

SEXUAL VIOLENCE RESOURCES



Oklahoma State University

[MEDICINE.OKSTATE.EDU/HR/1IS2MANY](https://medicine.okstate.edu/hr/1is2many)

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This booklet was created to assist anyone that has experienced sexual violence. Throughout this guide several options will be presented and explained, such as receiving supportive measures and filing a formal complaint. The university encourages individuals to make the best decision for themselves. While processing through options, please know that OSU Victim Advocates are available for support.

Oklahoma State University takes acts of sexual violence extremely seriously and believes that 1 victim is 2 many. The university invites all members of the campus community to be part of the effort to maintain a safe and productive environment in which to live, learn, and be successful by committing to end sexual violence. It is important for members of our community to understand and receive consent, intervene by being an active bystander when necessary, and support victims of sexual violence.

Summary of Resources

Victim Advocates	918-200-5595		medicine.okstate.edu/hr/1is2many/victim-information.html
Victim Advocates serve as a confidential service option. Victim Advocates can confidentially provide you with information about on and off campus resources available. They can also talk with you about all of your options such as reporting to the police or Student Support & Conduct.			
Student Counseling Center	1111 W. 17th St.	918-561-1822	Osuchs.counseling@okstate.edu
The OSU CHS Student Counseling Center offers free sessions of confidential personal counseling to all students.			
Employee Counseling	OSU Tulsa Main Hall 2403, 700 N. Greenwood Ave	918-594-8568	https://tulsa.okstate.edu/counselingcenter
The Al Carozzi Center for Counseling at OSU-Tulsa is open and available for appointments Monday-Thursday, 9 a.m.- 8 p.m. and Friday, 9 a.m.- 5 p.m. Group counseling times may take place outside of these regular hours. OSU students, faculty and staff receive the first five sessions free, and subsequent sessions are \$5 each.			
DVIS - Tulsa	3124 E. Apache St. Tulsa	918-743-5763	Dvis.org
Help in Crisis - Tahlequah	205 N. College Ave, Tahlequah	800-300-5321	https://www.helpincrisisinc.org/
DVIS in Tulsa and Help in Crisis in Tahlequah are Domestic Violence Centers that offer assistance to victims. They can assist in filing protective orders, offer advocacy services, have a sexual assault response team, and offer individual and group counseling.			
Sexual Assault Nurse Exam (SANE)	http://hillcrestmedicalcenter.com		
If you experienced a sexual assault, the Hillcrest Medical Center ER in Tulsa or the WW Hastings Indian Hospital in Tahlequah, provides care for any physical injuries that may have occurred. Treatment can be provided for sexually transmitted diseases and infections and to prevent pregnancy, if desired. A Sexual Assault Nurse Examination can be performed up to 5 days after the assault.			
Supportive Measures	OSU Tulsa Main Hall 1405, 700 N. Greenwood Ave	918-594-8105	Tulsa.titleix@okstate.edu
Students are able to gain supportive measures from the University. Supportive measures include but are not limited to the following:			
<ul style="list-style-type: none"> • Assistance in reporting to police or filing a protective order • No contact order between participants • Safety measures • Work schedule adjustments • Change in living arrangements • Academic support arrangements • Coordination of other reasonable arrangements to address the effects of the sexual violence including connecting individuals with counseling or health care. 			
Reporting to Police	OSU CHS Security: Tulsa 918-625-8592; Tahlequah 918-453-3572	Tulsa PD: 918-596-9222 600 Civic Center, Tulsa Tahlequah PD: 918-456-8801 100 Phoenix Ave, Tahlequah	
OSU encourages you to report this situation to the police. If this situation happened on campus, it can be reported to the OSU CHS Security. If this situation happened elsewhere in Tulsa, it can be reported to the Tulsa Police Department. If it happened anywhere else, it can be reported to the local law enforcement with jurisdiction in the location where it occurred.			
Title IX Complaint Process	Faculty & Staff 918-594-8105	Students 918-594-8105	Tulsa.titleix@okstate.edu

Anyone can file complaints against OSU CHS students, faculty, or staff alleging that a violation of OSU CHS Title IX Policy has occurred through the Title IX Coordinator. Violations of OSU CHS Title IX Policy include sexual harassment, sexual misconduct, dating violence, domestic violence, stalking, and more. OSU policy provides for sanctions up to and including suspension/expulsion of students or up to and including separation of employees in cases where violations have occurred. To initiate a complaint or if you want more information on this process, please contact Title IX as soon as possible. Without a complaint, the University is limited in holding other individuals accountable for their behavior. The University will not tolerate retaliation against a person who, acting in good faith, brings a complaint forward. Retaliation against an individual who has brought a complaint forward, or against an individual who has participated in an investigation, is prohibited.

Sexual Assault Survivor's Response Guide

Following a traumatic event such as sexual assault, you may experience disruption to your daily life and sense of wellness and safety. These disruptions are trauma reactions, your system's attempt to make sense of the trauma, provide temporary relief, and protect you from further harm. These are normal and temporary reactions to an abnormal and disruptive event. Trauma reactions occur due to the body's innate survival system that initiates an unconscious fight, flight, or freeze response to get you through a threatening situation. After surviving the trauma, the body will be alert to future potential threats and you may experience a similar trauma reaction when triggered, even if you are not in actual danger. Trauma reactions may be triggered by people, places or things connected to the assault, while other reactions may seem to come from "out of the blue". Some trauma reactions may lessen with time, while some may require additional support from a counselor or advocate. This is a normal part of the recovery process. You may find you have experienced multiple trauma reactions.

Common Trauma Reactions

Self-Blame/Guilt/Shame

Many survivors feel guilty and ashamed about the assault. Survivors often question that they somehow may have "provoked" or "asked for it", that they shouldn't have trusted the assailant, that they should have somehow prevented the assault, or that they are somehow ruined by the experience. Some of these feelings are the result of society's myths about sexual assault and sexuality. Sexual violence can happen to anyone, regardless of age, gender, race, religion, etc. One in three women and one in six men are sexually assaulted at some point in their lifetime.

Remember, YOU ARE NOT TO BLAME, even if:

- Your attacker was an acquaintance, date, friend, spouse, girlfriend or boyfriend, parent, sibling, guardian, other relative, professor, coach, or even employer.
- You have been sexually intimate with that person or with others before.
- You were drinking or using drugs.
- You froze and did not or could not say "no" or were unable to fight back physically.
- You were wearing clothes that others may see as seductive.
- You said "yes" but later said "no" and were not listened to.

Avoidance

It is common to want to avoid conversations and situations that may remind you of the assault. You may have a sense of wanting to "get on with life" and "let the past be the past."

Denial

“It wasn’t that big of a deal. I’m just imagining this. This couldn’t really have happened.” Survivors often have difficulty admitting to themselves that the assault actually happened. Survivors sometimes don’t realize the extent of the trauma right away.

Shock and numbness

Survivors may feel emotionally detached or drained, may be unaware of what is happening around them, may not know how to react, may have difficulty recalling details of the trauma, may experience an altered sense of time, may experience crying uncontrollably or laughing nervously, withdrawing, or claim to feel nothing or to be “fine”.

Disruption of daily life

After an assault, survivors may feel preoccupied with thoughts about the incident. It may be difficult for survivors to concentrate, attend class, or focus on school or work. You may find that your ability to finish school, your academic standing, and/or your sense of safety in your residence are negatively affected by the assault. OSU has procedures in place to provide you with individualized support as needed. See 1 is 2 Many Sexual Violence Resources <https://medicine.okstate.edu/hr/1is2many/> for more information.

Loss of control

During assault, someone else has used their power to take away your sense of autonomy and control. Survivors may temporarily lack their usual self-confidence. Decisions that were made routinely before now may feel monumental.

Fear/Feeling Unsafe

It is not uncommon for survivors to fear people and feel vulnerable even when going through the regular activities of life. They may be afraid to be alone, or afraid of being with lots of people. They may find themselves not knowing who to trust. Survivors may be hyper-alert to their surroundings and startle easily. Panic episodes may be common.

Isolation

Survivors may feel their experience sets them apart from others, others cannot understand, others will know about the assault or judge them, not want to upset loved ones by talking about the assault, etc. Survivors may withdraw or distance themselves from family and friends.

Anger

Survivors may have different reasons to feel angry or irritable. Often anger is focused on the assault occurring, at the assailant, at a loss of security, a lack of support from loved ones, changes in lifestyle, etc. Anger is an appropriate, healthy response to sexual assault. Survivors vary greatly in how readily they feel and express anger. Irritability may not have a specific focus point.

Resistance in Reporting /Concern for the assailant or other parties

Some survivors express concern about what will happen to the assailant, mutual friends, or other related loved ones if the attack is reported or prosecuted. The survivor has the authority to decide if, when, and whom to report the assault. Guidance on the survivor’s options are available from <https://medicine.okstate.edu/hr/1is2many/>

Anxiety, shaking, nightmares

Survivors may experience shaking, anxiety, flashbacks, and nightmares after an attack. This can begin shortly after the attack and continue for a long period of time. Nightmares may replay

the assault or include dreams of being chased, attacked, etc. Survivors often fear that they are “losing it” and may feel that they should be “over it by now”. Flashbacks occur during wakefulness and are reported as re-experiencing part of the trauma.

Physical Reactions

Survivors of trauma often experience physical symptoms as well as emotional and social reactions. Physical symptoms may include a change in appetite, disruption of sleep, increased heart rate, palpitations, dizziness or fainting, reduced immunity, weakness or fatigue, musculoskeletal pain, grinding teeth, gastrointestinal issues, gynecological symptoms etc.

Intimacy Concerns

Survivors may experience a variety of intimacy concerns after an assault. Survivors may want no intimate or sexual contact whatsoever; others may use sex as a coping mechanism. Particular sexual acts may provoke flashbacks and thus, be very difficult for the survivor to engage in. Survivors will likely need to be patient and engage in intimacy at a pace they are comfortable with and will need to be supported by their partner.

**Every person heals
at their own pace.**

**There is no “right”
way.**

**Listen to your body
and trust your
boundaries.**

Self-Care for Survivors

When recovering from a traumatic experience, taking care of yourself is very important. Here is a list of things that might be helpful for you:

- Get support from friends and family – try to identify people you trust to validate your feelings and affirm your strengths and avoid those who you think will deter your healing process.
- Talk about the assault and express feelings – choose when, where, and with whom to talk about the assault, and set limits by only disclosing information that feels safe for you to reveal.
- Use stress reduction techniques – try heavy work and exercise like jogging, aerobics, walking or relaxation techniques like deep breathing, meditation, prayer, journaling etc.
- Maintain a balanced diet and sleep cycle as much as possible and avoid overusing stimulants or depressants like caffeine, sugar, nicotine, and alcohol.
- Use healthy distractions such as reading, listening to music, playing games, painting, etc.
- Take “time outs.” Give yourself permission to take quiet moments to reflect, relax and rejuvenate – especially during times you feel stressed or unsafe.
- Reach out to a professional for support in your recovery such as a counselor or sexual assault victim’s advocate.

Definitions

The following definitions can be used to identify forms of sexual violence. These same definitions will be used in the Title IX complaint process.

Sexual Harassment – OSU CHS Title IX Policy, 1.02 Definitions, o.

Conduct on the basis of sex that satisfies one or more of the following:

- i. A person acting on behalf of the University in a position of authority conditioning the provision of any aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct (*quid pro quo*);
- ii. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity;
- iii. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct that explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment;

Subsections (i) and (iii) are not evaluated for severity, pervasiveness, offensiveness, because such conduct is sufficiently severe to deny access to the University's education program or activities.

Dating Violence – OSU CHS Title IX Policy, 1.02 Definitions, d.

Dating violence is committed by a person who is or has been in a social relationship of a romantic or intimate nature with another person. The existence of such a relationship shall be determined based on consideration of the following factors:

length of relationship, type of relationship, and 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 that meet the definition of domestic violence.

Domestic Violence – OSU CHS Title IX Policy, 1.02 Definitions, f.

Domestic violence is a crime of violence committed by a:

- a. current or former spouse or intimate partner of the victim;
- b. person with whom the victim shares a child in common;
- c. person who is cohabitating with or has cohabited with the victim as a spouse or intimate partner;
- d. person similarly situated to a spouse of the victim;
- e. 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 Oklahoma.

Domestic violence is a pattern of abusive behavior in any relationship that is used by one partner to gain or maintain power and control over another intimate partner. Domestic violence can be physical, sexual, emotional, economic, or psychological actions, or threat of actions that influence another person.

Sexual Misconduct – OSU CHS Title IX Policy, 1.02 Definitions, p.

This term used to encompass Sexual Assault, Indecent Exposure, and Sexual Exploitation.

Sexual Assault: An offense that meets the definition of rape, fondling, incest, or statutory rape:

- i. *Rape* – 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* – the touching of the private body parts of another person for the purpose 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* – sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law;
- iv. *Statutory Rape* – sexual intercourse with a person who is under the statutory age of consent.

Sexual Exploitation: Conduct where an individual takes non-consensual or abusive sexual advantage of another for their own benefit, or to benefit anyone other than the one being exploited. Examples of sexual exploitation include, but are not limited to, engaging in voyeurism; sharing of pornographic or other sexually inappropriate material; the intentional removal of a condom or other contraceptive barrier during sexual activity without the consent of a sexual partner; and any activity that goes beyond the boundaries of consent, such as recording of sexual activity, letting others watch consensual sex, or knowingly transmitting a sexually transmitted disease (STD) to another. Allegations of Sexual Exploitation will be evaluated to determine if they meet the severe, pervasive and objectively offensive standard.

Indecent Exposure: The act of intentionally exposing one's genitals in public or in front of others, for the purpose of sexual gratification or causing offense. Allegations of Indecent Exposure will be evaluated to determine if they meet the severe, pervasive and objectively offensive standard.

Stalking – OSU CHS Title IX Policy, 1.02 Definitions, q.

Stalking refers to one who engages in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or suffer substantial emotional distress.

- **Course of conduct** means two or more acts, including, but not limited to, acts in 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.
- **Reasonable person** means a person under similar circumstances and with similar identities to the victim.
- **Substantial emotional distress** means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Retaliation – OSU CHS Title IX Policy, 7.01

Behaviors indicating but not limited to, intimidation, threats, coercion, or discrimination against a person who, acting in good faith, brings a complaint forward or against an individual who has participated in an investigation or conduct process. For more information, see the Board of Regents for the Oklahoma Agricultural and Mechanical Colleges Policy 3.06 Non-Retaliation.

Victim Information

What to do if you are a victim of sexual violence

- a. If you are not safe and need immediate help, call the police or 911. If the incident happened on campus, call the OSU CHS Security in Tulsa at 918-625-8592 or in Tahlequah at 918-453-3572. If the incident occurred elsewhere in Tulsa, call the Tulsa Police Department at 918-596-9222. If the incident happened elsewhere in Tahlequah, call the Tahlequah Police Department at 918-456-8801. If the incident happened anywhere else, call the law enforcement agency that has jurisdiction in the location where it occurred.
- b. Do what you need to do to feel safe. Go to a safe place or contact someone with whom you are comfortable. You can call the **24-hour Rape Crisis Line (Tulsa 918-743-5763 or Tahlequah 800-300-5321)** to get advice and discuss options for how to proceed. You can also call the Oklahoma State University Victim Advocates 918-200-5218.
- c. Do not shower, bathe, douche, change or destroy clothes, eat, drink, smoke, chew gum, take any medications or straighten the room or place of the incident. Preserving evidence is critical for criminal prosecution. Although you may not want to prosecute immediately after the incident, that choice may not be available in the future without credible evidence. The evidence collected can also be useful in the campus conduct process.
- d. Go to the Hillcrest Medical Center ER in Tulsa or WW Hastings Indian Hospital in Tahlequah to receive care for any physical injuries that may have occurred. While in the emergency room, treatment will be provided for sexually transmitted diseases and infections and to prevent pregnancy if desired. These services are free of charge.
- e. Upon arrival at the hospital, you will be taken to a private exam area. A Sexual Assault Nurse Examiner (SANE), as well as a Sexual Assault Response Advocate (SARA) and police officer will be available for support. The nurse will examine you in order to treat any injuries and to gather evidence. Note: a sexual assault exam can be performed up to 120 hours (5 days) after the assault.
- f. With your permission, the SARA will support you throughout the entire exam, which will be performed by the nurse. At the ER, you can also choose or decline to file a report with law enforcement. Filing this report does not commit you to a full prosecution; it will only initiate gathering evidence and statements. The advocate will provide a packet of written materials that contains information about common reactions to sexual assault, follow-up medical needs and support services.

Confidential Support

Sexual violence can be emotionally disruptive, and it takes time to come to terms with such major stress. In addition to support that may be found in family and friends, several agencies and departments can serve as resources. It is important to be aware of the different individuals that one may contact for assistance following an incident. These individuals may have different responsibilities regarding confidentiality, depending on their position at the university or in the community. Under state law, some individuals can assure the victim of confidentiality, including counselors and victims' advocates. Many university employees cannot guarantee complete confidentiality, and all are strongly encouraged to report incidents of sexual violence. Universities must balance the needs of the individual victim with an obligation to protect the safety and well-being of the community at large.

OSU Victim Advocates – Confidential Service

The OSU Victim Advocates can confidentially **918-200-5595** provide students with information about on- and off-campus resources available to victims.

Counseling Resources – Confidential Service

OSU CHS Student Counseling Center 918-561-1822

Osuchs.counseling@okstate.edu

DVIS in Tulsa
918-585-3163
24 hour crisis line: 918-743-5763
3124 E. Apache St., Tulsa
Dvis.org

Help in Crisis in Tahlequah
800-300-5321
205 N. College Ave
<https://www.helpincrisisinc.org/>

Employee Assistance Program
855-850-2397
Guidanceresources.com
Employee web ID: OKSTATEEAP

Guidance Resources for Students
866-519-8354
guidanceresources.com
Student web ID: OKSTATESAP

Employee Counseling
OSU Tulsa Counseling Center
918-594-8568
700 N. Greenwood Ave, Main Hall 2403
<https://tulsa.okstate.edu/counselingcenter>

Medical Services – Confidential Service

It is important to have a thorough medical examination after a sexual assault even if the victim does not have any apparent physical injuries. Medical providers can treat injuries and treat for sexually transmitted infections.

Hillcrest Medical Center
918-579-1000
1120 S. Utica Ave
Hillcrestmedicalcenter.com

WW Hastings Indian Hospital
918-458-3100
100 S. Bliss Ave

Supportive Measures

Students and employees can request to put in place a range of supportive measures if impacted by an occurrence of sexual violence. A complaint does not need to be submitted to have supportive measures put in place. The university will maintain confidentiality to the extent possible.

Contact Title IX to receive supportive measures
918-594-8105 OSU Tulsa Main Hall 1405, 700 N. Greenwood Ave
tulsa.titleix@okstate.edu

The supportive measures include, but are not limited to:

- a. **Assistance in Reporting:** Support in filing a complaint with the university conduct process and the appropriate law enforcement agencies against the individual(s) who caused harm.
- b. **No Contact Order:** A No Contact Order can be put into place between the complainant and the respondent, which would prohibit contact between both parties through any means of communication, as well as prohibit others from making contact on their behalf.
- c. **Emergency Protective Order:** Support in filing for an Emergency Protective Order in court with Wings of Hope. This is a court-ordered petition that prohibits contact between the complainant and respondent.
- d. **Safety Measures:** Coordination of any reasonable arrangements that are necessary for ongoing safety. This includes transportation arrangements or providing an escort.
- e. **Living Arrangements:** Assistance in changing participants' on-campus living arrangements to ensure safety and a comfortable living situation.
- f. **Academic Arrangements:** Assistance in adjusting academic schedules as well providing access to academic support services.
- g. **Change Work Schedules:** Assistance in changing on campus work schedules to ensure safety and a comfortable work environment.
- h. **Other Supportive Measures:** Coordination of other reasonable arrangements to address the effects of the sexual violence, including connecting individuals with counseling or health care.

When the University becomes aware of individuals who could potentially be involved in an occurrence of sexual violence, they will contact the participants through Oklahoma State University email to share these potential supportive measures, reporting options and other resources available. This will be done no matter the location of the incident.



Use Rave Guardian to chat with the OSU Security to send in crime or suspicious activity tips or call their non-emergency line. Available on iOS and Android.

Reporting

It is encouraged that all forms of sexual violence be reported, no matter the severity. Oklahoma State University's primary concern is safety; therefore, individuals should not be deterred from reporting even if the use of alcohol or other drugs was involved. The university has a Good Samaritan policy, which provides amnesty for minor conduct violations to students involved in a more serious incident.

The university encourages victims of sexual violence to talk to someone about what happened so that they can receive support and so the university can respond appropriately. The university offers both confidential services and non-confidential reporting options. It is important to know that different individuals may have different responsibilities regarding confidentiality, depending on their position. Under state law, some individuals can assure confidentiality for a victim, including counselors and victim advocates. In general, however, when an incident of sexual misconduct is reported to any employee, the employee is strongly encouraged, if not required, to report the incident to the Title IX Coordinator or the Deputy Title IX Coordinator. The university must balance the needs of the individual victim with an obligation to protect the safety and well-being of the community.

Different employees on campus have different abilities to maintain a victim's request for confidentiality.

- Some are required to maintain near complete confidentiality; talking to them is sometimes called a "privileged communication."
- Other employees may talk to a victim in confidence and generally report only that an incident occurred without revealing any personally identifying information. Disclosures to these employees will not trigger a university investigation into an incident against the victim's wishes. This report is done through a Clery report and does not include the victim's name or other identifying information.
- Some employees are required to report all the details of an incident (including the identities of both the victim and alleged perpetrator) to the Title IX coordinator or deputy coordinator.

Confidential Services

Confidential service options provide students and employees with the ability to confidentially share and discuss an instance of sexual violence, without their information being shared with others. Please note that reporting to confidential services limits the university's ability to respond to incidents.

Professional Counselors

Professional and licensed counselors who provide mental-health counseling (including those who act in that role under the supervision of a licensed counselor) are not required to report any

information about an incident to the Title IX coordinator or deputy coordinator without the participant's permission. These individuals are also not required by the Clery Act to report. This would include counselors in the OSU CHS and OSU Tulsa Counseling Centers, Guidance Resources, and Employee Assistance Program.

OSU Victim Advocates

The university treats the OSU Victim Advocates as a confidential reporting option. Victims can visit with a victim advocate to learn about resources available on campus. The victim advocates are not required to report any information about an incident to the Title IX coordinator or deputy coordinator without a victim's permission. However, the victim advocates will report incidents, without personally identifiable information, to OSU CHS Security for the purpose of the Clery Act. Additionally, the victim advocates will report periodically to the Board of Regents on statistical trends of incidents. **OSU CHS Victim Advocate: 918-200-5595**

University Health Providers

University Health Service providers are a confidential service option. They are not required to report any information about an incident to the Title IX coordinator or deputy coordinator without a participant's permission. However, they will report incidents, without any personally identifiable information to OSU CHS Security for the purpose of the Clery Act.

While these professionals, non-professional counselors, health providers or victim advocates may maintain a victim's confidentiality, they may have reporting or other obligations under state law, such as mandatory reporting to law enforcement in case of minors, imminent harm to self or others or requirement to testify if subpoenaed in a criminal case.

Non-Confidential Reporting Options

The Board of Regents for Oklahoma Agricultural and Mechanical Colleges and the Clery Act require all employees (excluding counselors, health care providers and victim advocates) who become aware of an instance of sexual violence to report the instance to OSU CHS Security and victim advocates. The victim's name should not be reported to the police without the victim's permission. The report should include the nature, date, time and general location of an incident. This is a limited report that includes no information that would directly or indirectly identify the victim. This allows for the university to track patterns and develop appropriate campus-wide responses.

If the university determines that the alleged individual(s) pose a serious and immediate threat to the campus, the university may issue a timely warning to the community. Any such warning will not include any information that identifies the victim.

When an instance of sexual violence is reported to a responsible employee or a Campus Security Authority (CSA), a student can expect the incident will be reported to the university's Title IX coordinator or deputy coordinator.

Campus Security Authority: In compliance with the Clery Act, some employees are identified as a Campus Security Authority. CSAs are identified through the Clery Act and outlined in the University's Annual Safety Report. These individuals are required to report instances of sexual misconduct, along with other misconduct, to OSU CHS Security for statistical purposes.

Responsible Employees: University officials in supervisory relationships with employees or students are considered Responsible Employees. All faculty members are considered Responsible Employees. Other University Officials who are considered Responsible Employees

may include, but are not limited to: unit heads, academic administrators (academic counselors/advisors, recruiters, financial aid employees), temporary staff, all staff designated as Campus Security Authorities, staff involved in student rotations (Clinical Education Coordinators, Regional Rural Health Coordinators, clinical supervisors).

A CSA or responsible employee must report to the Title IX coordinator or deputy coordinator all relevant details about the alleged sexual violence shared by the victim including names, date, time, and specific location of the alleged incident. To the extent possible, information will be shared only with people responsible for handling the university's response to the report. A CSA or responsible employee should not share information about the victim to law enforcement unless a victim requests the employee to do so.

Before a victim reveals any information to a CSA or responsible employee, the employee should ensure that the victim understands the employee's reporting obligations and if the victim wants to maintain confidentiality, the victim should be directed to a confidential resource. When a victim tells a CSA or responsible employee about an incident of sexual violence, the victim has the right to expect the university will provide information about supportive measures, resources, and reporting avenues.

Requests for No Action

When Student Support & Conduct or Title IX is made aware of an alleged sexual violence situation, a victim will be sent resources via their university email address.

- If there is no response from the victim or the victim asks for no action to be taken, Student Support & Conduct or Title IX will review to determine if the alleged student is contacted.
- If the victim does not respond to the University's contact or the victim requests that no action be taken, Student Support & Conduct or Title IX must weigh that request against the obligation to provide a safe environment for all students, including the victim. If the university honors the request for confidentiality, a victim must understand that the university's ability to meaningfully investigate and respond to the incident may be limited.
- Although rare, there are times when the university may not be able to honor a victim's request in order to provide a safe environment for all students. When weighing a victim's request for no action the following will be considered:
 1. The increased risk that the alleged respondent will commit additional acts of sexual or other violence, such as:
 - a. whether there have been other sexual violence complaints about the same alleged respondent;
 - b. whether the alleged respondent has a history of arrests or records from a prior school indicating a history of violence;
 - c. whether the alleged respondent threatened further sexual violence or other violence against the victim or others;
 - d. whether the sexual violence was committed by multiple respondents;
 2. whether the sexual violence was perpetrated with a weapon;
 3. whether the victim is a minor;
 4. whether the respondent is an employee or participates in university-approved student activities (e.g., athletics, band, ROTC, etc.);
 5. whether the university possesses other means to obtain relevant information of the sexual violence (e.g., security cameras, personnel, physical evidence); and,
 6. whether the victim's report reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group.

The presence of one or more of these factors could lead the university to investigate and, if appropriate, pursue conduct action. If none of these factors is present, the university will likely respect the victim's request for no action.

If it is determined that the university cannot maintain a victim's confidentiality, the university will inform the victim prior to starting an investigation. The university will remain ever mindful of the victim's well-being and will take ongoing steps to protect the victim from retaliation or harm and work with the victim to create a safety plan. The university may not require a victim to participate in any investigation or conduct process. Retaliation against the victim, whether by students or university employees, will not be tolerated.

Reporting to the Police

The university strongly encourages individuals to report sexual violence and any other criminal offenses to the police. This does not commit a victim to prosecute but will allow the gathering of information and evidence. The information and evidence preserve future options regarding criminal prosecution, university conduct actions and/or civil actions against the perpetrator.

On Campus Incidents
OSU CHS Security
Tulsa 918-625-8592
1111 W. 17th St.
Tahlequah 918-453-3572
Chs.security@okstate.edu

Off Campus Incidents
Tulsa Police Department
918-596-9222
600 Civic Center
Tulsapolice.org

Tahlequah Police Department
918-456-8801
100 Phoenix Ave, Tahlequah

If the incident happened anywhere else, it can be reported to the local law enforcement with jurisdiction in the location where it occurred.

Reporting to Title IX

Anyone can report instances of sexual violence to the Title IX Coordinator. There is a distinct difference between reporting incidents of sexual violence and filing a complaint regarding an incident of sexual misconduct. Reporting incidents of sexual misconduct informs the University of the incident, allowing the University to provide supportive measures and does not necessarily result in the initiation of the formal complaint process. Complainants who report incidents of sexual misconduct will be offered individualized supportive measures. If a complainant wishes to initiate the grievance process, they should file a complaint.

Title IX Coordinator
1405 Main Hall OSU Tulsa
918-594-8105
Tulsa.titleix@okstate.edu

Victim Bill of Rights

- a. Survivors shall be notified of their options to notify law enforcement and campus authorities, which includes the option not to notify such authorities.
- b. Accuser and accused must have the same opportunity to have others present.
- c. Both parties shall be informed of the outcome of any disciplinary proceeding.
- d. Survivors shall be notified of counseling services.
- e. Survivors shall be notified of options for changing academic and living situations. When a student or employee reports that they have been a victim of dating violence, domestic

violence, sexual assault or stalking, whether on or off campus, the university will provide a written explanation of the student's or employee's rights and options.

Policy

University policy specifically addresses sexual violence related to students, faculty, and staff.

- Interim Title IX – OSU CHS Sex Discrimination, Sex-based Misconduct, and Sexual Harassment Interim Policy <https://medicine.okstate.edu/hr/1is2many/policies.html>

Formal Complaint Process

All Title IX complaint processes are separate from law enforcement investigations. Even if law enforcement and criminal justice authorities choose not to prosecute a particular incident, the university may still pursue the incident through the Title IX complaint process.

We want all participating parties to be knowledgeable about the process that occurs once a complaint is filed with Title IX. The following describes the investigation process, the hearing, and the outcome of the hearing. Title IX and Student Support & Conduct staff will be available to explain the process as requested. The complaint process will be prompt, fair, and impartial. This means that the process will be completed within a reasonable timeframe and without undue delay. The process will be conducted in a manner that is consistent with the university's policies and will be transparent to all parties. The victim that submits the complaint is referred to as the complainant. The alleged individual is referred to as the respondent. Lastly, the Title IX complaint process will be conducted by university officials who do not have conflict of interest or bias for the complainant or respondent.

Filing a Formal Complaint

Formal complaints can be filed online, mail, email, or in person in 700 N. Greenwood Ave, 1405 Main Hall OSU Tulsa, tulsa.titleix@okstate.edu In order for disciplinary action to be taken, a signed formal complaint must be filed and the complainant must participate in the investigative and hearing processes.

Investigation

- a. The complainant and respondent will be notified of receipt of the complaint. When the respondent is an employee, the notice will also be provided to the respondent's supervisor and the appropriate senior administrator.
- b. A university official will separately meet with the complainant and respondent to discuss the complaint submitted, review the investigation and hearing processes.
- c. An investigation will be conducted by a non-biased Investigator. This investigation will include meeting personally with the complainant; meeting personally with the respondent(s); meeting personally with any witnesses; and, reviewing any documentary information.
- d. The investigation will be adequate, reliable, and impartial. The Investigator will compile an investigation report, which will be fact-checked by the complainant and respondent.
- e. The university official will determine if a hearing is possible based on the available information. If it is determined that the university will proceed with a hearing, the complainant and the respondent(s) will be notified of the hearing date.
- f. You are allowed one advisor to be present during the investigation process.

Hearing

- a. Upon the conclusion of an investigation, the Complainant and Respondent will be notified in writing with the name and contact information of a trained Decision Maker assigned to conduct a live hearing that will be recorded by audio or audio visual means. The Complainant and Respondent will be provided the scheduled date, time and location of the hearing, as well as written information regarding the hearing process by the Title IX Coordinator or Designee.
- b. Within ten (10) business days of receipt of the notification, both parties must provide the Decision Maker and Title IX coordinator with the name and contact information of their Advisor for the hearing, supporting evidence and a list of witnesses, if applicable.
- c. The hearing includes opening statements, presentation of the investigation report, presentation of information by complaint and respondent, questions to each party, and closing statements.
- d. Each party is permitted to have a person of their choosing to accompany them throughout the hearing as an advisor. The primary role of the advisor to aid you in recounting your experience. If the case falls under Title IX policy, you are required to have an advisor present in the hearing to ask questions of the other party. If you are unable to obtain an advisor, the university will provide one for you.
- e. Each party is permitted to be present during the hearing (except during deliberations). All parties can be in the same room in a pre-arranged, non-threatening location or in separate rooms with a video conference option.
- f. The standard of proof used in all university conduct hearings is preponderance of the evidence, which means the determination to be made is whether it is more likely than not a violation occurred. This is significantly different than proof beyond a reasonable doubt, which is required for a criminal prosecution.

Outcome

- a. Possible outcomes include the entire range of sanctions listed in the OSU policies concerning employee and student misconduct. When it is determined that sexual violence is more likely than not to have occurred, the outcome can include separation from the university.
- b. Respondents and complainants will be informed simultaneously in writing of the outcome within five business days after the hearing.
- c. Each party has the right to appeal the decision reached through the hearing proceedings within ten business days after the hearing and the right to respond if an appeal is submitted by the other party.

Preventive Measures

The university encourages the entire Cowboy community to help in preventing harmful and negative incidents by practicing consent, supporting peer victim and survivors, intervening if they are a bystander of such incidents, and educating themselves through university sponsored trainings.

Join OSU in its stance that 1 is 2 Many and its effort to maintain a safe environment where all members of the campus community can live, learn, and be successful. At Oklahoma State University we pride ourselves on providing an enlightening college experience, which demands a safe and healthy student environment. To that end, all new students are required to complete online 1 is 2 Many Training, an online sexual violence prevention program. This video-based program will provide critical information about consent, bystander intervention, sexual assault, dating and domestic violence, stalking, and much more. Students are required to complete the program before enrolling in next semester courses. To complete the training go to <https://medicine.okstate.edu/hr/1is2many/med-student-training.html>

Additionally, 1 is 2 Many provides in-person education on sexual violence to any group of students, faculty or staff upon request. Topics include but are not limited to: sexual assault; sexual harassment; how to support a victim; bystander intervention; prevention strategies; and resources available for victims. For more information, please email tulsa.titleix@okstate.edu

University employees are required to complete Title IX training at least annually. Employees may complete the online training at: <https://medicine.okstate.edu/hr/1is2many/faculty-staff-training.html>

Preventing an assault is never the sole responsibility of a potential victim. However, students at college accept new responsibilities, including taking appropriate measures to practice situational awareness. For additional information on campus safety download the Rave Guardian app and view the Annual Security Report at <https://medicine.okstate.edu/about/security/index.html>.

The Oklahoma State University Center for Health Sciences prohibits discrimination against qualified individuals based on their age, race, ethnicity, color, religion, sex, sexual orientation, genetic information, gender, gender identity or expression, national origin, disability, protected veteran status, or other protected category with regard to employment, educational programs and activities, and/or admissions. For more information, visit <https://medicine.okstate.edu/hr/1is2many/policies.html>