

The University of Oklahoma strives to create a safe environment for all faculty, staff and students. This brochure provides an overview of the Sexual Misconduct, Discrimination and Harassment Policy, where to report incidents, and available campus and community resources.

Resources for the Norman Campus, Health Sciences Center, and Tulsa Campus, click the QR code below:



Or visit the website at:  
[www.ou.edu/eoo/resources](http://www.ou.edu/eoo/resources)

The University of Oklahoma, in compliance with all applicable federal and state laws and regulations, does not discriminate on the basis of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age, religion, disability, political beliefs, or status as a veteran in any of its policies, practices, or procedures. Inquiries regarding non-discrimination policies and applicable grievance procedures may be directed to: Marci Gracey, Institutional Equity Officer and Title IX Coordinator, (405) 325-3546, [mgracey@ou.edu](mailto:mgracey@ou.edu), or visit [www.ou.edu/eoo.html](http://www.ou.edu/eoo.html).

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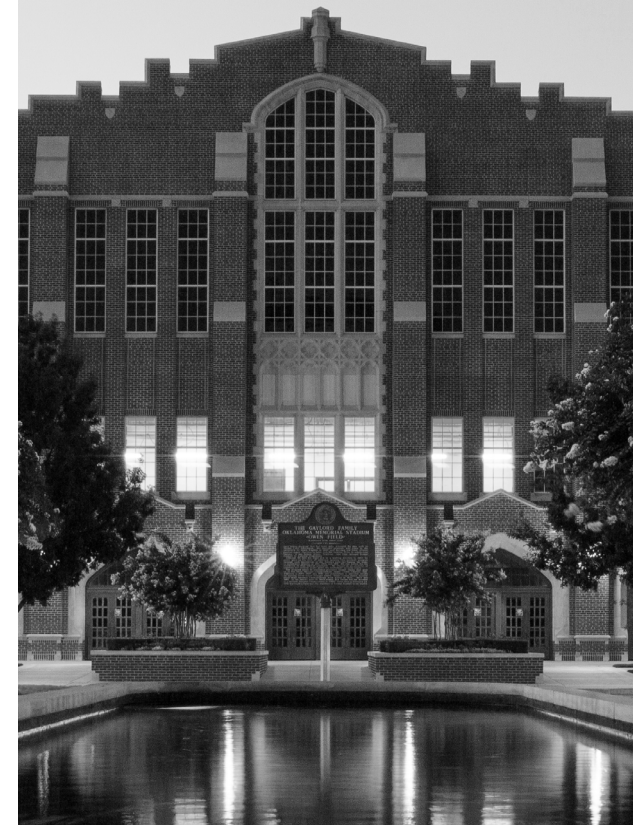
Detailed information may be found at: [www.ou.edu/eoo](http://www.ou.edu/eoo)  
or  
[notonourcampus.ou.edu](http://notonourcampus.ou.edu)

The University of Oklahoma is an equal opportunity employer. To view the University Equal Opportunity Policy see [www.ou.edu/eoo](http://www.ou.edu/eoo).

# SEXUAL MISCONDUCT GENDER DISCRIMINATION & HARASSMENT

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## Reporting Options & Resources For Employees



INSTITUTIONAL EQUITY OFFICE  
*The UNIVERSITY of OKLAHOMA*

# SEXUAL MISCONDUCT

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**Under the University's Sexual Misconduct, Discrimination and Harassment Policy, the following conduct is prohibited:**

## SEXUAL HARASSMENT

Unwanted sexual attention or unwelcome action based on one's gender that is so severe, persistent or pervasive that it unreasonably interferes with the work or educational environment.

## GENDER DISCRIMINATION

Adverse action taken because of a person's gender, gender identity, gender expression, sexual orientation, or pregnancy.

## SEXUAL VIOLENCE

Unphysical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. This category includes non-consensual sexual intercourse and non-consensual sexual contact.

## DATING AND DOMESTIC VIOLENCE

Violence, including assault, battery, or other physical abuse between those in a dating or domestic relationship with each other.

## STALKING

Course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or to suffer substantial emotional distress.

## SEXUAL EXPLOITATION

Making abusive sexual advantage of another.

## RETALIATION

Any attempt to penalize or take adverse employment, educational, or institutional benefit action because of participation in a complaint.

# REPORTING OPTIONS

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## CONFIDENTIAL REPORTING

### OU Advocates

Norman and Health Sciences Center:

(405) 615-0013 Tulsa: (918) 660-3163 or

(918) 743-5763 after hours

*OU Advocates is an in-person support service for anyone in the OU community experiencing sexual assault, relationship violence, stalking and/or sexual harassment.*

### University Counseling Center

Norman: (405) 325-2911

Health Sciences Center: (405) 271-7336

Tulsa: (918) 660-3109

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## NON-CONFIDENTIAL REPORTING

All university employees who are not designated as confidential, are required to report any allegations of misconduct to the Institutional Equity Office at (405) 325-2215, the Title IX Coordinator at

(405) 325-3546 or the Institutional Equity Reporting Form online at [ou.edu/eoo](http://ou.edu/eoo).

## IF YOU NEED IMMEDIATE HELP

- On campus, call OUPD at (405) 325-1911
- Off campus, call 911

# SUPPORTIVE MEASURES

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The University of Oklahoma offers a range of support measures to protect the safety and well being of the complainant, the respondent, and the community and are designed to restore or preserve equal access to the university and an accessible educational and work environment. Support measures are offered without fee or charge and are non-disciplinary, non-punitive, individualized services offered as appropriate to the complainant or respondent with or without the filing of a formal complaint.

## Supportive measures include, but are not limited to:

- Employee Assistance Program
- Modifying work schedules
- Changing work locations
- Placing mutual restrictions on contact between the parties
- Any other actions deemed appropriate by the Title IX Coordinator

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***A victim is entitled to resources and other support from the university regardless of whether the victim wishes to file a formal complaint with the police, or Institutional Equity Office. Barring unusual circumstances, a victim will remain in control of all decisions that are made about their healing and courses of action.***

**INSTITUTIONAL EQUITY OFFICER & TITLE IX COORDINATOR,**

**MARCI GRACEY**

**(405) 325-3546 | [mgracey@ou.edu](mailto:mgracey@ou.edu)**