	0	0	0
ROBBERY		0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT		0	0	0	0	0	0	0	0
BURGLARY		0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT		0	0	0	0	0	0	0	0
ARSON		0	0	0	0	0	0	0	0
SIMPLE ASSAULT		0	0	0	0	0	0	0	0
INTIMIDATION		0	0	0	0	0	0	0	0
THEFT		0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY		0	0	0	0	0	0	0	0
Totals		0	0	0	0	0	0	0	0

2018	PUBLIC PROPERTY	Category of Hate Crime						
------	-----------------	------------------------	--	--	--	--	--	--

Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0
THEFT	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0

CRIME STATISTICS FOR HIGHER EDUCATION CENTER (MEDFORD CAMPUS)

2020 – Criminal Offenses Higher Education Center	ON CAMPUS	NON CAMPUS	PUBLIC PROPERTY
CRIMINAL HOMICIDE:			
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0
SEX OFFENSES:			
FONDLING	0	0	0
INCEST	0	0	0
RAPE	0	0	0
STATUTORY RAPE	0	0	0
ROBBERY	0	0	0

AGGRAVATED ASSAULT	0	0	0
BURGLARY	0	0	0
MOTOR VEHICLE THEFT	0	0	0
ARSON	0	0	0

2019 – Criminal Offenses Higher Education Center	ON CAMPUS	NON CAMPUS	PUBLIC PROPERTY
CRIMINAL HOMICIDE:			
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0
SEX OFFENSES:			
FONDLING	1	0	0
INCEST	0	0	0
RAPE	0	0	0
STATUTORY RAPE	0	0	0
ROBBERY	0	0	0
AGGRAVATED ASSAULT	0	0	0
BURGLARY	1	0	0
MOTOR VEHICLE THEFT	0	0	0
ARSON	0	0	0

2018 – Criminal Offenses Higher Education Center	ON CAMPUS	NON CAMPUS	PUBLIC PROPERTY
CRIMINAL HOMICIDE:			
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0
SEX OFFENSES:			
FONDLING	0	0	0
INCEST	0	0	0
RAPE	0	0	0
STATUTORY RAPE	0	0	0
ROBBERY	0	0	0
AGGRAVATED ASSAULT	0	0	0
BURGLARY	0	0	0
MOTOR VEHICLE THEFT	0	0	0

ARSON	0	0	0
-------	---	---	---

2020 – Arrests & Referrals Higher Education Center	ON CAMPUS	NON CAMPUS	PUBLIC PROPERTY
ARRESTS:			
LIQUOR LAW VIOLATIONS	0	0	0
DRUG LAW VIOLATIONS	0	0	0
ILLEGAL WEAPONS POSSESSION	0	0	0
REFERRALS:			
LIQUOR LAW VIOLATIONS	0	0	0
DRUG LAW VIOLATIONS	0	0	0
ILLEGAL WEAPONS POSSESSION	0	0	0

2019 – Arrests & Referrals Higher Education Center	ON CAMPUS	NON CAMPUS	PUBLIC PROPERTY
ARRESTS:			
LIQUOR LAW VIOLATIONS	0	0	0
DRUG LAW VIOLATIONS	0	0	0
ILLEGAL WEAPONS POSSESSION	0	0	0
REFERRALS:			
LIQUOR LAW VIOLATIONS	0	0	0
DRUG LAW VIOLATIONS	0	0	0
ILLEGAL WEAPONS POSSESSION	0	0	0

2018 – Arrests & Referrals Higher Education Center	ON CAMPUS	NON CAMPUS	PUBLIC PROPERTY
ARRESTS:			
LIQUOR LAW VIOLATIONS	0	0	0
DRUG LAW VIOLATIONS	0	0	0
ILLEGAL WEAPONS POSSESSION	0	0	0
REFERRALS:			

LIQUOR LAW VIOLATIONS	0	0	0
DRUG LAW VIOLATIONS	0	0	0
ILLEGAL WEAPONS POSSESSION	0	0	0

2020 – VAWA Offenses Higher Education Center	ON CAMPUS	NON CAMPUS	PUBLIC PROPERTY
VAWA CRIMES:			
DATING VIOLENCE	0	0	0
DOMESTIC VIOLENCE	0	0	0
STALKING	0	0	0

2019 – VAWA Offenses Higher Education Center	ON CAMPUS	NON CAMPUS	PUBLIC PROPERTY
VAWA CRIMES:			
DATING VIOLENCE	0	0	0
DOMESTIC VIOLENCE	0	0	0
STALKING	0	0	0

2018 – VAWA Offenses Higher Education Center	ON CAMPUS	NON CAMPUS	PUBLIC PROPERTY
VAWA CRIMES:			
DATING VIOLENCE	0	0	0
DOMESTIC VIOLENCE	0	0	0
STALKING	0	0	0

HATE CRIMES:

*The Medford campus had **NO** hate crimes reported for the calendar years of **2020, 2019, and 2018.**

CAMPUS SAFETY IS A SHARED RESPONSIBILITY

No university campus or community is completely risk free. Each person must contribute to fostering a safe learning environment by using common precautions and practicing crime prevention. These measures help reduce vulnerability, as well as opportunities for criminal activity on campus.

Campus safety at Southern Oregon University involves students, faculty, and staff. Southern Oregon University desires to create and promote an open and inclusive environment that encourages learning and freedom among all who attend or visit the university. Safety is an important part of the educational and occupational experience.

If you see or suspect a crime in progress, within the campus boundaries or adjacent properties, report it immediately to Campus Public Safety at 541-552-6911 or 9-1-1 for emergencies. Everyone needs to be an active member of our campus community to report crimes and point out safety concerns to the appropriate departments or agencies. It is our collective responsibility in helping to keep our campus crime free. Whether a victim or bystander, everyone can play an important role in keeping our community safer.

SOU Cares Reports

Any issue of concern at Southern Oregon University (SOU) can be reported through SOU Cares Reports. The Cares Report informs the Office of the Dean of Students and the Student Support Network (SSN) about students who may benefit from extra resources, support, or intervention. Individuals are encouraged to submit a Cares Report when intervention is required or simply when there is concern for a student.

Areas of concern for SOU Cares Reports may include:

- Mental health or emotional issues
- Academic performance
- Family concerns
- Relationship issues
- Personal illness or injury
- Alcohol or other drug use
- Academic integrity
- Distressing, disruptive or threatening behavior
- Hate and/or bias-related incident
- Crime victim

A completed SOU Cares Report is immediately sent to the Office of the Dean of Students for initial evaluation. Students who exhibit distressing or disturbing behavior that significantly impacts the university community may be referred to the Student Support Network. The Student Support Network is a behavioral intervention team that coordinates the organized university response to behavior that constitutes potential risk of harm to self or others. Behavior that merits such response includes on and off campus coordination and referral.

SOU Cares reports are available to SOU students, faculty, staff, and community members at the “Online” section of the SOU portal (InsideSOU) and can be accessed by going to (https://cm.maxient.com/reportingform.php?SouthernOregonUniv&layout_id=4). Concerned family members should call the Office of the Dean of Students (541-552-6223). The Office of the Dean of Students is located in the Stevenson Union, Suite 321.

LAW ENFORCEMENT RESOURCES AND AUTHORITY

Ashland, OR Campus

On the Southern Oregon University-Ashland campus, law enforcement services are provided by the Ashland Police Department (APD), the Jackson County Sheriff’s Office (JCSO), and SOU Campus Public Safety (CPS). SOU does not have a Memorandum of Understanding (MOU) or other written agreement with outside police agencies, but has a strong collaborative working relationship with state and local law enforcement.

Ashland Police Department Officers and Jackson County Sheriff’s Deputies have complete police authority to apprehend and arrest anyone involved in illegal acts on campus, and enforce all municipal, state, and federal statutes. If minor offenses involving university rules and regulations are committed by a student, law enforcement agencies may also choose to refer the individual to the Office of the Dean of Students.

Officers of Campus Public Safety have the authority to ask persons for identification and to determine whether individuals have a lawful presence on Southern Oregon University property. They have the authority to enforce Southern Oregon University policies, as well as municipal and state laws. Campus Public Safety Officers have probable cause arrest authority under Oregon state law and the authority to write citations under Ashland Municipal Code. Campus Public Safety has the authority to trespass individuals from property owned and operated by Southern Oregon University. Campus Public Safety may also choose to refer individuals to the Office of the Dean of Students.

Officers with Campus Public Safety carry the following tools on their person to aid in their professional duties: handcuffs, expandable baton, Oleoresin Capsicum (OC) spray, portable radio, body camera, and flashlight. Campus Public Safety officers do not carry firearms in the performance of their duties.

The Ashland Police Department responds along with Campus Public Safety to all serious criminal matters on campus and has full authority and jurisdiction.

All criminal offenses are reported to Campus Public Safety and the Ashland Police Department. The prosecution of all criminal offenses (both Felony and Misdemeanor), are conducted at either the Ashland Municipal Court or the Jackson County Circuit Court. Violation offenses within the municipality are conducted at the Ashland Municipal Court.

SOU Campus Public Safety personnel work closely with local, state, and federal law enforcement agencies and have direct radio communications with the Ashland Police Department and Jackson County Sheriff's Office on the emergency communications radio network.

Campus Public Safety patrols the Ashland campus, which generally ranges from East Main Street on the north, Walker Avenue on the east, Mountain Avenue on the west, and Oregon Street on the south. Certain portions of the university's owned or controlled property may extend beyond these boundaries and other portions of the property within these boundaries are not owned or controlled by the university. A map of the Ashland campus is available at <https://inside.sou.edu/home/map.html>.

SOU Higher Education Center in Medford, OR

On the Southern Oregon University/Rogue Community College Higher Education Center-Medford campus, law enforcement services are provided by the Medford Police Department (MPD) and the Jackson County Sheriff's Office (JCSO). A contracted security company is hired to patrol the campus and report any criminal offenses or violations to the Medford Police Department.

Medford Police Department officers and Jackson County Sheriff's Office deputies have complete police authority to apprehend and arrest anyone involved in illegal acts on campus, and enforce all municipal, state, and federal statutes. If minor offenses involving university rules and regulations are committed by a student, law enforcement agencies or contracted security personnel may also choose to refer the individual to the Office of the Dean of Students. Since the Higher Education Center is a shared community of SOU and RCC students, the student in violation will be referred to the Office of the Dean of Students at the institution to which they are associated.

The contracted security company personnel are unarmed, non-sworn personnel.

UNIVERSITY SECURITY SAFETY POLICIES, PROCEDURES AND PROGRAMS

The following section of this report provides information about various security and safety related issues for people who live, study, work, or visit Southern Oregon University. By making this information available, our goal is to provide community members the information necessary to protect themselves from threats to their health and safety potentially occurring on our campus. These policies, including those regarding residential facilities, apply to Southern Oregon University Ashland Campus and the SOU Higher Education Center in Medford, unless otherwise specified below.

Reporting Crimes or Emergencies

How can a report of a crime or an emergency be made?

All individuals are strongly encouraged to accurately and promptly report all crimes and emergencies. Reports may be made in person, by phone or by using the Blue Light phones found in many locations around the Southern Oregon University campus.

To whom should the report be made?

All Emergencies On and Off Campus	Call 9-1-1
On-Campus Crimes	Urgent Campus Calls: (541) 552-6911 Campus Public Safety Office Calls: (541)552-6258 Campus Public Safety Address: 382 Wightman Street, Ashland, OR 97520
Off-Campus Non-Emergencies	Ashland Police Department: (541) 482-5211 Ashland Police Department Anonymous Tip Line: (541) 552-2333 Medford Police Department: (541) 774-2250 Jackson County Sheriff's Office: (541) 774-6800

Suspicious Activity

Any suspicious person or activity observed in the parking lots, around vehicles, inside of residence halls or buildings should be reported to SOU Campus Public Safety by calling 541-552-6911, unless a life-threatening situation exists, then call 9-1-1. For off-campus options, you may report to the Ashland Police Department, the Jackson County Sheriff's Office or local law enforcement for the area in which the crime occurred.

Criminal Activity

The reporting of any crime, no matter how small, is important to SOU Campus Public Safety. SOU Campus Public Safety encourages all SOU community members to promptly report crimes, which assists in the investigation and the apprehension of the perpetrator(s), aids in providing timely warning notices to the community when appropriate, may aid in the prevention of similar crimes, and ensures inclusion in annual crime statistics. For off-campus options, you may report to the Ashland Police Department, the Jackson County Sheriff's Office, or local law enforcement for the area in which the crime occurred. Representatives from Campus Public Safety regularly meet with the Ashland Police Department to discuss current crime trends, discuss problems which may be of concern for the university community, and exchange ideas about solutions to problems.

Other Important Phone Numbers

Additional Emergency Contact Information	
Ashland Police, Fire and Medical Emergency	Dial 9-1-1
Campus Public Safety Dispatch	(541) 552-6911
Ashland Community Hospital (280 Maple Street, Ashland, OR)	(541) 201-4000
Jackson County Mental Health 24/7 Crisis Line	(541) 774-8201

Helpline 24/7 Crisis Line for Domestic Violence and Sexual Assault	(541) 779-HELP (4357)
National Suicide Prevention Lifeline	(800) 273-TALK (8255)
National Sexual Assault Hotline	(800) 656-HOPE (4673)
Additional Important Resources	
Office of the Dean of Students	(541) 552-6223
Office of Equity Grievance	(541) 552-7079
Student Health and Wellness Center (includes personal counseling services)	(541) 552-6137
Residential Life	(541) 552-6377
Sexual Assault Victim Services	(541) 779-4357
Jackson County Sexual Assault Response Team	(541) 840-0904
SOU Social Justice and Equity Center	(541) 552-6711
Campus Public Safety Non-Emergency Line	(541) 552-6258
Ashland Police Department Non-Emergency Line	(541) 482-5211

In Person Reports

A report may be made at SOU's Campus Public Safety Office located at 382 Wightman Street, Ashland, OR 97520 during regular business hours. If it is after hours, call 541-552-6911 and let dispatch know you would like to make a report in person at the CPS office so an officer can meet you there. A report may also be made at Ashland Police Department located at 1155 E. Main Street, Ashland, OR 97520 during regular business hours, or after hours by calling 541-770-4784 (non-emergency dispatch line).

Response to Reports

All reported crimes will be investigated by the Ashland Police Department, the University (for disciplinary action), and/or local law enforcement and may be a matter of public record. Campus Public Safety incident reports may be forwarded for review and referral to the Office of the Dean of Students for potential action, as appropriate.

Persons Wishing to Make Anonymous or Confidential Reports

SOU CARES

As explained above, any issue of concern at SOU can be reported through SOU Cares Reports to help inform the Office of the Dean of Students about students who may benefit from extra resources, support, or intervention. An SOU Cares Report can be submitted anonymously, if that is the preference of the person reporting the incident. An individual is encouraged to submit a Cares Report when intervention is required or simply when there is a concern for the student. SOU Cares referrals are available to SOU students, faculty, and staff in the "Online" section of the SOU portal (InsideSOU). There is a link to an anonymous report that can be submitted for sexual assault, sexual harassment, domestic violence, stalking, and dating violence using the Southern Oregon

University Equal Opportunity, Harassment, and Sexual Misconduct form located at https://jfe.qualtrics.com/form/SV_7R7CCBciGNL473L

Concerned family members should call the Office of the Dean of Students (541-552-6223). The Office of the Dean of Students is located in the Stevenson Union, Suite 321. SOU Cares is discussed further in this report on page 24.

Confidential Advising

You can also report incidents of Sexual Assault or other Title IX violations by meeting with a Confidential Advisor without giving identifying information. These anonymous reports give you the opportunity to provide any information you would like about an assault, and allow you to decide whether or not to make a formal report to the University or to law enforcement. If you are unsure of your options or would like more information about what choices are available to you, it is recommended you speak with a Confidential Advisor. At any time, you can decide to make a formal report with the assistance of a Confidential Advisor. You can also file a confidential or anonymous report by completing the Southern Oregon University's Sexual Misconduct and Equal Opportunity Form located at https://jfe.qualtrics.com/form/SV_7R7CCBciGNL473L. SOU's Campus Choice Program and the availability of Confidential Advising is discussed further in this report on page 30. Confidential Advisors and Advocates are also discussed in the University's Clery Act Policy which can be found at https://inside.sou.edu/assets/policies/Clery_Act_Policy_121718.pdf

Confidential Counseling Resources

In addition to the ability to meet with a Confidential Advisor, students may also seek confidential assistance of a professional counselor through the Student Health and Wellness Center. Counseling staff are professional mental health providers including Licensed Professional Counselors (LPC), Marriage and Family Therapists (MFT) and/or Licensed Clinical Social Workers (LCSW). These professional mental health providers will assist students with such issues as: stress and anxiety; depression; anger; loneliness; guilt; low self-esteem; grief; alcohol/drug abuse; romantic relationship difficulties; sexual concerns; roommate problems; family issues; identity development; adjustment to college; life transitions; sexual orientation/gender issues; performance anxiety; perfectionism; underachievement; low motivation; effects of trauma, sexual assault, abuse, or discrimination; concerns from childhood or adolescence; spiritual concerns; body image; food preoccupation; healthy lifestyle choices; etc. Staff at the Student Health and Wellness Center will also refer individuals to Confidential Advising and/or local law enforcement when appropriate. The SOU Student Health and Wellness Center can be reached by phone at (541) 552-6136.

Fraud, Waste and Abuse

SOU Internal Audit provides independent and objective assurance, consulting, and investigative services. One aspect of these services is the facilitation of the Fraud, Waste and Abuse Hotline. When employees do not feel comfortable discussing a matter directly with campus management or SOU Internal Audit, anonymous reporting can be made through the EthicsPoint toll free hotline at (855) 375-6776 or online at sou.ethicspoint.com. If the anonymous allegation concerns a Clery Act crime, the matter will be reported to the appropriate authority for investigation and reporting to Campus Public Safety for inclusion in SOU's Clery Act statistics.

**REPORTING CRIMES OF DATING VIOLENCE, DOMESTIC VIOLENCE,
STALKING, OR SEXUAL VIOLENCE****Incidents of Sexual Harassment or Sexual Violence**

It is the University's obligation to take reasonable steps to eliminate sexual violence and harassment, prevent its recurrence, and address its effects. In every instance, the University will seek to honor a complainant's desire to remain anonymous and will take reasonable steps to respond in the manner consistent with such requests. However, once a formal report is submitted, we do not have the ability to guarantee that personal information or the details of reports will remain confidential. It is recommended that anyone with questions, concerns, or a desire to report an incidence of sexual violence contact a Confidential Advisor at (541)-552-7079. Reporting parties who wish to discuss the incident and maintain confidentiality may do so with a Confidential Advisor.

For those who do not want to report but would like to seek support, they can speak to a counselor at the Student Health and Wellness Center at 541-552-6136. Additionally, the Equity Coordinator for Racial Justice and Equity Coordinator for Gender and Sexuality Justice can provide confidential advocacy.

All other state employees, including students working as resident assistants, faculty advisors to student groups, and athletic coaches, must immediately pass on information you provide to the Title IX Coordinator at (541) 552-7079, a Confidential Advisor, and/or law enforcement authority, so the appropriate next steps can be taken.

SOU On-Campus Reporting Options – Campus Choice

Southern Oregon University is a Campus Choice campus. Campus Choice is an administrative partner to the lauded law enforcement program, You Have Options: a program intended to reduce barriers to reporting. Designated Confidential Advisors will advise victims of sexual violence of their options for reporting crimes of sexual violence. Campus Choice helps you choose which option is best for you, allowing those reporting sexual assault, domestic violence, dating violence, and stalking the opportunity to access information and support without making a formal report. You can also make a formal report through Campus Choice. Confidential Advisors are exempt from mandatory Title IX reporting. Employees in the Student Health and Wellness Center and the designated Equity

Coordinators for Racial Justice and Gender and Sexuality Justice are also exempt from Title IX reporting.

SOU Confidential Advisors are specially trained professionals who are available to survivors, or those who know a survivor, to answer questions, provide information, and help navigate the options available at SOU, as well as in the community. It is recommended that if you or someone you know has experienced sexual violence, or has questions about or needs help with issues related to sexual violence, that you start by speaking with the Confidential Advisor by calling (541) 552-7079.

Elements of Campus Choice

Campus Choice Element #1

1. A victim of sexual assault is offered three options for reporting: Anonymous, Confidential, and Formal.

- a. An Anonymous Report can be submitted by a reporting party through an online report that is directed to a Confidential Advisor. An anonymous report can also be submitted in person to a Confidential Advisor. Reporting parties can give as much information as they feel comfortable without submitting any identifying information.
- b. A Confidential Report can be submitted online or to a Confidential Advisor. This form of reporting can include a limited information report or a full report. At this time the Confidential Advisor should offer to take a formal report from the reporting party.
- c. A Formal Report can be submitted to a Confidential Advisor at any time. A formal report is when the reporting party is choosing to participate in an administrative investigation and would like to participate in that process.
- d. At any time, a reporting party can move their concern from an Anonymous or Confidential Report into a Formal Report.
- e. Victims of sexual assault are encouraged to report to a Confidential Advisor even if they do not intend to pursue an administrative process and/or a criminal justice process.
- f. Data collected from Anonymous and Confidential Reports will be reflected in Clery Act reporting, but the information reflected in the Clery report will not identify the reporting party or victim.

Campus Choice Element #2

2. A victim or other reporting party may remain anonymous and still have the information they provide documented by a Confidential Advisor.

- a. Sexual assault information received from any of the reporting options shall be documented in written form and retained in a way that best preserves a victim's options and supports retrieval at a later date.
- b. All information received on a reported sexual assault shall be documented regardless of the apparent credibility of the reporter or apparent veracity of the information being

provided. Failure to document all available information inhibits the potential for increasing safety on campus.

- c. The Confidential Advisor or other official will keep the victim of sexual assault informed regarding the status of the investigation resulting from a formal report.
- d. Reporting parties will be informed that all formal reports will require a complete investigative process. Reporting parties will be adequately informed about the limitations of the anonymous and confidential reports.

Campus Choice Element #3

- 3. A victim or other reporting party may have questions answered regarding options for reporting, including an explanation of an administrative investigation and/or a criminal investigation prior to providing any identifying or incident information.**

A Confidential Advisor will make inquiries to appropriate University personnel and outside agencies, including law enforcement, in order to answer questions of the reporting party, regardless of whether they have provided identifying or incident information.

Campus Choice Element #4

- 4. When making a report there is no requirement to meet in person with a University official. For example, a victim or other reporting party may report using an online form.**

Campus Choice Element #5

- 5. Reasonable efforts will be made to allow the reporting party control over the location, time, and date where the initial report is made.**

- a. If accommodations are unable to be made as requested by the reporting party, then a clear explanation as to why will be given.
- b. The University will create space for law enforcement to conduct an interview on campus if the reporting party requests it.

Campus Choice Element #6

- 6. Reasonable efforts will be made to meet the needs of the reporting party and address any barriers the reporting party faces in providing a report.**

- a. The Confidential Advisor will discuss any concerns the reporting party has about moving forward with an administrative or law enforcement investigation and work to address those barriers so the reporting party may feel comfortable with proceeding.
- b. Interviews will be conducted in a trauma informed manner.

Campus Choice Element #7

- 7. The Confidential Advisor or any University official interviewing the reporting party shall be trained in Trauma Informed Interviewing, such as Forensic Experiential**

Trauma Interview training, and will employ this method of interviewing when working with the reporting party.

- a. Reasonable efforts shall be made to limit the number of times a victim is interviewed regarding the incident.
- b. The reporting party's safety, cognitive impairment and mental health shall be taken into consideration prior to any interview.

Campus Choice Element #8

8. All reporting parties will be given information regarding the University administrative process and criminal justice process.

- a. When a report is made to a Confidential Advisor, the reporting party will receive detailed and accurate information about both the criminal justice system and the administrative process.
- b. The Confidential Advisor will have specific and accurate knowledge of student conduct violations as well as criminal laws and statutes. The Confidential Advisor cannot, however, provide legal advice to the reporting party or others.
- c. The Confidential Advisor must discuss any appropriate campus interim measures that may be taken by the University, the timeline for the process, and the various steps for the administrative process. This must include a safety check to assess the reporting party's immediate safety, the safety of others, and the ability of the victim to continue engaging in their role in the campus community.
- d. The Confidential Advisor will provide clear and accurate information about the law enforcement reporting process. This will include a verbal explanation of the process and not be limited to a website or handout.
- e. If the reporting party would like accompaniment to law enforcement, the Confidential Advisor will accompany or arrange for a community-based advocate to accompany the reporting party.

Campus Choice Element #9

9. Reasonable efforts will be made to meet the needs of the victim and address any barriers the victim faces when participating in sexual assault investigations with campus and law enforcement.

- a. Understanding that each victim's individual situation is unique, the Confidential Advisor shall attempt to view the investigative process from the victim's perspective and not assume what barriers a victim faces when participating in an investigation.
- b. As barriers arise during an administrative or criminal justice investigation, reasonable efforts will be made by the school to address those barriers, such as housing, classes, or employment accommodations.
- c. The Confidential Advisor will, at the victim's request, collaborate with law enforcement to address any barriers to the criminal investigation.

Campus Choice Element #10

10. After making a report, a victim or reporting party will not be pressured to participate or not participate in an administrative or criminal investigation.

When a report is made to a Confidential Advisor, the reporting party will receive information and support regardless of whether they choose to pursue further action.

Campus Choice Element #11

11. After a formal report is given, no involved party shall be required to attend the administrative hearing, unless it falls under federal requirements for Title IX.

- a. The Confidential Advisor will often serve as the investigator once there is a formal report. This report may serve as the representation of the reporting party's account of what occurred. The report taken by the Investigator for the reporting party may serve as representation for the accused if they choose not to attend.
- b. Once the report is written, the Investigators for the reporting party and responding party will each verify with the parties that the account has been reflected accurately.
- c. The University will not require any involved party to participate in a hearing. If any party would like to participate in the hearing, they may, but it will not be mandatory, unless required by federal Title IX law.
- d. The Investigator will gather any supplemental information needed from the reporting party at the request of the Director of Equity Grievance/Title IX Coordinator; unless the reporting party would like to interface directly.
- e. The Investigator for the Respondent will gather any supplemental information needed from the accused at the request of the Director of Equity Grievance/Title IX Coordinator; unless the reporting party would like to interface directly with the Director of Equity Grievance/Title IX Coordinator.

Campus Choice Element #12

12. When reporting to a Confidential Advisor, a reporting party's right to confidentiality shall be respected.

When legally permissible, no person shall be notified that the reporting party has reported without that party's consent. This includes the interviewing of identified witnesses or responding parties.

Campus Choice Element #13

13. University officials will collaborate with victims during the investigative process. As the law allows, investigations will be conducted at a pace set by the victim, not the University.

- a. The Investigator for the reporting party or other official will keep the victim of sexual assault informed regarding the status of the investigation.

- b. The Investigator for the accused will keep the accused informed regarding the status of the investigation.
- c. Reporting parties will be informed that no case can proceed without a complete investigative process. They will be adequately informed about the limitations of the information only report.

Campus Choice Element #14

14. Campuses will have monthly collaborative meetings, including, but not limited to, Title IX Officials, Confidential Advisors, Campus Public Safety, Municipal Law Enforcement, and Community Based Advocacy.

- a. The intention of these meetings is information sharing related to sexual assault perpetration on campus while still respecting the requested level of confidentiality of victims.
- b. Information from these meetings can be used to formulate specific educational and prevention activities to increase the safety of the entire campus community.
- c. Information from these meetings can be used to take steps to eliminate a hostile environment and prevent further occurrences of sexual violence.
- d. These meetings will provide a venue for continuous evaluation to ensure the University is providing adequate, reliable, and impartial investigation of complaints.

The SOU Confidential Advisor, the Student Health and Wellness Center staff, the Equity Coordinator for Racial Justice, and the Equity Coordinator for Gender and Sexuality Justice are the only members of campus that can take a confidential report. Any other Campus Security Authority (CSA), faculty, staff, or administrator on our campus is required by law to report incidents of sexual violence and other potential violations of Title IX.

Through SOU's Campus Choice program there are multiple ways of reporting sexual harassment, dating or domestic violence, stalking and interpersonal misconduct:

Anonymous Reports

Anonymous Reporting at SOU

Anyone can submit an anonymous report using the Southern Oregon University's Sexual Misconduct and Equal Opportunity Form located at https://jfe.qualtrics.com/form/SV_7R7CCBciGNL473L. You can also meet with a Confidential Advisor without giving identifying information. Anonymous reports give you the opportunity to provide any information you would like about an assault and allow you to decide if you would like to make a formal report or not in the event another report is made about the same person. At any time, you can decide to make a formal report.

Anonymous Reporting Directly to Law Enforcement at the Ashland Police Department: [The You Have Options Program](#)

The Ashland Police Department (APD) victim/survivor-centered sexual assault response and

reporting program, provides an online reporting form that gives you the option to make an anonymous report. The You Have Options Program focuses on changing two fundamental elements in the law enforcement response to sexual violence: 1) Increasing the number of victims who report to law enforcement, and 2) thoroughly investigating identified offenders for serial perpetration. Law enforcement agencies participating in the You Have Options Program recognize the need for a victim-centered and offender-focused response to sexual violence. The traditional law enforcement response to sexual violence tends to discourage sexual assault victims from seeking assistance through the criminal justice system. As a result, law enforcement often does not receive the information necessary to hold sexual offenders accountable and those offenders go on to victimize others. By addressing the barriers victims face when reporting sexual assault, and thereby increasing the number of sexual assault reports, the You Have Options Program provides investigators information they would otherwise never have received. For more information visit: <http://www.reportingoptions.org/>. The website provides comprehensive information about reporting options, frequently asked questions about sexual assault reporting and local resources for victims/survivors of sexual assault.

Confidential Report to SOU Confidential Advisor

You can make a non-anonymous but still confidential report at Southern Oregon University's Sexual Misconduct and Equal Opportunity Form located at https://jfe.qualtrics.com/form/SV_7R7CCBciGNL473L. You can also meet with a Confidential Advisor and make a report without initiating a formal report by calling (541) 552-7079. At any time, you can decide to make a formal report.

Formal Report (Not Anonymous)

You can request to make a formal report at Southern Oregon University's Sexual Misconduct and Equal Opportunity Form located at https://jfe.qualtrics.com/form/SV_7R7CCBciGNL473L. You may also make a formal report by calling a Confidential Advisor at (541) 552-7079, the University Title IX Coordinator at (541) 552-7079, or one of several Deputy Title IX Coordinators. Additional contact information for the Title IX team is available at <https://inside.sou.edu/ssi/sou-title-ix-coordinator-and-deputy-coordinators-for-faculty-and-students.html>. Students can also initiate a formal report through the SOU Cares system at https://cm.maxient.com/reportingform.php?SouthernOregonUniv&layout_id=4. Southern Oregon University must investigate any formal report. Nearly all campus employees are considered Responsible Parties who are required to make a formal report to a Title IX official.

Medical Assistance and Evidence Preservation

If you are the victim of sexual assault, a free sexual assault exam is available within 7 days of an assault at any Jackson County hospital. At the hospital, you will be given a private room after checking in. A specially trained Sexual Assault Nurse Examiner (SANE) will be called and a confidential, community-based advocate will also be available. You can receive a medical screening, sexually

transmitted infections medications, emergency contraception, and evidence collection even if you do not want to report to law enforcement. A SANE will discuss options for medical care, reporting options, and follow up services. You are in complete control of what happens during the exam. All services are free, unless you need medical attention, and you will not be asked for insurance information.

A SANE can also respectfully and privately collect evidence in the event you choose to submit a criminal report. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing, or clean the bed/linen/area where the assault occurred, if the offense occurred within the past 120 hours. This is to ensure the preservation of evidence to assist in proving the alleged criminal offense occurred, or is occurring, and may be helpful in obtaining a protection order. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted diseases. Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, and other communications, as well as retain pictures, logs or other copies of documents, if they have any, that would be useful to University hearing boards/investigators or police.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, student conduct proceedings, and/or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, they nevertheless should consider speaking with Campus Choice, Campus Public Safety, or other law enforcement to preserve evidence in the event the victim decides to report the incident to law enforcement or the University at a later date. Doing so may assist in proving the alleged criminal offense occurred and/or may be helpful in obtaining a protection order.

CAMPUS SECURITY AUTHORITIES

While the University encourages all campus community members to promptly report all crimes and other emergencies directly to SOU Campus Public Safety, we also recognize that some may prefer to report to other individuals or University offices. The Clery Act recognizes certain University officials and offices as “Campus Security Authorities” (CSAs). The Clery Act defines these individuals, among other individuals, as “An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings. An official is defined as a person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.”

While the university has identified dozens of individuals as CSAs, we officially designate the following offices as places where campus community members should report crimes:

- Campus Public Safety – 382 Wightman St. Ashland, OR 97520. (541) 552-6911

- The Office of Equity Grievance - (541) 552-7079
- The Office of the Dean of Students - (541) 552-6223

The accurate reporting of crimes helps keep the community informed and ensures institutional compliance with state and federal law. Anyone who experiences or witnesses a crime or prohibited conduct is encouraged to make a voluntary, official report to a University CSA or to the police. No personal identifying information will be included in the annual report of crime statistics or any publicly-available records, and the University will endeavor to keep the details of the prohibited conduct and the involved parties private.

“Campus Security Authority” Defined

As defined by the Clery Act, a federal law codified in 34 CFR § 668.46, a Campus Security Authority (CSA) is: (1) A campus police department or a campus security department of an institution; (2) any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department under part (1) of this definition, such as an individual who is responsible for monitoring entrances into institutional property; (3) any individual or organization specified in an institution’s statement of campus security policy as an individual or organization to which students and employees should report criminal offenses; (4) an official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, faculty and staff advisors to student clubs and organizations, and campus judicial proceedings. If such an official is a pastoral or professional counselor, the official is not considered a Campus Security Authority when acting as a pastoral or professional counselor.

If you have questions about whether your position or job functions meet the definition of a CSA, please contact the university’s Equity Grievance Office at (541) 552-7079 for additional information.

When a CSA becomes aware of an incident that involves an ongoing or imminent threat to the community that might require a Timely Warning or Emergency Notification to be distributed, the CSA should call 9-1-1 or 541-552-6911, immediately or as soon as practicably possible.

SOU CSAs

The following list denotes the positions or organizations at SOU that have been identified as meeting the federal definition of a Campus Security Authority for the purposes of Timely Warning notifications and the annual statistical disclosure. In furtherance of these duties, each is required to complete training regarding their CSA Clery Act responsibilities.

The list is intended to be comprehensive, but certain positions may not be specifically listed.

- Campus Public Safety officers
- The Title IX Coordinator

- Title IX professional staff
- The Dean of Students
- The Associate Dean of Students
- The Director of Student Activities
- The Student Activities staff
- The Social Justice and Equity Center staff
- The Director of Student Health and Wellness Center
- Equity, Diversity and Inclusion staff
- The Director of Student Housing and Housing professional staff
- Resident Assistants
- The Athletics Director
- The Assistant Athletics Directors
- Athletics Coaches and Trainers, including assistant coaches
- Vice President for Enrollment Management and Student Affairs
- Faculty and Staff serving in a role as Advisor(s) to Student Clubs and Organizations

Persons Exempt from reporting Clery-Reportable Crimes

The Clery Act specifically excludes the following persons from Clery reporting requirements when the person is operating in the course and scope of their license:

- Pastoral Counselor – a person who is associated with a religious order or denomination and is recognized by that religious order or denomination as someone who provides confidential counseling within the scope of their position as a pastoral counselor.
- Professional Counselor – a person whose official responsibilities include providing mental health counseling to members of the institution’s community and who is functioning within the scope of his or her license or certification.

Pastoral and professional counselors who learn about Clery-reportable crimes in the performance of their official duties are not required to report these crimes to the Clery Compliance Coordinator for inclusion in the annual security report or for the purposes of a Timely Warning. There is no specific University policy requiring pastoral and professional counselors to encourage victims of crimes to make an anonymous report for inclusion in compiling Clery Act statistics.

Reporting Crimes in Compliance with Federal and State Law

Campus Security Authorities have reporting responsibilities under both federal and state laws. The University expects CSAs to be familiar with their obligations and to comply with these federal and state laws. The following pages provide greater detail about these legal obligations. CSAs are encouraged to review the actual laws for additional information and guidance. CSA reporting obligations can be found at <https://www.govinfo.gov/content/pkg/CFR-2018-title34-vol3/pdf/CFR-2018-title34-vol3-sec668-46.pdf>. Federal Law – Clery Act CSA's (34 CFR 668.46 (c))

Any CSA who becomes aware of a Clery-reportable crime, as noted below, that occurred on the SOU campus or property owned or controlled by the University (including off-site facilities and locations of short-term control, such as the rental of a room during a University sponsored trip) must report the incident to the University's Clery Compliance Coordinator for the purpose of statistical reporting. The way to notify the Clery Compliance Coordinator is by email at clerycoordinator@sou.edu.

The Clery reportable crimes are:

- Murder/Manslaughter
- Rape
- Statutory Rape
- Incest
- Fondling
- Robbery
- Aggravated Assault
- Domestic Violence
- Dating Violence
- Burglary
- Motor Vehicle Theft
- Arson
- Stalking
- Hate Crimes
- Alcohol Law Violations
- Drug Law Violations
- Weapons Law Violations

There is no specified time frame for notifying the Clery Compliance Coordinator for compliance with the Clery Act. However, the University encourages individuals to notify the Clery Compliance Coordinator as soon as possible to ensure it is promptly logged and, to the extent possible, appropriate supports and responses are provided to those involved.

A crime is “reported” when it is brought to the attention of a Campus Security Authority or local law enforcement personnel by a victim, witness, other third party, or even the offender. It does not matter whether or not the individuals involved in the crime or reporting the crime are associated with the institution. What must be disclosed are statistics from reports of alleged criminal incidents. It is not necessary for the crime to have been investigated by the police, nor must a finding of guilt or responsibility be made to disclose the statistic. Unless the CSA has a job function at the University to conduct investigations, the CSA is not expected to investigate to comply with the Clery Act. A CSA should determine if anyone is in immediate danger or in need of medical attention. A CSA’s reporting obligation for compliance with the Clery Act is limited to: what type of crime occurred, where did it occur, when did it occur, and whether the crime involved violence (in which case notification to law enforcement is required).

It is also not a CSA’s responsibility to convince a victim to contact law enforcement if the victim chooses not to do so. It is important to contact the Clery Compliance Coordinator as soon as practicably possible so that a determination can be made as to whether it will be necessary or advisable to send an Immediate Notification or Timely Warning (see pages 46-48) about the crime. CSAs – other than those whose University function is to conduct investigations – are not expected to investigate what has been told to them. For purposes of Clery compliance, a CSA does not need to provide the names of the involved persons to the Clery Compliance Coordinator.

Include the following information when notifying the Clery Compliance Coordinator about a Clery-reportable crime.

- Type of crime (preferably with sufficient information to properly classify the incident)
- The location of the incident (as specific as possible)
- The date and time of the incident
- The date and time the incident was reported to the CSA

INCIDENT OF BIAS

What is a Bias Incident?

A bias incident is an action in which an individual demonstrates prejudice or judgment toward another due to that person’s status but does not rise to the level of a crime. Bias incidents involve actions committed against a person or property that are consciously or unconsciously motivated by the bias

against race, religion, sexual orientation, ethnicity, national origin, ancestry, gender, gender identity or expression, age, or disability.

How to Report

Individuals can submit an SOU Cares Report (explained above) and select the ‘Hate/Bias Report’ type. SOU Cares Reports may be filled out anonymously. You may also submit a report through Southern Oregon University’s Sexual Misconduct and Equal Opportunity Form located at https://jfe.qualtrics.com/form/SV_7R7CCBciGNL473L. The report will be submitted to the Director of Equity Grievance/Title IX Coordinator who will then assess the report and may assign it to an Investigator for response. Additionally, reporting parties can seek assistance through a Confidential Advisor. The Director of Equity Grievance/Title IX Coordinator may assemble a Bias Response Review to discuss the nature of the incident and reach out to the parties who are impacted. You can also meet with a member of the Equity Grievance Team to process the report.

We recognize that incidents related to diversity and inclusion can be complicated and complex. Even if students are not sure if what they have experienced is bias, we encourage them to submit reports or talk to a Confidential Advisor or someone in the Social Justice and Equity Center.

In case of a life-threatening emergency, always call 9-1-1 first. For non-emergent campus reports, we urge folks to contact Campus Public Safety at 541-552-6911.

ACCURATE AND TIMELY REPORTING OF CRIMES

Southern Oregon University has a responsibility to inform the campus community about crimes that pose a serious or continuing threat to safety.

Students, faculty, and staff of Southern Oregon University are encouraged to report such crimes or incidents to Campus Public Safety by calling 9-1-1 (for emergencies) or (541) 552-6911 (non-emergency line) at the earliest possible moment to allow Campus Public Safety to assess the crime for a Timely Warning Notice or an Emergency Notification.

Delaying the reporting of such incidents may prevent Campus Public Safety from making a Timely Warning or Emergency Notification to the campus community in accordance with the requirements established by the Clery Act. Additionally, crimes that are reported are included in the annual statistical disclosure, when appropriate.

Mass and Timely Notification Procedures

The Higher Education Opportunity Act (Public Law 110-315), finalized in 2009, reauthorized and expanded the Higher Education Act of 1965 and amended the mandatory Clery Act reporting requirement. The federal law requires all colleges and universities to have a notification and warning plan in place to alert the campus community of an emergency.

Section 668.46 (e) of the Federal Register states: An emergency notification is required in the case of immediate threat to the health or safety of students or employees occurring on campus. A timely warning may be sent in response to specific crimes reported to campus security or the local police and considered by the institution to represent a threat to students and employees, including those occurring on public property surrounding the University.

Objectives

To communicate with the campus community about a crime that occurred, is occurring, and/or is considered to represent a serious or continuing threat to the campus. To provide a timely mass notification warning/information to all students, faculty, and staff of a threat (occurring or imminent) that poses an **immediate** risk to their health, safety, or general welfare while on campus. To communicate with the campus advising of an event which occurred on or near campus property; these do not pose an immediate threat to life or safety, but are of a nature where a timely warning or instructions may directly affect the well-being of the recipients.

General Facts

The term “SOU Alert” refers to the mass notification system used by SOU for Emergency Notification Alerts and other important information. Both students and employees are automatically registered for the SOU Alert system. Students will receive a message by email using their SOU student email account and a voice message to the phone number they provided with their mailing address at registration. Employees will receive a message to their SOU employee email account and a voice message to their work extension phone. In addition, students and employees are strongly advised to update and customize their SOU Alert profile settings by adding additional email addresses or phone numbers and/or signing up to receive text message alerts by accessing the ‘Alerts’ tab on their InsideSOU page.

Scope

The authorization governing use of SOU Alert resides with Campus Public Safety or designee as delegated by the President. The use of SOU Alert is at their discretion during emergency events. SOU Emergency Notification Alerts will be sent to all individuals in the SOU Alert database including students, staff, faculty, and individuals requesting notifications such as local police, local fire, and private businesses on campus.

Clery Reportable Crimes for Timely Warnings

The following categories are considered reportable crimes by the Clery Act:

- Homicide
- Manslaughter
- Forcible and Non-Forcible Sex Offenses
- Robbery
- Aggravated Assault
- Burglary

- Motor Vehicle Theft
- Arson
- Liquor Law Violations
- Drug Law Violations
- Weapon Law Violations
- Hate Crimes (including the following if determined to be classified as bias related)
 - Theft
 - Simple Assault
 - Intimidation
 - Destruction/Vandalism of Property

Depending on the nature of the crime, they may be viewed as an immediate threat and reported via an SOU Emergency Notification Alert, sent as a timely warning, or reported in the CPS crime log.

Emergency Alert Notifications

Emergency Situations are events (anticipated or unexpected) that threaten life or safety, and require immediate action. An Immediate Threat is an event that poses a significant emergency or dangerous situation involving an imminent or impending threat to the health or safety of students or employees occurring on campus. Students, faculty, and staff of Southern Oregon University are encouraged to report such emergencies to Campus Public Safety by calling 9-1-1 (for emergencies) or (541) 552-6911 (non-emergency line) at the earliest possible moment to allow Campus Public Safety to assess and act on any necessary Emergency Notification.

As required by federal law (20 U.S.C. § 1092(f)), SOU will immediately create and issue an Emergency Notification to the University community (or a subset of the community) upon confirmation of any Immediate Threat.

Multiple methods may be used to send an SOU Alert Emergency Notification and any follow-up messages. Any of the following methods may be used, and the means may change as the situation progresses:

- SOU Emergency Notification Alert mass notification system via phone, email and/or text message
- SOU website at <https://sou.edu/> or <https://inside.sou.edu/>
- Campus & local newspapers
- Twitter, Instagram, and other social media (@souashland)
- SOU email notification

First responders may include staff from SOU Campus Public Safety, Ashland Police Department, Ashland Fire Department, or other professional emergency and first responders. An SOU Alert message will be sent, unless in the professional judgment of responsible authorities, the issuance of the

notification will compromise efforts to assist a victim or contain, respond to, or otherwise mitigate the emergency. The content of the message will vary depending on the situation. The nature and location of the incident can determine the division or unit that develops the content, which typically includes the incident time, location, type, and recommended actions for safety. If the telephone notification system is activated, an automated voice message will be sent to the telephone number that SOU faculty, staff, and students have registered in the SOU directory. If the SMS (text) and email notification system is activated, the message will be sent to mobile phones and SOU email accounts.

After an emergency – such as a fire or earthquake – local telephone lines may have reduced capacity. Do not make calls immediately after an emergency, unless it is to report a life-safety situation. This is necessary so that lines remain available for emergency services. One way to stay in contact with your relatives after an emergency is to call an out-of-area telephone contact and ask them to contact your relatives and friends to let them know your status.

Timely Warnings

These are notifications that are sent to the campus community advising of event(s) that have occurred on the campus property or advising of event(s) occurring near the campus. The event(s) do not pose an immediate threat to life or safety, but are of a nature where warnings or instructions may directly affect the well-being of the recipients. Timely warnings are meant to provide information to make SOU's community aware of an ongoing threat or risk, aid in the prevention of similar crimes, and provide safety tips. These notifications usually occur as an all-campus email and should be issued as soon as the pertinent information is available.

Alert Levels

Depending on the nature, severity, location, and/or duration of an incident or threat, one of the following Alert Levels is selected:

- **SOU Emergency Notification Alert:** A situation which requires the immediate activation of ALL primary delivery groups and via ALL modes of delivery. Example: Confirmed armed intruder on campus.
- **Partial Activation of SOU Alert:** A situation which requires use of only certain, selected primary delivery groups via all modes of delivery. Example: Activation of the Crisis Management Team.
- **Timely Warning:** A situation, which is not a warning of an immediate threat, but rather a dissemination of information in a timely manner. These are communicated via an all-campus email, and should include information around the safety alert and include safety tips, pertinent websites, and phone numbers.
- **Public Service Announcement:** The distribution of information which serves to promote safety and a culture of preparedness by raising awareness. These are done via email. Example: How to respond in an earthquake.
- **Post Event Message:** Information summarizing previous alert or message. These may come from CPS or administration. Example: Email detailing findings of police investigation and safety tips.

- **All Clear Message:** Announcing threat is over.

Assumptions

In order to plan for and consider the effectiveness of the SOU Alert system, one must take into account several planning assumptions:

- Most emergencies requiring activation of the SOU Emergency Notification Alert will be “no notice.” This means that there is a potential immediate threat to health or safety.
- No one method of communication will reach everyone, everywhere, or be received every time. Taking into account communication impairments, utilization of numerous and varied communication methods is required.
- Even with numerous and various communication methods, you can never guarantee 100% delivery.
- Due to limitations beyond the University’s control, a small portion of the intended audience may receive their emergency messages in a later timeframe than desired.
- Despite best efforts, errant information may still be generated and distributed by alternate means of communication (i.e., word of mouth, social networking, etc.). This requires SOU Alert messages to be clear, concise, and accurate.
- Language barriers, such as with international students, can result in misunderstood messages.
- Emergency messages must be identifiable as “official” SOU Alert messages.
- An ongoing educational campaign is required to introduce the system to every person on campus, as well as normalize its use during emergencies.

Access Control

SOU has a small group of administrators who are authorized to have alerts sent by the mass notification system SOU Alert.

- University President
- Provost
- Vice President of Finance and Administration
- Vice President for University Advancement
- General Counsel
- Director of Campus Public Safety
- Assistant Director of Campus Public Safety
- Director of Community Relations
- On-Duty Campus Public Safety Officer
- Chief Information Officer (or designee)
- SOU Alert Designated User

Testing SOU Alert

Regular testing of the SOU Alert system is required to ensure functionality and to familiarize recipients with the system’s features. All tests will be evaluated, and corrective action

recommendations developed, as necessary. This application will be tested annually. Testing of SOU Alert is usually announced. Each scripted test email message will include a link to add additional information to SOU Alert. Upon completion of testing, the result data is assessed. The SOU Alert Super User will send out an email to recipients who had incorrect/invalid phone numbers. This email will ask the recipients to update their SOU Alert information and provide them instructions on how to log on and update their information.

SOU will keep records of each test for seven (7) years, which include:

- A description of the test
- Date test was held
- Time the test started and ended
- If the test was announced or unannounced

User Training

All users of this system will attend quarterly training given by the SOU Alert Super User. New employees who will have access to SOU Alert will receive initial training and a copy of the SOU Alert system procedure.

Procedures

Below is a summary of the steps taken to initiate an SOU Emergency Notification Alert or Timely Warning. The table on page 48 shows scenarios and possible modes of information dissemination to the campus.

Immediate Threat

1. **SOU Emergency Notification Alerts shall be activated by or at the request of CPS as soon as they have confirmed there is an immediate threat present.** In the event of a public health emergency, the Student Health and Wellness Center will advise CPS if there is a need to send out an SOU Emergency Notification Alert, or a timely warning message. Possible unexpected emergencies which would activate SOU Emergency Notification Alerts include but are not limited to:
 - Armed intruder or hostage situations
 - Bomb threats or other imminent violent threats
 - Building evacuations or lockdown
 - Natural disaster, such as earthquakes or severe storms
 - Power utility failure
 - Emergency police activity on campus
2. CPS will take the following steps to verify an immediate threat exists in the absence of an obvious event (i.e., earthquake). In the event of a manmade event, CPS officers will respond to the area and investigate. They will immediately contact the CPS Director and report their findings. If the CPS Director assesses there is an immediate threat to the health and safety of

the campus, they will initiate an SOU Emergency Notification Alert to be sent to all recipients without delay.

- If the CPS Director is not immediately available, CPS will contact the CPS Assistant Director (AD). If the AD is not immediately available, CPS will contact a member of the President's Cabinet (Vice President for Finance and Administration or Provost). This cabinet member will order an SOU Alert to be sent, if needed.
 - If during the event, the exact nature of the event is not known, but it is determined to be a potentially dangerous situation (i.e., emergency police activity on campus), the Police Activity SOU Emergency Notification Alert message may be initiated.
3. In order to facilitate SOU Emergency Notification Alerts being sent without delay, the Public Information Officer (PIO) has created messages for a variety of situations, which have been preapproved.
 - Choose one of the pre-written messages loaded into SOU Alert. If there isn't a specific one, write one for the event.
 - Review message to see if any information needs to be added (identified by []).
 - Record message for voicemail.
 - Send message to all recipients in database by phone, email, text message, and social media networks.
 4. Follow-up communications will be sent by the University as more information is obtained.
 5. When the event is over, an "All Clear Message" will be sent via SOU Alert and then followed with an informational email summarizing the event including crime, specific safety tips, and contact numbers/websites.
 6. The following are exceptions where SOU may not provide immediate notification without delay: *"...unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate an emergency"* 34 CFR 668.46(g)(3)

Timely Warning

In order to keep the campus community informed about ongoing safety and security issues, SOU will advise the campus community of reportable crimes which pose a serious or continuing threat to the campus community. These will be initiated by the Campus Public Safety Department.

1. Timely Warnings are sent regarding the situation of a crime occurring, or has occurred, on or near campus, usually as soon as pertinent information is available and confirmed.
2. Situations which could initiate a timely warning include, but are not limited to:
 - a. Rash of burglaries on campus
 - b. Motor vehicle thefts on campus
 - c. Hate crimes
 - d. Aggravated assault
 - e. Sexual assault

- f. Missing persons
 - g. Other Clery crimes presenting a serious or continuing threat to students and employees
3. The CPS Director may collaborate with administration to compose the timely warning communication, including actions to take in response to the event, whether to avoid the area, safety tips, additional contact numbers, and information about crime(s) that triggered the timely warning.
 4. Messages will generally be sent as an all-employee and all-student email.
 5. Follow up communications may be sent depending on the event.
 6. Timely Warnings usually won't require an "All Clear Message."
 7. SOU may send out Timely Warnings for other (non-Clery reportable) crimes that may pose a serious or continuing threat to the campus community (i.e., kidnapping).
 8. If a crime is reported solely to a counselor or pastor in confidence, a timely warning is not required to be sent out.

The following table is a guide showing the way in which SOU may notify the community of specific crimes. This is subject to change based on the circumstances, crimes, and frequency. ***Items in bold are mandatory for reporting purposes under Clery Act, sec. 668.46 (c).***

Incident	SOU Alert (All Campus Emergency Notification)	All Campus Timely Warning	CPS Daily Crime Log
Homicide (Suspect in Custody)		X	X
Homicide (Unknown Suspect/Suspect Loose)		X	X
Sexual Assault on Campus (Suspect in Custody)		X	X
Sexual Assault on Campus (Assailant Loose)		X	X
Non-Forcible Sex Offense			X*
Robbery/Burglary of Person (Suspect in Custody)			X*
Robbery/Burglary of Person (Suspect Loose)		X	X
Aggravated Assault			X*
Burglary of Residence			X*
Motor Vehicle Theft			X*
Hate Crimes			X*

Arson			X*
Drug/Liquor/Weapons Violation			X
Vandalism			X*
Kidnapping		X	X
Missing Person		X	X
Armed Intruder	X		X
Bomb Threat / Imminent Threat of Violence	X		X
Building Evacuation / Lockdown	X		X
Natural Disaster / Earthquakes / Wildfires	X		X
Outbreak of Contagious Disease	X	X	
Unknown Event Police Investigating	X	X	X

* May be sent out as a timely warning notification if more than an isolated occurrence or determined to be a continued risk.

EMERGENCY RESPONSE AND NOTIFICATION

Southern Oregon University will immediately notify the campus community, or the appropriate segments of the community, when a serious incident occurs that causes an immediate threat to the campus. Officers with Campus Public Safety, as appropriate, will be sent to the location of the incident to determine if the report is valid.

Examples of emergencies that would result in immediate notification:

- Outbreak of meningitis, norovirus or other serious illness
- Approaching tornado or other extreme weather
- Wildfire
- Earthquake
- Gas leak
- Terrorist attack
- Armed intruder
- Bomb threat
- Civil unrest or rioting
- Explosion
- Nearby chemical or hazardous waste spill

Examples of situations that would not necessitate an emergency notification:

- Power outage
- Snow closure
- String of thefts

Southern Oregon University's response to these situations would be determined on a case-by-case basis.

The first responders to the scene are usually the members of the Ashland Police Department, Jackson County Sheriff's Office, Ashland Fire and Rescue, and/or Ashland Emergency Medical Services Department. They typically respond and work together to manage an incident. Depending on the nature of the incident, other Southern Oregon University departments and other local or federal agencies could also be involved in responding.

Immediate Threat Notification to Southern Oregon University Community

If Campus Public Safety confirms there is an emergency or dangerous situation that poses an immediate threat to the health or safety of the community, some or all members of Campus Public Safety and other University leadership will collaborate to determine the content of the notification. Campus Public Safety has the authority to distribute an immediate notification to the Southern Oregon University community in situations when University leadership is unavailable.

Without delay and taking into account the safety of the community, Campus Public Safety and university leadership will determine the content of the notification and initiate the notification system, unless issuing a notification will, in the judgment of the first responders (including, but not limited to, Ashland Police Department and/or Ashland Fire and Rescue), compromise the efforts to assist a victim, or to contain, respond to or otherwise mitigate the emergency.

Those offices will use the SOU Alert system to immediately communicate the threat to the Southern Oregon University community or to the appropriate segment of the community or campus (e.g., if the threat is limited to a particular building or segment of the population or to a particular campus).

If you are a student, faculty, or staff member of SOU, you are automatically registered to receive SOU Alerts using your SOU email account and the phone number associated with the mailing address given at registration. Employees will receive SOU Alert notification at their work number. In case of an appropriate emergency, this mass notification system will quickly send you an alert message. You can customize receiving these alerts through email, phone, cell phone and/or text messages. Since you never know where you will be when an alert is sent, we recommend utilizing all of these options. You can access your profile in the SOU Alert system by going to the 'Alert' tab on your InsideSOU page. In your SOU Alert profile settings, you can add other email addresses, sign up for text messages, and/or add other phone numbers. If you add 541-552-7672 to your contacts in your mobile phone as

‘SOU Alert’, you will know that you are receiving a message or call notification from the SOU Alert system.

In the event that a crime requiring notification is reported at the SOU Higher Education Center (HEC) in Medford, the HEC will proceed to contact the Medford Police Department, and SOU Campus Public Safety to issue an SOU Alert notification using the means of notification set forth above.

Members of the larger community who are interested in receiving information about emergencies on campus can sign up for Southern Oregon University social media accounts and/or visit Southern Oregon University’s website at <https://sou.edu/>.

Timely Warnings

Circumstances for which a warning will be issued: As discussed above, the University uses the SOU Alert system to notify students and employees of emergencies that pose an immediate threat to the health and safety of the community. The University may also use the SOU Alert system to issue a Timely Warning email for any reported Clery Act crime that occurs on Southern Oregon University geography and represents a serious or continuing threat to the campus community. The issuance of a Timely Warning depends on the facts of the incident and the information known by Campus Public Safety. Incidents of aggravated assault and sex offenses are considered on a case-by-case basis. For example, if an aggravated assault occurs between two students who have a disagreement, there may be no ongoing threat to other Southern Oregon University community members and a Timely Warning would not be distributed. Sometimes incidents involving Sexual Assault are reported long after the incident occurred. In these instances, it would not be effective to distribute a Timely Warning notice to the community.

Timely Warnings are sent out usually as soon as pertinent information is available after receiving notification of a crime occurring on campus.

Situations which could initiate a Timely Warning include, but are not limited to:

- Kidnapping or missing person
- Hate crimes
- Aggravated assault
- Sexual assault

Emergency Response Procedures

The University’s Basic Emergency Operations Plan

(<https://inside.sou.edu/assets/security/emergencypreparedness/docs/WebSOUEmergencyOperationsPlan.pdf>) includes information about the Crisis Management Team, emergency response priorities, emergency levels, recovery operations, local contingency, and continuity planning. University departments are responsible for developing emergency procedures for their staff and areas of responsibility.

In addition, the SOU Emergency Response Handbook (<https://inside.sou.edu/assets/security/emergencypreparedness/docs/EmergencyHandbook.pdf>) contains specific information on responding to: Armed Intruders, Bomb Threats, Crimes in Progress, Crime Prevention, Earthquakes, Emergency Preparedness, Evacuation, Evacuation for People with Disabilities, Fire, Hazardous Material Spill or Gas Leak, Serious Injury, Severe Weather, Suspicious Mail, and Threatening and/or Violent Behavior.

The University conducts numerous emergency response exercises each year, such as table-top exercises, field exercises and tests of the emergency notification systems on campus. One or more of the procedures are tested at least once per year. Following each exercise, participants evaluate the effectiveness of the plan, determine if specific objectives of the test were accomplished and make recommendations for improvement. Exercise results are shared with Southern Oregon University administration and Crisis Management Team for implementation of improvements.

General information about the emergency response and evacuation procedures for Southern Oregon University are available on the Southern Oregon University Emergency Preparedness website: <https://inside.sou.edu/emergencypreparedness/index.html>

Emergency Evacuation Procedures

Southern Oregon University – Ashland Campus

Evacuation drills are coordinated by University Housing at least once each term for all of the residence halls to ensure all residents are familiar with the alarm and evacuation procedures. Thus, the emergency response and evacuation procedures are tested at least three times each year. Students learn the locations of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting each facility for a building evacuation.

The purpose of evacuation drills is to meet regulatory compliance and to prepare building occupants for an organized evacuation in case of fire or other emergency. At Southern Oregon University, evacuation drills are used as a way to educate and train occupants on fire safety issues specific to their buildings. Emergency procedures, including evacuation routes, are provided electronically with the housing agreements.

During the drill, occupants ‘practice’ drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm. In addition to educating the occupants of each building about the evacuation procedures during the drills, the process also provides the University an opportunity to test the operation of fire alarm system components.

Evacuation drills are monitored by University Housing staff and Environmental Health and Safety to evaluate egress and behavioral patterns. Recommendations for improvements are also submitted to the appropriate departments/offices for consideration.

Residential Students receive information about evacuation procedures from their Resident Assistant at the beginning of the academic year. The residence hall staff members are trained in these procedures as well, and act as ongoing resources for the students living in residential facilities.

Additional information on evacuation, including evacuation for people with disabilities, is provided in the SOU Emergency Response Handbook (<https://inside.sou.edu/assets/security/emergencypreparedness/docs/EmergencyHandbook.pdf>).

Fire Evacuation Procedures

- Activate Fire Alarm
- Call 9-1-1
- Evacuate the building to at least 50 feet away
- Notify occupants as you evacuate
- DO NOT use elevators
- Feel doors - DO NOT open hot doors
- Only attempt to extinguish a fire if trained and it is safe to do so
- Tell authorities if you suspect someone is trapped inside
- Do not return to the building until instructed to do so by University or emergency personnel

Injury or Illness Procedures

- Call 9-1-1 or (541) 552-6911
- Do not move the injured person
- Remain with the person until emergency personnel arrive
- Render First Aid, if necessary and trained to do so
- If the injured person is an employee, report the injury to the department head or supervisor
- If the injured person is a student, report the injury to the building manager, Campus Public Safety, and/or a university official.

General Evacuation Procedures

When alarm is activated or if instructed:

- Follow your building or department's evacuation plan
- During an earthquake, move away from windows and shelves; drop, find cover (under a table or desk), and hold on to the cover until the shaking stops; evacuate immediately after the shaking stops
- Assist persons with disabilities, or advise authorities if you suspect somebody needs assistance inside
- Move well away from the building, if possible (at least 50 feet)
- Never re-enter a building after evacuating unless cleared by emergency personnel

Bomb Threat Procedures

- Keep caller on the phone and listen for details (e.g., speech patterns, background noises, location of device, type, etc.)
- Look at telephone display and write down the number, if available
- Call 9-1-1
- Evacuate

Crime and Suspicious Person Procedures

- Do not attempt to apprehend or interfere
- Observe and write down specific details about the incident and person(s)
- Call 9-1-1
- Give your name, location, department, and as many details as possible

Suspicious Object Procedures

- DO NOT touch or move anything
- Call Campus Public Safety at **(541)-552-6911**
- Immediately evacuate yourself and others from the area

Hazardous Substance Release or Gas Leak Procedures

- Contain spill, if trained and if safe to do so
- Call 9-1-1
- Move away or evacuate, and do not return
- Notify others and close doors as you leave
- Notify incident responders if you have details about the hazardous substance

Personal and Property Safety

Students are advised to take the following actions to reduce the risk of becoming a victim of personal or property crimes:

1. Make sure your room or office doors are locked at night and when unattended.
2. Mark all valuable personal belongings.
3. Insure your personal property against theft or casualty loss.
4. Do not prop open exterior doors for convenient access, as it can compromise the safety of other building occupants.
5. Walk or jog with friends if you choose to exercise outside in the early morning hours or after dark.
6. Heed your instincts and don't take unnecessary risks.
7. Report all suspicious circumstances or persons to a Campus Public Safety Officer or the Ashland Police Department.
8. Report all crimes, no matter how minor or insignificant.
9. If you have been victimized, call us! If we are unable to help, we will refer you to someone who can.

Missing Students

Students, staff, faculty, parents/legal guardians, Campus Security Authorities, or any other person who is aware that a student, who resides on campus, is missing should report that information immediately. Reports should be made to Campus Public Safety by either calling 9-1-1 (for emergencies), or (541) 552-6911 (for non-emergencies).

All on campus residents must provide a general emergency contact. The contact listed may be disclosed to law enforcement personnel in furtherance of a missing person investigation for that resident. This contact will be notified within 24 hours from the time the student has been determined missing.

If the student is under 18 years of age and not emancipated, the institution must notify a custodial parent or guardian within 24 hours of the determination that the student is missing, in addition to notifying any additional contact person designated by the student. Whether the student has identified a specific contact person, is above the age of 18, or is an emancipated minor, Southern Oregon University will inform Campus Public Safety that the student is missing within 24 hours.

Security and Access to Campus Facilities

Campus buildings and facilities access is controlled by a standard lock and unlock schedule. This schedule is maintained and updated by Campus Public Safety. Access outside of the schedule is granted by key, electronic access, or by contacting Campus Public Safety.

Residence halls are secured 24 hours a day with the exception of Move-In Day. Over extended breaks, the doors of all residence halls will be secured around the clock. Some facilities may have individual hours, which may vary at different times of the year. In those cases, the facilities will be secured according to schedules developed by the department responsible for those facilities.

Emergencies may necessitate changes or alterations to any posted schedules. Areas that are revealed to be problematic will have security surveys conducted. This information shall be forwarded to the appropriate building manager for resolution, including administrators from the Facilities Management and Planning Department, University Housing, Dining Services, and/or any person or department that has responsibility over specific areas of campus. These surveys examine security issues such as landscaping, locks, alarms, lighting, and communications. Security concerns discovered by, or reported to, Campus Public Safety are reviewed daily and contact is made with building managers and other persons in authority to resolve them in a timely manner.

Campus Public Safety regularly patrols around the perimeter and streets near all Ashland campus buildings, and assists SOU Campus Housing staff and/or Resident Assistants in evening rounds, upon request.

Security Considerations Used in Maintenance of Campus Facilities

Southern Oregon University requires the successful completion of a criminal history check for all staff who perform maintenance or repair in student housing facilities where interaction with persons under

18 years of age in a private setting is likely to occur. Criminal history checks are also performed for those with functions or duties that require the possession of master keys to housing and dining facilities.

Doors, windows, locks, and other elements of the security system for an individual building receive maintenance on a priority basis. For example, maintenance for a broken window in a building with little or no valuable equipment may be deferred to a later time. However, a residence hall with a broken window that allows access to the building will be secured as soon as maintenance personnel can be summoned to the location.

Security Awareness Programs

During student orientation, Ashland campus students are informed of services offered by Campus Public Safety. Students are told about crime on campus and in surrounding neighborhoods. Crime Prevention programs and Sexual Assault Prevention programs are offered on a continual basis. Periodically during the academic year, the Office of the Dean of Students, in cooperation with other University organizations and departments, presents crime prevention awareness services on Sexual Assault. Campus Public Safety offers educational sessions on personal safety and residence hall security. A common theme of all awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others.

Education of Members of the University Community

Campus Public Safety, Office of the Dean of Students, Office of Environmental Health and Safety, and University Housing departments participate in forums and programs in residence halls to educate students and explain University security, public safety, and fire safety measures and procedures at Southern Oregon University.

Members of Campus Public Safety conduct crime prevention and general security and safety awareness presentations when requested by various community groups, including students and employees of the University. During these presentations, the following information is typically provided: crime prevention tips, statistics on crime at Southern Oregon University, fire safety information, and campus security procedures and practices.

In addition to encouraging participants to be responsible for their own security and safety, they are encouraged to be responsible for the security and safety of others on campus.

New employee orientation includes the distribution of crime prevention and fire safety materials to all new employees of the institution. During Raider Registration and New Student Orientation events, and in conjunction with the Office of the Dean of Students, Campus Public Safety shares resources with new students, including training programs that are available.

Alcohol and Drug Use at the University

Alcohol Use

The possession, sale, or furnishing of alcohol on the University campus is governed by

Southern Oregon University policies and standards. Laws regarding the illegal possession, sale, use, consumption, or furnishing of alcohol are enforced by Campus Public Safety, the Ashland Police Department, and other peace officers who may patrol the campus during athletic events or when providing assistance to Campus Public Safety.

The Oregon Liquor Control Commission investigators are also commissioned police officers. They have jurisdiction to patrol Southern Oregon University and the City of Ashland and enforce state laws pertaining to alcohol possession, sale, and consumption.

In addition, Campus Public Safety may refer incidents of alcohol use in violation of University policy to the Office of the Dean of Students.

The Southern Oregon University policy for alcohol use on campus can be found at <https://inside.sou.edu/assets/policies/docs/drug-alcohol-weapons.pdf>. Oregon Revised Statutes dealing with alcohol can be found at <http://www.oregonlaws.org/ors/chapter/471>.

Drug Use

The Southern Oregon University campus has been designated as “Drug Free.” The illegal possession, sale, use, manufacturing, or distribution of any controlled substance is illegal under both state and federal laws. Enforcement of state and federal drug laws are strictly enforced by Oregon law enforcement agencies, including Campus Public Safety.

Violators are subject to university disciplinary action, criminal prosecution, fine, and/or imprisonment. Oregon Revised Statutes dealing with drugs may be found at <http://www.oregonlaws.org/ors/chapter/475>.

Enforcement of State Underage Drinking Laws and Marijuana Laws

Alcohol and state marijuana laws on campus are primarily enforced by Campus Public Safety and the Ashland Police Department. Violators are subject to Southern Oregon University disciplinary actions, criminal prosecution, fine, and/or imprisonment.

Alcohol and Illegal Drugs

Southern Oregon University is concerned about the intellectual, physical, and psychological well-being of all students and employees. As a result, the University is fundamentally opposed to the use of illegal drugs and the abuse of alcohol and other harmful substances. It is the policy of SOU to proactively prevent students and employees from injuring themselves through the use and abuse of drugs and alcohol, and the University seeks to engage the members of its academic community in the fight to prevent drug and alcohol abuse.

Below you will find important information about drugs, alcohol, the University’s policies regarding these substances, and the sanctions the institution may impose on those who violate these policies. State and federal laws applicable to the use and abuse of alcohol and other drugs are also provided.

SOU Drug and Alcohol Policy

SOU's Drug-Free Workplace policy prohibits the illegal use, possession, or distribution of drugs and alcohol on University owned or controlled property or as part of any University activity. Employees at SOU must abide by the University drug and alcohol policy, as well as local, state, and federal drug and alcohol laws.

It is also a violation of the Southern Oregon University Alcohol Policy (<https://inside.sou.edu/assets/policies/SAD002-Alcohol-and-Drugs-032317.pdf>) for anyone to consume or possess alcohol in any public or private areas of campus without prior University approval. Organizations or a group violating alcohol or substance abuse policies or laws may be subject to sanctions by the University.

Students attending SOU must abide by the Code of Student Conduct, which defines prohibited alcohol use to include (a) possession or consumption of alcohol by those under the legal drinking age on University premises or at a University sponsored activity, (b) furnishing of alcohol to a person under the legal drinking age; or (c) consumption of an alcoholic beverage by a person at least the legal drinking age, or furnishing of an alcoholic beverage by or to a person at least the legal drinking age, except in such areas and at such times as the University authorizes. The University assesses legal drinking age based on where the incident occurred. The Code also prohibits cannabis use and prohibited controlled substance use, including (a) use, possession, or procurement of cannabis or a controlled substance except as permitted by both state and federal law; (b) furnishing, cultivation, manufacturing, distributing, or selling cannabis or a controlled substance, except as expressly permitted by both state and federal law; or (c) causing another to ingest cannabis or a controlled substance without consent.

Students residing on campus are also held accountable for University Housing rules relating to the use of illegal drugs and alcohol, as set forth in the Residence Hall Contracts.

SOU and Cannabis

On July 1, 2015, Oregon state law decriminalized the limited recreational possession and use of marijuana and other forms of cannabis. However, using, distributing, or possessing cannabis in any form remains a crime under federal law, and is not allowed at SOU, including on University property or as part of University-sponsored activities. At the federal level, the Controlled Substances Act states that the growing and use of cannabis is a crime, and federal enforcement agencies can prosecute users and growers of cannabis, regardless of state law. In addition to being a federal offense, the use of cannabis in the workplace, on campus, on University controlled property, or at University sponsored activities is restricted by additional federal laws, such as the Safe and Drug-Free Schools and Communities Act and the Drug-Free Workplace Act. SOU's receipt of federal funds – including funding for student financial assistance and federal grants and contracts for research – requires that SOU continue to prohibit the illegal use, manufacture, distribution, and possession of cannabis, other

illegal drugs and alcohol, as defined by federal law, on all University owned or controlled properties, or as part of University activities.

Consequently, though possession and use of marijuana is legal in Oregon for anyone age 21 or older, possession and use of cannabis remain a violation of federal law. Possession and use of marijuana by anyone under the age of 21 may be referred to Oregon law enforcement. Possession and use of marijuana by anyone on the Southern Oregon University campus, regardless of age, is a violation of federal law and University policy and, as such, is subject to disciplinary action under the Code of Student Conduct. Disciplinary sanctions may be imposed on any student or employee found to be in violation of the policies related to cannabis below.

Code of Student Conduct: https://inside.sou.edu/assets/policies/Code_of_Student_Conduct_-_092719.pdf

Drug-Free Workplace Policy: <https://inside.sou.edu/assets/policies/docs/Drug-Free-Workplace.pdf>

Oregon State Laws Governing Alcohol and Cannabis

Local Laws Governing Alcohol

Minor in Possession of Alcohol: No person under the age of 21 shall attempt to purchase, acquire or have in their possession any alcoholic beverages. No person under the age of 21 shall have in their system any alcoholic beverages except for the acceptance or consumption of sacramental wine as part of a religious rite or service, or provided by the person's parent or guardian. No person under the age of 21 shall possess any alcoholic beverage while operating a motor vehicle (ORS § 471.430).

Offense: Class A/B Violation

Fine: Up to \$2,000

Minor Falsely Representing Age: A person less than a certain age who knowingly purports to be older with the intent of securing a right, benefit, or privilege which by law is denied under that certain age (ORS § 165.805).

Offense: Class C Misdemeanor

Fine: Up to \$1,250

Furnishing Alcohol to a Minor: No one other than the person's parent or guardian shall sell, give or otherwise make available any alcoholic liquor to a person under the age of 21 years (ORS § 471.410).

Offense: Class A Misdemeanor

Fine: Up to \$6,250

Allowing Alcohol Consumption by Minors: No person who exercises control of private real property shall knowingly allow any person under the age of 21 years to drink alcohol on the property or remain on the property after consuming any alcoholic beverage (ORS § 471.410(3)).

Offense: Class A Violation

Fine: Up to \$2,000

Open Container/Consumption in Public: Consumption of alcoholic liquor or possession of an open alcoholic beverage container is prohibited in a public place and on private property extended to the public for use, unless authorized by the Oregon Liquor Control Commission or other Ashland Municipal Code provisions. (Ashland Municipal Code 10.40.030 and 10.40.040)

Offense: Class 3 Violation

Fine: Up to \$500

Driving Under the Influence of Intoxicants (DUII): A person driving a vehicle with 0.08 percent blood alcohol content or more, or while under the influence of an inhalant or controlled substance (ORS § 813.010).

Offense: Class A Misdemeanor/Class C Felony

Felony Fine: Up to \$125,000

Local Laws Governing Cannabis

Use of Marijuana in Public Place: No person shall engage in the use of marijuana items in a public place (ORS § 475B.381).

Offense: Class B Violation

Fine: Up to \$1,000

Homegrown Marijuana in Public View: No person may produce, process, possess or store homegrown marijuana, cannabinoid products or cannabinoid concentrates if the homegrown marijuana, cannabinoid products or cannabinoid concentrates can be seen by normal unaided vision from a public place (ORS § 475B.306).

Offense: Class B Violation

Fine: Up to \$1,000

Minor in Possession of Marijuana: A person under 21 years of age may not possess, attempt to purchase, or purchase a marijuana item. For purposes of this section, purchasing a marijuana item includes accepting a marijuana item, and possessing a marijuana item includes consuming a marijuana item (ORS §§ 475B.316, 475B.341).

Offense: Class A/B Violation/Class A Misdemeanor/Class C Felony (amount dependent)

Fine: Up to \$125,000

Unlawful Possession of Marijuana: Except for licensees and licensee representatives, it is unlawful for any person 21 years of age or older to possess, knowingly or intentionally: (a) more than four marijuana plants at any time; (b) more than one ounce of usable marijuana in a public place; (c) more than eight ounces of usable marijuana; (d) more than 16 ounces of cannabinoid products in solid form or cannabinoid concentrates; (e) more than 72 ounces of cannabinoid products in liquid form; (f) more than one ounce of cannabinoid extracts; or (g) a cannabinoid extract that was not purchased from a marijuana retailer that holds a state issued license (ORS § 475B.337).

Offense: Class B Violation/Class B Misdemeanor/Class C Felony (amount dependent)

Fine: Up to \$125,000

Use of Marijuana While Driving: A person commits the offense of use of marijuana in a motor vehicle if the person consumes in any manner a marijuana item while in a motor vehicle when the motor vehicle is upon a highway (ORS § 811.482).

Offense: Class B Traffic Violation

Fine: Up to \$1,000

Providing Marijuana to Intoxicated Person: (1) A person may not sell, give or otherwise make available any marijuana items to any person who is visibly intoxicated. (2) A person who exercises control over private real property may not knowingly allow any other person under the age of 21 years of age to consume a marijuana item on the property, or allow another person under the age of 21 years of age to remain on the property if the person under 21 years of age consumes a marijuana item on the property (ORS § 475B.329).

Offense: Class A Misdemeanor

Fine: Up to \$6,250

State Sanctions Governing Drugs Illegal Under Oregon Law

In Oregon, penalties for possession and distribution are determined by the Controlled Substance Schedule upon which the drug appears.

Schedule I Drugs (e.g., Heroin, LSD, Methamphetamine, Peyote, Mescaline, Psilocybin)

- Manufacture or distribution - Class A felony (up to 20 years and up to \$375,000 fine, plus twice the value of any resulting gain of property or money).
- Unlawful Possession - Class A misdemeanor (up to 1 year and up to \$6,250 fine, plus twice the value of any resulting gain of property or money).

Schedule II Drugs (e.g., Opium, Cocaine)

- Manufacture or distribution - Class B felony (up to 10 years and up to \$250,000 fine, plus twice the value of any resulting gain of property or money).
- Unlawful possession - Class A misdemeanor (up to 1 year and up to \$6,250 fine, plus twice the value of any resulting gain of property or money).

Schedule III Drugs (e.g., Amphetamine, Depressants, PCP)

- Manufacture or distribution - Class C felony (up to 5 years and up to \$125,000 fine, plus twice the value of any resulting gain of property or money).
- Unlawful Possession - Class A misdemeanor (up to 1 year and up to \$6,250 fine, plus twice the value of any resulting gain of property or money).

Schedule IV Drugs (e.g., various prescription drugs)

- Manufacture or distribution - Class B misdemeanor (up to 6 months and up to \$2,500 fine, plus twice the value of any resulting gain of property or money).
- Unlawful Possession - Class C misdemeanor (up to 30 days and up to \$1,250 fine, plus twice the value of any resulting gain of property or money).

Schedule V Drugs (e.g., less dangerous prescription drugs and small amounts of certain drugs)

- Manufacture or distribution - Class C misdemeanor (30 days and up to \$1,250, plus twice the value of any resulting gain of property or money).
- Unlawful Possession - Violation (up to \$2,000). It is unlawful for a person to manufacture or deliver a Schedule I, II, or III controlled substance within 1,000 feet of the real property comprising a public or private elementary, secondary or career school attended primarily by minors (Class A felony, penalty of up to 20 years and \$375,000 fine, see ORS 475.904).

In addition, the court may order the defendant to pay the cost of prosecution, and the defendant's vehicle used in the crime may be forfeited to the state. Finally, the defendant may forfeit any property used in the crime to the county in which the crime occurred.

Federal Sanctions Governing Other Illegal Drugs Under Federal Law

The federal system is governed by Title 21 United States Code, Controlled Substances Act. The federal system establishes sanctions for possession and distribution of controlled substances, based on the schedule of the drug and the amount involved. In addition, the statutory sanctions for possession and distribution are subject to the "Sentencing Guidelines for 40 U.S. Courts." Imposition of the guidelines may lead to higher offense levels and, thus, stricter penalties than otherwise indicated. Courts must make adjustments in the offense level for victim-related considerations, defendant's role in the offense, multiple counts, obstruction and acceptance of responsibility. Finally, the guidelines establish sentences for each offense based on the defendant's criminal history. Further, if serious injury or death

results from the crime, minimums of up to ten years (serious injury) and twenty years (death), plus fines of up to \$4,000,000 may be added. These penalties may be doubled for defendants with past felony drug convictions. Penal sanctions in the federal system are “real time,” with reductions in sentences only for good behavior.

The U.S. Drug Enforcement Administration lists five federal schedules of controlled substances:

- Schedule I: Heroin, LSD, Marijuana (Cannabis), Ecstasy, Methaqualone, Peyote, Trimeperidine
- Schedule II: Opium, Cocaine, Methamphetamine, Methadone, Hydromorphone, Hydrocodone, Oxycodone, Fentanyl, Dexedrine, Adderall, Ritalin
- Schedule III: Codeine, Ketamine, Anabolic Steroids, Testosterone
- Schedule IV: Xanax, Soma, Darvon, Darvocet, Valium, Ativan, Talwin, Ambien, Tramadol
- Schedule V: Lomotil, Motofen, Lyrica, Parepectolin, and other less dangerous prescription drugs and small amounts of certain drugs

The following are federal penalties and sanctions for Illegal Possession of a Controlled Substance.

Note: Additional penalties are imposed for trafficking.

- 21 U.S.C. § 844(a) (2016) - First conviction: up to one (1) year imprisonment and fined at least \$1,000, or both. After first prior drug convictions: at least 15 days in prison, not to exceed two (2) years and fined at least \$2,500, or both. After two or more prior drug convictions: at least 90 days in prison, not to exceed three (3) years and fined at least \$5,000.
- 21 U.S.C. § 853(a)(2), § 881(a)(7) (2016) - Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than one (1) year imprisonment.
- 21 U.S.C. § 881(a)(4) (2016) - Forfeiture of vehicles, boats, aircraft or any other conveyance used or intended for use, to transport or facilitate the transport, sale, receipt, possession or concealment of a controlled substance.
- 21 U.S.C. § 862(b) (2016) - First conviction: ineligible for any or all federal benefits, such as student loans, grants, contracts, and professional and commercial licenses for up to one (1) year. Second or subsequent convictions: ineligible for any or all federal benefits for up to five years.
- 21 U.S.C. § 844(a) (2016) - Civil fine of up to \$5,000.
- Miscellaneous - Revocation of certain federal licenses and benefits (e.g., pilot license, public housing tenancy, etc.) are vested within the authorities of individual federal agencies.

Substance Abuse Education Programs

Southern Oregon University has developed a program to prevent the abuse of alcohol and the illicit use of drugs by students and employees. The program offers services related to alcohol and drug use and abuse including dissemination of informational materials, educational programs and counseling services.

Southern Oregon University's Student Health and Wellness Center provides alcohol and drug abuse counseling services and can be contacted at (541) 552-6136.

In compliance with the Drug Free Schools and Communities Act of 1989, Southern Oregon University has policies available at: <https://inside.sou.edu/assets/policies/docs/drug-alcohol-weapons.pdf>.

Many services are the responsibility of other areas of the institution:

- Alcohol and Drug Education – Student Health and Wellness Center at (541) 552-6136
- Counseling Services – Student Health and Wellness Center at (541) 552-6136
- Referral Services – Office of the Dean of Students at (541) 552-6223 and the Employee Assistance Program at 800-433-2320
- Disciplinary Actions – Office of Human Resources at (541) 552-8553 and Office of the Dean of Students at (541) 552-6223

POLICIES, PROCEDURES AND RESOURCES **IN SUPPORT OF THE VIOLENCE AGAINST WOMEN ACT**

General

Southern Oregon University prohibits the offenses of Domestic Violence, Dating Violence, Sexual Assault, and Stalking (as defined by the Clery Act), and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the University community. Toward that end, Southern Oregon University issues this statement of policy to inform the campus community of its programs to address Domestic Violence, Dating Violence, Sexual Assault, and Stalking, as well as the procedures for institutional disciplinary action in cases of alleged Domestic Violence, Dating Violence, Sexual Assault, or Stalking, which will be followed regardless of whether the incident occurs on or off campus when it is reported to a University official.

Southern Oregon University does not discriminate on the basis of gender in its educational programs and sexual harassment and sexual violence are types of sex discrimination. Other acts can also be forms of sex-based discrimination and are also prohibited, whether sexually based or not, and include Domestic Violence, Dating Violence, and Stalking. Compliance with the provisions of the Violence Against Women Act (VAWA) does not constitute a violation of section 444 of the General Education Provisions Act (20 U.S.C. 1232g), commonly known as the Family Educational Rights and Privacy Act of 1974 (FERPA).

If a report of sexual violence is received by the University, the University will take prompt and effective steps to end the sexual violence, prevent its recurrence, and address its effects. This section identifies the policies, procedures, and resources for offenses of sexual violence.

There are several legal and policy definitions for Domestic Violence, Dating Violence, Sexual Assault, and Stalking under federal law, state law, and SOU policy. These definitions apply to such conduct under federal law, state law, and SOU policy. To ensure the campus community is informed of how such conduct is defined by these important legal and policy standards, the federal, state, and University definitions of each are presented separately below.

Definitions

Federal Clery Act Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking

1. Domestic Violence

- a. A Felony or Misdemeanor crime of violence committed by:
 - i. A current or former spouse or intimate partner of the victim;
 - ii. A person with whom the victim shares a child;
 - iii. A person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;
 - iv. A person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies (under VAWA); or
 - v. Any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction
- b. For the purposes of complying with the requirements of this section and Title 34 of the Code of Federal Regulations, section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

2. Dating Violence

- a. Violence committed by
 - i. A person who is or has been in a social relationship of a romantic or intimate nature with the victim; and
 - ii. Where the existence of such a relationship shall be determined based on a consideration of following factors:
 1. The length of relationship
 2. The type of relationship
 3. The frequency of interaction between the persons involved in the relationship.
- b. For the purposes of complying with the requirements of this section and Title 34 of the Code of Federal Regulations, section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting

3. Sexual Assault

- a. An offense that meets the definition of Rape, Fondling, Incest, or Statutory Rape as used in the FBI's Uniform Crime Reporting (UCR) Program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."
 - i. Rape is defined as "the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim."
 - ii. Fondling is defined as "the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity."
 - iii. Incest is defined as "sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law."
 - iv. Statutory Rape is defined as "sexual intercourse with a person who is under the statutory age of consent."

4. Stalking

- a. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
 - i. Fear for the person's safety or the safety of others; or
 - ii. Suffer substantial emotional distress.
- b. For the purposes of this definition—
 - i. Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to, or about, a person, or interferes with a person's property.
 - ii. Reasonable person means "a reasonable person under similar circumstances and with similar identities to the victim."
 - iii. Substantial emotional distress means "significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling."
- c. For the purposes of complying with the requirements of this section and Title 34 of the Code of Federal Regulations, section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Oregon Jurisdictional Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking

- 1. Domestic Violence as defined by ORS 135.230 (oregonlaws.org/ors/135.230):**
 - a. Domestic Violence means "abuse between family or household members."
 - b. Family or household members mean any of the following:

- i. Spouses.
 - ii. Former spouses.
 - iii. Adult persons related by blood or marriage.
 - iv. Persons cohabiting with each other.
 - v. Persons who have cohabited with each other or who have been involved in a sexually intimate relationship.
 - vi. Unmarried parents of a minor child.
 - c. Abuse means:
 - i. Attempting to cause or intentionally, knowingly or recklessly causing physical injury;
 - ii. Intentionally, knowingly or recklessly placing another in fear of imminent serious physical injury; or
 - iii. Committing sexual abuse in any degree as defined in ORS 163.415 (Sexual abuse in the third degree), 163.425 (Sexual abuse in the second degree) and 163.427 (Sexual abuse in the first degree).
 - d. ORS 147.450 includes Teen Dating Violence with Domestic Violence
 - e. Teen Dating Violence means:
 - i. A pattern of behavior in which a person uses or threatens to use physical, mental or emotional abuse to control another person who is in a dating relationship with the person, where one or both persons are 13 to 19 years of age; or
 - ii. Behavior by which a person uses or threatens to use sexual violence against another person who is in a dating relationship with the person, where one or both persons are 13 to 19 years of age.
- 2. Dating Violence:** Under Oregon state law, there is no specific definition of “Dating Violence.” However, other statutes form a working definition.
- **Dating Violence as defined for Southern Oregon University Clery Purposes:** A type of Intimate Partner Violence defined as violence, on the basis of sex, committed by a person who is in, or has been in, a social relationship of a romantic or intimate nature with the Complainant. The existence of such a relationship shall be determined based on the Complainant’s statement and with consideration of the length of relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse, or the threat of such abuse. Dating violence does not include acts covered under the definition of Domestic Violence.
 - For the purposes of complying with the requirements of this section and Title 34 of the Code of Federal Regulations, section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting
- 3. Teen Dating Violence as defined by ORS 339.366 (oregonlaws.org/ors/339.366):**
- a. Dating or dating relationship means an ongoing social relationship of a romantic or intimate nature between two persons. Dating or dating relationship does not include

- a causal relationship or ordinary fraternization between two persons in a business or social context.
- b. Teen Dating Violence means:
 - i. A pattern of behavior in which a person uses or threatens to use physical, mental or emotional abuse to control another person who is in a dating relationship with the person, where one or both persons are 13 to 19 years of age; or
 - ii. Behavior by which a person uses or threatens to use sexual violence against another person who is in a dating relationship with the person, where one or both persons are 13 to 19 years of age.
4. **Sexual Assault as defined by ORS 163.305** (oregonlaws.org/ors/163.305): The following definitions apply to sexual assault offenses under Oregon state law:
- a. Deviate sexual intercourse means “sexual conduct between persons consisting of contact between the sex organs of one person and the mouth or anus of another.”
 - b. Forcible compulsion means to compel by:
 - i. Physical force; or
 - ii. A threat, express or implied, that places a person in fear of immediate or future death or physical injury to self or another person, or in fear that the person or another person will immediately or in the future be kidnapped.
 - c. Mentally defective means that a person suffers from a mental disease or defect that renders the person incapable of appraising the nature of the conduct of the person.
 - d. Mentally incapacitated means that a person is rendered incapable of appraising or controlling the conduct of the person at the time of the alleged offense.
 - e. Physically helpless means that a person is unconscious or for any other reason is physically unable to communicate unwillingness to an act.
 - f. Sexual contact means any touching of the sexual or other intimate parts of a person or causing such person to touch the sexual or other intimate parts of the actor for the purpose of arousing or gratifying the sexual desire of either party.
 - g. Sexual intercourse has its ordinary meaning and occurs upon any penetration, however slight; emission is not required.
5. **Stalking as defined by ORS 163.732** (oregonlaws.org/ors/163.732):
- a. A person commits the crime of Stalking if:
 - i. The person knowingly alarms or coerces another person or a member of that person’s immediate family or household by engaging in repeated and unwanted contact with the other person;
 - ii. It is objectively reasonable for a person in the victim’s situation to have been alarmed or coerced by the contact; and
 - iii. The repeated and unwanted contact causes the victim reasonable apprehension regarding the personal safety of the victim or a member of the victim’s immediate family or household.
 - b. Stalking is a Class A misdemeanor.

- i. Notwithstanding paragraph a of this subsection, Stalking is a Class C Felony if the person has a prior conviction for:
 1. Stalking; or
 2. Violating a court's stalking protective order

When Stalking is a Class C Felony pursuant to paragraph i of this subsection, Stalking shall be classified as a person Felony and as crime category 8 of the sentencing guidelines grid of the Oregon Criminal Justice Commission.

SOU utilizes Campus Choice for students to receive Coordination, Help, Options, Information, Care, and Education when they have experienced sexual assault, domestic or dating violence, or stalking. This program is designed to give students as many options as possible when reporting an assault.

Definitions: Used Pursuant to SOU Policy

There are numerous terms used by Southern Oregon University in its policy and procedures. In this section, you will find a list of terms and their definitions for the purposes of this report.

1. **Consent:** Consent is not defined in Oregon State Criminal Code. Consent is defined by Southern Oregon University in its Equal Opportunity, Harassment and Sexual Misconduct Policy(https://inside.sou.edu/assets/policies/Equal_Opportunity_Harassment_and_Sexual_Misconduct_121718.pdf) as follows:

Consent is knowing, voluntary, and clear permission by word or action, to engage in mutually agreed upon sexual activity. Since individuals may experience the same interaction in different ways, it is the responsibility of each party to make certain that the other has consented before engaging in the activity. For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct.

A person cannot consent if they are unable to understand what is happening or is disoriented, helpless, asleep, or unconscious for any reason, including due to alcohol or other drugs. An individual who engages in sexual activity when the individual knows, or should know, that the other person is physically or mentally incapacitated has violated this policy.

It is not an excuse that the individual responding party in a sexual misconduct case was intoxicated and, therefore, did not realize the incapacity of the other.

Incapacitation is defined as a state where someone cannot make rational, reasonable decisions because they lack the capacity to give knowing consent (e.g., to understand the “who, what, when, where, why or how” of their sexual interaction). This policy also covers a person whose incapacity results from mental disability, involuntary physical, mental, or cognitive restraint, or from the taking of incapacitating drugs.

Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous dating relationship is not sufficient to constitute consent. The existence of consent is based on the totality of the circumstances, including the context in which the alleged incident occurred and any similar previous patterns that may be evidenced.

Silence or the absence of resistance alone is not consent. A person can withdraw consent at any time during sexual activity by expressing in words or actions that they no longer want the act to continue, and, if that happens, the other person must stop immediately.

In Oregon, a minor (meaning a person under the age of 18 years) cannot consent to sexual activity, except in limited circumstances dictated by law. This means that sexual contact by an adult with a person younger than 18 years old is generally a crime, as well as a violation of this policy, even if the minor consented to engage in the act.

2. **Hostile Environment Sexual Harassment:** Hostile environment sexual harassment is defined as (a) unwelcome conduct, as determined by a reasonable person, 4 that is (b) so severe, pervasive and objectively offensive that it (i) effectively denies a student equal access to SOU's education program or activity or (ii) has the purpose or effect of unreasonably interfering with an employee's work performance or creates an intimidating, hostile or offensive work environment.

Anyone experiencing sexual harassment in any University program is encouraged to report it immediately to the University's Title IX Coordinator or a Deputy Coordinator. Sexual harassment creates a hostile environment and may be disciplined when it is sufficiently severe, persistent/pervasive, and/or objectively offensive that it (a) has the effect of unreasonably interfering with, denying or limiting employment opportunities or the ability to participate in or benefit from the University's educational, social, or residential program, and (b) is based on power differentials (*quid pro quo*), the creation of a hostile environment, and/or retaliation.

*Employee conduct directed towards a student - whether unwelcome or welcome - can constitute sexual harassment under SOU's Equal Opportunity, Harassment and sexual Misconduct Policy

(https://inside.sou.edu/assets/policies/Equal_Opportunity_Harassment_and_Sexual_Misconduct_121718.pdf).

3. **Quid Pro Quo Harassment:** Quid Pro Quo harassment is defined as a circumstance where (a) a student or employee of SOU (b) conditions the provision of an aid, benefit or service of SOU (c) on another individual's participation in unwelcome sexual conduct.

4. **Sexual Assault:** Sexual assault is defined as any sexual act directed against another person, without the consent of the Complainant, including instances in which the Unwelcomeness is subjective and determined by the Complainant (except when the Complainant is below the age of consent). Severity, pervasiveness and objective offensiveness are evaluated based on the totality of the circumstances from the perspective of a reasonable person in the same or similar circumstances (“in the shoes of the Complainant”), including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced. Complainant is incapable of giving consent.
5. **Non-Consensual Sexual Contact (Forcible Rape):** Non-consensual sexual contact is defined as (a) penetration, no matter how slight, of the vagina or anus with any body part or object without consent of the Complainant or (b) oral penetration by the sex organ of another person without consent of the Complainant.
6. **Forcible Sodomy:** Forcible sodomy is defined as (a) oral or anal intercourse with another person (b) that is undertaken either (i) forcibly and/or against that person’s will (non-consensually) or (ii) not undertaken forcibly or against the person’s will but occurs when the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
7. **Sexual Assault with an Object:** Sexual assault with an object is defined as (a) the use of an object or instrument to penetrate, however slightly, (b) the genital or anal opening of the body of another person either (i) undertaken forcibly and/or against that person’s will (non-consensually) or (ii) not undertaken forcibly or against the person’s will but occurs when the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
8. **Sexual Assault Without Penetration (Forcible Fondling):** Sexual assault without penetration is defined as (a) the touching of the private body parts of another person (e.g., buttocks, groin, breasts) (b) for the purpose of sexual gratification, (c) either (i) forcibly and/or (ii) not forcibly or against the person’s will in instances in which the Complainant is incapable of giving consent because of age or temporary or permanent physical incapacity.
9. **Sexual Assault Without Penetration (Non-forcible Intercourse):** Sexual assault without penetration (non-forcible intercourse) is defined as incest or statutory rape. Incest is non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law. Statutory Rape is non-forcible sexual intercourse with a person who is under the statutory age of consent of 18.
10. **Intimate Partner Violence:** Intimate partner violence is defined as violence or threat of violence from one intimate partner toward another, including but not limited to (a) Coercion

and Threats (making and/or carrying out threats to cause harm, such as physical, sexual and financial harm, threatening to commit suicide, making reports to authorities); (b) Intimidation (creating fear by using looks, gestures, and actions such as destroying possessions, displaying weapons, or physical posturing); or Physical Violence (intentionally causing harm to a person with whom the accused has been or is in a romantic or intimate relationship).

11. **Dating Violence:** Dating violence is a type of Intimate Partner Violence defined as violence, on the basis of sex, committed by a person who is in or has been in a social relationship of a romantic or intimate nature with the Complainant. The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of Domestic Violence.
12. **Domestic Violence:** Domestic violence is a type of Intimate Partner Violence and is defined as violence, on the basis of sex, committed by a current or former spouse or intimate partner of the Complainant; by a person with whom the Complainant shares a child in common; by a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner; by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Oregon; or by another person against an adult or youth Complainant who is protected against that person's acts under the domestic or family violence laws of Oregon. To categorize an incident as Domestic Violence, the relationship between the Respondent and the Complainant must be more than just two people living together as roommates. The people cohabitating must be current or former spouses or have/had an intimate relationship.
13. **Stalking:** Stalking is defined as engaging in a course of conduct, on the basis of sex, directed at a specific person, that would cause a reasonable person to fear for the person's safety, or the safety of others, or suffer substantial emotional distress. For purposes of this definition: a. "Course of conduct" means two or more acts, including but not limited to, acts in which the Respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. b. "Reasonable person" means a reasonable person under similar circumstances and with similar identities to the Complaint. c. "Substantial emotional distress" means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.
14. **Consensual Relationship/Power Imbalance:** Consensual relationship/power imbalance is any violation of the University Policy on Conflicts of Interest Specific to Consensual Relationships (FAD.006) and shall constitute a form of Sexual Harassment. The specific

facts of each case shall determine whether it is determined to be a violation of Title IX, University Policy, or both.

15. **Prohibited Harassment:** Prohibited harassment is defined as severe or pervasive discriminatory conduct based on actual or perceived membership in a protected class, defined as non-verbal or physical, verbal, or online conduct where such conduct is sufficiently severe or pervasive that it has the effect, intended or unintended, of unreasonably interfering with an individual's work or academic performance or it has created an intimidating, hostile or offensive environment and would have such an effect on a reasonable person. For purposes of this policy, Prohibited Harassment prohibits discrimination on the basis of race, religion, hearing status, color, sex, pregnancy, political affiliation, religion, creed, ethnicity, national origin (including ancestry), citizenship status, physical or mental disability, body size, age, marital status, family relationship, sexual orientation, gender, gender identity or expression, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristics, domestic violence victim status or any other protected category under applicable local, state or federal law.

16. **Sexual Exploitation:** Sexual exploitation refers to a situation in which a person takes non-consensual or abusive sexual advantage of another, and situations in which the conduct does not fall within the definitions of Sexual Harassment (set forth on pages 70-71 above). Examples of sexual exploitation include, but are not limited to:
 - Sexual voyeurism (such as watching a person undressing, using the bathroom or engaging in sexual acts without the consent of the person observed);
 - Exceeding the boundaries of consent (e.g., taking pictures of or recording another in a sexual act, or in any other private activity without the consent of all involved in the activity, allowing another person to hide and observe sexual activity, or disseminating sexual pictures without the photographed person's consent);
 - Prostitution of another person;
 - Exposing one's genitals in non-consensual circumstances or inducing another to do so;
 - Sexually-based stalking and/or bullying of another person;
 - Engaging in sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV) or other sexually transmitted disease (STD) and without informing the other person of the infection; and
 - Engaging in sexual activity with another person where one has administered alcohol or drugs (such as "date rape" drugs) to another person without their knowledge or consent.

PREVENTION AND AWARENESS OF SEXUAL VIOLENCE

Sexual Violence Response Review

Southern Oregon University has a multi-disciplinary body that gathers monthly to review the campus response to Title IX-related reports. This group is comprised of Title IX officers, Confidential Advisors, community partners and representatives from Campus Public Safety. This entity looks at overall campus community safety, trends in reporting, and most importantly, reviews how we as a team responded to each individual report, the outcome of the report, and how the system can be improved. This group provides leadership in the development and provision of a variety of educational awareness programs and campaigns, described further below.

Educational Awareness Programs and Campaigns

SOU provides a variety of programs and campaigns for the purpose of promoting awareness of dating violence, domestic violence, sexual assault, and stalking. These prevention efforts are provided to faculty, students, and staff on issues of Title IX, the Violence Against Women Act, and the Clery Act. During the summer Raider Orientation and Registration events, Campus Public Safety, University Housing, Student Health and Wellness Center staff, and members of the Office of the Dean of Students provide information to incoming students and their families about the resources and climate on campus. In 2020, there were six different days with panels entitled “Culture of Care” where these University departments answered questions and provided tips on how new students could acclimate to our campus safely. More than 900 new students attended these sessions.

The Title IX team also provides multiple trainings to different constituents on campus. The team meets with faculty from many of the seven academic divisions to discuss the spirit of Title IX and their obligations under it. Within these sessions, the Title IX team covers Mandatory Reporting obligations. The Title IX team also provides many additional training sessions for staff, faculty, and community members throughout the year. These trainings are available by the Title IX team to any campus constituent upon request.

Title IX programs are also developed for the benefit of student education and awareness. During the largely remote operations of 2020, weekly reminder emails went out in the Southern Exposure to remind students to review and support the Equal Opportunity, Harassment, and Sexual Misconduct Policy, as well as the Code of Student Conduct. As a part of the online orientation in 2020, students were asked to participate in a presentation on Title IX, Bias, Discrimination and Campus Choice. This module included SOU’s Equal Opportunity, Harassment and Sexual Misconduct Policy with review of information and definitions. During the 2020 Week of Welcome activities, a session was offered called Know Your ABCD’s: Avoid Bias, Ask for Consent, Avoid Discrimination, Seek Help. Alcohol consumption and campus culture is addressed as well in modules on community standards and the Code of Student Conduct. Student leaders within University Housing, ROTC, and the student organizations also receive training.

As part of Title IX compliance, the Campus SaVE Act, and VAWA, all SOU employees are required to complete a mandatory online harassment prevention training course within 90 days of employment. SOU also requires all employees to complete bi-annual harassment prevention training. Additionally, the Director of Equity Grievance/Title IX Coordinator offers training to all onboarding employees regarding reporting responsibilities and CSA requirements.

Sex Offender Registration Information

In accordance with applicable laws, Southern Oregon University provides information on how to access information on registered sex offenders. In the state of Oregon, Oregon State Police maintains the sex offender registry, which can be accessed at sexoffenders.oregon.gov/.

The information found in the registry is provided for general public safety. Users are authorized to use the information only to protect themselves or children who may be at risk. The release of the information to the public is meant to assure public protection, not to punish an offender or harass an offender's family. Anyone who uses the information to commit a criminal act against another person is subject to criminal prosecution and civil action.

PROCEDURES FOR REPORTING A COMPLAINT

Southern Oregon University has many avenues for reporting a complaint of Domestic Violence, Dating Violence, Sexual Assault, and/or Stalking.

Campus Choice

Campus Choice is a voluntary confidential reporting procedure. Designated Confidential Advisors will advise victims of sexual violence of their options for confidentially or formally reporting crimes of sexually based forms of violence. Campus Choice provides choices for help, support, and reporting, and provides Confidential Advising to help choose which option is best for you allowing those reporting sexual assault, domestic violence, dating violence, and/or stalking the opportunity to access information and support without making a formal report. Confidential Advisors are exempt from mandatory Title IX reporting. Employees in the Student Health and Wellness Center, the Equity Coordinator for Racial Justice, and the Equity Coordinator for Gender and Sexuality Justice are also exempt from Title IX reporting.

The SOU Confidential Advisor is a specially trained professional who is available to survivors, or those who know a survivor, to answer questions, provide information, and help navigate the options available at SOU, as well as in the community. It is recommended that if you or someone you know has experienced sexual violence, or has questions about, or needs help with issues related to sexual violence, that you start by speaking with the Confidential Advisor by calling (541) 552-7079.

Formal Reporting (Not Anonymous)

Complaints reporting incidents of Sexual Assault, Domestic Violence, Dating Violence, Stalking and other types of harassment and discrimination are received, investigated, and adjudicated under SOU's policy on Equal Opportunity, Harassment, and Nondiscrimination

(https://inside.sou.edu/assets/policies/Equal_Opportunity_Harassment_and_Sexual_Misconduct_121718.pdf).

Any member of the campus community, guest, or visitor who believes that the policy on Equal Opportunity, Harassment, and Nondiscrimination has been violated should contact the Director of Equity Grievance/Title IX Coordinator at (541) 552-7079, and/or a Deputy Coordinator (contact information for Deputy Title IX Coordinators is available by going to <https://inside.sou.edu/ssi/sou-title-ix-coordinator-and-deputy-coordinators-for-faculty-and-students.html>). It is also possible for employees to notify a supervisor or for students to notify an administrative advisor or faculty member. Any member of the campus community may also contact Campus Public Safety. These individuals will, in turn, notify the Director of Equity Grievance/Title IX Coordinator, Deputy Title IX Coordinator or other designee. Initiating a grievance under the Equal Opportunity, Harassment, and Nondiscrimination Policy is discussed in full below. The SOU University website also includes an online reporting form by going to https://sou.co1.qualtrics.com/SE/?SID=SV_dnSXGnOEIyACLYx.

A full investigation will be pursued if there is evidence of misconduct or a perceived threat of further harm to the campus community or any of its members. The University aims to complete all investigations within a 120-business day time period.

You can also request to make a formal report at Southern Oregon University's Sexual Misconduct and Equal Opportunity Form (https://jfe.qualtrics.com/form/SV_7R7CCBciGNL473L). You may also make a formal report by calling a Confidential Advisor at (541) 552-7079, the University Title IX Coordinator at (541) 552-7079, or one of several Deputy Title IX Coordinators. Additional contact information for the Title IX team is available by going to <https://inside.sou.edu/ssi/sou-title-ix-coordinator-and-deputy-coordinators-for-faculty-and-students.html>. Students can also initiate a formal report through the SOU Cares system by going to https://cm.maxient.com/reportingform.php?SouthernOregonUniv&layout_id=4.

Southern Oregon University must investigate any formal report. Nearly all campus employees are considered Responsible Parties who are required to make a formal report to a Title IX official.

A report may be made at SOU's Campus Public Safety Office located at 382 Wightman Street, Ashland, OR 97520 during regular business hours. If it is after hours, call 541-552-6911 and let dispatch know you would like to make a report at the CPS office so an officer can meet you there. A report may also be made at the Ashland Police Department, located at 1155 E. Main Street, Ashland, OR 97520 during regular business hours.

SOU Cares Report

Any issue of concern at SOU can be reported through SOU Cares Reports to help inform the Office of the Dean of Students and the Student Support Network (SSN) by identifying students who may benefit from extra resources, support, or intervention. **An SOU Cares Report can be submitted anonymously, if that is the preference of the person reporting the incident.** An individual is encouraged to submit a Cares Report when intervention is required or simply when there is concern for a student. SOU Cares referrals are available to SOU students, faculty, and staff in the “Online” section of the SOU portal (InsideSOU), and an anonymous report can be submitted using the SOU Cares Reporting Form located at

<https://cm.maxient.com/reportingform.php?SouthernOregonUniv&id=4>.

Concerned family members should call the Dean of Students (541-552-6223). The Office of the Dean of Students is located in Stevenson Union, suite 321, or may file a Cares Report at the link listed above. SOU Cares is discussed further in this report above on page 24.

Anonymous Reports

Anyone can submit an anonymous report using the **Southern Oregon University’s Sexual Misconduct and Equal Opportunity Form**

(https://jfe.qualtrics.com/form/SV_7R7CCBciGNL473L). You can also meet with a Confidential Advisor without giving identifying information. Anonymous reports give you the opportunity to provide any information you would like about an assault, and allow you to decide if you would like to be contacted or not in the event another report is made about the same person. At any time, you can decide to make a formal report.

Anonymous and Non-anonymous Reporting Directly to Law Enforcement

The You Have Options Program (<http://www.reportingoptions.org/>): The *You Have Options* Program is the Ashland Police Department’s victim/survivor-centered sexual assault response and reporting program and provides an online reporting form that gives you the option to make an anonymous report. The *You Have Options* Program focuses on changing two fundamental elements in the law enforcement response to sexual violence: increasing the number of victims who report to law enforcement and thoroughly investigating identified offenders for serial perpetration. *You Have Options* Program participating law enforcement agencies recognize the need for a victim-centered and offender-focused response to sexual violence. The traditional law enforcement response to sexual violence tends to discourage sexual assault victims from seeking assistance through the criminal justice system. As a result, often law enforcement does not receive the information necessary to hold sexual offenders accountable and those offenders go on to victimize others. By addressing the barriers victims face when reporting sexual assault, and thereby increasing the number of sexual assault reports, the *You Have Options* Program provides investigators information they would otherwise never have received. For more information visit: <http://www.reportingoptions.org/>. The website provides comprehensive information about reporting options, frequently asked questions about sexual assault reporting and local resources for victims/survivors of sexual assault.

In the event of an emergency, members of the campus community should call 9-1-1. Non-anonymous reports can also be made to the Ashland Police Department by calling (541) 482-5211 or the Medford Police Department by calling (541) 774-2250.

Confidential Counseling

In addition to the ability to meet with a Confidential Advisor, students may also seek confidential assistance of a professional counselor through the Student Health and Wellness Center. Counseling staff are professional mental health providers including Licensed Professional Counselor (LPC) and Family and Marriage Therapist (FMT).

These professional mental health providers will assist students with such issues as personal growth and well-being, relationship problems, social and sexual struggles, self-esteem enhancement, academic difficulties, eating disorders, major life decisions, grief, depression, and anxiety. They are also trained to inform students on procedures for formally reporting crimes, with or without confidentiality, through Campus Choice or directly to law enforcement and Campus Public Safety. The Student Health and Wellness Center can be contacted at (541) 552-6136.

ADDITIONAL ASSISTANCE FOR VICTIMS

General

Regardless of whether a victim elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, the University will assist victims of Domestic Violence, Dating Violence, Sexual Assault, and Stalking, and will provide each victim a written explanation of his or her rights and options.

In Oregon, a victim of Domestic Violence, Dating Violence, Sexual Assault, or Stalking has rights under state law. These rights include financial assistance for a variety of things, like counseling, medical expenses, loss of earnings, and more. For more information on victims' rights in the State of Oregon, visit doj.state.or.us/victims/pages/compensation.aspx.

Further, the University complies with Oregon law in recognizing orders of protection/restraining orders, and will assist any University member who obtains an order of protection from any U.S. state with information and safety planning. A person with such an order should provide a copy to Campus Public Safety and the Office of the Title IX Coordinator. A complainant may then meet with the Office of Equity Grievance and Campus Public Safety to develop a safety plan, which is a plan for Campus Public Safety and the victim to reduce risk of harm while on campus or coming to and going from campus. Anyone who needs help gaining information about, or obtaining, a protective order can contact the Confidential Advisor for assistance.

This plan may include, but is not limited to, escorts, special parking arrangements, providing a temporary cell phone, changing classroom location, or allowing a student to complete assignments from home (or other accommodations, if deemed necessary by the institution). Employees who are

victims of Domestic Violence may be eligible to take advantage of intermittent or continuous leave in order to secure restraining orders, attend court, or the like.

While the University will assist those persons who have a protection/restraining order, the University cannot apply for a legal order of protection, no contact order, or restraining order for a victim from the applicable jurisdiction(s). The victim is required to apply directly for these services. The Confidential Advisor can assist with gathering information or understanding the process for applying for a protective order. A victim can also seek help from the Jackson County Circuit Court or through the Court Advocate.

The University may issue an institutional “no contact” order or directive, if deemed appropriate, or at the request of the victim or accused. To the extent of the victim’s cooperation and consent, University offices will work cooperatively to ensure that the complainant’s health, physical safety, work, and academic status are protected, pending the outcome of a formal University investigation of the complaint. For example, if reasonably available, a complainant may be offered changes to academic, living, or working situations in addition to counseling, health services, and assistance in notifying appropriate local law enforcement.

Additionally, personally identifiable information about the victim will be shared only with persons with a specific need to know who are investigating/adjudicating the complaint, or delivering resources or support services to the complainant (e.g., publicly available record-keeping for purposes of Clery Act reporting and disclosures will be made without inclusion of identifying information about the victim, as defined in 42 USC 1395 (a)(20)). Further, the institution will maintain as confidential, any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

The University does not publish the name of crime victims, nor house identifiable information regarding victims, in the Campus Public Safety Daily Crime Log or online. Victims may request that directory information on file be removed from public sources. Students should contact the Office of the Registrar and employees should contact the Office of Human Resources. The victim is required to submit such requests directly to these offices.

Information from the State of Oregon regarding the types of orders available to victims of Domestic Violence, Sexual Assault or Stalking and the accompanying forms associated with the orders may be accessed here:

- Stalking Order: <https://www.courts.oregon.gov/programs/family/domestic-violence/Pages/stalking.aspx>
- Restraining Order: <https://www.courts.oregon.gov/programs/family/domestic-violence/pages/restraining.aspx>
- Sexual Abuse Protective Order: <https://www.courts.oregon.gov/forms/Documents/SAPO-Obtain-Packet.pdf>

ADJUDICATION OF VIOLATIONS OF SEXUAL VIOLENCE AND HARASSMENT

Submission and Investigation of Complaints

Complaints reporting incidents of Sexual Assault, Domestic Violence, Dating Violence, Stalking and other types of harassment and discrimination are received, investigated and adjudicated under SOU's policy on [Equal Opportunity, Harassment, and Nondiscrimination](https://inside.sou.edu/assets/policies/Equal_Opportunity_Harassment_and_Nondiscrimination_101119.pdf) (https://inside.sou.edu/assets/policies/Equal_Opportunity_Harassment_and_Nondiscrimination_101119.pdf). Any member of the campus community, guest or visitor who believes the policy on Equal Opportunity, Harassment, and Nondiscrimination has been violated should contact the Director of Equity Grievance/Title IX Coordinator and/or a Deputy Coordinator. It is also possible for employees to notify a supervisor or for students to notify an administrative advisor or faculty member. Any member of the campus community may contact Campus Public Safety. These individuals will, in turn, notify the Director of Equity Grievance/Title IX Coordinator, Deputy Title IX Coordinator and/or another designee. To initiate a grievance, the University website also includes an online reporting form located at https://sou.col.qualtrics.com/jfe/form/SV_dnSXGnOEIyACLYx?Q_JFE=qdg.

A full investigation will be pursued if there is evidence of misconduct or a perceived threat of further harm to the campus community or any of its members. The University aims to complete all investigations within a 120-business day time period.

If a party bringing a grievance wishes to pursue a formal grievance or if the University, based on the alleged policy violation, wishes to pursue a formal grievance, then the Director of Equity Grievance/Title IX Coordinator will designate which investigators will initiate the investigation.

If, in the judgment of the Director of Equity Grievance/Title IX Coordinator or a Deputy Coordinator, the safety or well-being of any member(s) of the campus community may be jeopardized by the presence on-campus of the accused individual or the ongoing activity of a student organization whose behavior is in question, the Director of Equity Grievance/Title IX Coordinator or designee may provide interim remedies intended to address the short-term effects of harassment, discrimination and/or retaliation (i.e., to redress harm to the alleged victim and the campus community and to prevent further violations).

During or upon the completion of the investigation, the Director of Equity Grievance/Title IX Coordinator will make a decision on whether to refer the matter for mutually agreeable conflict resolution, resolution without a hearing or a formal hearing, according to the guidelines for each discussed further below. If the investigators decide the preponderance of evidence (i.e., whether it is more likely than not that the accused individual did not commit the alleged violation) does not support a finding of a policy violation, then the process will end at the investigation stage.

Conflict Resolution

Conflict resolution is often used for less serious, yet inappropriate, behaviors and is encouraged as an alternative to the formal hearing process to resolve conflicts. Conflict resolution will not generally be used to address grievances of sexual misconduct, violent behavior, or in other cases of serious violations of policy.

Resolution without a hearing can be pursued for any behavior that falls within the policy on Equal Opportunity, Harassment and Sexual Misconduct, at any time during the process. The Director of Equity Grievance/Title IX Coordinator or designee will provide written notification of a grievance to any member of the University community who is accused of an offense of harassment, discrimination or retaliation. The Director of Equity Grievance/Title IX Coordinator or designee will meet with the responding individual to explain the finding(s) of the investigation. Once informed, the responding party may choose to admit responsibility for all or part of the alleged policy violations at any point in the process. If so, the Director of Equity Grievance/Title IX Coordinator or designee will render a finding that the individual is in violation of University policy for the admitted conduct and will normally proceed to convene a formal hearing on any remaining disputed violations. For admitted violations, the appropriate co-chair of the Equity Grievance Panel (EGP) will recommend an appropriate sanction or responsive action. If the sanction/responsive action is accepted by both the party bringing a grievance and responding party, the Director of Equity Grievance/Title IX Coordinator or designee will implement it, and act promptly and effectively to remedy the effects of the admitted conduct upon the victim and the campus community.

In the absence of an informal resolution, the process will proceed to a formal EGP hearing.

Notification of Charges

At least ten business days prior to the hearing, or as far in advance as is reasonably possible if an accelerated hearing is scheduled with the consent of the parties, the Director of Equity Grievance/Title IX Coordinator will send a letter to the parties with the following information. Once mailed, emailed, and/or received in-person, notice will be presumptively delivered. The letter will contain:

- A description of the alleged violation(s), a description of the applicable procedures and a statement of the potential sanctions/responsive actions that could result.
- The time, date and location of the hearing and a reminder that this supersedes all other campus activities. If any party does not appear at the scheduled hearing, the hearing will be held in their absence and sanctions may be imposed despite the party's absence. For compelling reasons, the Chair may reschedule the hearing.
- The parties may have the assistance of an advisor, at the hearing. For employees represented by a union, the respondent may choose a union representative to serve as the advisor. The advisor may not make a presentation or represent the party bringing a grievance or responding party during the hearing. The parties to the hearing are expected to ask and respond to questions on their own behalf, without representation by their advisors. The advisor may consult with the advisee quietly or in writing, or outside the hearing during breaks, but may not speak on behalf

of the advisee to the panel. In cases where the advisor is an attorney representing a party to the grievance, the University may also elect to have counsel present at the hearing.

Hearings for possible violations that occur near or after the end of an academic term will be held immediately after the end of the term or during the summer, as needed, to meet the resolution timeline followed by the University and remain within the 120-day goal for resolution.

Hearing Procedures

EGP hearings will be convened, usually within two weeks of the completion of the investigation, and will be conducted in private. The EGP is trained annually and has the authority to hear all collateral misconduct, meaning that it hears all allegations of discrimination, harassment, and retaliation, but also may hear any additional alleged policy violations that have occurred in concert with the discrimination, harassment or retaliation, even though those collateral allegations may not specifically fall within EGP jurisdiction. Accordingly, investigations should be conducted with as wide of a scope as necessary.

Participants will include the non-voting Chair, the three members of the panel, the investigator(s) who conducted the investigation on the grievance, the party bringing a grievance and responding party(ies) (or three organizational representatives in a case where an organization is charged), advisors to the parties, and any called witnesses. The Chair will disclose to the parties the names of witnesses the University intends to call, all pertinent documentary evidence, written statements to be presented at the hearing and any written findings from the investigators at least ten business days prior to the hearing. Information not disclosed prior to the hearing shall be excluded from the hearing. In addition, the parties will be given a list of the names of each of the EGP panel members at least ten business days in advance of the hearing. Should any party object to any panelist, they must raise all objections, in writing, to the Chair immediately. Panel members will only be unseated if the Chair concludes that their bias precludes an impartial hearing of the grievance. Additionally, any panelist or Chair who feels they cannot make an objective determination must recuse themselves from the proceedings when notified of the identity of the parties and all witnesses in advance of the hearing.

The Chair, in consultation with the parties and investigators, may decide in advance of the hearing that certain witnesses do not need to be physically present if their testimony can be adequately summarized by the investigator(s) during the hearing, except when required by federal law. All parties will have ample opportunity to present facts and arguments in full, and question all present witnesses during the hearing, though formal cross-examination is not used between the parties, unless required by federal law. If alternative questioning mechanisms (such as screens, Zoom, questions directed through the Chair, etc.) are desired, parties should request them from the Chair at least two business days prior to the hearing.

Once the procedures are explained and the participants are introduced, the Investigators may present the report of the investigation first and be subject to questioning by the parties and the EGP. The findings of the investigation are not binding on the panel, though any undisputed conclusions of the investigation report will not be revisited, except as necessary to determine sanctions/responsive

actions. The EGP will permit questioning of and by the parties and of any present witness. Questions may be directed through the panel at the discretion of the Chair.

Formal rules of evidence will not apply. Any evidence the panel believes is relevant and credible may be considered. The Chair will address any evidentiary concerns prior to and/or during the hearing, may exclude irrelevant or immaterial evidence and may ask the panel to disregard evidence lacking credibility. Evidence regarding the responding party's character intended for consideration as an aggravating or mitigating factor in the determination of sanctions may only be submitted in writing and will only be reviewed by the EGP after the EGP has reached a finding of responsibility. Such aggravating and mitigating evidence may include evidence of past misconduct by the respondent or letters of support evidencing the respondent's propensity for good character. Such evidence must be presented at the hearing and may not be submitted as new information during an appeal. The Chair will determine all questions of procedure and evidence. Anyone appearing at the hearing to provide information will respond to questions on their own behalf.

No one will present information or raise questions concerning: (1) incidents not directly related to the possible violation, unless they show a pattern, or (2) the sexual history of, or the character of, the reporting party bringing a grievance, except when prior sexual behavior is used to show someone other than the responding party committed the alleged violation, or where prior sexual behavior is related to the responding party and reporting party in order to show consent.

There will be no observers in the hearing. The Chair may allow witnesses who have relevant information to appear at a portion of the hearing in order to respond to specific questions from the panel or the parties involved. The panel does not hear from character witnesses but will accept up to two letters supporting the character of the individuals involved.

In hearings involving more than one accused individual, or in which two parties bringing grievances have accused the same individual of substantially similar conduct, the standard procedure will be to hear the grievances jointly; however, the Director of Equity Grievance/Title IX Coordinator may permit the hearing pertinent to each grievance to be conducted separately. In joint hearings, separate determinations of responsibility will be made for each responding party.

Proceedings are private. All persons present at any time during the hearing are expected to maintain the privacy of the proceedings and may be subject to further University discipline for failure to do so.

A record of the hearing will be maintained in the form of a recording for the purposes of review in the event of an appeal. EGP members, the parties and/or the persons who initiated the grievance, and appropriate administrative officers of the University will be allowed to review the recording in a location determined by the Director of Equity Grievance/Title IX Coordinator or designee. No person will be given or be allowed to make a copy of the recording without permission of the Director of Equity Grievance/Title IX Coordinator. Persons given access to the recording will be required to sign an agreement confirming that they will protect the privacy of the information.

Decisions

The EGP will deliberate in closed session to determine whether the responding party is responsible or not responsible for the violation(s) in question. If the responding party is found responsible, the EGP will also recommend the sanctions to be imposed. The panel will base its determination on a preponderance of the evidence (i.e., whether it is more likely than not that the accused individual committed each alleged violation). If an individual responding party or organization is found responsible by a majority of the panel, the panel will recommend appropriate sanctions to the Director of Equity Grievance/Title IX Coordinator.

The Chair will prepare a written deliberation report and deliver it to the Director of Equity Grievance/ Title IX Coordinator, detailing the finding, the information cited by the panel in support of its recommendation, and any information the hearing panel excluded from its consideration and why. The report should conclude with any recommended sanctions. This report will typically not exceed two pages in length and must be submitted to the Director of Equity Grievance/ Title IX Coordinator within two (2) days of the end of deliberations.

The Director of Equity Grievance/ Title IX Coordinator or designee will inform the accused individual and the party bringing a grievance of the final determination of the EGP with the rationale within 10 business days of the hearing, without significant time delay between notifications. Notification will be made in writing and may be delivered by one or more of the following methods: in person; mailed to the local or permanent address of the parties as indicated in official University records; or emailed to the parties' University-issued email account. Once mailed, emailed and/or received in-person, notice will be presumptively delivered.

Sanctions

Sanctions or responsive actions will be determined by the EGP. Factors considered when determining a sanction/responsive action may include:

- The nature, severity of, and circumstances surrounding the violation.
- An individual's disciplinary history.
- Previous grievances or allegations involving similar conduct.
- The need for sanctions/responsive actions to bring an end to the discrimination, harassment, and/or retaliation.
- The need for sanctions/responsive actions to prevent the future recurrence of discrimination, harassment, and/or retaliation.
- The need to remedy the effects of the discrimination, harassment, and/or retaliation on the victim and the campus community.

Student or Organization Sanctions

The following are the usual sanctions that may be imposed upon students or organizations, singly or in combination:

- *Warning.* A formal statement that the behavior was unacceptable and a warning that further infractions of any University policy, procedure or directive will result in more severe sanctions/responsive actions.
- *Probation.* A written reprimand for violation of the Code of Student Conduct, providing for more severe disciplinary sanctions in the event the student or organization is found in violation of any University policy, procedure or directive within a specified period of time. Terms of the probation will be specified and may include denial of specified social privileges, exclusion from co-curricular activities, non-contact orders and/or other measures deemed appropriate.
- *Suspension.* Termination of student status for a definite period of time, not to exceed two years, and/or until specific criteria are met. Students who return from suspension are automatically placed on probation through the remainder of their tenure at the University. This sanction will be noted as a Conduct Suspension on the student's official transcript.
- *Dismissal.* Permanent termination of student status and revocation of rights to be on campus for any reason or attend University-sponsored events. This sanction may be noted as a Conduct Dismissal on the student's official transcript.
- *Withholding Diploma.* The University may withhold a student's diploma for a specified period of time and/or deny a student participation in commencement activities if the student has a grievance pending or as a sanction if the student is found responsible for an alleged violation.
- *Revocation of Degree.* The University reserves the right to revoke a degree awarded from the University for fraud, misrepresentation or other violation of University policies, procedures or directives in obtaining the degree, or for other serious violations committed by a student prior to graduation.
- *Organizational Sanctions.* Deactivation, de-recognition, and loss of all privileges (including University registration), for a specified period of time.
- *Other Actions.* In addition to or in place of the above sanctions, the University may assign any other sanctions as deemed appropriate.

Student sanctions imposed are implemented immediately unless the Director of Equity Grievance/ Title IX Coordinator or a Deputy Coordinator stays their implementation in extraordinary circumstances, pending the outcome of an appeal.

Employee Sanctions

Sanctions or responsive actions for an employee who has engaged in harassment, discrimination and/or retaliation include:

- i. Warning,
- ii. Written instruction or reprimand,
- iii. Required training or counseling,
- iv. Demotion,
- v. Suspension with pay,

- vi. Suspension without pay, and
- vii. Termination.

Following any appeal and issuance of discipline regarding employee-members of the SEIU classified staff and faculty bargaining units, such employees will have the opportunity to grieve tangible employment sanctions to the extent provided by their respective grievance processes.

Appeals

All requests for appeal considerations must be submitted in writing to the Director of Equity Grievance/Title IX Coordinator within ten (10) business days of the delivery of the written finding of the EGP. The Director of Equity Grievance/Title IX Coordinator will then share the appeal with the appeal panel, which will have fourteen (14) business days to reach its decision. The appeal panel will be comprised of three University employees selected by the Director of Equity Grievance/Title IX Coordinator from a pool of University employees trained to hear appeals under this policy. If necessary, members of the appeal panel may conduct their business by electronic means at the discretion of the Director of Equity Grievance/Title IX Coordinator.

Both parties may appeal, but appeals are limited to the following:

- A procedural irregularity that affected the outcome of the matter.
- To consider new evidence, unknown or unavailable during the original hearing or investigation, that could substantially impact the original finding. A summary of this new evidence and its potential impact must be included. Such new information must be relevant to the determination of responsibility regarding whether or not the offense was committed. Evidence that could have been presented at the original EGP hearing, including but not limited to character evidence intended to enhance or mitigate the sanctions imposed, will not be accepted on appeal as new evidence on appeal.
- The sanctions imposed are substantially disproportionate to the severity of the violation or the sanctions fall outside the range of sanctions the University has designated for the offense.

Statement of the Rights of a Party Bringing a Grievance

- Access to the Campus Choice program, which provides Confidential Advisors who are able to explain all available options as well as guide and accompany the party through any process in which they choose to take part.
- To receive accommodations without making a formal report.
- To be treated with respect by University officials.
- To be informed in writing of and offered the opportunity to take advantage of campus support resources (such as the Student Health and Wellness Center's counseling and medical services, the Office of the Dean of Students, or Employee Assistance Program (EAP) services for employees).

- To be informed in writing about options for, and available assistance in, changing academic, living, transportation and working situations, if requested by the reporting party and if such options are reasonably available.
- To experience a safe living, educational and work environment.
- To have an advisor or union representative/accompanist during this process.
- To refuse to have an allegation resolved through conflict resolution procedures.
- To receive amnesty for minor student misconduct (such as alcohol or drug violations) that is ancillary to the incident.
- To be free from retaliation.
- To have grievances heard in substantial accordance with these procedures.
- The injured party will be allowed full participation in any EGP process, whether the injured party is serving as the party bringing a grievance or the University is serving as the party bringing a grievance.
- To be informed in writing of the outcome/resolution of the grievance, sanctions where permissible and the rationale for the outcome where permissible.
- The option to, or not to, notify and seek assistance from law enforcement and campus authorities.
- Continued access to housing and living accommodations.
- No contact orders issued by the University appropriate to the circumstances or the type of violation. The extent and scope of a no contact order may include accommodations necessary to ensure all parties can adequately prepare for a hearing, particularly in matters governed by Title IX.
- Where applicable, the right to be advised on the University's responsibilities and their rights regarding any applicable judicial no-contact, restraining and protective orders.

Note Regarding Disclosures to Victims of Violent Crimes and Non-Forcible Sex Offenses

Southern Oregon University will, upon written request, disclose to the survivor of a crime of alleged violence (as that term is defined in section 16 of title 18, United States Code) or a non-forcible sex offense (Incest and Statutory Rape), the report on the results of any student conduct proceeding conducted by Southern Oregon University against a student who is the alleged perpetrator of such crime or offense. If the survivor is deceased as a result of such crime or offense, the next of kin of such survivor shall be treated as the victim for purposes of this paragraph.

Statement of the Rights of the Responding Party

- To be presumed not responsible until an investigation proves otherwise by the standard of preponderance of the evidence.
- To receive a fair and impartial investigation and hearing process.
- To be treated with respect by University officials.
- To be free from retaliation.

- To take advantage of campus support resources (such as the Student Health and Wellness Center's counseling and medical services, the Office of the Dean of Students for students, or EAP services for employees).
- To have an advisor or union accompanist/representative during this process (a Responding Party may consult with this person, but not have the person speak on their behalf).
- To refuse to have an allegation resolved through conflict resolution procedures.
- To be provided access to investigative materials during the investigation and prior to a hearing.
- To have grievances heard in substantial accordance with these procedures.
- To be informed of the outcome/resolution of the grievance and the rationale for the outcome, in writing.

ADJUDICATION OF STUDENT CONDUCT VIOLATIONS

Standards of Conduct

Disciplinary sanctions as serious as suspension or dismissal from the University, or dismissal or eviction from University housing, may be imposed against any students found responsible for committing, attempting to commit or intentionally assisting in any of the offenses listed in the Code of Student Conduct and the housing contract.

Prohibited Conduct

The following list describes actions that detract from the effectiveness of a University community and/or which students are subject to disciplinary action. All violations below are also prohibited off-campus and may be adjudicated by the University when the behavior potentially jeopardizes an individual's or the community's safety or educational opportunities. The Code of Student Conduct in its entirety can be found at: <https://inside.sou.edu/assets/policies/CodeofStudentConduct.pdf>.

Prohibited conduct includes, but is not limited to, the following violations for the purposes of the Clery Act and VAWA:

1. Academic Misconduct: Each student's education is the product of their own intellectual effort and engagement in a process of critical exchange. Breaches of academic integrity compromise the overall quality of scholarship and detract from the value of the SOU degree. The university must respond to any act of academic misconduct to honor and protect responsible citizenship, both globally and within the university community. Prohibited academic conduct is as follows:
 - a. Acts of academic misconduct involve the use or attempted use of any method that is prohibited and/or enables a student to misrepresent the quality or integrity of their academic work.
 - b. Academic misconduct with respect to examinations includes but is not limited to copying from the work of another, allowing another student to copy from one's own work, unauthorized use of crib notes during exam time, arranging for

- another person to substitute in taking an examination, or giving or receiving unauthorized information prior to or during the examination.
- c. Academic misconduct with respect to written or other types of assignments includes but is not limited to:
- i. Failure to acknowledge the ideas or words of another that have been intentionally taken from any published or unpublished source;
 - ii. Placing one's name on papers, reports, or other documents that are the work of another individual;
 - iii. Flagrant misuse of the assistance provided by another in the process of completing academic work, or the submission of unacceptably similar work resulting from inappropriate collaboration or assistance;
 - iv. Submission of the same paper or project for separate courses without prior authorization by faculty members;
 - v. Fabrication, alteration, or other manipulation of data;
 - vi. Knowingly aiding in or inciting the academic dishonesty of another; or
 - vii. Inappropriate collaboration on papers, exams or other work.
- d. Academic misconduct with respect to intellectual property includes but is not limited to theft, alteration or destruction of the academic work of other members of the community or of the educational resources, materials or official documents of the university.
2. Animal Control: The following animal-related behavior is prohibited:
- a. Inhumane or cruel treatment of animals on university premises;
 - b. Bringing any animal inside a university building, with the exception of guide or service animals approved by Disability Resources, or by special permission of the Dean of Students;
 - c. Leaving an animal unattended on university premises, even when tethered;
 - d. Leaving an animal in a closed vehicle on university premises;
 - e. Allowing a dog off leash in any public building, green space, courtyard, or any other exterior area on university property.
3. Coercive or Abusive Conduct: Use of emotionally laden or abusive language or materials to attempt to sway, receive an exception, intimidate, ridicule, or disrespect a member of the university community is prohibited.
4. Complicity to Misconduct: All students at SOU are responsible for the safety of the campus community. The absence of a student's active participation in the misconduct is an insufficient response to violations of the SOU Code of Student Conduct. When their individual safety is not compromised, students are expected to take an active role in disengaging from all acts of misconduct and are expected to adhere to SOU's Community Standards, which include personal integrity and responsible decision making.

5. Deliberate Acts of Dishonesty: In general, acts of dishonesty are prohibited. Such acts may include, but are not limited to:

- a. Furnishing false and/or misleading information to any university or community official, faculty member, administrative office or conduct body;
- b. Forgery, alteration and/or misuse of any university record, document or instrument of identification;
- c. Bribery and/or coercion;
- d. Fraud and/or other misrepresentation.

6. Controlled Substances:

- a. The unlawful use, abuse, sale, purchase, transfer, possession, manufacture, distribution, or dispensing of alcohol or other drugs on university property or as part of any university activity is prohibited.
- b. Use, possession, cultivation, manufacture, promotion, sale, and/or distribution of narcotics or other controlled substances, except as expressly permitted by law, is prohibited.
- c. Use and/or possession of prescription drugs prescribed to another is prohibited.
- d. The service of alcohol to and/or consumption by any person who is under the age of 21 or is intoxicated is prohibited.
- e. Use of alcohol or other drugs in the presence of a person who is under 21 years of age is prohibited and may result in an additional violation.
- f. Public intoxication at any age is prohibited.
- g. Intoxication to the point of incapacitation at any age is prohibited.
- h. Common source containers of alcohol, such as kegs, are prohibited on campus and university properties except with prior written permission from the President or designee.
- i. Alcohol and other drugs may not be consumed in the course of any class, laboratory or other activity at which attendance is required as part of a student's course or degree requirements. Exception is granted for wine appreciation classes.

7. Cyber Misconduct:

- a. Unwanted communication with another person using computers, email, cell phones or any other digital device is prohibited.
- b. Abuse, misuse, and/or theft of computer data, equipment, and/or software, including unauthorized file sharing, distribution of electronic materials, or creating or presenting false information, whether as a hoax, to incite fear, or to embarrass, harass, or ridicule another person is also prohibited.

- c. Hacking: Unauthorized entry into any off campus, university-owned, or university-controlled network or other online space is prohibited.
 - d. Illegal download: Use of any university-owned or controlled network to download illegally any material that is under copyright or other ownership is prohibited.
 - e. Surveillance: Recording, streaming, or viewing another person without consent through the use of electronic, digital, or online devices, including sharing such materials with others, is prohibited. This conduct may be reviewed under the Equal Opportunity, Harassment, and Sexual Misconduct Policy.
8. Destruction of Property: Damage to public or private property, whether intentional or unintentional, is prohibited.
9. Disorderly Behavior: Disorderly behavior, which includes one or more of the following behaviors, is prohibited: loud, aggressive, profane, abusive, drunken, and/or other behavior, which disrupts or obstructs the orderly functioning of the university or disturbs the peace and/or comfort of person(s) on campus, on university owned or controlled property, or at university sponsored or supervised functions. Exhibiting behavior that creates a concern for harm to others or behavior that suggests a serious problem which is detrimental to the university and university community is prohibited.
10. Disruptive Behavior: Disruptive behavior, which is engaging in or inciting others to engage in the disruption, obstruction, and/or interference with any of the following, is prohibited:
- a. University student conduct proceedings.
 - b. Educational activities in classrooms or other educational environments (both physical and online), lecture halls, campus library, laboratories, computer laboratories, theatres, or any other place where education and teaching activities take place.
 - c. Academic expectations. Disruption, obstruction, or interference includes classroom behavior, which, in the judgment of the instructor, impedes other students' opportunity to learn and/or which interferes with class objectives. This includes disrespectful and/or abusive communication with professors and/or administrators. This provision includes university classes held on and off SOU premises, including distance learning and online courses.
 - d. Administrative, auxiliary, support, or other campus offices. This may include behavior that demands unreasonable allocation of time or resources beyond the intended scope of the office.
 - e. Operations of Campus Public Safety, fire, police, emergency services, and/or residential life staff.

- f. Interference with campus safety instruments.
 - g. Any student's ability to study, learn, and/or complete academic requirements including, but not limited to, destroying, preventing, and/or limiting access to information or records.
 - h. Intentionally interfering with the freedom of expression of others on university premises or at university-sponsored activities.
 - i. University activities, including its public service functions, whether on- or off-campus, and other non-university activities, which occur on university premises.
11. Domestic violence and intimate violence is defined and adjudicated through SOU's Equal Opportunity, Harassment, and Sexual Misconduct Policy.
12. Failure to Comply:
- a. Failure to comply with university regulations, state, and/or federal laws, and/or the directives of university and/or community officials while acting in their duties is prohibited.
 - b. Failure to comply with the conditions of the Southern Oregon University Residence and Dining Contract is prohibited.
 - c. Failure to comply with the conditions of the Student Apartments & Family Housing House/Apartment Residential Lease is prohibited.
 - d. Failure to comply with the conditions of the University Housing Community Standards is prohibited.
 - e. Failure to comply with student conduct proceedings, including rules governing hearings procedures and sanctions imposed is prohibited.
 - f. Failure to comply with the sanction(s) imposed under the Code is prohibited.
 - g. Failure to comply with community standards is prohibited.
 - h. Failure to comply with university directives regarding health and safety standards, including students who consciously and/or purposefully endanger the health and safety of other students, faculty, staff, or visitors in the community is prohibited.
13. Gambling: Illegal gambling or wagering on university premises or at any official function sponsored by the university is prohibited.
14. Harassment is conduct that intentionally and maliciously aggravates, intimidates, ridicules, or humiliates another person and is prohibited. For harassment based on identity, see the Equal Opportunity, Harassment, and Sexual Misconduct Policy.
15. Hazing: Any act which endangers the mental or physical health or safety of a student, or which destroys or removes public or private property, for the purpose of initiation,

admission into, affiliation with, or as a condition for continued membership in a group or organization is prohibited.

16. Interference with Community Standards:

- a. Verbal or physical threats and/or intimidation of a person participating in a student conduct proceeding in any capacity is prohibited.
- b. Influencing or attempting to influence another person to commit an abuse of community standards is prohibited.
- c. Attempting to influence the impartiality of a member of a conduct body prior to, and/or during the course of, the conduct proceeding is prohibited.
- d. Failure to comply with the sanction(s) imposed under the Code is prohibited.

17. Littering: Littering is defined as throwing, discarding, placing or depositing items in university buildings or on university grounds, except in receptacles provided for such purposes, and is prohibited.

18. Misuse of Emergency Equipment and Procedures:

- a. Tampering with, damage of or intentional misuse of emergency devices or blocking of fire exits or other means of impeding traffic is prohibited.
- b. Use of fire escapes, ground level fire doors, fire hoses, extinguishers, and/or alarm equipment in non-emergency situations is prohibited.
- c. Failure to comply with fire drill procedures or emergency building evacuations is prohibited.
- d. Initiating a false report or warning, or the threat of fire, explosion, false fire alarm, or other emergency is prohibited.

19. Noise: Activities in violation of established quiet hours in residence halls and academic buildings or which violate local, state, or federal noise ordinances is prohibited.

20. Obstruction: Obstruction of the free flow of pedestrian or vehicular traffic on university premises or at university-sponsored or supervised functions is prohibited.

21. Restraint Violation: Restraint of a person against their expressed will is a violation and may include the following:

- a. Physical restraint of another person.
- b. Denying another person movement, departure, or access by any means, including threat or coercion.

22. Retaliation: Retaliation and/or harassment against a person making a report in good faith and/or a person engaged in their official duties related to employment, position in a club or organization, or other engagement on campus is prohibited.
23. Sexual misconduct as defined and adjudicated through SOU's Equal Opportunity, Harassment, and Sexual Misconduct Policy is prohibited.
24. Smoking: Smoking, including but not limited to the use of smokeless products such as e- cigarettes, vape, and others, is prohibited in any university building, within 25 feet of any building, in any university vehicle, or in any other designated area where smoking is prohibited.
25. Stalking is defined and adjudicated through SOU's Equal Opportunity, Harassment and Sexual Misconduct Policy and is prohibited.
26. Theft: Attempted or actual theft of university property or the property of students, community members, businesses, or public entities is prohibited.
27. Threatening Conduct:
 - a. Direct or implied threat of harm or hostile behavior that creates a reasonable fear of injury to another person, or unreasonably subjects another individual to emotional distress, and/or brandishing a weapon, or an object which appears to be a weapon, in a threatening manner is prohibited.
 - b. Threatening communication: Threats made online or through electronic communication with sufficient content such that it causes fear of injury or other harm are prohibited.
28. Unauthorized Use of Property: Use of any property without authorization or express permission is prohibited and includes but is not limited to:
 - a. Alteration, duplication, and/or misuse of keys, university documents, or identification;
 - b. Unauthorized entry into, or use of, university premises or equipment, including but not limited to university owned buildings, residence halls, houses, equipment, vehicles, or other supplies.
29. Vandalism: Any form of damage to public or private property of another person, group, or agency is prohibited.
30. Violation of Local, State, or Federal Laws: Violation of local, state, or federal laws on or off university premises that may be reasonably expected to have a negative impact on the university or members of the university community in any form is prohibited.

31. **Violent Conduct:** Violent conduct is any form of physical contact that causes physical harm to a person, including slapping, punching or otherwise physically attacking a person, and is prohibited.

32. **Weapons and/or Other Devices:***

- a. Firearms are prohibited on campus pursuant to and in the manner prescribed by the Firearms Policy (FAD.052). On-campus use, possession, weapons storage (outside of Campus Public Safety), or manufacture of the following is prohibited:
 - i. Firearms or other devices capable of casting a projectile (this includes but is not limited to: nerf guns, paintball guns, archery bows and arrows, pellet or BB guns);
 - ii. Any weapon, device, instrument, material or substance, which is designed to or may inflict injury upon another person
 - 1. Acceptable weapons to possess on your person while on campus: knives with a blade length shorter than three (3) inches, stun guns that do not cast a projectile, and pepper spray. Note: any use of these items in a way that flaunts, threatens, harms, or inflicts fear or injury upon another person or property is prohibited.
 - iii. Explosives, bombs, chemicals, or other incendiary or destructive devices, including fireworks of any kind.
- b. Attempting, committing or aiding the intentional commission of an act, which results in a fire being ignited which causes damage, or is intended to cause damage, to the property of the university, to the property of another individual, or to personal property is prohibited.

*Exception: This weapons policy does not apply to law enforcement officials who are authorized to carry weapons onto campus.

Conduct Referrals and Hearing Process

Any person may refer a student or a student group or organization suspected of violating University policy to the Office of the Dean of Students. Persons making such referrals are required to provide information pertinent to the situation and will normally be expected to provide an incident report and written statement and/or appear at a hearing as the complainant. The hearing format for resolution will be selected at the discretion of the Associate Dean or designee.

The Associate Dean or designee may conduct an investigation (or request conduct of an investigation by other University officials) to determine if the allegations have merit and/or if they can be disposed of administratively by mutual consent of the parties involved on a basis acceptable to the Associate Dean or designee. Such disposition shall be final and there shall be no subsequent proceedings. If the charges cannot be disposed of by mutual consent, the Associate Dean or designee will proceed with a hearing.

All allegations of misconduct are presented to the respondent in written form. The notification includes the date or date range, location and description of the prohibited conduct relevant to the alleged violation. A time is set for a hearing, not less than three (3) calendar days and not more than fifteen (15) calendar days after the respondent has been notified. Minimum and maximum time limits for scheduling of hearings may be extended at the discretion of the Associate Dean or designee based on the academic calendar or at the written request of the respondent.

Hearings are conducted according to the following guidelines:

- A. Hearings are conducted in private, unless both the respondent(s) and the complainant(s), and the Associate Dean or designee agree to an open hearing.
- B. Admission of any person to the hearing is at the discretion of the Associate Dean or designee.
- C. In hearings involving more than one respondent, the Associate Dean or designee may permit the hearings concerning each respondent to be conducted separately.
- D. The complainant and the respondent may be accompanied by an advisor. The advisor may not make a presentation or represent the party bringing the complaint or responding student during the hearing. The advisor may confer quietly with their advisee, exchange notes, clarify procedural questions with the chair, and suggest questions to their advisee. The complainant and/or the respondent is responsible for presenting their own information. Comments from advisors may be requested from the Associate Dean or designee facilitating the hearing.
- E. The complainant, the respondent, and the conduct officer/board have the privilege of presenting witnesses, subject to questioning by the conduct officer/board.
- F. Pertinent records, exhibits, and written statements may be accepted for consideration by a conduct officer/board at the discretion of the Associate Dean or designee.
- G. All procedural questions are subject to the final decision of the Associate Dean or designee.
- H. After the hearing, the parties are dismissed and the conduct officer or board (by majority vote) determines whether the respondent is responsible for each alleged policy violation.
- I. The conduct officer/board's determination is made on the basis of whether it is "more likely than not" that the respondent violated the policy(ies).
- J. Not more than ten (10) working days following the hearing, the respondent is notified in writing of the decision and its rationale, including any sanction(s) imposed and the opportunity to appeal the decision.
- K. There is a record of all hearings before a hearing board, consisting of an audio recording and all written documentation including notes taken during the hearing. The record is the property of the University and is maintained in the Office of the Dean of Students.
- L. Except in the case of a student accused of violating the "failure to comply with directives" policy by not appearing before a conduct board or University official, no student may be found to have violated the policy(ies) in question solely because the student failed to appear. In all hearings, the information in support of the allegations is presented and considered. Final decisions are based on the information available.

In decisions of alleged academic misconduct, academic penalties (grades) are imposed only by faculty members (course instructor). Sexual Misconduct Review Hearings are conducted in accordance with guidelines established in the Equal Opportunity, Harassment, and Sexual Misconduct Policy.

Sanctions

A disciplinary sanction is an educational tool designed to send a clear message regarding violation of University policy. Sanctions relate to the nature of the violation, with stronger sanctions imposed for more aggravated or repeated misconduct. Sanctions of probation, suspension and dismissal require the approval of the Associate Dean or designee. All students, as members of the University community, are expected to comply with conduct sanctions within the timeframe specified by the Associate Dean or designee. Failure to follow through on conduct sanctions by the date specified, whether by refusal, neglect or any other reason, may result in additional sanctions up to and including suspension from the University. In such situations, resident students may be required to vacate University housing within 24 hours of notification by the Associate Dean or designee. A suspension will only be lifted when compliance with conduct sanctions is satisfactorily achieved. This determination will be made by the Associate Dean or designee.

The following sanctions may be imposed when a student is found responsible for policy violation(s):

- A. **Warning:** A notice in writing to the student that the student is violating or has violated University policy.
- B. **Loss of Privileges:** Denial of specified privileges, permanently or for a designated period of time.
- C. **Fines:** Previously established and published fines or special fees may be charged to a student's account.
- D. **Restitution:** Compensation for loss, damage or injury. This may take the form of appropriate service and/or monetary or material replacement.
- E. **Discretionary Sanctions:** Work assignments, censure, research, apology letters, service to the University, or other related discretionary assignments.
- F. **Educational classes to be paid by fee assessed to violator.** Fee may be paid directly or through community restitution.
- G. **University Probation:** A written reprimand which may place the student's participation in University activities in a provisional status. Probation may exclude the student from participation in co-curricular activities in which the student represents the University (e.g., varsity athletics and club sports, elected student office, debate, musical, and dramatic groups). Probation may also serve as an elevated warning where appropriate.
- H. **Residence Hall Suspension:** Separation of the student from the residence halls for a stated period of time, after which the student is eligible to re-apply. Because the University maintains a one-year residency requirement, a residence hall suspension may result in a suspension from the University, if the student has not completed the one-year residency requirement. Conditions for readmission may be specified. The student may be issued a written trespass notice from campus for the duration of the suspension.
- I. **Residence Hall Dismissal:** Permanent separation of the student from the residence halls. The student will be issued a written trespass notice from all residence halls at the time of the expulsion.

- J. Eviction from University Housing: Removal from any University owned or operated housing other than the residence halls. The student will be issued a written trespass notice from all University housing at the time of the eviction.
- K. Unconditional Probation: Immediate invocation of University suspension if additional violation(s) of University policies occur during a specified period of time. Unconditional probation also includes the provisions of a disciplinary probation.
- L. University Suspension: Separation of the student from the University for a specific period of time after which the student is eligible to return. Conditions for readmission may be specified. At the discretion of the Associate Dean or designee, a University trespass order is in effect for the period of the suspension. A suspension may be deferred to the end of a term at the discretion of the Associate Dean or designee.
- M. University Dismissal: Permanent separation of the student from the University
- N. The following sanctions may be imposed upon groups or organizations:
 - a. Those sanctions listed above as applicable.
 - b. Deactivation: Loss of all privileges, including university recognition, for a specified period.
- O. Interim Sanctions or Interim Measures: Interim sanctions and measures may be imposed at the discretion of the Associate Dean. Interim sanctions and measures are not attributions of responsibility, but are placed in order to create conditions to allow for investigation and adjudication.
 - a. Interim Suspension - In certain circumstances, the Associate Dean may impose a university or residence hall suspension prior to the hearing. Interim suspension may be imposed only:
 - i. to ensure the safety and well-being of members of the university community or preservation of university property; and/or
 - ii. to ensure the student's own physical or emotional safety and well-being; and/or
 - iii. if the student poses a definite threat of disruption of or interference with the normal operations of the university.
 - b. During the interim suspension, the student is denied access to the campus (including classes) and all other university activities or privileges for which the student might otherwise be eligible, as the Associate Dean may determine to be appropriate.
 - c. Administrative Restriction – In certain circumstances, the Associate Dean may impose an administrative restriction from all of campus or specific buildings or areas on campus.
 - d. Order of No Contact – This is a means of creating space between two or more people in order to allow the investigation or adjudication process to proceed.

More than one of the sanctions listed above may be imposed for any single violation. Other than University dismissal, disciplinary sanctions are not made part of the student's permanent academic

record but are part of the student's confidential disciplinary record. Where sanctions involve the separation of the responsible student from University housing, the student is accountable for all financial penalties or other conditions as outlined in the residential housing contract.

Appeals

A decision may be appealed within ten (10) working days of the date of the decision letter to the Dean of Students or designee. Such appeals must be in writing and must be delivered by mail or email.

An appeal is limited to one or more of the following purposes:

- A. To determine whether the original hearing was conducted fairly in light of the allegations and information presented and in conformity with the procedures outlined in the Code of Student Conduct.
- B. To determine whether the decision reached regarding the respondent was based on facts sufficient to establish that a violation of University policy occurred using a preponderance standard, which is a more likely than not standard.
- C. To determine whether the sanction(s) imposed were appropriate for the violation(s) for which a responsible determination was made.
- D. To consider new information, sufficient to alter a decision, or other relevant facts not brought out in the original hearing, because such information and/or facts were not known to the person appealing at the time of the original hearing

If an appeal is granted, this written decision will be communicated to the original conduct officer/board for action, if appropriate. In cases of sexual misconduct, the complainant or victim will be notified of the decision and pertinent sanctions and may appeal the decision and sanctions according to the standard outlined above.

Student Groups and Organizations

Student groups and organizations may be charged with violations of University policy. A student group or organization and its officers may be held collectively or individually responsible when violations of policy by those associated with the group or organization have received the tacit or overt consent or encouragement of the group or organization or of the group's or organization's leaders, officers or spokespersons.

The student officers or leaders or any identifiable spokespersons for a student group or organization may be directed by the Associate Dean or designee to take action to prevent or end violations by the group or organization.

Failure to make reasonable efforts to comply with any resulting directives shall be considered a violation of University policy, both by the officers, leaders or spokespersons for the group or organization and by the group or organization itself.

Parent and Guardian Notification

A fundamental goal of the University is to support students' independence and maturity, in part by encouraging them to assume responsibility for their own educational and personal matters. The

University also encourages students and parents or guardians to communicate directly, regularly and openly with each other about issues of mutual concern.

Under laws and policies that govern the privacy rights of students, SOU has the authority and reserves the right to contact parents or guardians of dependent students about a variety of serious matters and the parents or guardians of all students in certain emergencies regarding imminent serious injury or life or death situations.

Parental or guardian notification may occur under the following circumstances:

- i. Hospital visits for alcohol poisoning or drug overdose;
- ii. Behavior or circumstances which put the student at an imminent safety risk, including repeated or alarming levels of prohibited substance abuse;
- iii. Serious mental health concerns.

BYSTANDER INTERVENTION

General

SOU prohibits all forms of sexual harassment and sexual violence, which include, but are not limited to, the offenses of sexual assault, dating violence, domestic violence, and stalking. University officials respond swiftly to all reports of these incidents to provide support services for those who have experienced sexual or relationship violence or stalking; protect the rights of all students under Title IX and Clery obligations; apply the Code of Student Conduct; and cooperate fully with law enforcement.

Sexual violence affects everyone: individuals, families, communities, and the larger society. While some forms of sexual violence might not be illegal, such as sexist and sexually violent jokes, catcalling, sexually explicit comments, vulgar gestures, and comments about someone's appearance, sexual orientation, or gender identity, their legality does not make them any less threatening or harmful to the person victimized. All of these behaviors contribute to a culture that accepts sexual violence. Bystanders can speak up when they witness these actions in order to promote safety, respectful relationships and safer communities.

Research has shown that, on the average, third parties (individuals who are neither the victims nor the perpetrators of violence) prevented injuries in 1.2 million violence victimizations annually between 1993 and 1999 (Planty, 2002). The term "bystander" is used to describe these third parties. An engaged bystander is someone who intervenes before, during, or after a situation when they see or hear behaviors that promote sexual violence.

What is Bystander Intervention?

Bystander intervention is the use of safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming

barriers to intervening, identifying safe and effective intervention options, and taking action to intervene. There are several safe and effective options that a person can employ to intervene and stop inappropriate and potentially criminal behavior, including creating a distraction by using appropriate humor or interjecting in a conversation, directly confronting the potential perpetrator, or enlisting others to help intervene when you sense that someone may be at risk of harm. If you see or suspect that a crime has or is about to occur, seek help or call the police.

Bystander intervention includes recognizing situations of potential harm and understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options and taking actions to intervene. Risk reduction are options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

Individual preventive measures are risk reduction behaviors designed to decrease perpetration and bystander inaction and to increase empowerment for those who may be at risk. These measures promote safety and help individuals and communities address conditions that may facilitate violence. For instance, consider strategies for safety and accountability when planning activities or attending events with friends. Establish an agreement that no one will attempt to intimately engage with someone who may have over-consumed alcohol or other substances. If there is a possibility that you might be separated, agree to periodically check in with each other either in person or via text message. You can also agree to not leave the event until everyone is accounted for and safe, and that everyone will either leave together or continue to check in on anyone who remains at the event. If you become uncomfortable with a situation or the people involved, trust your instincts and take action, or get help to increase your sense of safety and empowerment.

COVID-19

The Jeanne Clery Act that mandates the creation of this Annual Fire and Safety Report is principally concerned with the issues that most impact the health and safety of the nation's college-going population. It addresses incidents of crime and fire safety, and its presence in the daily lives of students everywhere.

In the past year, a new safety concern has presented itself to every person in every nation around the world. The COVID-19 pandemic presents a safety concern that is perhaps without equal in modern history.

SOU has undertaken considerable effort to prepare for the upcoming academic year by working with local, state, and federal authorities to prepare a Resumption Plan that balances the campus community's safety interests with students' interests in furthering their educational path.

Students can find extensive information about SOU's reopening here:

<https://sou.edu/campus/reopening/>

Included on that page is information about our protocols and operating principles, applicable standards, timelines, and copies of the Resumption Plan and a related PowerPoint information deck.



2021: Annual Fire Safety Report

FIRE SAFETY REPORT

Campus Fire Safety Act

These annual fire safety statistics are provided in compliance with the Higher Education Opportunity Act of 2008. Information is reviewed and updated on an annual basis. This Fire Safety Report is only for the Ashland, OR campus. The Higher Education Center Medford, OR campus does not have residence halls, therefore, a Fire Safety Report is not required.

Procedure to which Students and Employees Should Report that a Fire Occurred

If a fire occurs in any Southern Oregon University building, the campus community member should immediately call 9-1-1. When calling, please provide as much information as possible about the location and possible cause of the fire.

If a member of the Southern Oregon University campus community finds evidence of a fire that has been extinguished, and the person is not sure whether Campus Public Safety has already responded, the campus community member should immediately notify Campus Public Safety, by calling 541-552-6911, to investigate and document the incident.

A daily fire log is available for review at Campus Public Safety, 382 Wightman Street, Ashland, OR 97520. The fire log includes information about fires that occur in residential facilities including the nature, date, time and general location. A fire is defined as “any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.”

Fire Safety at SOU

The annual fire safety report is made available as part of the University’s commitment to safety and security on campus. This report contains information about University fire safety and is prepared in cooperation with University Housing, Campus Public Safety and the Office of Environmental Health and Safety.

All student housing on campus is equipped with fire extinguishers for fire safety protection. Fire drills/evacuations are conducted each term for all residence halls. Open flames are prohibited in residence halls and portable electrical appliances must be UL approved.

Resident Assistants and Area Coordinators are trained on fire safety annually. The procedure for evacuation for all student housing buildings is to proceed to the nearest fire exit and assemble in the nearest safe area. A count is taken and recorded.

The Higher Education Opportunity Act requires SOU to maintain a fire incident log, annually publish a fire safety report, and report fire statistics annually. The fire log includes the case number for the

incident, the date it took place, the location of the fire, the time of the incident, the type of incident (e.g., accidental, arson, etc.), and the incident description (a brief summary of the incident).

Fire Safety Report – SOU Residence Halls (Ashland, OR 97520)							
Residence Hall	Fire Alarm	Fire Sprinkler	Partial Sprinkler	Smoke – Room	Smoke – Corridor	Fire Extinguisher	Annual Fire Drills
Madrone (1380 Madrone St.)	X	X		X	X	X	3
Cascade (1401 Oregon St.)	X		X*	X	X	X	3
Cox (600 Indiana St.)	X	X		X	X	X	3
Greensprings (450 Wightman St.)	X		X*	X	X	X	3
McLoughlin (445 Wightman St.)	X	X		X	X	X	3
Shasta (481 Wightman St.)	X	X		X	X	X	3
* Sprinklers in common areas and basement							

Fire Safety Report – Student Apartments & Family Housing (Ashland, OR 97520)					
Physical Address	Smoke Detector	Sprinkler System	Exterior Extinguisher	Fire Alarm	# of Annual Fire Drills
1361 Quincy St.					
1A – 1F	X	X	X	--	0 – N/A
2A – 2F	X	X	X	--	0 – N/A
3A – 3D	X	X	X	--	0 -N/A
4A – 4F	X	X	X	--	0 -N/A
5A – 5D	X	X	X	--	0-N/A
6A – 6L	X	X	X	--	0-N/A
7A – 7B	X	X	X	--	0-N/A

8A – 8D	X	X	X	--	0-N/A
9A – 9H	X	X	X	--	0-N/A
10A – 10F	X	X	X	--	0-N/A
11A – 11D	X	X	X	--	0-N/A
12A – 12L	X	X	X	--	0-N/A
13A – 13B	X	X	X	--	0-N/A
14A – 14D	X	X	X	--	0-N/A
15A – 15FH	X	X	X	--	0-N/A
16A -16F	X	X	X	--	0-N/A
17A – 17D	X	X	X	--	0-N/A
18A – 18L	X	X	X	--	0-N/A
19A & 19B	X	X	X	--	0-N/A
20A – 20D	X	X	X	--	0-N/A
21A – 21H	X	X	X	--	0-N/A
22A – 22F	X	X	X	--	0-N/A
Wightman St.					
40#1 – 40#8	X	X	X	--	0-N/A
120#1 – 120#4	X	--	X	--	0-N/A
144#1 – 144#3	X	--	X	--	0-N/A
60#1 – 60#3	X	--	X	--	0-N/A
132#1 & 132#2	X	--	X	--	0-N/A
72#1 – 72#4	X	--	X	--	0-N/A
84#1 – 84#5	X	--	X	--	0-N/A
96#1 – 96#3	X	--	X	--	0-N/A
108#1 – 108#3	X	--	X	--	0-N/A

SOU Campus Housing Fire Statistics for 2017, 2018, and 2019:

The below incidents are fires reported in **campus housing facilities only**. Any fires at other non-housing campus locations are not included in the following tables.

SOU On Campus Housing Fire Statistics: 2020

Case #	Date/Time	Location	Nature of Incident	Type	Number of Deaths
20-031	01/29/2020 at 7:53 PM	McLoughlin Hall: 1st floor	Oil spilled on stovetop caused flame up	Accidental / Unintentional	0
20-213	10/06/2020 at 6:07 PM	Family Housing: 1361 Quincy Unit #5C	Lava lamp melted plastic nearby, dripped into wastebasket and started fire	Accidental / Unintentional	0

SOU On Campus Housing Fire Statistics: 2019					
Case #	Date/Time	Location	Nature of Incident	Type	Number of Deaths
No Fires Reported					

SOU On Campus Housing Fire Statistics: 2018					
Case #	Date/Time	Location	Nature of Incident	Type	Number of Deaths
18-417	09/28/2018 at 11:42 PM	Family Housing: 1361 Quincy St. Unit #2	Cooking Accident- Oven Fire	Accidental/ Unintentional	0

FIRE EMERGENCY GUIDE: RESIDENCE HALLS

Fire Extinguishers

All SOU buildings are equipped with portable fire extinguishers. These extinguishers may be used to put out an incipient fire. An incipient fire is defined as “a fire in its initial stage and is no larger than a trash can fire.” Anyone attempting to extinguish a fire should remember the PASS system. Even after extinguishing a fire, call 9-1-1 as soon as it is safe to do so. Only Ashland Fire and Rescue can determine that a fire has been put out entirely.

- Pull the pin from the handle.
- Aim the nozzle at the base of the fire.
- Squeeze the handle to activate the extinguisher.
- Sweep the nozzle from side to side at the base of the flame until the fire is out.

Fires are classified into four types: A – ordinary combustibles, B – flammable liquids, C – electrical and D – flammable metals. Fire extinguishers are grouped into five classes (A, B, C, D and K), each of which extinguishes a specific type of fire:

Class A Extinguishers will put out fires in ordinary combustibles, such as wood and paper.

Class B Extinguishers should be used on fires involving flammable liquids, such as grease, gasoline, oil, etc.

Class C Extinguishers are suitable for use on electrically energized fires.

Class D Extinguishers are designed for use on flammable metals.

Class K Extinguishers are specific for kitchen fires involving burning oil or grease.

Response to Fire and/or Alarms

If you discover or suspect there is a fire, pull the nearest fire alarm and exit the building. Make an attempt to warn others as you leave. On exiting the building, occupants shall proceed to the nearest safe area away from the building. Contact the Fire Department at 9-1-1 and do not re-enter the building until Fire Department or Campus Public Safety personnel give permission. The silencing of a fire alarm does not mean it is safe to return to a building.

Policy Statement

Residence hall students will not tamper with, play with, intentionally or accidentally damage fire safety equipment. This includes pull stations, smoke detectors, sprinklers, fire extinguishers, AED's, and/or fire alarms, or in any way impede the equipment from functioning properly. Doing so will result in disciplinary action that could include removal from University Housing and assessed fines.

Fire safety equipment is inspected annually and fire extinguishers are inspected monthly by SOU's Manager of Environmental Health and Safety (ehs@sou.edu or (541) 552-8624). Residence hall students should report equipment malfunctions to the SOU Facilities Department (541) 552-6231 or SOU Housing (housing@sou.edu or (541) 552-6371).

Residence hall students must also evacuate the building in a reasonable and timely manner during the sounding of a fire alarm. Failure to evacuate a residential or dining facility under a general alarm or whenever directed to do so by a University official (including, but not limited to University Housing student staff, University Housing professional staff, or Campus Public Safety), a law enforcement officer, fire department personnel, or other authority is prohibited and may result in student conduct action and/or a possible fine from the Ashland Fire Department.

Evacuation drills are coordinated by University Housing and the Manager of Environmental Health and Safety at least once each term for all of the residence halls to ensure all residents are familiar with the alarm and evacuation procedures. Thus, the emergency response and evacuation procedures are tested at least three times each year and, for some of the buildings, four times a year. Students learn the locations of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting each facility for a building evacuation. Southern Oregon University staff on the scene will communicate information to students regarding the developing situation or any evacuation status changes.

The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of fire or other emergency. At Southern Oregon University, evacuation drills are used as a way to educate and train occupants on fire safety issues specific to their building. Emergency procedures, including evacuation routes, are posted on the back of every residence hall room door.

During the drill, occupants ‘practice’ drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm. In addition to educating the occupants of each building about the evacuation procedures during the drills, the process also provides the University an opportunity to test the operation of fire alarm system components.

Evacuation drills are monitored by Campus Public Safety and University Housing staff to evaluate egress and behavioral patterns. Recommendations for improvements are also submitted to the appropriate departments/offices for consideration.

Students receive information about evacuation procedures from their Resident Assistant at the beginning of the academic year.

The residence hall staff members, including Resident Assistants, are trained in these procedures as well and act as ongoing resources for the students living in residential facilities. In addition, other policies have been implemented to ensure the safety of all who live on campus. The following is verbiage relating to fire/hazards within the housing contract, which is signed by residents upon move in: “The University regards room entry for purposes of improvements, maintenance, cleaning, and recovery of unauthorized university-owned property, and fire and safety as necessary for the health and general welfare of all residents. Therefore, entry is agreed to and authorized by the resident.”

Residence Hall staff and Resident Assistants are trained to follow the following procedures

If you see a fire:

1. Immediately pull the nearest fire alarm pull station.
2. Call 9-1-1.
3. If the fire is small and controllable, attempt to put it out, but do not endanger yourself. Don’t forget to use the PASS system (mentioned above) when using a fire extinguisher.

4. If you cannot put out the fire with one fire extinguisher, leave the building, knocking on doors, yelling for students to leave and evacuating students on your way out.
5. Call the on-call professional housing staff.
6. Follow the evacuation procedure developed for your hall(s).
7. Make certain that students/guests are far enough away from the building to be safe and not in the parking lot or street when an emergency vehicle might be coming.
8. Inform Ashland Fire and Rescue if you believe any students are still in the building and in danger or if you have any students with mobility concerns.

If the fire alarm goes off:

1. Call 9-1-1
2. Evacuate the building, instructing residents to leave on your way out.
3. Call the on-call professional housing staff.
4. Follow the evacuation procedure developed for your hall(s).
5. Make certain that students/guests are far enough away from the building to be safe and not in the parking lot or street where an emergency vehicle might be coming.
6. Inform Ashland Fire and Rescue if you believe any students are still in the building and in danger or if you have any students with mobility concerns.

After fire emergency is over:

1. Notify professional housing staff.
2. Submit an incident report documenting what happened in detail.

Prohibited Items in Residence Halls

The following items or activities are prohibited in SOU Residence Halls.

- i. Residents are prohibited from the use of any open flame device, including but not limited to lighters, candles, hookah, and/or incense, and any of these are prohibited in or around any University-owned residential or dining facility.
- ii. Residents should not possess a candle(s) that has a burnt wick and/or shows signs of use.

- iii. Residents should not possess any multi-tap and/or extension cords without including *ALL* of the following qualities: insulated (thick) cord; circuit protection with breaker-switch; grounded (3-pronged) plug-in.
- iv. Residents should not hang anything from the ceiling, including from the ceiling tiles, sprinklers, smoke detectors, and/or fire alarms.
- v. Residents should not store or hang combustibles (e.g. paper, fabric, etc.) in a way that:
 - 1. Blocks a sprinkler (if applicable),
 - 2. Blocks a fire escape egress, such as over a door or window,
 - 3. Stored within eighteen (18) inches of the ceiling.
- vi. Residents will not possess, store, and/or use the following in the residence halls:
 - 1. Any open-coil cooking device, including but not limited to coffee-makers, rice cookers, toasters, electric skillets, crockpots, and/or popcorn makers.
 - 2. Electric blanket without a built-in auto-shutoff feature
 - 3. Heating pad without a built-in auto-shutoff feature
 - 4. Any space-heater
 - 5. Fireworks of any kind
 - 6. Explosives or incendiary materials of any kind
 - 7. Halogen lamps
 - 8. E-cigarettes/Vapes

All spaces, including resident rooms, balconies, and entryways, within University Housing are designated nonsmoking areas. Violations of this policy may result in disciplinary action as outlined in the University Handbook and Community Standards and Housing Policies.

Fire Evacuation Locations for Residence Halls

Greensprings: All Greensprings students are to evacuate to the quad between Shasta & McLoughlin. Students must be clear of the pedestrian pathways at all times to not impair emergency vehicle access.

Shasta: All Shasta students are to evacuate through the three stairwells to the grass area past the Shasta parking lot along Ashland Street. Students and/or staff are to not use the elevator to exit the building during a fire alarm.

McLoughlin: All McLoughlin students are to evacuate through the three stairwells to the grass area past the Shasta parking lot along Ashland Street. Students and/or staff are to not use the elevator to exit the building during a fire alarm.

The Dining Commons (The Hawk and The Landing): All guests are to evacuate to the courtyard between Shasta and McLoughlin. Students must be clear of the pedestrian pathways at all times to not impair emergency vehicle access.

Madrone: All Madrone students will evacuate out the two primary exits. The first exit used is the front door facing Susanne Homes Hall. Students using this exit will gather down the stairs on the sidewalk on the corner of Indiana Street and Madrone Street. The second exits will be the back doors on the first and second floor. Students using this exit will gather at the back end of the Madrone parking lot. Students and/or staff are to not use the elevator to exit the building during a fire alarm.

Cox Hall: All guests are to evacuate through the nearest safe exit and continue to Cox Hall Lawn.

Cascade Complex (Aspen, Baker & Cedar Hall): All guests are to evacuate through the nearest safe exit and continue to the Cox Hall Lawn.

Fire Emergency Guide: Student Apartments and Family Housing

Residents of student apartments and family housing are given physical copies of the following evacuation plans upon move in to inform residents of the fire safety features of their buildings. In the event of a fire emergency inside:

- Leave your apartment immediately
- Call 9-1-1
- Once outside, go to the designated meeting place
- Do not return to the building until the fire department has said it is safe to re-enter.

The apartment buildings are equipped with fire safety equipment and tools which will help to protect our community members and facilities.

Smoke Alarms

Each apartment is equipped with smoke alarms. The smoke alarms are powered either by electricity with battery backup or non-electric with a 10-year battery as the sole power. In order to make sure the smoke alarm works when it is needed, we ask our tenants to do the following:

- Test the smoke alarm monthly
- Change the smoke alarm battery annually (unless equipped with 10-year battery)
- Never remove or disable the smoke alarm

Portable Fire Extinguishers

Each apartment building has been equipped with a fire extinguisher. These extinguishers can be used by residents to put out a small fire if safe to do so. We ask our tenants to please familiarize themselves

with the location of fire extinguishers in the event they need to use one. We expect them to not jeopardize their safety or the safety of others by attempting to put out a fire that is more than one fire extinguisher can extinguish. A trash can or stove top fire may be within the scope of one fire extinguisher. If a skillet or pan catches fire, the quickest way to extinguish it is putting a lid on it, if safe to do so.

Some apartments are equipped with sprinkler systems. These are designed to give residents time to escape. Student Apartments and Family Housing do not have fire alarm systems.

Student Apartments and Family Housing Emergency Evacuation Assembly Areas

In the event of the need to evacuate for any emergency, including fire, earthquake, or other natural or human caused reason, tenants and occupants should proceed to the common lawn area of each section, if safe to do so. Tenants and occupants should not gather in parking lots, as it may impede the response from emergency crews. If it is not safe to proceed to the common lawn areas, tenants and occupants should stay as near the front of their apartment building as possible, if safe to do so. This will make it much easier to account for our residents during an emergency.