

# 2018 Annual Security and Fire Safety Report

**OSU at Eastern Oregon University Campus**

**Crime and Fire statistics for 2015, 2016, & 2017**



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# Introduction

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Developed in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), the Annual Security Report informs current and prospective students and employees of the Clery Act crimes reported within the Clery Act geography of Oregon State University at Eastern Oregon University (OSU-EOU) in the three most recent calendar years. This report reflects data from calendar years 2015, 2016, and 2017. The Annual Security Report provides the OSU-EOU campus community with information and resources to make well-informed and reasoned decisions about their personal safety. This report includes important safety information, such as campus crime statistics, a wide range of current policies, helpful university and local resources, and crime prevention programs available to the students and staff at OSU-EOU. The Annual Fire Safety Report, also included, contains information about fire safety practices and fire statistics for on-campus student housing facilities from calendar years 2015, 2016, and 2017.

The policies in this Annual Security and Fire Safety Report apply to the OSU-EOU campus in La Grande, and it reflects current practices. Representatives from OSU-EOU and partner offices like University Housing and Dining Services, the Office of Equal Opportunity and Access, the Office of Student Conduct and Community Standards, Student Health Services, the Office of Enrollment Services and Student Success, and the Department of Public Safety have reviewed them. The Clery Act Compliance Team incorporates these policies into the Annual Security and Fire Safety Report.

Each year, an email notice is sent to university employees and students informing them of the availability of the report. This email also points to the Clery Act Compliance website, <https://hr.oregonstate.edu/clery>, and indicates how to obtain a printed copy of this Annual Security and Fire Safety Report. Also, notifications are posted in the OSU Today and on university websites where prospective students and employees visit.

A printed copy of this report can be obtained from the OSU-EOU Agriculture and Natural Resource Program office (205 Badgley Hall, La Grande, OR), Office of Student Affairs (113 Inlow Hall, La Grande, OR), Campus Security (002 Ackerman, La Grande, OR); or a digital copy is available at [https://hr.oregonstate.edu/sites/hr.oregonstate.edu/files/eou\\_campus\\_asfsr\\_final.pdf](https://hr.oregonstate.edu/sites/hr.oregonstate.edu/files/eou_campus_asfsr_final.pdf). Additionally, you may request a copy by sending an email to [HR.Compliance@oregonstate.edu](mailto:HR.Compliance@oregonstate.edu). Copies of the Annual Security and Fire Safety Report are provided at no cost.



## Collecting and Preparing Crime Statistics

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The Clery Act Compliance Team reviews reports of crimes and law violations from law enforcement agencies around the state of Oregon and abroad. More than 1,500 university designated Campus Security Authorities, such as resident assistants, coaches, and advisors of recognized student organizations, also provide reports. The crime and fire statistics found in this report are provided by the EOU Title IX coordinator and director of Student Relations. These reports, along with the data collected from a variety of additional sources including partner campuses and reporting university offices, are compiled into the crime statistics for the OSU-EOU campus and are disclosed to the U.S. Department of Education.

### Reportable Crimes

The Clery Act specifies the standard set of crimes institutions of higher education must disclose in their annual statistics. These crimes must also have occurred within the Clery Act geography of the university, as designated by the U.S. Department of Education. The uniform guidelines allow institutions throughout the United States to be compared by the same standard. Complete definitions of the Clery Act geographical categories may be found in the [appendix](#). It is important to note that the terms “victim” and “survivor” are used interchangeably throughout this report.

The Clery Act requires universities to disclose statistics for all **reported** Clery Act offenses. Therefore, even if a local law enforcement agency or district attorney chooses not to charge an individual because they believe there is insufficient evidence to reach a conviction, the reported Clery Act offense(s) will still be counted in the crime statistics, if the incident occurred within the Clery Act geography of the university. If sworn law enforcement personnel determine that an incident could not have occurred or did not occur, the crime may be “unfounded” and will be included in the unfounded crime category of the annual report.



The Clery Act requires universities to disclose statistics for the following offenses:

### Primary Criminal Offenses

- **Murder and Non-Negligent Manslaughter:** the willful killing of one human being by another.
- **Manslaughter by Negligence:** the killing of another person by gross negligence.
- **Sexual Assault:** an offense that meets the definition of rape, fondling, statutory rape, or incest 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."
- **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 perpetrator.
- **Fondling:** the intentional 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.
- **Incest:** sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape:** sexual intercourse with a person who is under the statutory age of consent.
- **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 a 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.

Primary Criminal Offenses	
Crime:	Count by Number of:
Criminal Homicide-Murder and Non-negligent Manslaughter	Victims
Criminal Homicide-Manslaughter by Negligence	Victims
Sexual Assault-Rape	Victims
Sexual Assault-Fondling	Victims
Sexual Assault-Incest	Victims
Sexual Assault-Statutory Rape	Victims
Robbery	Incidents
Aggravated Assault	Victims
Burglary	Incidents
Motor Vehicle Theft	Vehicles
Arson	Point(s) of Origin

## Hate Crimes

A primary criminal offense committed against a person or property motivated, in whole, or in part, by the offender's bias. Categories of bias are:

- **Race:** a preformed negative attitude toward a group of persons who possess common physical characteristics, e.g., color of skin, eyes, and/or hair; facial features, etc., genetically transmitted by descent and heredity, which distinguish them as a distinct division of humankind.
- **Religion:** a preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being.
- **Sexual Orientation:** a preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation.
- **Gender:** a preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender.
- **Gender Identity:** a preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals.

- **Ethnicity:** a preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry.
- **National Origin:** a preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.
- **Disability:** a preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age, or illness.

In addition to the primary criminal offenses, the following crimes are also classified as hate crimes when there is evidence that the offense was committed with bias against one of the categories listed above.

- **Larceny/Theft:** the unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.
- **Simple Assault:** an unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.
- **Intimidation:** to unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.
- **Vandalism:** to willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Hate Crimes	
Crime:	Count by Number of:
Hate Crimes (Any of the Primary Criminal Offenses)	Victims
Hate Crime-Larceny	Victims
Hate Crime-Simple Assault	Victims
Hate Crime-Intimidation	Victims
Hate Crime-Vandalism	Victims

## VAWA Offenses

### ➤ Domestic Violence

- A felony or misdemeanor crime of violence committed by—
  - A current or former spouse or intimate partner of the victim;
  - A person with whom the victim shares a child;
  - A person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;
  - A person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
  - 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.

### ➤ Dating Violence

- Violence committed by—
  - A person who is or has been in a social relationship of a romantic or intimate nature with the victim; and
  - Where the existence of such a relationship shall be determined based on the reporting party's statement and a consideration of the following factors:
    - The length of the relationship
    - The type of relationship
    - 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.

### ➤ Stalking

- Engaging in a course of conduct 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 the purposes of this definition—
  - 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.
  - Reasonable person means a reasonable 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.

Violence Against Women Act (VAWA) Offenses	
Offense:	Count by Number of:
Domestic Violence	Victims
Dating Violence	Victims
Stalking	Victims

For liquor, drug, and weapon offenses, the statistics are divided into two categories: individuals who were arrested and individuals who were referred to Oregon State University for disciplinary action as the result of a law violation.

- **Liquor Law Offenses:** the violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.
- **Drug Abuse Offenses:** 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 Offenses:** 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.

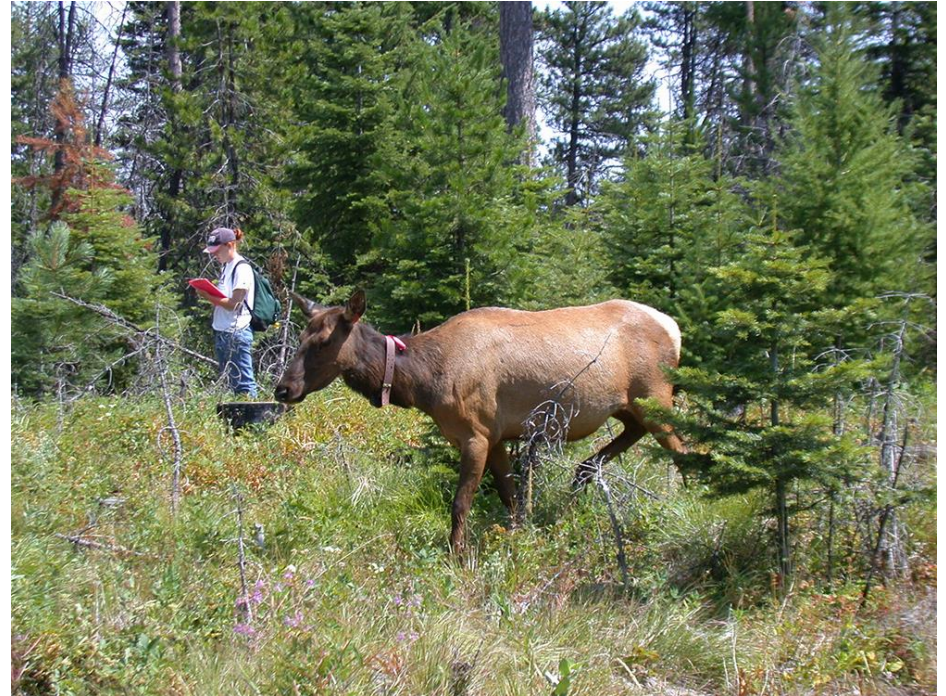


Arrests and Referrals for Disciplinary Action	
Offense:	Count by Number of:
Liquor, Drug, and Weapon Law Offenses-Arrests	Individual(s) Arrested
Liquor, Drug, and Weapon Law Offenses-Referrals	Individual(s) Referred

## Hierarchy Rule

The hierarchy rule states that when more than one primary criminal offense was committed during a single incident, institutions should only count the most serious offense. In accordance with the 2016 Department of Education Handbook for Campus Safety and Security Reporting, there are exceptions to the hierarchy rule, which apply to arson, sexual assaults, hate crimes, VAWA offenses, and liquor offenses, drug offenses, and weapons offenses.

- If arson is committed during the same incident as one or more offenses, it is always counted with the most serious offense.
- Sexual assaults will always be counted when occurring in the same incident as murder.
- All offenses committed in a multiple offense incident that are bias-motivated must be counted as hate crimes. No hierarchy is applied. For example, if a single incident involving both a rape and an aggravated assault that were also both hate crimes, only the rape is counted in the primary criminal offenses category, but both the rape and the aggravated assault are counted in the hate crimes category.
- If a VAWA offense is committed during the same incident as another crime, both will be counted.
- If multiple liquor, drug, and weapons offenses occur in the same incident, only the most serious offense will be counted. Liquor, drug, and weapons offenses are counted in addition to the most serious criminal offense in each category when occurring in a single incident. If offenses are equal in severity, Oregon State University will count the liquor law offense because the institution has determined that there are more adverse impacts to the community from alcohol-related behaviors.



## Crime Reporting

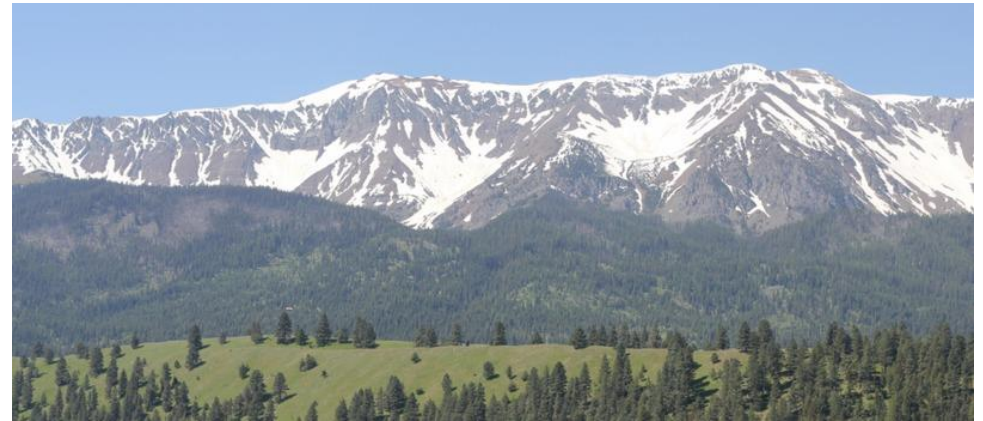
Crimes may be reported to Security Services in person, by phone, or by using one of the two blue emergency phones found in various locations on campus, or the push to talk buttons located at the entrance of each residence hall. Security Services refers reports of crime to the La Grande Police Department for law enforcement investigation. Crimes occurring off campus, but within La Grande city limits should be reported to the La Grande Police Department. Crimes occurring outside of La Grande city limits, but within Union County should be reported to the Union County Sheriff's Office. In Oregon, police reports are public records and the information contained in those records may not be kept confidential.

<b>Security and Law Enforcement Contact Information</b> <b>All Emergencies: Dial 911</b>	
<b>On-Campus EOU:</b>	Security Services Office 002 Ackerman, One University Blvd., La Grande, OR Non-emergency Line: 541-962-3911
<b>On-Campus/Off Campus La Grande Non-emergencies:</b>	La Grande Police Department 1109 K Ave, La Grande, OR Non-emergency Line: 541-963-1017
<b>Off Campus Union County Non-emergencies:</b>	Union County Sheriff's Office 1109 K Ave, La Grande, OR Non-emergency Line: 541-963-1017

Crimes can also be reported to individuals who have been identified as a Campus Security Authority (CSA). A CSA is required to report the allegations of crimes they receive and to provide resources to the reporting party. Please see the [appendix](#) for the official definition of a CSA and the list of resources. The university encourages the accurate and prompt reporting of all crimes to the appropriate police agencies, the EOU Title IX coordinator, or Security Services when the victim of a crime elects to, or is unable to, make such a report. EOU does not have campus law enforcement.



If a victim reports a Clery Act offense to a CSA, but chooses to not report the incident to law enforcement, the CSA is still obligated by federal law to report the offense to the university. A CSA is required to accurately and promptly report ongoing criminal incidents to Security Services, so the university can determine if a Timely Warning or an Emergency Notification should be sent to the campus community through the EOU Alert system. Although students and employees may report crimes to any Campus Security Authority, here is a list of the preferred Campus Security Authorities on the EOU campus.



Preferred Campus Security Authorities	
<b>Program Coordinator</b>	<b>Phone:</b> 541-962-3612 <b>Email:</b> <a href="mailto:Michelle.Hines@oregonstate.edu">Michelle.Hines@oregonstate.edu</a> <b>Address:</b> 205 Badgley Hall, One University Blvd., La Grande, OR
<b>Vice President for Student Affairs</b>	<b>Phone:</b> 541-962-3635 <b>Email:</b> <a href="mailto:saffairs@eou.edu">saffairs@eou.edu</a> <b>Address:</b> 113 Inlow Hall, One University Blvd., La Grande, OR
<b>Title IX Coordinator and Director of Student Relations</b>	<b>Phone:</b> 541-962-3476 <b>Email:</b> <a href="mailto:ccascio@eou.edu">ccascio@eou.edu</a> <b>Address:</b> 113 Inlow Hall, One University Blvd., La Grande, OR
<b>Director of Residence Life</b>	<b>Phone:</b> 541-962-3177 <b>Email:</b> <a href="mailto:jdjones1@eou.edu">jdjones1@eou.edu</a> <b>Address:</b> 220 Hoke, One University Blvd., La Grande, OR
<b>Director of Human Resources and Deputy Title IX Coordinator</b>	<b>Phone:</b> 541-962-3516 <b>Email:</b> <a href="mailto:cjmclaughlin@eou.edu">cjmclaughlin@eou.edu</a> <b>Address:</b> 209 Inlow, One University Blvd., La Grande, OR
<b>Athletics Deputy Title IX Coordinator</b>	<b>Phone:</b> 541-962-3687 <b>Email:</b> <a href="mailto:kmorehead@eou.edu">kmorehead@eou.edu</a> <b>Address:</b> 133D Quinn, One University Blvd., La Grande, OR

## Voluntary Confidential Reporting

The university recognizes that confidentiality helps to provide control of the process to survivors and may encourage them to seek support. Survivors who wish to discuss an incident and maintain **complete confidentiality**, without generating a report, may do so by contacting a licensed psychological counselor at the EOU Counseling Center, 541-962-3524, 6th Street & "L" Avenue, La Grande, Oregon. At Eastern Oregon University, Counseling Center staff and the privileged campus advocate inform their clients of the procedures to report crimes to local law enforcement on a voluntary or confidential basis. A procedure is in place to anonymously capture crime statistics disclosed confidentially during such a session. Anonymous reports can be made online by using one of the following websites:

- [https://eou.datacenter.adirondacksolutions.com/eou\\_myconduct\\_prod/public/index.cfm](https://eou.datacenter.adirondacksolutions.com/eou_myconduct_prod/public/index.cfm)
- [https://docs.google.com/forms/d/e/1FAIpQLSetCD7jWxSEUNxoa\\_Dbv0cooaWk4CZ5mYjhQORzKh8IL-R0SQ/viewform?formkey=dE42WDVCT0lKeFIUWFIZ0JwbWdQM0E6MQ#gid=0](https://docs.google.com/forms/d/e/1FAIpQLSetCD7jWxSEUNxoa_Dbv0cooaWk4CZ5mYjhQORzKh8IL-R0SQ/viewform?formkey=dE42WDVCT0lKeFIUWFIZ0JwbWdQM0E6MQ#gid=0)

Eastern Oregon University also contracts with Shelter From the Storm to provide advocacy, education, and awareness services to those who have been impacted by interpersonal violence, sexual assault and stalking. These services are completely confidential. Tyana Musrasrik serves as the privileged campus advocate at Eastern Oregon University and can be contacted at 10901 Island Ave, Island City, OR, or (541) 963-7226.

For Oregon State University students at the EOU campus, survivors can contact two offices at the Corvallis campus, the Survivor Advocacy and Resource Center (SARC) at 541-737-2030, or the University Ombuds Office at 541-737-4537, to maintain complete confidentiality. The aforementioned offices do not disclose crime statistics for inclusion in the Annual Security Report. SARC is dedicated to supporting those affected by violence, especially sexual violence. Oregon law grants confidentiality for the communications between a person seeking support as a result of sexual or relationship violence and the campus-based survivor advocate.

The University Ombuds Office assists with individual concerns through service and education. It also serves as a change agent to address group conflict and systemic concerns. Ombuds foster a culture of healthy, safe, and open dialogue and they facilitate cooperative problem resolution. However, confidentiality cannot be promised in matters relating to threats to public safety, child abuse, or when there is imminent risk of serious harm. Speaking with an ombuds does not constitute legal notice to the university of any problem, concern, or complaint.

If you contact this office to address a specific conflict, the University Ombuds Office will listen to your concerns, value diverse perspectives, help you explore options for resolution, provide facilitation or mediation services when appropriate, and remain impartial to all parties involved. The University Ombuds Office provides a safe place to share your concerns. The University Ombuds Office is not an office of record.

Victims or witnesses may also report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics by contacting the Office of Audit Services (OAS) on the Corvallis campus. OAS provides independent and objective consulting with voluntary, confidential, and anonymous reporting options. If employees or students do not feel comfortable discussing a matter directly with the OAS or with campus management, a report can be made through the OSU Accountability and Integrity Hotline: 1-855-388-4971 or at <https://secure.ethicspoint.com/domain/media/en/gui/41096/index.html>. OAS provides aggregate crime statistics for inclusion in the Annual Security Report.

# Crime Statistics Reported for 2015, 2016, and 2017

## Oregon State University at Eastern Oregon University – La Grande

Crime Classification	On-Campus							Noncampus				Public Property				Unfounded				
	On-Campus Total				On-Campus Student Housing				15	16*		17	15	16		17	15	16	17	
	15	16	17		15	16														17
Primary Crimes																				
Murder/Non-Negligent Manslaughter	0	0	0		0	0	0		0	0	0		0	0	0		0	0	0	
Manslaughter by Negligence	0	0	0		0	0	0		0	0	0		0	0	0		0	0	0	
Rape	1	0	0		1	0	0		0	0	0		0	0	0		0	0	0	
Fondling	1	0	0		0	0	0		0	0	0		0	0	0		0	0	0	
Incest	0	0	0		0	0	0		0	0	0		0	0	0		0	0	0	
Statutory Rape	0	1	0		0	1	0		0	0	0		0	0	1		0	0	0	
Robbery	0	0	0		0	0	0		0	0	0		0	0	0		0	0	0	
Aggravated Assault	0	0	0		0	0	0		0	1	0		0	0	0		0	0	0	
Burglary	3	0	0		0	0	0		0	0	0		0	0	0		0	0	0	
Motor Vehicle Theft	0	0	0		0	0	0		0	0	0		0	0	0		0	0	0	
Arson	0	0	0		0	0	0		0	0	0		0	0	0		0	0	0	
VAWA Offenses																				
Domestic Violence	0	1	0		0	0	0		0	0	0		0	0	0		0	0	0	
Dating Violence	0	0	0		0	0	0		0	0	0		0	0	0		0	0	0	
Stalking	3	2	4		0	0	1		0	0	0		0	0	0		0	0	0	
Arrests																				
Weapons Arrests	0	0	0		0	0	0		0	0	0		0	0	0		0	0	0	
Drug Abuse Arrests	0	0	0		0	0	0		0	0	0		0	1	0		0	0	0	
Liquor Law Arrests	0	1	0		0	0	0		0	0	0		0	0	0		0	0	0	
Disciplinary Referrals																				
Weapons Referrals	0	0	0		0	0	0		0	0	0		0	0	0		0	0	0	
Drug Abuse Referrals	14	2	27		14	2	27		0	0	0		1	0	0		0	0	0	
Liquor Law Referrals	56	53	45		56	53	45		0	0	0		1	0	0		0	0	0	

\* EOU received clarification on how to report noncampus numbers. As a result, EOU revised the 2016 numbers it reported for noncampus locations and notified OSU of this change on September 19th, 2018.

### Hate Crimes

For 2015, 2016, and 2017 there were no hate crimes reported at OSU at EOU.

## Security and Access Policy

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Campus buildings are open to the public during stated business hours and for scheduled events. Some facilities are restricted to persons who have paid user fees (e.g. fitness center). Once buildings are secured, access may be gained by authorized personnel or by contacting Security Services. Unauthorized entry or use of university facilities is viewed as criminal trespass and violators will be subject to arrest and the loss of campus privileges. Persons committing any crime on EOU property, or during its sponsored events and activities, will be subject to arrest and may be prohibited from future use of campus facilities including participation in its events and activities.



Campus residence halls are supervised by the live-in area coordinators in each building and by resident assistants on each floor. Residence halls are locked 24 hours a day, accessible to residents of the building via key fobs. Residents are expected to comply with all residence hall security policies and practices. It is important that residents lock doors and report to hall staff and Security Services if they see any unusual incidents or unfamiliar persons on the premises. EOU uses several methods to increase the safety of on-campus residents, including:

- The installation of one-way peepholes in residence hall doors
- Electronic access to outside doors as well as locking hardware on all suite/room doors
- Annual lighting surveys, “Let There Be Light,” that give university community members the opportunity to identify areas on-campus that need additional lighting or to highlight safety concerns
- Campus telephones at the main entrance of each residence hall
- Emergency blue Light phones in major thoroughfares on-campus
- Trained staff members living in each residence hall
- On-duty resident assistants in each building at night during academic terms and available in each hall office between 7pm and 11pm, Sunday through Thursday, and 7pm and 1am, Fridays and Saturdays
- 24/7 on-call professional staff members
- The ability for students to restrict access to their directory information

## Law Enforcement and Jurisdiction

The La Grande Police Department provides law enforcement services to the EOU campus and may enforce municipal, state, and federal statutes on-campus. The La Grande Police Department has primary jurisdiction within the La Grande city limits. Oregon Revised Statutes (ORS) 133.310 gives police officers with the La Grande Police Department the authority to make arrests without a warrant, and ORS 133.235 (Arrest by Peace Officer) gives La Grande police officers the authority to arrest someone for a crime at any hour of any day or night.

Security Services enforces policies and standards established by Eastern Oregon University. Security Services officers do not have police arrest authority, but they do have private person (citizen) arrest authority as defined in ORS 133.225. The statute states a private person may arrest another person for any crime committed in the presence of the private person if the private person has probable cause to believe the arrested person committed the crime.

EOU Security Services officers patrol campus grounds, buildings, and other EOU properties. Security Services officers cooperate with local and state authorities in criminal investigations and respond to emergency incidents and reports of crimes occurring on campus property. Security Service officers will also provide safe escorts during the evening hours upon request and they provide emergency access to campus buildings. During their patrol and enforcement activities, security officers have the authority to ask persons for identification and inquire about their business on campus.



EOU has a very good working relationship with the La Grande Police Department, which is located next to campus. Currently, Oregon State University at EOU does not have a memorandum of understanding with the La Grande Police Department, Union County Sheriff's Office or Oregon State Police for the investigation of alleged criminal offenses. However, the university will cooperate with any law enforcement investigation involving the campus. At this time, no recognized student organizations control noncampus property. Therefore, criminal activity that occurs on noncampus property controlled by officially recognized student organizations is not monitored or recorded through local police agencies.



## Missing Students: On-Campus Student Housing

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Oregon State University at Eastern Oregon University follows the missing student procedures established by EOU. The following is the missing student policy as stated in the EOU Annual Security Report:

The missing student policy, with its accompanying procedures, has been developed as a framework for establishing cooperation among members of the university community aimed at locating and assisting currently enrolled students who are reported missing. A student shall be deemed missing when he or she is absent from the university and/or has been reported missing, without any known reason, by another individual.

This policy is intended to comply with the requirements of the U.S. Department of Education, 34 CFR 662.46(h).

To report a student missing, contact:

1. Security Services at 541-962-3911 or [security@eou.edu](mailto:security@eou.edu); (24/7)
  - a. “\*” indicates those that Security Services has direct contact information to reach after hours (VPSA, DSR, and DRL).
2. \*Vice president for Student Affairs (VPSA): 541-962-3635, [saffairs@eou.edu](mailto:saffairs@eou.edu); (8-5, M-F)
3. \*Director of Student Relations (DSR): 541-962-3476 or [saffairs@eou.edu](mailto:saffairs@eou.edu); (8-5, M-F) or
4. \*Director of Residence Life (DRL): 541-962-3177 or [reslife@eou.edu](mailto:reslife@eou.edu); (8-5, M-F)
5. If the missing student is affiliated with the Oregon State program at EOU, Michelle Hines, the academic program coordinator for Oregon State at EOU, can be contacted at 541-962-3047 or [michelle.hines@oregonstate.edu](mailto:michelle.hines@oregonstate.edu).

This policy is applicable to students attending classes at the La Grande main campus or at an onsite program sponsored by EOU.

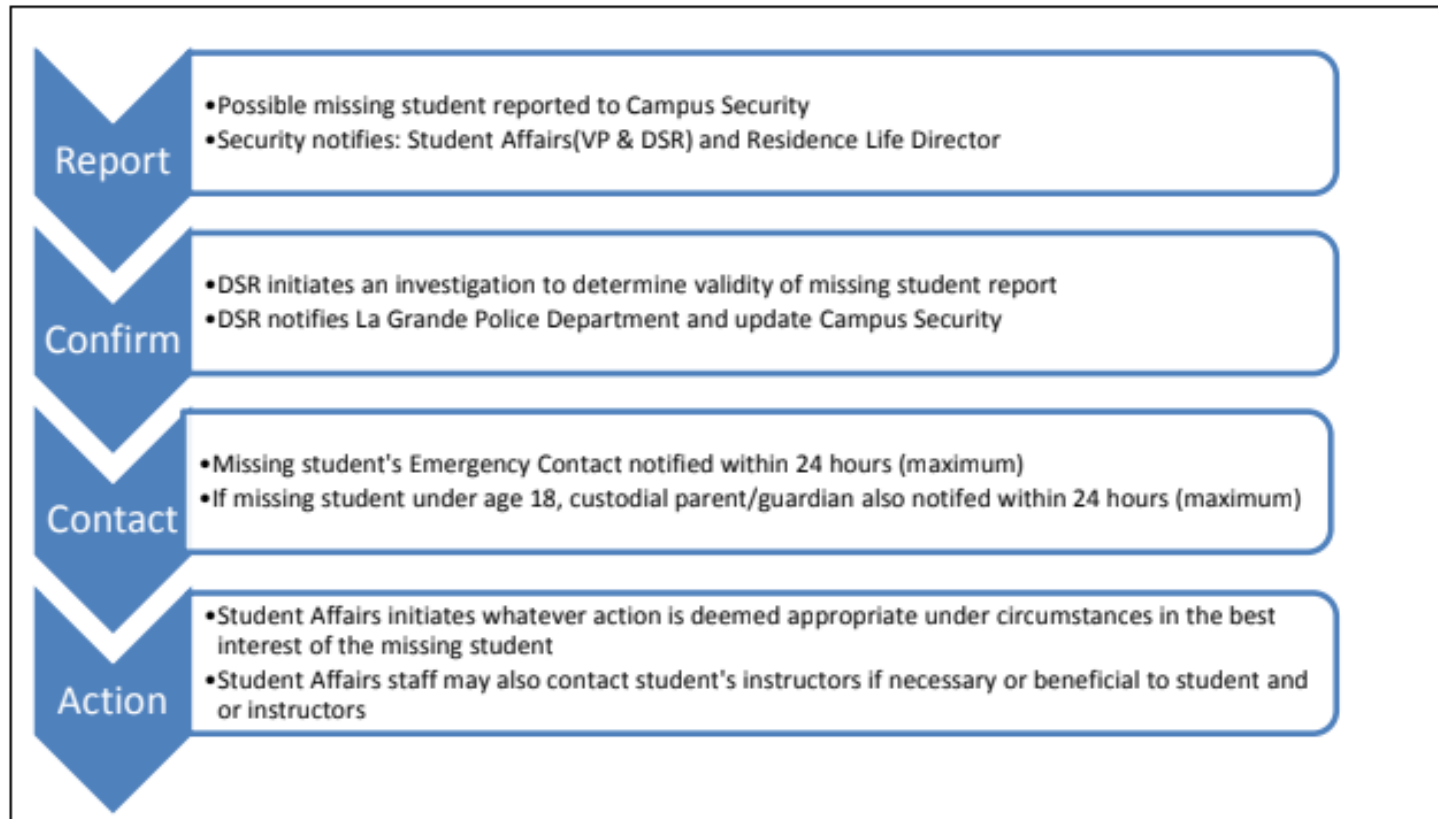
All reports of missing students shall be directed to the director of student relations (DSR) in the Office of Student Affairs who shall investigate each report and notify the La Grande Police Department when appropriate. If the missing

EOU offers periodic informational sessions for its students and employees about campus security and personal safety. Such sessions are presented during Week of Welcome, in campus residence halls, and at other times and places as interest and circumstances warrant.

In the event of a possible missing student, the following procedures are to be followed:

1. Anyone who suspects a student may be missing should notify Security Services, the Residence Life Office, or the Office of Student Affairs immediately. The reporting party may also choose to provide information via the “[Report A Crime](#)” feature on the EOU website.
2. Any report of a missing student will be forwarded to the Office of Student Affairs. See Figure 1.
3. When a student is reported missing, Office of Student Affairs staff (the DSR or designee) shall:
  - a. Initiate an investigation to determine the validity of the missing student report.
  - b. Notify the La Grande Police Department and update Security Services after:
    - i. Determining that the student is missing.

- ii. Notifying the individual identified as emergency contact of the missing student.
  - c. Contact will occur within 24 hours (maximum) of making the determination that the student is missing.
  - d. If missing student is under the age of 18, contact with the student's custodial parent or guardian, as contained in the records of the university, will occur within 24 hours (maximum) of the determination that the student is missing.
4. The DSR, or designee, shall initiate whatever action he or she deems appropriate under the circumstances in the best interest of the missing student.
5. The Office of Student Affairs staff may also contact the student's instructors if necessary or beneficial to the student and/or instructors.



**Figure 1**

All students living in the residence halls will have the opportunity to identify an individual as emergency contact to be contacted by the university in case they are determined to be missing. Students are given the opportunity to designate emergency contact information at registration online through Webster. Only authorized campus officials and law enforcement officers will have access to this information for missing student investigative purposes only.

## Timely Warnings and Emergency Notifications

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Eastern Oregon University will issue a Timely Warning to the campus community when crimes considered to be a threat to students and employees have occurred on or near the campus. The Timely Warning information will be provided in an appropriate manner to protect the personal safety of students and employees, and to prevent similar crimes from occurring. Timely Warnings will include the reported offense, suspect(s) description(s), precautionary measures to take, the date of timely notice, and the contact information for the department sending the notice. Each incident is evaluated on a case-by-case basis keeping in mind the type and location of the crime, and whether or not the incident is an ongoing or serious threat to the campus community. In the annual request for crime statistics, Oregon State University and Eastern Oregon University ask local police agencies for their cooperation with informing the institution about situations reported to them that may warrant a Timely Warning.

Anyone with information warranting a Timely Warning should report the circumstances to either Security Services at 541-962-3911 or [wbenson@eou.edu](mailto:wbenson@eou.edu), the vice president for University Advancement at 541- 962-3740 or [tseydel@eou.edu](mailto:tseydel@eou.edu), the vice president for Student Affairs at 541-962-3635 or [saffairs@eou.edu](mailto:saffairs@eou.edu), or the director of Student Relations at 541-962-3476 or [ccascio@eou.edu](mailto:ccascio@eou.edu).

If an emergency or dangerous situation is reported, university officials, such as Security Services, or local officials, such as the La Grande Police Department or the La Grande Fire Department, will determine if there is a legitimate threat by either responding to the scene or through the report of a credible witness. To report any significant emergency or dangerous situations on the EOU campus, dial 911. In the annual request for crime statistics, Oregon State University asks local police agencies for their cooperation in informing the institution about situations reported to them that may warrant an emergency response.

Upon confirming there is a significant emergency or dangerous situation involving an immediate threat to the health or safety of student or employees occurring on the campus, Eastern Oregon University will, without delay, and taking into account the safety of the community, determine the content of the Emergency Notification and initiate the notification system, 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 the emergency.



Here are the procedures at EOU for issuing alerts regarding emergencies, dangerous situations, or crimes considered to be a threat to the campus community:

1. Anyone with information warranting an Emergency Notification should report the circumstances to either Security Services at 541-962-3911 or [wbenson@eou.edu](mailto:wbenson@eou.edu), the vice president for University Advancement (VP-UA) at 541-962-3740 or [tseydel@eou.edu](mailto:tseydel@eou.edu), the vice president for Student Affairs (VP-SA) at 541-962-3635 or [saffairs@eou.edu](mailto:saffairs@eou.edu), or the Title IX coordinator and director of Student Relations (DSR) at 541-962-3476 or [ccascio@eou.edu](mailto:ccascio@eou.edu).
2. Immediate response: law enforcement, the fire department, emergency unit, and/or a vice president will be called.
3. The vice president will contact the president, VP-UA, and director of facilities and planning (as needed).
4. The president will convene the crisis/critical issues management team, which:
  - a. Gathers and clarifies details to establish an information baseline
  - b. Identifies a spokesperson
  - c. Identifies contact for family of faculty/staff/students directly involved
  - d. Assigns specific responsibilities for team members as needed
5. The VP-UA drafts a response and contacts and responds to other publics as assigned by the president, including the university community, local and/or specific media outlets and regional media.
6. The VP-UA and UA staff contacts include a broad range of internal and external constituencies, including print and broadcast media, community and political resources, alumni and parents. The UA office also serves as liaison with other university units during a crisis.
7. In a crisis, the VP-UA and UA staff will provide public and university constituents with basic information about an emergency or threatened emergency via news media and other available resources including EOU Alert, website, email, and hotlines.
  - a. These officials determine the content of the notification by evaluating the details of the incident. The content of an Emergency Notification will include a description of the incident and recommended measures the campus community can take to protect themselves. Situations are evaluated on a case-by-case basis and will be continually assessed until the incident is resolved. If new, pertinent information about the emergency is received, an update may be sent to the campus community using the EOU Alert email system.
  - b. These officials determine the appropriate segment or segments of the campus community to receive a notification by evaluating the details of the incident. If, for instance, a fire is isolated to one building on campus, then an Emergency Notification may be sent to that segment of the campus community. However, the university may send Emergency Notifications to the whole university community even if only a segment of the community is affected.
8. The VP-UA and UA staff will also keep the public, media, and constituents informed of the situation and convey information in consultation with emergency services to prevent further damage or loss of life, panic, or interference with response efforts. Information will be provided to keep the public, media, and constituents informed of where to seek temporary housing, food, etc. if applicable. Instructions on how the public can obtain further advice or information will be provided through news media and university resources, such as EOU Alert, email, and web.
9. UA will issue media updates as long as necessary, then scale back activities as warranted.

EOU Alert email is the primary distribution system for Timely Warning and Emergency Notifications. In the event of an emergency or campus closure, the Oregon State University campus community at EOU will be notified by a combination of classroom announcements, website postings, e-mail postings, posted notices, text messaging, and/or bulletins on KEOL-FM.

All on campus students and faculty/staff are automatically subscribed to EOU Alert and off campus students have the option to subscribe. Students and employees involved in the partnership between OSU and EOU can ensure they receive these alerts by checking and updating their contact information in their Webster account. Information about EOU Alert and a link to update or check your information can be found at <https://www.eou.edu/emergency/>. In the event of an emergency, recipients are notified via email, phone and text messages, if specified, to the preferred contact points provided in their online account in Webster. EOU Alert is managed by UA. Students and employees are encouraged to update their contact information to ensure they receive EOU Alerts. Here is a link to the EOU Alert website: <https://www.eou.edu/emergency/emergency-contact-update-form/>. The university disseminates emergency information to the larger community by utilizing social media, the EOU Alert website (<https://www.eou.edu/emergency/>), and the EOU Information Hotline at 541-962-3131. UA manages these resources.

## Emergency Response and Evacuation Policies

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### Emergency Response and Evacuation Tests

At EOU testing of its campus-wide response and evaluation procedures is conducted each fall term. EOU publicizes its emergency response and evacuation procedures in the fall when it conducts the testing of the procedures. The emergency and evacuation procedures are also published in the EOU Annual Security and Fire Safety Report. The following information, which was taken from the EOU report, is how EOU will respond in an emergency situation.

### Crisis Communication Plan

The Crisis Issues Management Plan has been developed to clearly communicate with the Eastern Oregon University community and the public in times of crisis or when critical issues face the institution by preparing in advance the university personnel and offices responsible for dealing with a crisis, and for gathering and relaying accurate and critical information to internal and external audiences.



A crisis situation or critical issue is defined as any event or situation identified by the President, one of the vice presidents and/or senior staff members as having a major impact on the university community. Examples include a fire, explosion, suicide, accidental death, illness sweeping the campus, weather disaster, assault or rape, drowning, serious off-campus accident or incident at one of EOU's regional centers or with a traveling athletic team or group of students, political, legal, or news event(s) wherein the university plays a significant role, whether by choice or not, or a

national disaster, crisis or issue. It does not include isolated incidents that would be handled internally by those overseeing Student Affairs or other specific divisions. The term “crisis” or “critical” most frequently refers to the period immediately following a situation that has widespread interest among the university, local, regional and national communities, thus generating local, state and national media coverage, requiring EOU’s full attention for its duration.

### **Procedures-General**

To alert the university of a current or potential crisis or for updates, information and questions about issues, the contact procedure is as follows:

1. Contact your dean or director. In their absence, contact the vice president for University Advancement (VP-UA)
2. Contact the Office of the President (Provost’s Office in president’s absence).

### **Procedures-Institutional or Faculty/Staff Crisis or Critical Issue**

Examples: an accident, traumatic event (arrest, assault, rape), or death of a faculty or staff member, weather crisis, a serious off-campus accident, event involving emergency services and/or the police or sheriff’s department, or any political, legal or news event in which EOU plays a significant role.

1. Immediate response: dean, department director or supervisor calls 911/fire department/emergency unit and/or division vice president (president in event of vice president’s absence).
2. Vice president contacts president (provost in president’s absence), VP-UA and director of Facilities and Planning (as needed).
3. President convenes Crisis/Critical Issues Management Team, which:
  - a. Gathers and clarifies details to establish an information baseline;
  - b. Identifies spokesperson;
  - c. Identifies contact for family of faculty/staff directly involved;
  - d. Assigns specific responsibilities for team members as needed.
4. The VP-UA drafts a response and contacts and responds to other publics as assigned by the president, including the university community, local and/or specific media outlets and community, regional media and regional media.



## **Procedures-Student Crisis**

Examples include an accident, traumatic event (arrest, assault, rape), or death of a student, serious off- campus accident with a traveling athletic team or group of students, event involving emergency services and/or the police or sheriff's department, or any weather, political, legal or news event in which EOU plays a significant role.

1. Immediate response:
  - a. If event occurs in the residence halls-residence assistant or residence director calls 911/fire department/emergency unit and vice president of Student Affairs or director of Student Relations.
  - b. All other occurrences—contact the vice president for Student Affairs or director of Student Relations
2. Vice president for Student Affairs contacts the president (provost in president's absence), VP-UA, and director of Facilities and Planning
3. President convenes Crisis/Critical Issues Management Team, which:
  - a. Gathers and clarifies details to establish an information baseline;
  - b. Identifies spokesperson;
  - c. Identifies contact for parents of students directly involved;
  - d. Assigns specific responsibilities for team members as needed.
4. VP-UA drafts official response/statement and contacts and responds to other publics as assigned by the president, including the community, local media, and community and regional media.

## **Operations**

### **A. General**

1. To ensure that the university's public information response to an emergency is quick, accurate, sensitive and responsible, UA staff will coordinate crisis communications with the university and off-campus media. UA staff will set up a communications center in its offices to remain open 24 hours for the duration of a crisis.
2. During an emergency, the VP-UA and/or their designee will serve as the university's spokesperson. Staff and other internal contact people will be given the spokesperson's name and phone number for referral of all media calls.

### **B. Phases or Response**

#### **1. Immediate**

- a. The President's Office and the VP-UA/designated spokesperson will determine if an official statement should be prepared and released.
- b. Spokesperson will brief all personnel assigned to answer the phone. The EOU Information Hotline managed by UA will be designated as the primary phone with recorded messages providing the latest information on the situation. The hotline phone number and key media phone line will be made available at the beginning of a crisis period for dissemination to the public. A staff member will be assigned to update recorded messages for those phones.

- c. Spokesperson will acquire basic information (type of emergency/disaster; time of event; actions taken; area and number of people involved; fatalities, injuries and extent of damage) and prepare an official news release. UA staff will be kept appraised of breaking news to enable them to answer media questions.
- d. Spokesperson and staff will verify all sources of information.
- e. Spokesperson and staff will clear news releases with the President's Office as quickly as possible before distributing to the media.
- f. In cases involving employee or student injuries or deaths, appropriate university personnel will notify families before the information is released to the public.
- g. Spokesperson will coordinate the release of verified information with local hospitals and other disaster agencies, providing as prompt, accurate and complete information as possible.
- 2. Ongoing period—In a crisis, the VP-UA and University Advancement staff will:
  - a. Provide public and university constituents with basic information about an emergency or threatened emergency via news media and other available resources including EOU Alert, website, email and hotlines.
  - b. Keep the public, media and constituents informed of the situation and convey information in consultation with emergency services to prevent further damage or loss of life, panic or interference with response efforts.
  - c. Keep the public, media and constituents informed of where to seek temporary housing, food, etc. if applicable.
  - d. Instruct the public on how to obtain further advice or information using news media and university resources such as EOU Alert, e-mail and web.
    - i. UA will issue media updates as long as necessary, then scale back activities as warranted.

### **Organization and Assignment of Responsibilities**

#### **A. Organization**

- 1. The VP-UA and/or their designee will supervise communications with the media.
- 2. UA staff members, as well as other university units and staff members, will be called upon for assistance when necessary.

#### **B. Responsibilities**

- 1. UA staff will provide assistance for compiling and relaying official statements to print and broadcast media.
- 2. Press conferences: when a press conference is called, the VP-UA will lead those efforts. As soon as additional information becomes available, it will be relayed to the main UA office, enabling staff there to pass along the information to the media as they call with questions. The president will speak at a press conference when a major crisis needs to be addressed or when they wish to issue updates on the situation. It is not recommended to put the president out front at the onset of a crisis. Until the picture becomes clear, the official spokesperson should handle media communications.
  - a. Press conference site: designate a site large enough to accommodate media and their gear (cameras, lights, sound equipment). Use rooms in primary locations if available. Assess and alert appropriate staff for electrical outlets, access and other accommodations.

- b. Time: must be convenient for university personnel, but also early enough for media to meet news deadlines. This consideration is important for maintaining positive relationships with the media and eliminating rumor, speculation and misinformation. Depending on the crisis and the information to be released, consideration should be given to timing for live coverage of mid-day or early-morning news broadcasts.
- c. Parking: a university security officer should be posted to direct media to parking areas.

#### C. Media Relations

1. Interviews: Members of the crisis team (see “Issues/Crisis Team”) will be available for interviews related to their specific areas and may be interviewed at their posts or some central location to be determined by the President and the VP UA. When a reporter contacts a member of the crisis team directly, the designated spokesperson for that unit may respond to questions in his/her area of expertise and immediately inform UA of the interview to enable media tracking and news compilation.
2. General Direction: Dealings with the media should always be honest and courteous to encourage confidence in and respect for university personnel. Spokespersons’ attitudes toward media reflect on the image of EOU. Withholding information from the media will generate distrust.

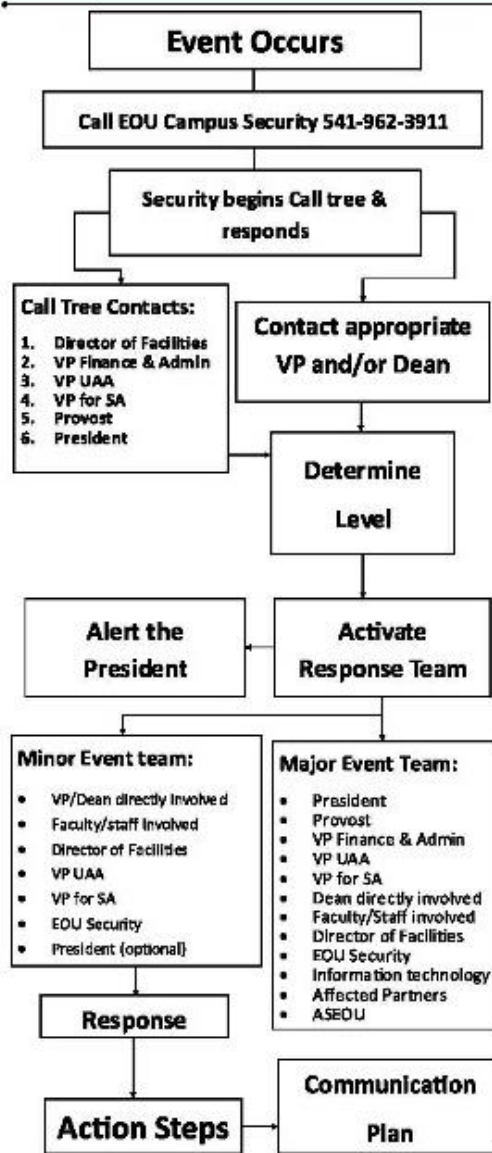


#### D. Issues/Crisis Teams

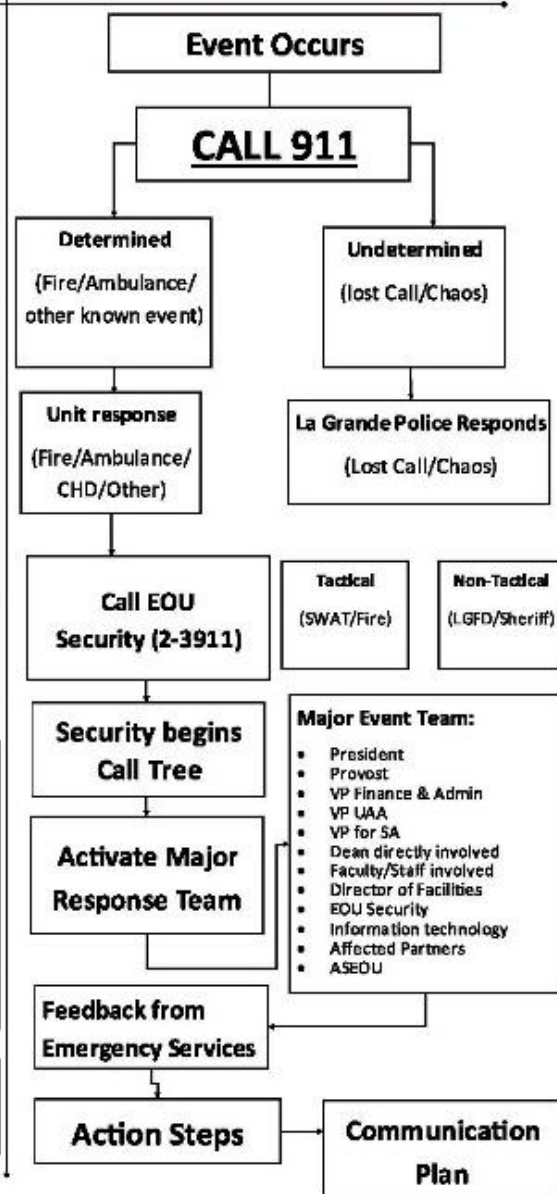
1. Based upon the type of crisis or critical issue, certain key people will work directly with the President’s Office and UAA to facilitate the dissemination of information. The key to an effective crisis/critical issue team is to form an effective response team. It is not recommended to view this group as a committee.
  - a. **Students**—President, provost, vice president for Student Affairs, VP-UA, vice president for Finance and Administration, director of Facilities and Planning, director of Student Relations, director of Residence Life, director of Counseling Center, director of Student Health, director of Athletics (if crisis involves sports), and Title IX coordinator
  - b. **Institutional or Faculty/Staff**—President, provost, VP-UA, vice president for Finance and Administration, director of Facilities and Planning, and vice president/dean that is directly involved

The following flow chart provides a summary of how EOU will respond in an emergency situation:

**Green Alert:** A minor incident that impacts individuals or a portion of the campus and can be resolved with internal resources or limited help.



**Red Alert:** Immediate threat to life and/or property.



## Quick Reference Guide

For a quick reference, please review the following response and evacuation procedures for these emergency situations:

### Fire Evacuation Procedures



- Activate Fire Alarm
- Call 911 (cell phones work too)
- Notify occupants as you evacuate
- Feel doors-DO NOT open hot doors
- DO NOT use elevators
- Only attempt to extinguish a fire if trained to do so

### Injury or Illness Procedures



- Call 911
- Keep victim still and comfortable
- Render first aid if trained
- Send someone to meet the ambulance
- If the injured person is an employee, report the injury to the department head or supervisor
- **Poison Control: 1-800-222-1222**

### General Evacuation Procedures



- Follow your department's **evacuation plan**
- Assist others when safe to do so
- Move well away from the building if possible
- Never re-enter a building after evacuating unless cleared by emergency personnel

### Suspicious Person Procedures



- Do not confront the person
- Notice details (gender, age, face, hair, clothing, direction of travel, possible weapon)
- Lock doors, turn off lights, and wait until the threat leaves.
- Call **911 (emergency)** or **541-962-3911 (non-emergency)**

### Suspicious Object Procedures



- DO NOT touch or move anything
- Call **911 (emergency)** or **541-962-3911 (non-emergency)**
- **Evacuate**

### Bomb Threat Procedures



- Look at telephone display and write down the number
- Keep caller on the phone and listen for details (speech patterns, background noises, etc.)
- Call **911 (emergency)**
- **Evacuate**

### Hazardous Substance Release Procedures



- Contain spill if trained and if safe to do so
- Call **911 (emergency)** or **541-962-3911 (non-emergency)**
- Move away or **evacuate** if there is a health risk
- Notify others and close doors as you leave
- Notify incident responders if you have details about the hazardous substance

### Power Outage Procedures



- Remain calm and stay where you are; refer to your department's **evacuation plan**
- If directed, **evacuate**
- Secure experiments; close chemical containers and fume hood sashes as you leave
- Turn off equipment as appropriate
- Assist others when safe to do so
- Do not re-enter a building without clearance to do so
- If there is an **emergency**, call **911**
- Notify others in your department according to your department's **emergency plan**

### Crime Procedures



- Do not attempt to apprehend or interfere
- Call **911 (emergency)** or **541-962-3911 (non-emergency)**
- Give your name, location, department, and as many details as possible

## Security Awareness and Crime Prevention Programs

EOU Security Services takes an active role in the safety of the campus by reporting any safety issues that are found while performing their daily rounds. This includes things like lighting issues, trip hazards, and emergency exit lighting. A campus security assessment is performed annually to identify safety issues and recommend remedies. Security Services is responsible for checking both the emergency blue light telephones and the elevator distress telephones monthly. Additionally, they talk to students and staff about ways to maintain personal safety and answer questions about crime prevention. Security awareness and crime prevention programs on personal safety programs on personal safety and theft prevention are sponsored by various campus organizations and local law enforcement throughout the year, including Week of Welcome, resident assistant training, and residential student programming. These presentations encourage students and employees to be responsible for their own security and the security of those around them.

The following charts are provided as a quick reference for campus security and crime prevention programs offered on campus.



Campus Security and Crime Prevention Programs			
Name:	Type:	Frequency:	Description:
<b>Week of Welcome</b>	Personal and Community Security	Annually	Presentations address the impacts of alcohol, drugs, and sexual assault upon the campus community
<b>International Student Orientation</b>	Personal and Community Security	Annually	Presentation addressing the use of alcohol and drugs, and sexual assault culture in the United States
<b>New Student Athlete Orientation</b>	Personal and Community Security	Annually	Presentation regarding student health and counseling services in an effort to build student efficacy
<b>Residence hall programming</b>	Personal and Community Security	Quarterly	Programming and bulletin boards regarding advocating for safer sex and healthy behaviors
<b>Safer Sex items distribution</b>	Personal and Community Safety	Daily	Distribution of condoms, brochures, and programming opportunities offered through the Student Health Center

Campus Security and Crime Prevention Programs (continued)			
Name:	Type:	Frequency:	Description:
Health Hut Offerings	Personal Wellness	Daily	Offer a variety of information for students, including Blood Alcohol Content cards
Social Media – Facebook postings	Personal and Community Wellness and Safety	Daily	Posted information regarding safer sex, sexual assault and safe vacation/ spring break tips
Alcohol Awareness	Personal and Community Wellness and Safety	April	Outreach to students regarding awareness of alcohol issues
EOU-OHSU Rita Monahan Wellness Event	Personal and Community Wellness	Annually	A wellness event and 5K run that includes information on binge drinking and tobacco awareness
Matt Vogel event	Personal and Community Wellness and Safety	Annually	Presentation regarding substance use and healthy relationships. Presentation given to faculty, staff, and students
EOU Stress Less	Personal and Community Wellness	Annually	Presentations on how to reduce stress, tips on how to prevent stress, and information on safe sex



# Alcohol and Drug Abuse Policies

## Alcohol

In the state of Oregon, it is illegal to possess or consume alcoholic beverages if you are under the age of 21. It is also illegal to provide alcoholic beverages to anyone under 21 or to anyone, regardless of age, who is visibly intoxicated. All students and employees are expected to know and abide by state laws and university policies regarding the use of alcoholic beverages. On the Eastern Oregon University campus, the La Grande Police Department manages the enforcement of state alcohol laws. Students and employees in violation of laws prohibiting driving under the influence of intoxicants, the sale or distribution of alcohol to minors, and minors using alcohol may be subject to a law enforcement citation and/or arrest, and university disciplinary proceedings.

The following is the Oregon State University student conduct policy regarding alcohol:

### **Oregon State University 4.3-2 Code of Student Conduct - Alcohol.**

The following behavior is prohibited under this policy:

- a) use, possession, or procurement of alcohol by persons under the legal drinking age; students are also considered to be in possession if the substance is in their bodies or the use is otherwise detectable;
- b) furnishing, manufacturing, distributing, or selling alcohol except as expressly permitted by law and the university's policies regarding alcohol;
- c) driving under the influence of alcohol in excess of the applicable legal limit;
- d) public intoxication, possession, or use while on university property or at events except as expressly permitted by university policies regarding alcohol;
- e) disruptive behavior or other code violations due to alcohol intoxication regardless of location;
- f) failure of a student organization to take all necessary steps to ensure that no person under the legal drinking age possesses alcoholic beverages at functions it sponsors or organizes, or within any property or transportation it owns, operates, and/or rents; or
- g) facilitating incapacitation or ingestion without consent through the use of alcohol.



## Drugs

In the state of Oregon, it is illegal to possess or consume marijuana if you are under the age of 21. It is also illegal to provide marijuana to anyone under 21. All students and employees are expected to know and abide by state laws and university policies regarding the unlawful possession, use, manufacture, or distribution of all illegal drugs. On the Eastern Oregon University campus, the La Grande Police Department manages the enforcement of federal and state drug laws. Students and employees in violation of laws prohibiting the unlawful possession, use, manufacture, or distribution of illegal drugs are subject to law enforcement citation and/or arrest, and university disciplinary proceedings. The following is the Oregon State University student conduct policy regarding drugs:

### **Oregon State University 4.3-4 Code of Student Conduct - Drugs.**

The following behavior is prohibited under this policy, where “drugs” includes but is not limited to federally controlled substances, synthetic drugs or inhalants, natural substances used for drug effects, and medication used/possessed/handled in non-prescribed manners:

- a. use, possession, or procurement of drugs or paraphernalia related to use; students are also considered to be in possession if the substance is in their bodies or the use is otherwise detectable;
- b. furnishing, manufacture, distribution, or sale of drugs except as expressly permitted by law;
- c. public intoxication due to drug use;
- d. driving under the influence of drugs;
- e. disruptive behavior or other code violations due to drug intoxication regardless of location;
- f. failure of a student organization to take all necessary steps to ensure that no person possesses or consumes drugs at functions it sponsors or organizes, or within any property or transportation it owns, operates, and/or rents; or
- g. facilitating incapacitation or ingestion without consent through the use of drugs.

### **Oregon State University 4.3-3 Code of Student Conduct - Marijuana.**

The following behavior is prohibited:

- a. use, possession, or procurement of marijuana or its derivatives or paraphernalia related to use by persons under the legal age; students are also considered to be in possession if the substance is in their bodies or the use is otherwise detectable;
- b. public intoxication, possession, or use of marijuana or its derivatives or paraphernalia related to use while on University property or at university events;
- c. furnishing, manufacturing, distributing, or selling marijuana or its derivatives except as expressly permitted by law;
- d. driving under the influence of marijuana or its derivatives;
- e. disruptive behavior or other code violations due to marijuana intoxication regardless of location;
- f. failure of a student organization to take all necessary steps to ensure that no person under the legal age possesses or consumes marijuana or its derivatives at functions it sponsors or organizes, or within any property or transportation it owns, operates, and/or rents; or
- g. facilitating incapacitation or ingestion without consent through the use of marijuana or its derivatives.

## **Eastern Oregon University-Student Code of Conduct-Controlled Substances**

The Eastern Oregon University policy regarding controlled substances addresses both alcohol and drugs. The following behaviors are prohibited:

- a. Possession or consumption of alcohol beverages by persons under 21 years of age, or furnishing of alcoholic beverages to persons under 21 years is prohibited. Possession or use of alcohol in any campus location or university sponsored or supervised activity, without university approval is prohibited regardless of age. Regulations concerning use of alcoholic beverages by students in university housing units and by recognized student organizations on or off campus are detailed in the Eastern Oregon University Student Drug and Alcohol Policy, the Room and Dining Contract and the Tailgating Policy.
- b. Use of tobacco products in unauthorized locations on campus in violation of state law, University, or public health regulations.
- c. Use, under the influence, possession, cultivation, manufacture, promotion, sale, and/or distribution of narcotics or other controlled substances, except as otherwise authorized by law or policy, is prohibited.
- d. Use and/or possession of prescription drugs of another is prohibited.

Oregon State University is also committed to maintaining a workplace free from the unlawful manufacture, use, dispensing, possession, or distribution of controlled substances (as defined in section 102 of the Controlled Substances Act [21 U.S.C. 802]). University policy prohibits these acts in the workplace, and all university employees must abide by this policy. Oregon State University employees at Eastern Oregon University found to be in violation of this policy may be subject to disciplinary sanctions consistent with applicable provisions of state laws and regulations, collective bargaining agreements, university policies and standards, as well as penalties under federal and state law. If an employee is involved in work supported by a federal agency, the university will notify the federal agency within ten days of receiving notice of a criminal drug statute conviction. Within 30 days of receiving notification that an employee has been convicted of violating a criminal drug statute in the workplace, the university will take appropriate action against such an employee, or will require the employee to participate satisfactorily in a controlled substance assistance or rehabilitation program.

University employees are encouraged to seek assistance for controlled substance dependency through the Employee Assistance Program. Evaluation, counseling, and referral services are available to employees through this program, and assistance is provided on a confidential basis. The health benefits packages available to all university employees provide at least partial reimbursement for the treatment and rehabilitation associated with substance abuse problems. Information about the Employee Assistance Program can be obtained at the Office of Human Resources, 236 Kerr Administration Building, Corvallis campus, or by calling 541-737-8300.

### **Drug Free Schools and Communities Act (DFSCA)**

Oregon State University Student Health Services provides the overall coordination of the Drug Free Schools and Communities Act. Each year, Oregon State University notifies each employee and student, in writing, of the : 1) standards of conduct; 2) sanctions for violation of federal, state, and local law and campus policy; and 3) health risks associated with alcohol and drug use. This annual notification is distributed to comply with part of the requirements of the 1989 amendments to the Drug-Free Schools and Communities Act (DFSCA), as articulated in the Education Department General Administrative Regulations (EDGAR) §86.1 – the Drug Free Schools and Campuses Regulations. Please find the most recent annual notification here: <https://studenthealth.oregonstate.edu/aod-annual-notification>. Here is a link to the most recent biennial review: <https://studenthealth.oregonstate.edu/aod-biennial-notification>.

# Violence Against Women Act (VAWA)-Policies, Procedures, and Resources

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## **VAWA Primary and Ongoing Prevention and Awareness Programs**

OSU-EOU prohibits domestic violence, dating violence, sexual assault, and stalking as those terms are defined for purposes of the Clery Act. The university reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all people. OSU-EOU does not discriminate on the basis of gender in its educational programs and sexual harassment and sexual violence are types of sex and gender discrimination. These acts can be sexually based or not, and include dating violence, domestic violence, and stalking.

OSU-EOU provides prevention programs addressing dating violence, domestic violence, sexual assault, and stalking. For first year and new transfer students, OSU-EOU requires a primary prevention and awareness program called Haven. From fall 2018 onward, Haven will be changed to Sexual Assault Prevention for Undergraduates, which is offered by EVERFI, <https://everfi.com/offerings/listing/sexual-assault-prevention-undergraduates/>. The following description of Sexual Assault Prevention for Undergraduates is from the EVERFI website:

Sexual Assault Prevention for Undergraduates helps colleges and universities comply with the educational requirements relating to sexual misconduct in Title IX and the Clery Act. Built in collaboration with leading researchers and practitioners, this course combines cutting-edge instructional design and rich media to educate students about healthy relationships, the importance of consent, and the role of bystander intervention. Interactive exercises take students through real-world scenarios and encourage students to challenge sexist language and attitudes, provide guidance for supporting someone who has experienced harm, and promote healthy relationships based on positive communication and respect—empowering students to create safe, healthy campus environments.

For new Ecampus, graduate, and non-degree students, OSU-EOU requires a primary prevention and awareness program called Haven Plus. From fall 2018 onward, Haven Plus will be renamed to Sexual Assault Prevention for Adult Learners, <https://everfi.com/wp-content/uploads/2018/02/SAPCourseSuite.pdf>. The following description of Sexual Assault Prevention for Adult Learners is from the EVERFI website:

Returning students and other adult learners have different relationships and experiences than traditional-aged students. Sexual Assault Prevention for Adult Learners emphasizes the importance of consent in long-term relationships and teaches adult learners to identify and address common forms of abuse such as financial abuse and child manipulation in personal and professional contexts. Adult learners build confidence to intervene with strategies suited for in-person and online environments.

At this time, OSU-EOU does not offer primary prevention and awareness programs for employees. Ongoing presentations addressing VAWA offenses are available to employees throughout year. The university offers the following ongoing awareness and prevention programs for students and employees that focus on increasing the understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking. These programs use a range of strategies for audiences throughout the university. The following chart displays a selection of programs that are available throughout the year:

## Violence Against Women Act Ongoing Awareness and Prevention Programs

**Campus Advocate Training:** Train the individuals that will serve as a campus advocate for individuals reporting a crime.

**Union County Sexual Assault Response Team Presentation:** Identifies how the Sexual Assault Response team responds to reports of crime and how the campus advocates interact with the team.

**Student Affairs Presentation:** Presentation about the Violence Against Women Act; what each employees' role in the process is; and what participants can do to support survivors of crime

**Safe Colleges Trainings:** Students are assigned courses in the program (sexual assault, alcohol use/abuse, active shooter) to complete each term. The completion of courses in the program is monitored and reminder notices are distributed about the need to take the course(s). Employees are assigned courses when they arrive as a new employee. Courses include Title IX training and policy training.

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

The Oregon Revised Statutes (ORS) define domestic violence, stalking, and sexual assault. The ORS does not have a definition for dating violence that is similar to the Clery Act's definition.

#### **Domestic Violence as defined by ORS 135.230**

[oregonlaws.org/ors/135.230](http://oregonlaws.org/ors/135.230)

1. Domestic violence means abuse between family or household members.
2. Family or household members means any of the following:
  - a. Spouses.
  - b. Former spouses.
  - c. Adult persons related by blood or marriage.
  - d. Persons cohabiting with each other.
  - e. Persons who have cohabited with each other or who have been involved in a sexually intimate relationship.
  - f. Unmarried parents of a minor child.
3. Abuse means:
  - a. Attempting to cause or intentionally, knowingly, or recklessly causing physical injury;
  - b. Intentionally, knowingly, or recklessly placing another in fear of imminent serious physical injury; or
  - c. 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 \(Sexual abuse in the first degree\)](#).



**Dating Violence:** Under Oregon state law, there is no specific definition of dating violence. Oregon state law only defines teen dating violence, and requires public school district boards to adopt policies addressing it (ORS 339.366). ORS 147.450 ([oregonlaws.org/ors/147.450](http://oregonlaws.org/ors/147.450)) defines teen dating violence as:

1. Teen dating violence means:
  - a. 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
  - b. 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. [2001 c.870 §23; 2007 c.71 §40; 2012 c.69 §2]

**Stalking as defined by ORS 163.732** ([oregonlaws.org/ors/163.732](http://oregonlaws.org/ors/163.732))

1. A person commits the crime of stalking if:
  - a. 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;
  - b. It is objectively reasonable for a person in the victim's situation to have been alarmed or coerced by the contact; and
  - c. 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.
2. Stalking is a Class A misdemeanor.
  - a. Notwithstanding paragraph (a) of this subsection, stalking is a Class C felony if the person has a prior conviction for:
    - i. Stalking; or
    - ii. Violating a court's stalking protective order.
  - b. 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. [1993 c.626 §2; 1995 c.353 §2]

Note. See second note under [163.730 \(Definitions for ORS 30.866 and 163.730 to 163.750\)](http://oregonlaws.org/ors/163.730).

**Sexual Assault as defined by ORS 163.305** ([oregonlaws.org/ors/163.305](http://oregonlaws.org/ors/163.305))

1. Sexual assault means any unwanted sexual contact as defined in ORS 163.305 – ORS 147.450.
2. 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.
3. Forcible compulsion means to compel by:
  - a. Physical force; or
  - b. 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.

4. 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.
5. 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.
6. Physically helpless means that a person is unconscious or for any other reason is physically unable to communicate unwillingness to an act.
7. 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.
8. Sexual intercourse has its ordinary meaning and occurs upon any penetration, however slight; emission is not required. [1971 c.743 §104; 1975 c.461 §1; 1977 c.844 §1; 1979 c.744 §7; 1983 c.500 §1; 1999 c.949 §1; 2009 c.770 §1]

Oregon State University and Eastern Oregon University policies define consent. The ORS does not define consent, but does define lack of consent:

**OSU Consent Definition:** Knowing, voluntary, and clear permission by word or action, to engage in mutually agreed upon sexual activity. Oregon State University uses this definition in the policies and procedures addressing VAWA offenses.

**EOU Consent Definition:** Consent is an understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed upon sexual activity. Consent must be informed, freely and actively given. If coercion, intimidation, threats, or physical force are used there is no consent. Students – please also see the Student Code of Conduct for more information regarding consent.

#### **Incapacity to Consent as defined by ORS 163.315** ([oregonlaws.org/ors/163.315](https://oregonlaws.org/ors/163.315))

1. A person is considered incapable of consenting to a sexual act if the person is:
  - a. Under 18 years of age;
  - b. Mentally defective;
  - c. Mentally incapacitated; **or**
  - d. Physically helpless.
2. A lack of verbal or physical resistance does not, by itself, constitute consent but may be considered by the trier of fact along with all other relevant evidence. [1971 c.743 §105; 1999 c.949 §2; 2001 c.104 §52]

#### **Bystander Intervention and Risk Reduction**

Bystanders are defined as “individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it” [Burn, S.M. (2009). *A situational model of Sexual Assault, Dating Violence, Domestic Violence, and Stalking Prevention through bystander intervention*. *Sex Roles*, 60, 779-792]. They play a critical role in the prevention of sexual and relationship violence. Oregon State University promotes a culture of community accountability where bystanders are actively engaged

in the prevention of violence without causing further harm. There are a variety of ways that bystanders can intervene without putting themselves in danger, and a range of situations that warrant bystander intervention. Some of the more common situations that could be encountered include:

- If you hear someone joking about sexual assault, dating violence, domestic violence, and stalking, making other degrading comments, or using demeaning language.
- If you witness micro-aggressions.
- If someone looks like they could be in trouble or need help.
- If you hear someone pressuring or encouraging others to drink or hook up.
- If you notice a person isolating an individual who appears intoxicated.
- If you witness what appears to be inappropriate or unwanted touching.
- If comments or actions from others indicate their intent on having sex regardless of the other person's willingness or ability to consent.
- If someone is getting ready to have sex with a person who is intoxicated.

Active bystanders can follow a few general tips for keeping themselves safe while assessing a situation and intervening. Consider some of the following guidelines:

- Approach everyone as a friend.
- Don't be antagonistic.
- Avoid using violence.
- Be honest and direct whenever possible.
- Recruit help if necessary.
- Keep yourself safe.
- Tell others about your plans to intervene.
- If you aren't in a position to intervene for safety reasons, find someone who can.

If you are not sure how to intervene, there are many options. People choose to intervene in different ways based on their personality or the situational context. Anything done while maintaining safety is good intervention. Consider trying one of these intervention styles:

1. **The Divider:** Step in and separate both people. Let them know your concerns and reasons for intervening (e.g. because you are being a friend and acting in their best interest). Make sure each person makes it out the situation safely. Examples:
  - a. "Hey, I'm worried you might be making a mistake...How about you two meet up tomorrow?"
  - b. "I'm not sure you should do this...You seem pretty drunk right now."
  - c. "Looks like you might need help getting home. Want me to walk with you?"



2. **The Recruiter:** Recruit help from friends of both people to step in as a group. Make a plan and verbalize it..."I'll do A, you do B." Examples:
  - a. "I am going to ask if Sam wants to grab food. Do you want to see if Jordan is ready to go home?"
  - b. "Will you come with me to see if Cameron is ok?"
  - c. "I don't feel comfortable with what's happening. What do you think we could do?"
3. **The Disrupter:** Step in to redirect the focus somewhere else. Divert the attention of one person away from the other... Commit a party foul if you need to!
  - a. "I have to go to the bathroom; come with me."
  - b. "I'm starving. Want to grab food?"
  - c. Strike up a conversation with both people; don't give up when it gets awkward: "OMG: can you believe what happened on *Game of Thrones* this week?" or "Hey, didn't we have a class together freshman year?"
  - d. Spill your drink.

Regardless of what the specific situation may be, there are some key checkpoints when assessing the situation and deciding whether or not, or how, to intervene. Think about these things while approaching different scenarios:

- Is something going on?
- Is it a problem or emergency situation?
- Can I subtly investigate ambiguous situations?
- Should I take responsibility to intervene?
- Could the situation escalate if I don't intervene?
- Do I know how I could safely defuse the situation?
- Can I anticipate possible reactions (from all parties, including other witnesses) and pick a fitting intervention style?
- Are there potential social consequences of different intervention styles?
- Can I identify people to support me?
- Will I do SOMETHING to help?
- Ultimately...**If you see something, do something.** If you don't feel safe intervening directly, find someone who can. If you or someone else is in immediate danger, dial 911.

### **Risk Reduction**

There is an important difference between preventing sexual assault, dating violence, domestic violence, and stalking and reducing the risk of such incidents. Preventing these offenses focuses on the people committing the acts, while risk reduction focuses on strategies that may reduce the risk of harm. Therefore, it is vital to recognize that no one deserves to be assaulted, that perpetrators of rape and violence are solely responsible for committing those crimes and that victims are never to be blamed for doing or not doing certain behaviors to avoid an assault. With these things in mind, the following strategies may reduce one's risk of victimization (from Rape, Abuse, & Incest National Network, [rainn.org](http://rainn.org)):

1. **Be aware** of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to **avoid isolated or poorly lit areas**. It is more difficult to get help if no one is around.
3. **Walk with purpose**. Even if you don't know where you are going, act like you do.
4. **Talk** with a friend on the phone while walking.
5. **Trust your instincts**. If a situation or location feels unsafe or uncomfortable, consider how you can remove yourself.
6. **If you see something suspicious, contact Security Services** (non-emergency: 541-962-3911) or local law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
7. **Don't allow yourself to be isolated** with someone who is crossing your boundaries, someone you don't trust, or someone you don't know very well.
8. **Avoid putting music headphones in both ears** and/or being overly focused on your phone so that you can be more aware of your surroundings, especially if you are walking alone. Perpetrators look for perceived vulnerabilities in their potential targets.
9. **When you go to a social gathering, go with a group of friends**. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
10. **Don't accept drinks from people you don't know or trust**. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common, open containers. These common sources often contain large amounts of alcohol masked by sweet mixers and could more likely contain so-called "date rape drugs."
11. **Watch out for your friends, and vice versa**. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
  - a. **If you suspect you or a friend has been drugged, dial 911**. Be explicit with doctors so they can administer the correct tests (such as a urine test and possibly others).
12. **Try to think of an escape route**. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby? If you need to get out of an uncomfortable or scary situation, here are some things that you can try:
  - a. **Remember that being in this situation is not your fault**. You did not do anything wrong, it is the person who is making you uncomfortable that is to blame.
  - b. **Be true to yourself**. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
  - c. **Have a code word with your friends or family** so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
  - d. **Lie**. If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use include needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.

## Response Options for Survivors

Here are procedures survivors can follow after an incident of sexual assault, domestic violence, dating violence, or stalking. Some of these procedures may overlap.

VAWA Offense	Procedures
Dating Violence and Domestic Violence	<ul style="list-style-type: none"><li>• If in immediate danger, call 911</li><li>• Preserve evidence by saving text messages, instant messages, social networking pages, other communications, pictures, logs, or other copies of documents</li><li>• Consider seeking medical attention and forensic examination<ul style="list-style-type: none"><li>○ Student Health Center, 541-962-3524, One University Boulevard, La Grande, OR</li><li>○ Mt. Emily Safe Center, 541-963-0602, 2107 3rd Street, La Grande, OR<ul style="list-style-type: none"><li>▪ Sexual Assault Nurse Examiners (SANE) are on staff</li></ul></li><li>○ Shelter From the Storm, 541-963-7226, 10901 Island Ave, Island City, OR</li><li>○ Grande Ronde Hospital, 541-963-8421, 900 Sunset Dr, La Grande, OR</li></ul></li><li>• Consider contacting the EOU Title IX coordinator<ul style="list-style-type: none"><li>○ 113A Inlow Hall, 541-962-3476</li><li>○ Helps survivors find medical care, SANE nurses, and information about their rights and options</li><li>○ Can help with academic, employment, or housing accommodations</li></ul></li><li>• A privileged campus advocate position is available for the 2018-19 school year.<ul style="list-style-type: none"><li>○ 113 Zabel Hall, 541-962-3381</li><li>○ The advocate will provide confidential services to those impacted by abuse</li></ul></li><li>• Consider contacting the EOU Counseling Center<ul style="list-style-type: none"><li>○ 541-962-3524, 6th Street &amp; “L” Avenue, La Grande, OR</li><li>○ Completely confidential mental health counseling</li></ul></li><li>• Consider contacting Shelter From the Storm<ul style="list-style-type: none"><li>○ Office Line: 541-963-7226</li><li>○ 24-Hour Hotline: 541-963-9261</li><li>○ Physical Address: 10901 Island Ave, Island City, OR</li><li>○ Provides support, emergency shelter, and other services for survivors</li></ul></li><li>• Consider reporting to law enforcement<ul style="list-style-type: none"><li>○ <b>On-campus and Off-campus (within city limits) :</b> La Grande Police Department, 541-963-1017 (non-emergency), 911 (emergency), 1109 K Ave, La Grande, OR</li><li>○ <b>Off-campus (outside of city limits):</b> Union County Sheriff’s Office, 541-963-1017 (non-emergency), 911 (emergency), 1109 K Ave, La Grande, OR</li></ul></li></ul>

VAWA Offense	Procedures
<b>Dating Violence and Domestic Violence (continued)</b>	<ul style="list-style-type: none"> <li>Consider seeking a Mutual No Contact Directive, Restraining Order, Stalking Protective Order, or Sexual Abuse Protection Order               <ul style="list-style-type: none"> <li><a href="http://studentlife.oregonstate.edu/studentconduct/conduct-processes#am10">http://studentlife.oregonstate.edu/studentconduct/conduct-processes#am10</a></li> <li><a href="http://www.courts.oregon.gov/programs/family/domestic-violence/Pages/restraining.aspx">http://www.courts.oregon.gov/programs/family/domestic-violence/Pages/restraining.aspx</a></li> <li><a href="http://www.courts.oregon.gov/programs/family/domestic-violence/Pages/stalking.aspx">http://www.courts.oregon.gov/programs/family/domestic-violence/Pages/stalking.aspx</a></li> <li><a href="http://www.courts.oregon.gov/programs/family/domestic-violence/Pages/sexual-abuse.aspx">http://www.courts.oregon.gov/programs/family/domestic-violence/Pages/sexual-abuse.aspx</a></li> </ul> </li> </ul>
<b>Sexual Assault</b>	<ul style="list-style-type: none"> <li>If in immediate danger, call 911</li> <li>Preserve evidence by saving text messages, instant messages, social networking pages, other communications, pictures, logs, or other copies of documents</li> <li>If the survivor wishes to have forensic evidence collected, the survivor should not bathe, douche, smoke, change clothing, or clean the bed, linen, or area where the sexual assault occurred</li> <li>Consider seeking medical attention and forensic examination               <ul style="list-style-type: none"> <li>Student Health Center, 541-962-3524, One University Boulevard, La Grande, OR</li> <li>Mt. Emily Safe Center, 541-963-0602, 2107 3rd Street, La Grande, OR                   <ul style="list-style-type: none"> <li>Sexual Assault Nurse Examiners (SANE) are on staff</li> </ul> </li> <li>Shelter From the Storm, 541-963-7226, 10901 Island Ave, Island City, OR</li> <li>Grande Ronde Hospital, 541-963-8421, 900 Sunset Dr, La Grande, OR</li> </ul> </li> <li>Consider contacting the EOU Title IX coordinator               <ul style="list-style-type: none"> <li>113A Inlow Hall, 541-962-3476</li> <li>Helps survivors find medical care, SANE nurses, and information about their rights and options</li> <li>Can help with academic, employment, or housing accommodations</li> </ul> </li> <li>A privileged campus advocate position is available for the 2018-19 school year.               <ul style="list-style-type: none"> <li>113 Zabel Hall, 541-962-3381</li> <li>The advocate will provide confidential services to those impacted by abuse</li> </ul> </li> <li>Consider contacting the EOU Counseling Center               <ul style="list-style-type: none"> <li>541-962-3524, 6th Street &amp; "L" Avenue, La Grande, OR</li> <li>Completely confidential mental health counseling</li> </ul> </li> <li>Consider contacting Shelter From the Storm               <ul style="list-style-type: none"> <li>Office Line: 541-963-7226</li> <li>24-Hour Hotline: 541-963-9261</li> <li>Physical Address: 10901 Island Ave, Island City, OR</li> <li>Provides support, emergency shelter, and other services for survivors</li> </ul> </li> </ul>

VAWA Offense	Procedures
<b>Sexual Assault (continued)</b>	<ul style="list-style-type: none"> <li>Consider reporting to law enforcement <ul style="list-style-type: none"> <li><b>On-campus and Off-campus (within city limits) :</b> La Grande Police Department, 541-963-1017 (non-emergency), 911 (emergency), 1109 K Ave, La Grande, OR</li> <li><b>Off-campus (outside of city limits):</b> Union County Sheriff's Office, 541-963-1017 (non-emergency), 911 (emergency), 1109 K Ave, La Grande, OR</li> </ul> </li> <li>Consider seeking a Mutual No Contact Directive, Restraining Order, Stalking Protective Order, or Sexual Abuse Protection Order <ul style="list-style-type: none"> <li><a href="http://studentlife.oregonstate.edu/studentconduct/conduct-processes#am10">http://studentlife.oregonstate.edu/studentconduct/conduct-processes#am10</a></li> <li><a href="http://www.courts.oregon.gov/programs/family/domestic-violence/Pages/restraining.aspx">http://www.courts.oregon.gov/programs/family/domestic-violence/Pages/restraining.aspx</a></li> <li><a href="http://www.courts.oregon.gov/programs/family/domestic-violence/Pages/stalking.aspx">http://www.courts.oregon.gov/programs/family/domestic-violence/Pages/stalking.aspx</a></li> <li><a href="http://www.courts.oregon.gov/programs/family/domestic-violence/Pages/sexual-abuse.aspx">http://www.courts.oregon.gov/programs/family/domestic-violence/Pages/sexual-abuse.aspx</a></li> </ul> </li> </ul>
<b>Stalking</b>	<ul style="list-style-type: none"> <li>If in immediate danger, call 911</li> <li>Preserve evidence by saving text messages, instant messages, social networking pages, other communications, pictures, logs, or other copies of documents</li> <li>Consider contacting EOU's Title IX Coordinator <ul style="list-style-type: none"> <li>113A Inlow Hall, 541-962-3476</li> <li>Helps survivors find medical care, SANE nurses, and information about their rights and options</li> <li>Can help with academic, employment, or housing accommodations</li> </ul> </li> <li>A Privileged Campus Advocate position is available for the 2018-19 school year. <ul style="list-style-type: none"> <li>113 Zabel Hall, 541-962-3381</li> <li>The advocate will provide confidential services to those impacted by abuse</li> </ul> </li> <li>Consider contacting the EOU Counseling Center <ul style="list-style-type: none"> <li>541-962-3524, 6th Street &amp; "L" Avenue, La Grande, OR</li> <li>Completely confidential mental health counseling</li> </ul> </li> <li>Consider contacting Shelter From the Storm <ul style="list-style-type: none"> <li>Office Line: 541-963-7226</li> <li>24-Hour Hotline: 541-963-9261</li> <li>Physical Address: 10901 Island Ave, Island City, OR</li> <li>Provides support, emergency shelter, and other services for survivors</li> </ul> </li> <li>Consider reporting to law enforcement <ul style="list-style-type: none"> <li><b>On-campus and Off-campus (within city limits) :</b> La Grande Police Department, 541-963-1017 (non-emergency), 911 (emergency), 1109 K Ave, La Grande, OR</li> <li><b>Off-campus (outside of city limits):</b> Union County Sheriff's Office, 541-963-1017 (non-emergency), 911 (emergency), 1109 K Ave, La Grande, OR</li> </ul> </li> </ul>

VAWA Offense	Procedures
<b>Stalking (continued)</b>	<ul style="list-style-type: none"> <li>Consider seeking a Mutual No Contact Directive, Restraining Order, Stalking Protective Order, or Sexual Abuse Protection Order <ul style="list-style-type: none"> <li><a href="http://studentlife.oregonstate.edu/studentconduct/conduct-processes#am10">http://studentlife.oregonstate.edu/studentconduct/conduct-processes#am10</a></li> <li><a href="http://www.courts.oregon.gov/programs/family/domestic-violence/Pages/restraining.aspx">http://www.courts.oregon.gov/programs/family/domestic-violence/Pages/restraining.aspx</a></li> <li><a href="http://www.courts.oregon.gov/programs/family/domestic-violence/Pages/stalking.aspx">http://www.courts.oregon.gov/programs/family/domestic-violence/Pages/stalking.aspx</a></li> <li><a href="http://www.courts.oregon.gov/programs/family/domestic-violence/Pages/sexual-abuse.aspx">http://www.courts.oregon.gov/programs/family/domestic-violence/Pages/sexual-abuse.aspx</a></li> </ul> </li> </ul>

### Law Enforcement Involvement

Survivors have several options, including the option to notify local law enforcement, to be assisted by campus authorities in notifying law enforcement if they choose to do so, or to decline to notify such authorities. Contact information for on-campus and off-campus law enforcement agencies can be found in the following chart. Oregon State University will comply with a student's request for assistance in notifying authorities.

Organization	Address	Phone
<b>La Grande Police Department (on-campus and off-campus within La Grande city limits)</b>	1109 K Ave., La Grande, OR	541-963-1017 (non-emergency) 911 (emergency)
<b>Union County Sheriff's Office (off-campus outside of La Grande city limits)</b>	1109 K Ave., La Grande, OR	541-963-1017 (non-emergency) 911 (emergency)

If a survivor decides to file a police report, they can expect the following:

1. The survivor may contact either on-campus (La Grande Police Department) or off-campus (La Grande Police Department/Union County Sheriff's Office) law enforcement.
2. The survivor will likely speak with a law enforcement dispatcher or records personnel first.
3. After the survivor gives basic contact information and incident details to the dispatcher, the dispatcher will notify a law enforcement officer of the call. The law enforcement officer may contact the survivor.
4. The law enforcement officer will collect the survivor's information (name, date of birth, address, phone number, etc.), interview the survivor about the VAWA incident, obtain suspect(s) information, and collect evidence.
5. If a survivor decides to participate in a medical assessment, Oregon Senate Bill 795 requires medical assessment providers or law enforcement to contact a victim advocate and make reasonable efforts to ensure that a victim advocate is present and available at the medical facility.
6. The survivor can expect to be asked whether or not they wish to pursue charges against the alleged suspect(s).
7. The survivor could be contacted by the investigating law enforcement officer at a later date for a follow-up interview. The survivor may also be contacted by a detective depending upon the complexity of the case.

8. The survivor can expect to be notified of their rights as a victim. ORS 147.417 requires law enforcement officers in Oregon to notify victims of their rights under section 42, Article I of the Oregon Constitution.
9. If an arrest is made, the survivor can expect to be contacted by the district attorney's office.



Reporting to law enforcement can help survivors collect and preserve evidence. However, completing a forensic examination does not require a survivor to file a police report; it does help preserve evidence in case a survivor decides to file a police report at a later date. Preserving evidence may also assist in proving that the alleged criminal offense occurred or is occurring, and it may be helpful in obtaining an order of protection. As time passes, evidence may dissipate, become lost, or be unavailable, thereby making investigation, possible prosecution, student conduct proceedings, or obtaining an order of protection related to the incident more difficult. Law enforcement can also help survivors obtain medical assistance and refer them to additional resources.

### Protective Measures and Services

The university will maintain as confidential, any accommodations or protective measures provided to the survivor to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures. Personally identifiable information about the survivor will be shared only with persons who have a specific need to know because they are investigating, adjudicating the complaint, delivering resources or support services to the complainant, or classifying the incident in accordance with the Clery Act. The university does not publish the name of crime survivors or identifiable information regarding survivors in publicly available recordkeeping including the Daily Crime Log, the Annual Security and Fire Safety Report, or the published annual statistics.



Victims have the right to obtain various orders of protection in cases involving a VAWA offense. The university complies with Oregon law in recognizing orders of protection and restraining orders, and will assist university students and employees who obtain one from any U.S. state with information and safety planning. Individuals with protection or restraining orders should provide a copy to local law enforcement and the Title IX Office at EOU. They may then meet with Security Services to develop a safety plan to reduce their risk of harm while on or coming and going from campus. This plan may include, but is not limited to, campus escorts, special parking arrangements, a temporary cell phone, changing classroom locations, or allowing a student to complete assignments from home, if possible. Employees who are survivors of domestic violence may be eligible to take intermittent or continuous leave in order to secure restraining orders, attend court, or the like.

The following chart gives information about the available types of orders, which are all free of charge, and how to obtain each one.

<b>(Mutual) No Contact Directive for Students Only (**Not Enforceable by Law Enforcement**)</b>	A university issued directive that describes the set of expectations given between two or more student parties to not contact or communicate with each other, including directly, through third parties, or online. No Contact Directives are usually reciprocal (mutual) and generally cannot be lifted without the express consent of all named parties. Certain OSU administrators are authorized to issue No Contact Directives that prohibits contact between students when a student is the recipient of threats or persistent unwanted or harassing contact, or have made allegations against one another. This directive is outlined in the Code of Student Conduct and EOA information, and is designed as a protective measure to mitigate potential problematic interactions in the future.
<b>Office to Contact</b>	<ul style="list-style-type: none"> <li>• Title IX Coordinator and Director of Student Relations 113 Inlow Hall, One University Blvd., La Grande, OR 541-962-3476</li> <li>• Student Conduct and Community Standards 150 Snell Hall, Corvallis campus 541-737-3656</li> <li>• Equal Opportunity and Access 330 Snell Hall, Corvallis campus 541-737-3556</li> </ul>
<b>Filing Instructions</b>	A student considering requesting a No Contact Directive may discuss the situation with a staff member of Student Conduct and Community Standards, Equal Opportunity and Access, and the EOU Title IX coordinator and director of Student Relations. The Survivor Advocacy and Resource Center can assist with filing a Mutual No Contact Directive.
<b>Enforcement</b>	To enforce a No Contact Directive, an individual should report any violations to Student Conduct and Community Standards or the EOU Title IX coordinator and director of Student Relations. Violations of No Contact Directives issued by Oregon State University are not criminal offenses and are not enforceable by law enforcement officers. Oregon State University will honor requests for No Contact Directives and enforce violations of university-issued No Contact Directives.

<b>Restraining Order</b>	A Restraining Order is a court order to protect the petitioner's physical safety. It can tell the other person (the "respondent") to move, and specify locations where the respondent cannot go. The petition for a Restraining Order includes other things the petitioner can ask for if they believe it will help them stay safe.
<b>Office to Contact</b>	<ul style="list-style-type: none"> <li>Union County Circuit Courthouse 1105 K Ave, La Grande, OR (541) 962-9500</li> <li>General information: <a href="http://www.courts.oregon.gov/programs/family/domestic-violence/Pages/restraining.aspx">http://www.courts.oregon.gov/programs/family/domestic-violence/Pages/restraining.aspx</a></li> <li>Application Packet: <a href="http://www.courts.oregon.gov/forms/Documents/FAPA-APPLY-PACKET-Statewide.pdf">http://www.courts.oregon.gov/forms/Documents/FAPA-APPLY-PACKET-Statewide.pdf</a></li> </ul>
<b>Filing Instructions</b>	The application should be filed at the circuit court courthouse in the county where either the petitioner or the respondent lives. In Union county, this would be at the Union County Circuit Court Courthouse, 1105 K Ave, La Grande, OR. The Union County District Attorney's Office Victim Assistance Program and Shelter From the Storm can help file the application. To review the requirements for a Restraining Order, review the application packet (see above link).
<b>Enforcement</b>	To enforce a Restraining Order, law enforcement should be contacted. A law enforcement officer must arrest the respondent if the officer believes they violated the order.

<b>Stalking Protective Order</b>	A Stalking Protective Order is a court order that tells a person who has made unwanted contact with you or a member of your immediate family or household to stop this behavior.
<b>Office to Contact</b>	<ul style="list-style-type: none"> <li>Union County Circuit Courthouse 1105 K Ave, La Grande, OR (541) 962-9500</li> <li>General information: <a href="http://www.courts.oregon.gov/programs/family/domestic-violence/Pages/stalking.aspx">http://www.courts.oregon.gov/programs/family/domestic-violence/Pages/stalking.aspx</a></li> <li>Application: <a href="http://www.courts.oregon.gov/forms/Documents/Stalking%20Protective%20Order.pdf">http://www.courts.oregon.gov/forms/Documents/Stalking%20Protective%20Order.pdf</a></li> </ul>
<b>Filing Instructions</b>	A Stalking Protective Order should be filed at the courthouse in the county where the respondent lives or where the unwanted contacts took place. In Union county, the application should be filed at the Union County Circuit Court Courthouse, 1105 K Ave, La Grande, OR. The Union County District Attorney's Office Victim Assistance Program and Shelter From the Storm can help file the application. To review the requirements for a Stalking Protective Order, go to this link, <a href="http://www.courts.oregon.gov/forms/Documents/Stalking%20Protective%20Order%20Instructions.pdf">http://www.courts.oregon.gov/forms/Documents/Stalking%20Protective%20Order%20Instructions.pdf</a> .
<b>Enforcement</b>	If the respondent does not obey a Stalking Protective Order, it is a crime and law enforcement should be contacted. Police must arrest the respondent if they have reason to believe the respondent has not followed a Stalking Protective Order.

<b>Sexual Abuse Protective Order</b>	A Sexual Abuse Protective Order (SAPO) is available in certain cases where a person was subjected to unwanted sexual abuse by another person who is not a family member or intimate partner. A SAPO is a court order that tells the respondent to leave the petitioner, petitioner's children, and petitioner's family alone. It can order the respondent not to enter a reasonable area around the petitioner's residence. The petitioner can ask the judge to add other conditions (listed in the protective order) that they believe will help them stay safe.
<b>Office to Contact</b>	<ul style="list-style-type: none"> <li>Union County Circuit Courthouse 1105 K Ave, La Grande, OR (541) 962-9500</li> <li>General information and application: <a href="http://www.courts.oregon.gov/forms/Documents/SAPO-Obtain.pdf">http://www.courts.oregon.gov/forms/Documents/SAPO-Obtain.pdf</a></li> </ul>
<b>Filing Instructions</b>	A Sexual Abuse Protective Order should be filed at the courthouse in the county where either the petitioner or the respondent lives. In Union county, the SAPO should be filed at the Union County Circuit Court Courthouse, 1105 K Ave, La Grande, OR. The Union County District Attorney's Office Victim Assistance Program and Shelter From the Storm can help file the application. To review the requirements for a Sexual Abuse Protective Order, review the application packet (see above link).
<b>Enforcement</b>	If the respondent does not obey the SAPO, law enforcement should be contacted. The petitioner should not contact the respondent. The officer must arrest the respondent if there is probable cause (a good reason) to believe a violation has occurred. The respondent can be charged with contempt of court. If the court finds the respondent to be in contempt, the respondent can be fined, placed on probation, or put in jail.

The university is sensitive to those who report sexual assault, domestic violence, dating violence, and stalking; and will provide written notification to students and employees of existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community.

The university is obligated to comply with a student's reasonable request for a living and/or academic situation change following an alleged sex offense. The university will provide written notification to victims about options for, available assistance in, and how to request changes to academic, living, transportation and working situations, or protective measures. The university will make such accommodations or provide such protective measures if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to Security Services or local law enforcement.

When a student or employee reports to the EOU Title IX Office that they have been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, the office will provide the student or employee a written explanation of their rights and options. Oregon State University students and employees may also request their directory information be removed from public sources at the Office of the Registrar (OSU: 541-737-4331 and EOU: 541-962-3607) and the Office of Human Resources (541-737-3103) respectively.

When assisting a survivor with their rights and options and deciding what measures to take, the university considers the specific need expressed by the survivor; the age of the students involved; the severity or pervasiveness of the allegations; any continuing effects on the survivor; whether

the survivor and alleged perpetrator share the same residence hall, dining hall, class, transportation or job location; and whether other judicial measures have been taken to protect the survivor (e.g. civil protection orders).

The university understands some survivors do not want to report to law enforcement, but may still wish to utilize other resources found on campus or within the community. The following chart is a quick reference for organizations on campus and within the La Grande and Corvallis campus communities, as well as national organizations, that can assist and provide resources to survivors of dating violence, domestic violence, sexual assault, and stalking:

Organization	Address	Phone	Email/Website
<b>Athletics Deputy Title IX Coordinator</b>	133D Quinn, One University Blvd., La Grande, OR	541-962-3687	<a href="mailto:kmorehead@eou.edu">kmorehead@eou.edu</a>
<b>Counseling Center (confidential)</b>	6th Street & "L" Avenue La Grande, OR	541-962-3524	<a href="https://www.eou.edu/counsel/">https://www.eou.edu/counsel/</a>
<b>Department of Education, Office for Civil Rights</b>	400 Maryland Avenue, SW Washington, DC 20202-1100	800-421-3481	<a href="https://www2.ed.gov/about/offices/list/ocr/index.html">https://www2.ed.gov/about/offices/list/ocr/index.html</a>
<b>Department of Justice Sexual Assault Resources</b>	950 Pennsylvania Avenue, NW Washington, DC 20530-0001	877-739-3895 (National Sexual Violence Resource Center)	<a href="https://www.justice.gov/ovw/sexual-assault">https://www.justice.gov/ovw/sexual-assault</a>
<b>Director of Residence Life</b>	220 Hoke, One University Blvd., La Grande, OR	541-962-3177	<a href="mailto:jdjones1@eou.edu">jdjones1@eou.edu</a>
<b>Employee and Labor Relations (Oregon State University)</b>	236 Kerr Administration Building, Corvallis campus	541-737-5355	<a href="mailto:employee.relations@oregonstate.edu">employee.relations@oregonstate.edu</a>
<b>Human Resources Director and Deputy Title IX Coordinator</b>	209 Inlow, One University Blvd., La Grande, OR	541-962-3516	<a href="mailto:cjmclaughlin@eou.edu">cjmclaughlin@eou.edu</a>
<b>Office of Audit Services (Oregon State University)</b>	240 Kerr Administration Building, Corvallis campus	541-737-5547	<a href="https://secure.ethicspoint.com/domain/media/en/gui/41096/index.html">https://secure.ethicspoint.com/domain/media/en/gui/41096/index.html</a>
<b>Office of Equal Opportunity and Access (including Title IX)</b>	330 Snell Hall, Corvallis campus	541-737-3556	<a href="mailto:equal.opportunity@oregonstate.edu">equal.opportunity@oregonstate.edu</a>
<b>Office of Student Conduct and Community Standards</b>	150 Snell Hall, Corvallis campus	541-737-3656	<a href="mailto:SCCS@oregonstate.edu">SCCS@oregonstate.edu</a>
<b>OSU at EOU Program Coordinator</b>	205 Badgley Hall, One University Blvd., La Grande, OR	541-962-3612	<a href="mailto:Michelle.Hines@oregonstate.edu">Michelle.Hines@oregonstate.edu</a>

Organization (continued)	Address	Phone	Email/Website
<b>Rape, Abuse, and Incest National Network</b>	1220 L Street, NW, Suite 505 Washington DC 20005	800-656-4673 (RAINN/ National Sexual Assault Hotline)	<a href="https://www.rainn.org/">https://www.rainn.org/</a>
<b>Security Services</b>	002 Ackerman, One University Blvd., La Grande, OR	541-962-3911	<a href="mailto:wbenson@eou.edu">wbenson@eou.edu</a>
<b>Shelter From the Storm</b>	10901 Island Ave, Island City, OR	Office Line: 541-963-7226 24-Hour Hotline: 541-963- 9261	<a href="http://unioncountysfs.org/">http://unioncountysfs.org/</a>
<b>Student Affairs Office</b>	113 Inlow Hall, La Grande, OR	541-962-3476	<a href="mailto:saffairs@eou.edu">saffairs@eou.edu</a>
<b>Student Health Center Director</b>	Student Health Center, One University Blvd., La Grande, OR	541-962-3524	<a href="mailto:elderv@ohsu.edu">elderv@ohsu.edu</a>
<b>Survivor Advocacy and Resource Center (confidential)</b>	311 Plageman Hall, Corvallis campus	541-737-2030	<a href="mailto:survivoradvocacy@oregonstate.edu">survivoradvocacy@oregonstate.edu</a>
<b>Title IX Coordinator and Director of Student Relations</b>	113 Inlow Hall, La Grande, OR	541-962-3476	<a href="mailto:ccascio@eou.edu">ccascio@eou.edu</a>
<b>Union County District Attorney's Office Victim Assistance Program</b>	1007 Fourth St La Grande, OR	541-963-1007	<a href="http://union-county.org/district-attorney/victim-assistance/">http://union-county.org/district-attorney/victim-assistance/</a>
<b>Vice President for Student Affairs</b>	113 Inlow Hall, One University Blvd., La Grande, OR	541-962-3635	<a href="mailto:saffairs@eou.edu">saffairs@eou.edu</a>
<b>University Ombuds Office (Oregon State University)</b>	116 Waldo Hall, Corvallis campus	541-737-4537	<a href="mailto:ombuds@oregonstate.edu">ombuds@oregonstate.edu</a>

# Student and Employee Disciplinary Proceedings for VAWA Offenses

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## Equal Opportunity and Access Investigation and Resolution Process

The Office of Equal Opportunity and Access (EOA) is charged with investigating all alleged VAWA offenses for the university. The following information is a summary of EOA's investigation and resolution process for VAWA offenses and is intended to provide a framework. For the entire policy, please follow this link: [https://eo.oregonstate.edu/sites/eoa.oregonstate.edu/files/investigation\\_and\\_resolution\\_process.pdf](https://eo.oregonstate.edu/sites/eoa.oregonstate.edu/files/investigation_and_resolution_process.pdf).

EOA is responsible for investigating claims brought by students, employees, volunteers, or anyone prevented from participating in a university program, or against students, employees, university contractors, volunteers, and other campus community members. Upon receiving a report of an alleged violation, EOA will promptly evaluate whether the allegation is within the scope of their investigative authority. EOA does not generally investigate anonymous reports, but reserves the right to do so based on the determination of the Title IX coordinator.

EOA will attempt to bring all allegations to a resolution within a sixty calendar day time-period, which can be extended as necessary for good cause as determined by the Title IX coordinator. In the event of a concurrent criminal investigation, EOA may reasonably delay the timeline in order to cooperate with the requests of law enforcement. However, EOA may resume the investigation after notification that law enforcement has completed the evidence gathering stage of the criminal investigation. EOA will provide all parties involved regular status updates when possible and appropriate.

The applicable evidentiary standard for all allegations of VAWA offenses is a preponderance of the evidence. This standard is met when the evidence shows that it is more likely than not that the alleged misconduct occurred. All disciplinary proceedings include a prompt, fair, and impartial process from the initial investigation to the final result. All disciplinary proceedings are also conducted by officials, who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking, including how to conduct an investigation and hearing process that protects the safety of the victims and promotes accountability; ensures equitable due process rights to respondents; and includes any new proposed guidance from the U.S. Department of Education. Please see pages 47 through 52 for a list of protective measures the university offers to victims following an allegation of a VAWA offense.

Oregon State University will, upon written request, disclose to the alleged victim of a crime of violence (as that term is defined in Section 16 of Title 18, United States Code), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim.

## How to File a Complaint

Complaints regarding students or employees can be reported to EOA, 330 Snell Hall, Corvallis campus, 541-737-3556. To file a complaint with EOA online, go to [https://cm.maxient.com/reportingform.php?OregonStateUniv&layout\\_id=2](https://cm.maxient.com/reportingform.php?OregonStateUniv&layout_id=2). The reporting party may submit a complaint form, submit a written signed statement, or make an oral statement to an equity associate. Any oral reports will be documented by the equity associate. The documented report will be provided to the reporting party, who must review and sign it to affirm its accuracy.

To file a complaint involving students, one may also contact the Office of Student Conduct and Community Standards in person, 150 Snell Hall, Corvallis, OR, or by phone, 541-737-3656. The staff is available to explain procedures and talk about concerns around reporting an incident or situation. To file a complaint online, go to <http://studentlife.oregonstate.edu/studentconduct/reporting> and select the appropriate form.

All Oregon State University employees, except confidential resources, are considered "Responsible Employees" and must consult with the Office of Equal Opportunity and Access when they are made aware or have reason to believe that a VAWA offense has occurred.

### **Steps in the Proceeding**

1. A complaint, report, or investigation is filed with EOA or SCCS. The director of SCCS refers reports of VAWA offenses to EOA for investigation. Campus law enforcement may also forward reports of alleged VAWA offenses to EOA.
2. EOA will issue a notice of investigation to the parties via campus e-mail or U.S. mail.
  - a. The notice will provide a summary of the allegations, including: date, time, and location of the alleged violation, if known; the specific sections of university policy that are alleged to have been violated; and the rights of and on-campus resources available to each party.
  - b. Upon receiving the notice of investigation, the responding party must contact EOA within three business days to set an appointment with the equity associate or to notify the equity associate that they do not wish to meet. Responding parties may attend a meeting with the equity associate to obtain information on the process only. However, the investigation will continue even if the responding party does not choose to participate. Responding parties can choose to participate at any point in the investigation, but may not be permitted to offer evidence to EOA once the case is presented to SCCS or the Office of Human Resources (OHR).
  - c. At any stage of the process, the responding party may be accompanied by any one advisor of their choice, so long as the advisor is not a party to the alleged incident (such as a witness, complainant, or additionally accused responding party) and that their presence, participation, or availability does not hamper the timeliness or procedure of a meeting, investigation, or hearing.
  - d. The advisor is not permitted to speak on behalf of the responding party in a conduct hearing or meeting; the responding party will be expected to speak for themselves at all times. By bringing an advisor, the responding party explicitly consents to university officials speaking openly regarding their information in the presence of any advisor while they accompany them.
3. After the notice of investigation is sent, the equity associate will conduct a thorough and impartial investigation, gathering relevant and necessary information about the alleged misconduct. During the investigation, the reporting party and responding party shall have equal opportunity to provide the equity associate with the names and contact information of fact witnesses, documentation, and any other relevant evidence related to the alleged misconduct.
  - a. A written record of the statements of each person interviewed will be provided to that person. All statements made to the equity associate during the investigation, and prior to the final investigative meeting, will be offered for review for accuracy by the individual who provides the information. Individuals may suggest changes and additions, or submit alternative language that they believe more

accurately reflects what was said during the investigation interview. Individuals reviewing their statements must provide a response to the equity associate(s) within five business days of receiving the written record.

- b. Relevancy of evidence will be determined by the equity associate conducting the interviews. Witnesses who only intend to provide evidence of a party's character will not be interviewed.
  - c. Failure to offer evidence known during the process does not constitute grounds for appeal on the basis of new evidence.
  - d. If evidence of additional possible university policy or Code of Student Conduct violations has been found during the investigation, the party accused of that violation will be notified of those allegations in writing. An amnesty provision applies in some circumstances.
  - e. If either party leaves or graduates from the university during the investigation, EOA will continue the investigation. EOA will continue to offer a party who has left or graduated the opportunity to participate in the process.
4. At the completion of the investigation, the equity associate will develop a written report that documents the investigation.
- a. The equity associate will offer the parties an individual final meeting to provide an overview of the draft investigation report and offer the parties an opportunity to provide additional information.
  - b. The draft investigation report and supporting documents will be made available for in-person review in the EOA offices. No copies or photographs of the investigation report will be permitted.
  - c. The investigation report will contain all relevant information obtained in the course of the investigation, including statements by the parties and witnesses, evidence submitted by the parties and witnesses, and any other evidence. The investigation report will also contain the findings and credibility determinations reached by the equity associate. Relevancy will be solely determined by the equity associate conducting the investigation.
  - d. The parties will be offered the opportunity to provide supplemental evidence at their final meetings or within two business days. If, in the sole determination of the equity associate, any supplemental evidence provided by a party is relevant to the investigation, the equity associate may reopen the investigation phase of the process.
  - e. The parties will be offered the opportunity to submit written questions for the other party involved in the case. At the discretion of the equity associate, the questions submitted may be asked as provided, asked as modified by the equity associate, or not asked at all, based on the equity associate's determination of whether or not the questions are relevant or may provide clarity to the investigation. A written record of the questions actually asked by the equity associate and the answers to those questions will be provided to each party.
  - f. If no relevant supplemental evidence is provided, the equity associate will finalize the investigation report.

- g. The equity associate will forward the final investigation report and all relevant evidence to SCCS or OHR. Upon conclusion of the case, the EOA investigation report is finalized and officially distributed to the relevant parties. The complainant and responding parties will receive outcome letters from the equity associate summarizing the investigation and findings.

For students, the director of SCCS will review the final investigation report from EOA and all relevant evidence to make a determination and finalize sanctions, if any. At this point, the director of SCCS, or designee, becomes the primary university contact for the student parties. The director of SCCS will contact the parties to provide contact information and to describe the administrative conference process. For a description of this process, please see page 56. For employees, the final steps will depend upon classification. The processes for faculty are on page 60; SEIU-represented classified employees are on page 65; and AFT-represented graduate employees are on page 69.



## Administrative Conference-Students

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The administrative conference is a process intended to provide an opportunity for each party to respond to the information in the investigation report. The university uses the administrative conference to assess whether university policy or the Code of Student Conduct has been violated and, as appropriate, to recommend formal disciplinary action and other outcomes.

The administrative conference process will be conducted by the director of SCCS, or designee. The director of SCCS will review all information contained within the investigation report developed by the equity associate. The director of SCCS will use the factual findings of the equity associate who conducted the investigation. The director of SCCS may request that the equity associate provide additional information or investigation, at the sole discretion of the director of SCCS.

All parties will be given the opportunity to submit written statements that address the charges and investigation report. Written statements by parties must be submitted within five business days of the initial communication to the reporting and respondent parties by the director of SCCS. The statements of each party will be provided to the other. Each party will then be provided five business days to provide a written response to the other party's statement. The parties may also submit rebuttal evidence and witnesses for review by the director of SCCS.

Either party may choose not to submit a final statement. If a party chooses not to submit a final statement, the director of SCCS will make a determination based upon the available information.

At their election, either party may meet with the director of SCCS to discuss the information provided in the written statement. Relevancy will be solely determined by the director of SCCS.

## Decision and Outcome

The director of SCCS may designate another individual within the Office of Student Conduct and Community Standards to fulfill all roles of the director of SCCS under this process.

The director of SCCS will prepare an outcome letter based on the evidence, factual findings, statements and other documents submitted during the administrative conference, determine whether university policy and/or the Code of Student Conduct was violated, and determine appropriate sanctions, if any. This document will serve as the determination of the university on the matter.

The director of SCCS has final decision-making authority with regard to sanctions, subject to appeal. Any sanctions will be determined in accordance with the Code of Student Conduct or other applicable university policy. Where the responding party is found in violation, SCCS will monitor compliance with the sanctions imposed. Where no violation is found, the investigation will be closed unless appealed.

Both the reporting and responding parties will receive simultaneous written notification of the outcome of the case, to the extent permitted or required by law. This written notification of the decision shall be delivered to the parties without undue delay between the notifications and will advise the parties of appeal rights and procedures. Upon the issuance of the decision by the director of SCCS any party may appeal the decision.

## Appeal

In conduct hearings that involve sexual misconduct or crimes of violence, the complainant, if one exists, may appeal the conduct decision. In the case where the complainant is informed of the outcome of the matter and an appeal is submitted by the complainant or by the accused, the other party will be informed of the appeal and provided an opportunity to submit any relevant information they want considered by the appellate authority. This information must be submitted within five business days of notification that an appeal has been submitted. The appeal will be heard in an impartial manner by the vice provost for the Division of Student Affairs, an impartial decision-maker trained in issues related to sexual misconduct and Title IX.

The vice provost for the Division of Student Affairs has the authority to accept, modify, or reject the sanctions in part or entirely. The vice provost for the Division of Student Affairs may also remand the case to EOA for further investigation. The decision of the vice provost for the Division of Student Affairs serves as the final decision of the university on the matter; no additional appeals are available.

## Possible Sanctions for Alleged VAWA Offenses

- **Warning:** Official notice to a student or student organization exhibiting behavior that violates any part of the Code of Student Conduct. The continuation of such behavior may result in further conduct action.
- **Required Educational Activities:** Mandatory participation in educational activities. Such educational activities include but are not limited to completion of a report or attendance at a seminar or other educational program or presentation.
- **University/Community Service Work Hours:** Requirement to complete a specified number of hours of service to the university or general community.
- **Behavioral Expectations:** A written list of specific behavioral expectations the university has for the student in order for the student to continue at the institution.

- **Restitution:** A requirement that a student or student organization provide reimbursement by dollar amount, by transfer of property, or by provision of services to the university or a member of the community in accordance with the nature of the violation and in an amount not in excess of actual expenses, damages, or losses incurred.
- **Restriction/Exclusion:** Restrictions on participation in meetings, denial of entry to specific university facilities, prohibition of presence in certain areas, or other restrictions consistent with the violation committed. For a student organization, restrictions may include denial of specific university privileges including, but not limited to, participation in sponsored social activities; sponsored parties or philanthropy; participation in intramurals; representing the university; and any travel in connection with such representation, recruitment, membership or representation on a governing council, use of university space for a meeting or event, participation in competition and events, and receipt of institutional funding.
- **Mutual No Contact Directive:** A directive to a student to refrain from any intentional contact, direct or indirect, with one or more designated persons through any means, including personal contact, e-mail, telephone, social media, or third parties.
- **Removal from a Class:** A student's removal from a class may be temporary or permanent. Permanent removal from a class may be authorized by the director of SCCS with concurrence from the dean of the college in which the class is offered. A student who is permanently removed from a class will receive a "W" (Withdrawal) on the academic transcript, unless removed in conjunction with an academic misconduct violation that warrants an "F" grade for the course, in which the student will receive an "F" on the academic transcript. In instances where a student is removed from class due to a finding of responsibility for under the Code of Student Conduct, no automatic refunds for tuition or other class fees will be made.
- **Residential Disciplinary Probation:** Applies to students who have a contract with University Housing and Dining Services (UHDS). Residential disciplinary probation means that the student is not in good standing with UHDS, and any further violations may result in relocation or cancellation of a student's housing contract.
- **University Conduct Probation:** Placement on probationary status during which there is review of behavior and the student or student organization must demonstrate compliance with the Code of Student Conduct. Terms of the conduct probation will be determined at the time the probation is imposed and may include additional sanctions including but not limited to loss of privileges, restrictions, restitution, and/or required educational activities. University conduct probation means that the student is not in good standing with the university, and any further violations may result in the student or student organization's suspension or expulsion from or loss of recognition with the university.
- **Conduct Suspension:**
  - **Deferred Suspension:** Deferred suspension is applied when it is determined that the actions and behavioral pattern warrant separation from the institution, but the hearing body and sanctioning authority deems it allowable for the student to remain enrolled, contingent on completion of and adherence to all terms of sanctions assigned and all university policies and rules. Failure to complete sanctions as assigned or meet identified conditions of continued enrollment or another violation of the Code of Student Conduct during a period of deferred suspension will result in immediate suspension when either substantiated through a student taking responsibility for the behavior or through an additional student conduct process. Further violation(s) may increase the period of suspension or subject the accused to further sanctions such as expulsion or degree revocation.

- **Suspension:**
  - Student - Suspended students are denied the privileges and services provided to currently enrolled students, including residing in university-owned or recognized student housing, attending class, or using other university services or facilities. A sanction of suspension carries with it exclusion from the university and all university property for a specific period of time, unless otherwise noted. Suspension is generally for at least one year; however, the period of suspension may be specified for any period of time.
  - Student Organization – Loss of university recognition or registration for a specified period of time. A suspended student organization may not use university resources or participate in university activities in a manner that emulates the activities of a recognized student organization, including but not limited to recruitment, initiation, or group participation in service, philanthropy, or events. The organization must comply with all sanctions prior to being registered or recognized again.
  - The conditions of suspension take effect immediately when the student or student organization is informed of the outcome in a notice of decision. If a suspended student files an appeal, the imposition of the suspension will be stayed until the conclusion of the appeal process as long as the student is not excluded from the campus under administrative suspension.
  - If a pending conduct hearing or appeal may result in suspension, awarding of a student's academic degree will be postponed pending the outcome of the conduct proceedings.
- **Expulsion:** Removes the student from their academic program and separates the student from the university without the opportunity to graduate or reenroll in the future. Expelled students will also be excluded from the university and all university property, unless otherwise noted.
  - The conditions of expulsion take effect immediately when the student is informed of the outcome in a notice of decision. If an appeal is filed, the imposition of the expulsion will be stayed until the conclusion of the appeal process as long as the student is not excluded under administrative suspension.
  - If a pending conduct conference, hearing, or appeal may result in expulsion, awarding of a student's academic degree will be postponed pending the outcome of the conduct proceedings.
- **Student Organization Recognition Revocation:** Permanent revocation of university recognition of a student organization. The conditions of recognition revocation take effect immediately when the student organization is informed of the decision. If an appeal is filed, the imposition of the recognition revocation continues to be in effect pending the outcome of the appeal.
- **Degree Revocation:** A degree awarded from the university may be revoked for fraud, misrepresentation, or other violation of university standards in obtaining the degree, or for other serious conduct violations committed by a student prior to graduation. The Office of the Registrar maintains the authority to revoke academic credit and degrees awarded in error. Therefore, in instances where an investigation as outlined in the Code of Student Conduct would result in a recommended sanction of degree revocation, such a recommendation will be made to the Office of the Registrar by SCCS. For more information about degree revocation, please see Oregon State University Credit and Degree Revocation Policy.

## Faculty Disciplinary Process

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After EOA investigates the alleged VAWA offense involving an accused employee, they prepare a determination draft, which is reviewed by a combination of the Office of General Counsel, the senior vice provost of academic affairs, and Employee and Labor Relations in the Office of Human Resources. This group reviews the EOA findings and may return the determination draft to EOA for additional considerations. In situations where a policy violation is found, a combination of the accused employee's supervisor, Employee Labor and Relations and the senior vice provost of academic affairs will review the level of discipline issued in similar, previous situations and make a determination, which may be formal discipline that could range from a written letter of warning up to and including termination for cause. When coaching or a letter of reprimand is determined to be appropriate, the direct supervisor, Employee and Labor Relations or the senior vice provost for academic affairs will draft a letter of discipline based upon the investigation by EOA. Sexual assault, domestic violence, dating violence, and stalking are criminal acts which may subject the accused to criminal and civil penalties under federal and state law. If discipline above verbal or written coaching or a written reprimand is determined, two routes may be pursued, (1) the President's Initiative in Bringing Investigation or Charges and (2) the Board's Initiative in Bringing Investigation or Charges.

### President's Initiative in Bringing Investigation or Charges

If the president determines that there is probable cause to impose a sanction or sanctions more severe than an oral or written warning or reprimand on an academic or professional faculty member (hereafter referenced as "employee" for this section), the president shall attempt to reach a satisfactory resolution of the matter. If no satisfactory resolution is reached within a reasonable time, the president shall authorize the preparation of formal charges in accordance with institutional procedure. The charges shall specifically state the facts believed to constitute grounds for imposition of a sanction or sanctions. The person authorized to prepare the charges shall not participate in evaluating the charges. Charges shall be filed with the president, and a copy personally delivered, or sent by certified mail, to the employee within ten days after the authorization of preparation of charges. The charges or a notice accompanying the charges shall inform the employee of the right to a formal hearing on the charges and of the employee's duty to notify the president within ten days after the charges have been delivered or sent whether such hearing is desired.

No restraints shall be placed on the employee between the filing of charges and the president's action on the hearing committee's report. However, if at any time during the pendency of charges against an employee, the president makes a written finding stating the reason that there is a clear and present danger that the employee's continued performance of duties will be harmful to the institution, to the employee or to the public at large, the president may suspend the employee, without loss of compensation, from some or all duties.

Within ten days after the personal delivery or mailing of a copy of the charges to the employee, the employee who is so charged shall state in writing to the president whether a formal hearing on the charges is desired. This ten-day period may be reasonably extended by the president. If the employee requests in writing that a formal hearing not be held, the president may impose an appropriate sanction or sanctions on the employee to be effective as determined by the president. The president shall promptly give written notice thereof to the employee provided, however, that the appointment of an employee shall not be terminated except as provided in the last paragraph of this section.

Unless the employee requests in writing that a formal hearing on the charges not be held, such hearing shall be held before a special ad hoc committee of from three to five members. Committee members shall be selected in the following manner: the advisory council, faculty senate, or other proper elective faculty body shall appoint one or more permanent panels each consisting of ten faculty members; from one, or if necessary, two, of the permanent panels, the same elective body will name from three to five to serve as the hearing committee. The employee and the administration are each allowed one peremptory challenge; a committee member so challenged will then be replaced from the same panel or panels of ten each by the elective body initially charged with impaneling. The committee shall be constituted promptly and shall complete the hearing and its report within 30 days of its constitution, if possible. The hearing committee shall elect a chair from among its members.

The committee shall set a date for the hearing, giving the employee and the administration sufficient time to prepare the case. The employee and the administration shall have the option of assistance by counsel, both in preparing for and at the hearing. Not less than one week before the hearing date, the employee shall file with the committee any written statement regarding the case. The committee shall review the charges and the employee's statement, if any, prior to the hearing.

The committee shall consider the case on the basis of the obtainable information and decide what, if any, sanction or sanctions it will recommend be imposed on the employee. The employee shall have the option of a public or private hearing. The conduct of the hearing shall be under the control of the committee chair, subject to the requirements of this chapter and the procedure of the committee. The committee chair shall have the powers of a hearing officer.

A verbatim record of the hearing shall be kept. At the hearing, the committee shall receive the testimony of witnesses, on oath or affirmation, and other evidence concerning any disputed facts. The administration shall have the burden of proving its formal charges against the employee, and the committee findings shall be according to the preponderance of the evidence.

The committee shall not be bound to follow court procedures or rules of evidence, except as otherwise required by law. The employee shall have the right to appear, to participate in the hearing, and to present relevant evidence to the committee. The employee may be represented by counsel with or without being present. The employee and the administration shall have the right to confront and cross-examine all witnesses. Insofar as possible, the administration will secure the cooperation, for attendance at the hearing, of witnesses requested by the employee. The employee and the administration shall be given reasonable opportunity to submit rebuttal testimony or other evidence. At the conclusion of the testimony, the committee may permit each side to make an oral or written summation; if the privilege is extended to one side, it must be extended to the other side. When the committee is satisfied that all pertinent and available evidence has been received, and that such summations as it deems appropriate have been presented, the hearing will be adjourned. The committee will then go into executive session for the purpose of deliberation.

The committee, by agreement of a majority of the members thereof, shall make explicit findings based on the hearing record with respect to each specification in the formal charges lodged against the employee. Within ten days following determination of its findings, the committee shall recommend, by agreement of a majority of its members what, if any, sanction or sanctions shall be imposed on the employee. The president and the employee shall be given copies of the findings and recommendation. The verbatim record of the hearing shall be made available to the president and to the employee. A copy shall be made available at cost on request by the employee.

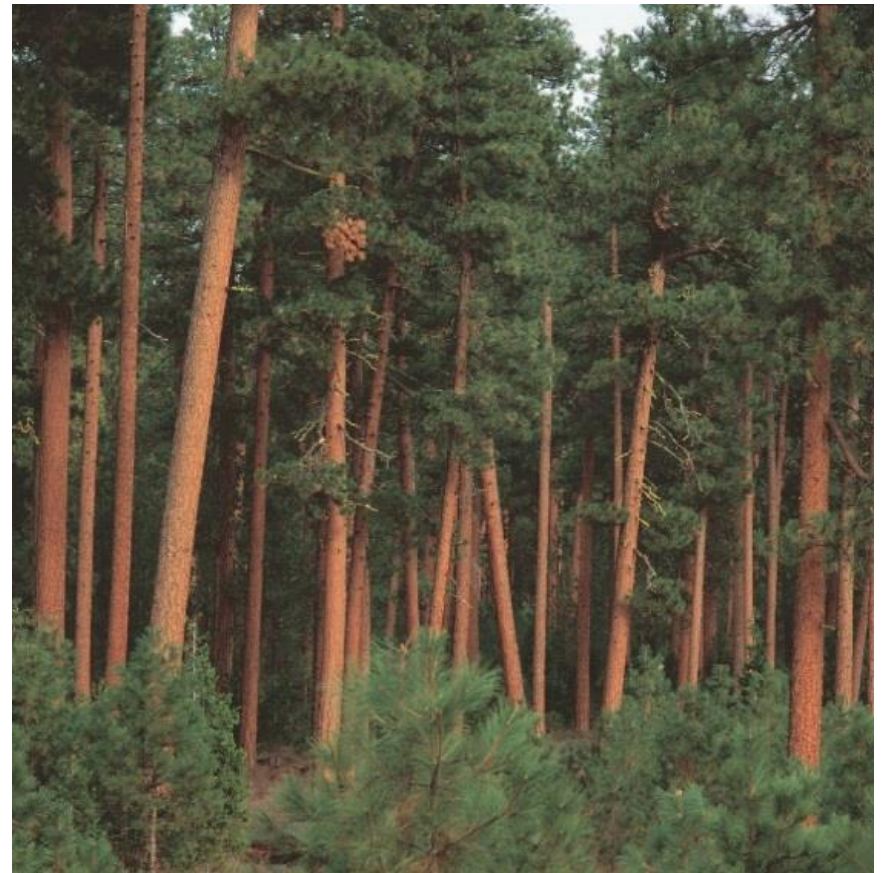
If deemed necessary, the president may refer the matter back to the committee for further findings of fact. The president shall, promptly after receipt of the committee's final report and after reasonable opportunity to consult with the chancellor and others, give the employee and the chancellor written notice of the decision. If the decision is to impose a sanction or sanctions on an employee, the notice shall include the reasons therefor, and when it is to be effective, provided, however, that the appointment of an employee shall not be terminated except as provided in the next paragraph.

If the appointment of an employee is to be terminated for cause, the appointment shall neither be terminated earlier than one month nor later than one year from the date of the written notice of the president's decision, provided however, that an employee having indefinite tenure whose appointment is terminated for cause other than misconduct shall continue to receive salary at the current rate for one year from the date of the written notice of the president's decision.

### **The Board's Initiative in Bringing Investigation or Charges**

On any occasion when it appears to the board that there is probable cause to impose a sanction or sanctions on an academic or professional faculty member (hereafter referred to as "employee" in this section), the board may direct the president to determine whether there is such probable cause. If the president finds that there is probable cause to impose a sanction or sanctions on the employee, the president shall have formal charges prepared and proceed with the case as provided above. If the president finds that there is not probable cause to impose a sanction or sanctions on the employee, the president shall transmit such report to the board, including a full statement of reasons for the finding. If the board, after receipt of the report, deems that the facts of the case warrant the filing of formal charges, the board shall provide the president with a statement explaining its exceptions to the findings and may direct the president to have formal charges prepared or, at the request of the president, the board may direct some person within the department to prepare the formal charges. The subsequent procedure shall be the same as if charges were initially authorized to be prepared by the president.

If a contested case hearing is to be held by the board, or by a hearing officer designated by the board, the board shall ascertain the time most convenient for the hearing and shall give all parties thereto at least ten days' notice of the time, place and nature of the hearing. The time may be shortened or extended by stipulation of all parties. Motion for continuance or postponement of any hearing may be granted by the board for good cause.



Subpoenas requiring attendance of witnesses or the production of documentary or tangible evidence at a hearing may be issued by the board, when authorized by law, on request by any party to the proceeding, including the Board itself, on proper showing of general relevance or reasonable scope of the evidence sought. Each party may be represented by counsel. Any individual may appear for himself or herself, and any member of a partnership that is a party to any proceeding may appear for such partnership on adequate identification.

The following rules of evidence apply in these proceedings:

- The testimony of witnesses at a hearing shall be on oath or affirmation administered by an officer of the board authorized to administer oaths and shall be subject to cross-examination.
- Any witness may, in the discretion of the board, be examined separately and apart from all other witnesses except those who are parties to the proceeding.
- The board may limit oral argument in its discretion.
- The oath or affirmation taken by a witness before testimony shall be in the same form and manner as is provided by law.
- Every party shall have the right to present a case or defense by oral, documentary, or other satisfactory evidence, to submit evidence in rebuttal, and to conduct such cross-examination as may be required for a full and complete disclosure of the facts.
- The party having the affirmative of the issue shall have the burden of proof.
- Admission and exclusion of evidence:
  - Evidence of a type commonly relied on by reasonably prudent persons in the conduct of their serious affairs shall be admissible, but irrelevant, immaterial, or unduly repetitious evidence shall be excluded.
  - Hearsay evidence shall not be admissible over an objection based on lack of opportunity to cross-examine;
  - The board may limit expert and opinion evidence in its discretion.
- If a party objects to the admission or rejection of any evidence or to the limitation of the scope of any examination or cross-examination, that party shall state briefly the grounds of such objection, whereupon the board shall give the party adversely affected by its ruling on the objection an automatic exception.
- After first advising all parties of its intention to do so, the board may take notice of judicially cognizable facts as is provided by law and of general, technical or scientific facts within the specialized knowledge of the board members.
- Informal disposition may be made of any contested case by stipulation, agreed settlement, consent order, or default, unless precluded by law.

- The stenographic or mechanical record of the testimony and exhibits, together with all pleadings, motions, and rulings filed in the proceedings, all stipulations, statements of matters officially noticed, questions, and offers of proof, objections and rulings thereon, and proposed findings and exceptions, shall constitute the exclusive record for decision. The record shall also include any board proceeding on disqualification of any hearing officer and the proposed, intermediate or final order, if any.
- Decision:
  - (1) Except as provided in section (2) of this rule, the board shall render its decision within 60 days after completion of the hearing. The decision shall be accompanied by findings of fact and conclusions of law. A copy of the decision and the findings of fact and conclusions of law shall be mailed to each party.
  - (2) If a majority of the board officials has not heard the proceedings or read the transcript, a proposed decision of the board, including findings of fact and conclusions of law, shall be mailed to each party, who shall have 15 days after receipt to submit written exceptions to the proposed decision to the Board and to request an opportunity to present argument to the board. The board shall grant such opportunity for argument as soon as it can reasonably be arranged. The board shall render its decision, accompanied by findings of fact and conclusions of law, within 60 days after presentation of the argument.

### Appeals

The board shall review any case involving imposition of a sanction or sanctions on an employee having indefinite tenure on written notice of appeal by the employee. The appeal shall be filed with the board secretary within ten days (or within such extension of time as permitted by the chancellor) of the date of the written notice of the president's decision, stating grounds for the appeal, with a copy to the president. The board may on its own initiative review any case involving the question of imposing a sanction or sanctions on an employee. On receiving written notice of appeal by an employee having indefinite tenure or on notice of the board's decision to review a case, the president shall forward to the board secretary a copy of the charges in the case and the employee's written statement, if any, in answer thereto, and the verbatim record of the hearing, and any exhibits, the committee's findings and recommendations and a copy of the notice of the president's decision.

The board may review the case on the record only; return the case to the institution from which it came for the receipt of further evidence or testimony; conduct such hearings as it deems proper for its review; refer the matter to a committee of board members for consideration, including possible hearings, and recommendations; or refer the matter to a hearing officer for hearings and recommendation. The board shall make such determination of the case, pursuant to its policies, as it deems just.

If the board sustains the decision to impose a sanction or sanctions on the employee, the sanction or sanctions shall be effective at the date originally named by the president, or such later date as determined by the board.

## SEIU-Represented Classified Employees Disciplinary Process

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After EOA investigates the alleged VAWA offense involving an accused employee, EOA prepares a determination draft, which is reviewed by the Office of General Counsel and Employee Labor Relations in the Office of Human Resources. Within 15 days, this group will issue a letter of discipline to employee and forward the case to the SEIU-Represented Classified Employees Collective Bargaining Agreement. The following steps will then be followed in accordance with Article 17 of the collective bargaining agreement.

### Steps in the Process

1. A complaint or report is filed.
2. The principles of progressive discipline shall be used when appropriate. Discipline shall include, but not be limited to: written reprimands, denial of an annual performance pay increase, reduction in pay, demotion, suspension (with and without pay), and dismissal. Discipline shall be imposed only for just cause. Sexual assault, domestic violence, dating violence, and stalking are criminal acts which may subject the accused to criminal and civil penalties under federal and state law.
  - a. The university shall have the following statement appear on all disciplines noted above:
    - i. “If you choose to contest this action you have a right to be represented by the SEIU Local 503, OPEU and you must file an appeal within thirty (30) calendar days from the effective date of this action in accordance with Article 18 - Grievance and Arbitration Procedure.”
  - b. Included with this statement will be the name of the chief steward or a steward designated by the union with their work phone and/or home phone number. Failure to include this notice will not void the disciplinary action.
3. An employee who receives a written reprimand, denial of an annual performance pay increase, reduction in pay, demotion, or suspensions (with or without pay) shall receive written notice of the discipline with the specific charges and facts supporting the discipline at the time disciplinary action is taken.
  - a. In cases where an employee has been placed on administrative leave, written notice of the allegations as they are known at the time, must be provided to the employee within seven (7) calendar days of the effective date of the action. Investigatory suspensions with pay become disciplinary when the investigation:
    - i. Results in further disciplinary action; or
    - ii. Extends beyond fourteen (14) calendar days unless, prior to the 14th day, the employer notified the affected employee and the chief steward or union designee that the investigation is extended up to a total of forty-five (45) calendar days. Such notice shall provide the reason(s) for the extension.

- iii. Suspensions with pay will not be recorded in employee personnel files or used in any manner against an employee if no disciplinary action is subsequently taken.
4. A written predissmissal notice shall be given to a regular status employee who is being considered for dismissal. Such notice shall include the then known complaints, facts and charges, and a statement that the employee may be dismissed. The employee shall be afforded an opportunity to refute such charges or present mitigating circumstances to the university's chief human resource officer, or designee, at a time and date set forth in the notice, which date shall not be less than seven (7) calendar days from the date the notice is received or, at the option of the employee, by written response by that date. The employee shall be permitted to have an official union representative present. At the discretion of the university's chief human resource officer, or designee, the employee may be suspended with or without pay or be allowed to continue to work as specified in the predissmissal notice. Should an employee be suspended without pay, the employee will first be afforded notice and the right to present mitigating circumstances to the university's chief human resource officer or designee.
5. Employees in initial trial service with the university shall have no right to appeal removals from service under Article 17. Employees in trial service as a result of promotion who are returned to their former classification shall have no right of appeal under Article 17 for such removal. However, an employee in trial service as a result of promotion who is dismissed from service may have his/her dismissal appealed by the union under Article 17.
6. Upon request, an employee shall have the right to union representation during an investigatory interview that an employee reasonably believes will result in disciplinary action or in a meeting with an employee called to deliver disciplinary action other than written reprimands under step 2 of this article. The employee will have the opportunity to consult with a local union steward or union organizer before the interview, but such consultation shall not cause an undue delay.
7. If no disciplinary action is taken, investigation material will not be recorded in the employee personal file or used in any manner against the employee.

### Appeal

If an employee decides to appeal a disciplinary decision, the following steps will be followed in accordance with Article 18 of the collective bargaining agreement. Grievances shall be filed within thirty (30) calendar days of the date the grievant or the Union knows or by reasonable diligence should have known of the alleged grievance, or in the case of discipline, within thirty (30) calendar days of the effective date of the action. In the event that a deadline for filing a grievance, submitting a grievance response, or appealing a grievance response falls on a Saturday, Sunday or university holiday, such action will be considered timely if it is taken by 5:00 p.m. on the following business day (Monday – Friday).

Grievances shall be reduced to writing, and shall be signed by the grievant(s), stating the specific article(s) alleged to have been violated and clear explanation of the alleged violation, sufficient to allow processing of the grievance. In the case of group grievances, the grievance shall specifically enumerate, by name, the affected employees, when known. Otherwise, the affected employees will be generically described (i.e., work location, classification, approximate number of employees) in the grievance.

Grievances shall be filed at all steps of this procedure on the form identified as the Official Statement of Grievance Form. Once filed, the union shall not expand upon the original elements and substance of the written grievance.

At the request of either party, a meeting between the union and the employer representatives will take place at any step of the grievance procedure within thirty (30) calendar days from the date of the request. If a meeting is held at the request of the grievant and/or the union, any time limit for the employer's response set forth below shall run from the date of the meeting.

Time limits specified in the collective bargaining agreement shall be strictly observed, unless either party requests a specific extension of time, which if agreed to, must be stipulated in writing and shall become part of the grievance record. "Filed" for purposes of all grievances shall mean postmarked (dated by meter or U.S. Post Office), or faxed, emailed or hand-delivered by the close of the business day (5:00 p.m.) to the appropriate office. If at any step of the grievance procedure, the employer fails to issue a response within the specified time limits, the grievance may be advanced to the next step of the grievance procedure. If the grievant or union fails to meet the specified time limits, at any step of the grievance and arbitration procedure, the grievance will be considered withdrawn and it cannot be resubmitted. Grievance steps referred to in this article may be waived by mutual agreement in writing. Such written agreements shall become part of the grievance file.

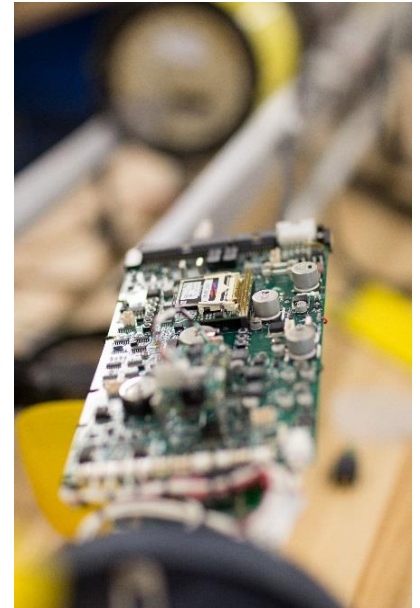
Grievances are processed through the following procedures:

- Step 1-Grievances regarding letters of reprimand are initially filed at this step. The grievant(s), or the union on behalf of the grievant(s), shall file the grievance consistent with the above requirements with his/her immediate excluded supervisor, except in the case of grievances involving discipline other than letters of reprimand and dismissal. The supervisor shall respond in writing to the grievant(s) within thirty (30) calendar days from the receipt of the grievance.

The parties agree that all step 1 grievance settlements are non-precedential and shall not be cited by either party or their agents or members in any arbitration or fact-finding proceedings now or in the future. Step 1 grievance settlements shall be reduced to writing and signed by the grievant and the immediate excluded supervisor.

The settlement shall include the statement: "Step 1 grievance settlements are non-precedential and may not be cited by either party or their agents or members in any arbitration or fact finding proceedings now or in the future."

- Step 2-Grievances involving discipline other than letters of reprimand and dismissal are initially filed at this step. When the response at step 1 does not resolve the grievance, the grievance must be filed by the union within thirty (30) calendar days after the step 1 response is due or received, whichever occurs first. The appeal shall be filed in writing to the university president or designee, who shall respond in writing within thirty (30) calendar days after receipt of the step 2 appeal.



- Step 3-Grievances involving cases of dismissal are filed at this step. If a grievance is not settled in accordance with step 2, the appeal, if pursued, must be filed by the union and received by the Director of Labor Relations of University Shared Services Enterprise (USSE), or his/her successor, within thirty (30) calendar days after the step 2 response is received. The appeal must include the response being appealed and indicate whether a meeting is requested. Failure to include the response being appealed shall not void the appeal. A copy of the appeal must be sent concurrently to the Office of Human Resources. Within five (5) business days of receipt of the appeal, the director of labor relations or his/her successor may request that a meeting be held. The director of labor relations or his/her successor shall respond in writing within thirty (30) calendar days from the receipt of the step 3 appeal or conclusion of the meeting, if one is requested by the grievant or union. A copy of the step 3 response shall be sent concurrently to the union representative filing the step 3 appeal, the union's legal department, and the union's member resource center.
- Step 4-Grievances that are not satisfactorily resolved at step 3 may be appealed to arbitration. For disputes other than dismissals, the union must file a Notice of Intent to Arbitrate with the appropriate panel arbitrator within fifty-five (55) calendar days of receipt of the step 3 response by the union's legal department. For dismissals, the union must file such notice within twenty (20) calendar days of receipt of the step 3 response by the union's legal department.

The union may request, and the university may agree, to an additional thirty (30) calendar days in which to file a request to select an arbitrator. However, any additional time agreed to will not be used in calculating the university's liability for any remedy awarded by an arbitrator. Notices of Intent to Arbitrate must concurrently be sent to the director of labor relations of USSE, or his/her successor, and the Office of Human Resources. In the event the union fails to submit the Notice of Intent to Arbitrate to the director of labor relations or their successor within the time limits proscribed above, the grievance shall be considered withdrawn and it cannot be resubmitted.

The arbitration will be handled in accordance with the rules of the Federal Mediation and Conciliation Service (FMCS). The arbitrator shall have the authority to hear and rule on all issues that arise over substantive or procedural arbitrability. Such issues, if raised, must be heard prior to hearing the merits of any appeal to arbitration. Upon motion by either party to bifurcate the hearing on procedural or substantive arbitrability issues, the arbitrator will make the determination on bifurcation. Should the arbitrator choose to take the arbitrability issue under advisement and proceed with the merits, they shall issue a written decision on the arbitrability issue only, should the issue be found to be nonarbitrable.

The parties agree that the decision or award of the arbitrator shall be final and binding on each of the parties. The arbitrator shall issue their decision or award within thirty (30) calendar days of the closing of the hearing record. The arbitrator shall have no authority to rule contrary to, to amend, add to, subtract from, change or eliminate any of the terms of the collective bargaining agreement, and shall be confined to the application and interpretation of the agreement. The arbitrator shall not make any decision that limits or interferes with the authority of the employer, except as modified by this agreement.

# AFT-Represented Graduate Employees Disciplinary Process for VAWA Offenses

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After EOA investigates the alleged VAWA offense involving an accused employee, EOA prepares a determination draft, which is reviewed by the Office of General Counsel and Employee Labor Relations in the Office of Human Resources. Within 15 days, this group will issue a letter of discipline to employee and forward the case to the Coalition of Graduate Employees AFT-Represented Employees Collective Bargaining Agreement. The following steps will then be followed.

## Steps in the Process

1. A complaint or report is filed.
2. Discipline may take the form of written reprimands, reduction in duties, reassignment, suspension without pay, and dismissal. Disciplinary action shall be conducted in private and imposed in accordance with the principles of progressive discipline. Sexual assault, domestic violence, dating violence, and stalking are criminal acts which may subject the accused to criminal and civil penalties under federal and state law.
3. Prior to imposing a disciplinary action, the university will advise the employee of the charges and complaints that potentially give rise to such action. The employee will be provided an opportunity to refute the charges or to present extenuating circumstances. An employee is entitled to representation by a union representative at investigatory meetings which may result in discipline, if they so chooses. The union will make a representative available to attend an investigatory meeting within two (2) work days.
4. All forms of discipline will be issued to the employee in writing. Such written notice will state the level of discipline being imposed and the charges and complaints which give rise to the disciplinary action. All such written notices will include the following disclaimer: “Employee’s signature indicates only that the supervisor has discussed this material with the employee and they have received a copy. The employee’s signature does not indicate agreement or disagreement with its content.” Employees will be required to sign disciplinary notices containing this disclaimer.
5. Within thirty (30) days of receiving a notice of discipline, the employee may provide a written rebuttal to be placed in their file with the notice of discipline.
6. Upon written request from the employee, warnings and disciplinary notices shall be removed from their file after two (2) years. Disciplinary notices may be removed sooner if, in the judgment of the head of the administrative unit in which the employee works, or the assistant vice president of human resources, or their designee, if the graduate employee is appointed to a different department, the employee’s performance and conduct warrants such removal. In the event that the head of the administrative unit is the employee’s supervisor, the employee may forward the request to the assistant vice president of human resources, or their designee.

7. An employee who alleges that disciplinary action was without just cause may file a grievance under the provisions of Article 18. It is understood that an employee's right under this agreement to grieve disciplinary action applies only to the employee's performance and conduct as an employee. Employees may not grieve, under this agreement, decisions to impose sanctions for academic reasons or violations of the Code of Student Conduct.
8. Employees who voluntarily or involuntarily lose status as a graduate employee (i.e. student status) shall have no right to continued employment and shall be considered to have resigned from their service appointment.



### Appeal

If an employee decides to appeal a disciplinary decision, the following steps will be followed in accordance with Article 18 of the collective bargaining agreement. All grievances shall be processed in accordance with this Article which shall be the sole and exclusive method of resolving grievances. Grievances may be filed with union representation or, consistent with statute, employees may present grievances to the employer and have such grievances adjusted without union intervention, provided: 1) The adjustment is not inconsistent with the terms of this agreement; and 2) The union has been given an opportunity to be present at meetings which may result in adjustment to the grievance.

Grievances shall be filed within thirty (30) calendar days of the date the grievant or union knew or should have known of the facts giving rise to the alleged grievance. In the event that the deadline for filing a grievance, submitting a grievance response, or appealing a grievance response falls on a Saturday, Sunday, or university holiday, such action will be considered timely if it is taken by 5:00 p.m. on the following business day (Monday – Friday).

Grievances shall be reduced to writing, stating the specific article(s) alleged to have been violated, a clear explanation of the alleged violation, a statement that it is a grievance being filed under Article 18, the remedy sought and to whom the response should be directed. Once filed, neither the grievant nor union shall expand upon the original written grievance.

Time limits specified in the collective bargaining agreement shall be strictly observed, unless the parties mutually agree to extend them. If agreed to, extensions of time limits shall be stipulated in writing. "Filed" for purposes of all grievances shall mean postmarked (dated by meter or U.S. Post Office), or the actual date of receipt. Grievances received after close of regular business hours shall be considered received on the following business day. If at any step of the grievance procedure the university fails to issue a response within the times specified, the grievance shall be considered denied. The grievant or union may file the grievance at the next step. If the union or grievant fails to file the grievance at the subsequent step within the time specified, the grievance will be considered withdrawn and cannot be resubmitted.

Grievances involving multiple employees from multiple departments shall be filed initially at step 2 (see below). At the request of either party, a meeting between the union and the university's representative will take place at any step of the grievance procedure. If a meeting is held at the request of the grievant and/or the union, any time limit for the employer's response set forth below shall begin with the date of the meeting.

The parties acknowledge the benefit of resolving grievances at the lowest possible step. Prior to filing a grievance under this article, employees are encouraged to address issues informally with their supervisor or other university representative with authority to resolve the specific issue. Use of this informal process will not alter timelines required to file a formal grievance.

Grievances are processed through the following procedures:

- Step 1-Should a grievance not be resolved informally, or should a grievant decide not to use an informal process, a formal grievance shall be filed with head of the administrative unit in which the employee works (chair, director, dean, superintendent). The head of the administrative unit shall respond in writing within thirty (30) calendar days. Should the head of the administrative unit also be the grievant's academic advisor, the grievance shall be filed at step 2. The parties agree that all step 1 grievance settlements shall not violate this agreement as non-precedential and shall not be cited by either party or their agents or members in any arbitration or fact-finding proceedings now or in the future. Step 1 grievance settlements shall be reduced to writing and signed by the grievant and the head of the administrative unit. Actions taken pursuant to step 1 settlement agreements shall not be deemed to establish or change practices under the collective bargaining agreement.
- Step 2-Should a grievance not be resolved at step 1, the employee or union may file the grievance with the university president or their designee within thirty (30) calendar days from receipt of the step 1 response or if a response was not received within thirty (30) days from when the response was due. The university president or their designee shall respond in writing within thirty (30) calendar days.
- Step 3-Should the grievance not be resolved at step 2; the employee or union may file the grievance with the USSE director of labor relations or their designee within thirty (30) calendar days from the date on which the employee or union receives the step 2 response or if no response was received within thirty (30) days from the date the response was due. Grievances filed with the USSE director of labor relations or their designee shall be responded to within fifteen (15) calendar days. Should a grievance not be resolved at step 3, the union may request arbitration.
- Step 4-The following is the process for arbitration. The union must notify the university of its decision to arbitrate within twenty-one (21) calendar days of receipt of the step 3 response or if no response was received within twenty-one (21) days from when the response was due.



Within fifteen (15) calendar days from the union's notification of intent to arbitrate, the union will notify the Federal Mediation and Conciliation Service (FMCS) of the dispute and request a list of arbitrators that shall be specifically limited to Oregon, Washington, and Idaho arbitrators. The parties shall attempt to reach agreement on a permanent panel of arbitrators and a process for using such arbitrators. In the absence of agreement on such a panel and process, the current selection process will be retained and the union will request a list of five (5) arbitrators from the Employment Relations Board. The parties will then alternately strike names, one at a time. The party striking the first name will be determined by the flip of a coin. The last remaining name shall be the arbitrator selected to hear the current grievance.

The arbitrator shall have authority to hear and rule on issues which arise over arbitrability. Such issues if raised must be heard prior to hearing the merits of the grievance advanced to arbitration. The parties may mutually agree to allow the arbitrator to take procedural issues under advisement and to proceed with the hearing on the merits. If the arbitrator rules the grievance is non-arbitrable, they shall not issue a ruling on the merits.

If either party request that post-hearing briefs be filed, the arbitrator shall set the date for submission of those briefs. The parties agree that the decision and award of the arbitrator shall be final and binding. The arbitrator shall have no authority to rule contrary to or change any of the terms of this agreement.

The arbitrator shall have no authority to hear or decide any grievance relating to an academic decision or judgment concerning the employee as a student. The arbitrator shall have no authority to reinstate an employee who is no longer a student or otherwise does not meet the criteria to be a graduate employee.

## Sex Offender Registration Information

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The "Campus Sex Crimes Prevention Act" of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, the Clery Act, and the Family Educational Rights and Privacy Act of 1974, require Oregon State University to provide information on how to access information on registered sex offenders. In Oregon, the Oregon State Police maintain the sex offender registry that can be accessed at [sexoffenders.oregon.gov/](http://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.

# Annual Fire Safety Report

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EOU Residence Life conducts fire drills at least once each term, in each building during the regular academic year. Live-in staff are trained each fall in the use of fire suppression equipment as well as in general fire safety knowledge and detailed information regarding institutional fire safety policies. Students are instructed in evacuation procedures during fall term hall meetings, suite meetings, and following fire drills each term. All fires are reported to the Residence Life Office and Security Services. Housing Fire Logs are maintained by the Residence Life Office, 216 Hoke Union Building.

## Fire Safety Rules for On-Campus Student Housing Facilities

EOU Residence Life publishes and maintains its policies on portable appliances, smoking, and open flames in its annual Housing and Dining Contract. The relevant policies are copied below:

- Fire drills will be held periodically to ensure that residents are aware of the alarm and the emergency building evacuation plan. The building evacuation plan for each building is posted on every floor and should be reviewed by each person. Every alarm must be treated as an emergency and all persons must evacuate the building immediately. Exceptions to evacuating will be in the event of fire alarm testing or repair. Notices will be posted on the entry doors to each residence hall at least 24 hours prior to testing or repair, except in cases of emergency. During fire drills, Residence Life staff will do a visual inspection of each room and apartment/suite to ensure compliance with applicable fire safety laws and policies. Any other visible violations of law or policy will also be addressed.
- Possession, displaying or burning of flammable materials including, but not limited to, fireworks, candles, incense, gasoline, and kerosene lamps is hazardous to the health and safety of residents and is prohibited inside the residence halls.
- All appliances or electrical devices are required to be compatible with 110 volts 60 cycle voltage and be UL approved. Extension cords, multi-plug adapters, and the chaining together of power strips is prohibited. When power strips are used, circuit breakers and reset buttons are required.
- No more than two sets of decorative lighting (string lights) may be plugged into each other. The decorative lights must be plugged into a power strip with circuit breakers or reset buttons.
- Ceiling lights and lamps of any type including lava and disco lamps cannot be covered with hats, towels, or any other fabric.



- The suite/apartment and room must be maintained and organized to the degree that residents are able to safely and easily exit.
- A fine up to \$150 and referral to the student conduct system will be imposed for any of the following: smoking within a housing facility, failure to evacuate, activating false alarms in residence halls, propping open fire doors, creating a fire hazard, malicious burning, or tampering with fire equipment (fire extinguishers, plastic ties securing valves, fire alarm pull stations, smoke detectors, fire hose connections, sprinkler heads, sprinkler pipes, hoses, connections, valves, emergency exit signs, etc.).
- Prohibited in the residence halls:
  - Candles of any type (with or without a wick)
  - Fuel-powered motor vehicles or associated parts for use, maintenance, repair, or storage.
  - Full-size refrigerators other than those provided by Residence Life
  - Appliances with open heat sources (toaster ovens and bread toasters for example) and/or no thermostat control (hot plates and grills for example) (not applicable to Alikut Hall residents)
  - Space heaters except those provided by EOU and/or Residence Life
  - Burning of incense, sage, or any object
  - Smoking of any type within the buildings
  - Evidence of candles, burning of incense, sage, or any object
  - Drapes hanging over interior entries that block natural exit pathway
  - George Foreman or other electric grills (not applicable to Alikut Hall residents)
  - Microwaves other than those supplied by Residence Life (Not applicable to Alikut residents)
  - Hanging of any items over or covering the smoke detector
  - Flammable materials on the ceiling or covering ceiling lights or hanging anything from the ceiling.
  - Affixing objects to walls that unreasonably increases the fire loading of any space or room.
  - Multi-plug adaptors
  - Halogen lamps
  - Extension cords
  - Wax warmers or similar devices
- Any cooking implements allowed in North, Daugherty, or Alikut Halls must be used only in the kitchen area.



### **On-Campus Student Housing Facilities Fire Safety Response and Evacuation**

At EOU, residents are required to evacuate on-campus student housing facilities upon hearing the fire alarm. EOU is currently updating their policy. In the meantime, OSU-EOU student are encouraged to follow the general evacuation procedures published on the OSU Emergency Management website, <https://emergency.oregonstate.edu/emergency-preparedness/emergency-procedures/evacuation>. The following is a summary of the general evacuation procedures:

1. Immediately obey evacuation alarms and orders to evacuate.
2. If time allows and without endangering yourself, place equipment in a safe configuration, close doors and windows, inform others in your vicinity of the current situation, and/or take any personal items you may need.
3. Leave the building – do not use elevators.
4. Assist persons with mobility or other evacuation concerns.
5. Take your cellphone, valuables, and evacuation kit.
6. Proceed outside of the building to the evacuation assembly area and stay a minimum of 50 feet away from the building.
7. Conduct accountability for personnel under your supervision.
8. Wait for official notice before attempting to re-enter the building.
9. Report problems or concerns to the applicable department leadership.

### **Reporting Extinguished Fires**

If a member of the Eastern Oregon University campus community finds evidence of a fire that has been extinguished, they should immediately notify Security Services so the incident can be documented. Security Services can be contacted at 541-962-3911 (non-emergency) or 002 Ackerman, One University Blvd., La Grande, OR. Security Services will refer criminal investigations of fires to the La Grande Police Department, 1109 K Ave., La Grande, OR, 541-963-1017 (non-emergency).

### **Fire Safety Education and Training**

Fire safety drills are held at least once per term to ensure that residents are aware of the alarm and the emergency building evacuation plan. The building evacuation plan for each building is posted on every floor and should be reviewed by each person. Every alarm must be treated as an emergency and all persons must evacuate the building immediately. Exceptions to evacuating will be in the event of fire alarm testing or repair. Notices will be posted on the entry doors to each residence hall at least 24 hours prior to testing or repair, except in cases of emergency. During fire drills, Residence Life staff will do a visual inspection of each room and apartment/suite to ensure compliance with applicable fire safety laws and policies. Any other visible violations of law or policy will also be addressed.

### **Plans for Fire Safety Improvement**

Eastern Oregon University continues to assess and upgrade fire safety equipment in an ongoing process to ensure that all equipment meets national fire safety standards. Future improvements will be made as needed as determined by the ongoing assessment process. Currently, the Office of Residence Life is updating the fire alarm systems.

# On-Campus Student Housing Fire Safety Systems

## Oregon State University at Eastern Oregon University—La Grande

Facility/Address	Fire Alarm Monitoring On-Site (Security Services)	Sprinkler System	Smoke Detection	Fire Extinguishers	Evacuation Plans / Placards	Evacuation Fire Drills per Year
<b>Alikut Hall</b> Alikut Hall, One University Blvd La Grande, OR 97850	Y	Full Sprinkler System*	Y	Y	Y	3
<b>Daugherty Hall</b> Daugherty Hall, One University Blvd La Grande, OR 97850	Y	Full Sprinkler System**	Y	Y	Y	3
<b>Eocene Court (Family Housing)</b> Eocene Court, One University Blvd La Grande, OR 97850	Y	No Sprinkler System	Y	N	Y	0***
<b>North Hall</b> North Hall, One University Blvd La Grande, OR 97850	Y	Full Sprinkler System**	Y	Y	Y	3

\* Fire Sprinkler System includes a charged wet system for the 1st, 2nd, and 3rd floors and a pre-action dry system for the attic

\*\* Fire Sprinkler System includes wet “non” antifreeze for 1st and 2nd floors and wet antifreeze for the attic

\*\*\* Fire drills are not conducted for apartments as each apartment has its own entrance, not utilizing an interior hallway

“Full Sprinkler System” means the building is equipped with fire sprinklers as required by National Fire Protection Association (NFPA) 13. “Partial Sprinkler System” means the building does not have sprinkler protection everywhere as required by NFPA 13.

## Fire Statistics Reported for 2015, 2016, and 2017

### Oregon State University at Eastern Oregon University—La Grande

2017 Facility/Address	Total Fire(s) in Each Building	Fire Number	Cause of Fire	Number of Injuries	Number of Deaths	Value of Property Damage
<b>Alikut Hall</b> Alikut Hall, One University Blvd La Grande, OR 97850	0	N/A	N/A	0	0	0
<b>Daugherty Hall</b> Daugherty Hall, One University Blvd La Grande, OR 97850	0	N/A	N/A	0	0	0
<b>Eocene Court (Family Housing)</b> Eocene Court, One University Blvd La Grande, OR 97850	0	N/A	N/A	0	0	0
<b>North Hall</b> North Hall, One University Blvd La Grande, OR 97850	0	N/A	N/A	0	0	0

2016 Facility/Address	Total Fire(s) in Each Building	Fire Number	Cause of Fire	Number of Injuries	Number of Deaths	Value of Property Damage
<b>Alikut Hall</b> Alikut Hall, One University Blvd La Grande, OR 97850	0	N/A	N/A	0	0	0
<b>Daugherty Hall</b> Daugherty Hall, One University Blvd La Grande, OR 97850	0	N/A	N/A	0	0	0
<b>Eocene Court (Family Housing)</b> Eocene Court, One University Blvd La Grande, OR 97850	0	N/A	N/A	0	0	0
<b>North Hall</b> North Hall, One University Blvd La Grande, OR 97850	0	N/A	N/A	0	0	0

2015 Facility/Address	Total Fire(s) in Each Building	Fire Number	Cause of Fire	Number of Injuries	Number of Deaths	Value of Property Damage
<b>Alikut Hall</b> Alikut Hall, One University Blvd La Grande, OR 97850	0	N/A	N/A	0	0	0
<b>Daugherty Hall</b> Daugherty Hall, One University Blvd La Grande, OR 97850	0	N/A	N/A	0	0	0
<b>Eocene Court (Family Housing)</b> Eocene Court, One University Blvd La Grande, OR 97850	0	N/A	N/A	0	0	0
<b>North Hall</b> North Hall, One University Blvd La Grande, OR 97850	0	N/A	N/A	0	0	0

## Glossary

**Aggravated Assault:** an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury.

**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.

**Burglary:** the unlawful entry of a structure to commit a felony or a theft.

**Coercion:** the improper use of pressure to compel another individual to initiate or continue sexual activity against their will. Coercion can include a wide range of behaviors, including intimidation, manipulation, threats, and blackmail. A person's words or conduct are sufficient to constitute coercion if they wrongfully impair another individual's freedom of will and ability to choose whether or not to engage in sexual activity.

Coercion includes, but is not limited to: threatening to "out" someone based on sexual orientation, gender identity, or gender expression and threatening to harm oneself if the other party does not engage in the sexual activity.

**Consent:** is not defined in Oregon State Criminal Code. It defines incapacity to consent in Oregon Revised Statute (ORS) 163.315.

- A person is considered incapable of consenting to a sexual act if the person is:
  - Under 18 years of age;
  - Mentally defective;
  - Mentally incapacitated; or
  - Physically helpless.
- A lack of verbal or physical resistance does not, by itself, constitute consent but may be considered by the trier of fact along with all other relevant evidence. [1971 c.743 §105; 1999 c.949 §2; 2001 c.104 §52]

**Consent:** is defined by Oregon State University as knowing, voluntary, and clear permission by word or action, to engage in mutually agreed upon sexual activity.

**Dating Violence:** violence committed by

- A person who is or has been in a social relationship of a romantic or intimate nature with the victim; and

- Where the existence of such a relationship shall be determined based on the reporting party's statement and a consideration of the following factors:
  - The length of the relationship
  - The type of relationship
  - 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.

**Dating Violence as defined by ORS:** under Oregon state law, there is no specific definition of dating violence. Oregon state law defines teen dating violence and requires public school district boards to adopt policies addressing it -ORS 339.366

**Days:** means calendar days.

**Domestic Violence:** a felony or misdemeanor crime of violence committed by—

- A current or former spouse or intimate partner of the victim;
- A person with whom the victim shares a child;
- A person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;
- 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
- 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.

**Domestic Violence as defined by ORS 135.230** ([oregonlaws.org/ors/135.230](https://oregonlaws.org/ors/135.230))

- a. Domestic violence means abuse between family or household members.
- b. Family or household members means 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. [2001 c.870 §23; 2007 c.71 §40; 2012 c.69 §2]
  - iii. Note: 147.450 (Definitions) to 147.471 (Advisory council) were enacted into law by the Legislative Assembly but were not added to or made a part of ORS chapter 147 or any series therein by legislative action. See Preface to Oregon Revised Statutes for further explanation.

**Drug Abuse 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.

**Faculty Grievance Committee:** is a committee of five academic employees with faculty rank chosen by the Faculty Senate Executive Committee and charged with the responsibility for hearing faculty grievances in accordance with these procedures. Any person with faculty rank may submit nominations to the Executive Committee for consideration. The Executive Committee shall choose at least one female and one minority member. Three members shall constitute a quorum. The Executive Committee of the Senate shall select a chair.

**Faculty Mediator:** is an academic employee with faculty rank chosen by the Faculty Senate Executive Committee. Emeritus faculty shall be eligible to serve as the faculty mediator.

**Faculty Rank:** means faculty ranks as defined in the rules of the State Board of Higher Education and includes faculty without rank but with professional title.

**Fire:** any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

**Force:** the use or threat of physical violence or intimidation to overcome an individual's freedom of will to choose whether or not to participate in sexual activity. For the use of force to be demonstrated, there is no requirement that a Complainant resists the sexual advance or request; however, resistance by the Complainant will be viewed as a clear demonstration of non-consent.

**Hate Crimes:** a criminal offense committed against a person or property which is motivated, in whole or in part, by the offender's bias.

Categories of bias are:

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

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

**Incapacitation:** a state where an individual cannot make an informed and rational decision to engage in sexual activity because they lack conscious knowledge of the nature of the act (i.e. to understand the who, what, when, where, why, or how of the sexual interaction) and/or is physically helpless. An individual is incapacitated, and therefore unable to give consent, if they are asleep, unconscious, or otherwise unaware that sexual activity is occurring.

Incapacitation may result from the use of alcohol and/or drugs. Consumption of alcohol or other drugs alone is insufficient to establish incapacitation. The impact of alcohol and drugs varies from person to person and evaluating incapacitation requires an assessment of how the consumption of alcohol and/or drugs impact an individual's:

- decision-making ability or
- awareness of consequences or
- ability to make informed judgments or

- capacity to appreciate the nature and the quality of the act.

**Intimate partner violence (“IPV”):** defined by Oregon State University as dating violence, domestic violence, and other types of relationship violence. IPV is violence or a threatened act of violence against a person who is, or has been involved in, a sexual, dating, or other intimate relationship with the alleged perpetrator.

**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, not including driving under the influence and drunkenness.

**Manslaughter by Negligence:** the killing of another person by gross negligence.

**Murder and Non-Negligent Manslaughter:** the willful killing of one human being by another.

**Motor Vehicle Theft:** the theft or attempted theft of a motor vehicle.

**Noncampus:** any building or property owned or controlled by a student organization that is officially recognized by Oregon State University; or

Any building or property owned or controlled by Oregon State University that is used in direct support of, or in relation to, the university’s education purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

**On-Campus:** any building or property owned or controlled by Oregon State University within the same reasonably contiguous geographic area of the core campus, and used by Oregon State University in direct support of, or in a manner related to Oregon State University’s educational purposes, including student housing facilities; and

Any building or property that is within or reasonably contiguous to the core campus that is owned by Oregon State University, but controlled by another person, is frequently used by students and supports institutional purposes, such as a food or other retail vendor. Additionally, locations within one mile of Oregon State University’s core campuses are considered for inclusion in the on-campus group. Before these locations are included, their functions and relationship to the university are evaluated.

**On-Campus Student Housing Facilities:** a building or structure that is owned or controlled by the university and used by students as a dwelling on campus. This category includes student housing facilities and family housing located on campus.

**Presentation of the Grievance:** as used in Standard 580–021–0050, means receipt of the grievance by the dean, director, or unit executive officer as specified in Standard 576–050–0025.

**Public Property:** all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus. This property is owned by a public entity, such as a city or state government. 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 well as incidents occurring in the street. But an incident occurring in a building (a privately owned property) on the distant side of a perimeter street would not be included.

**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.

**Sexual Assault:** an offense that meets the definition of rape, fondling, statutory rape, or incest 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."

- **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 perpetrator.
- **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.

**Sexual Assault as defined by ORS 163.305** ([oregonlaws.org/ors/163.305](https://oregonlaws.org/ors/163.305))

- a. Sexual assault means any unwanted sexual contact as defined in ORS 163.305 – ORS 147.450.
- b. 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.
- c. 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.
- d. 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.
- e. 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.
- f. Physically helpless means that a person is unconscious or for any other reason is physically unable to communicate unwillingness to an act.

- g. 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.
- h. Sexual intercourse has its ordinary meaning and occurs upon any penetration, however slight; emission is not required. [1971 c.743 §104; 1975 c.461 §1; 1977 c.844 §1; 1979 c.744 §7; 1983 c.500 §1; 1999 c.949 §1; 2009 c.770 §1]

Note. Legislative Counsel has substituted chapter 743, Oregon Laws 1971, for the words this Act in section 104, chapter 743, Oregon Laws 1971, compiled as 163.305 (Definitions). Specific ORS references have not been substituted, pursuant to 173.160 (Powers and duties of Legislative Counsel in preparing editions for publication). These sections may be determined by referring to the 1971 Comparative Section Table located in Volume 20 of ORS.

**Stalking:** engaging in a course of conduct 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 the purposes of this definition—
  - 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.
  - Reasonable person means a reasonable 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.

**Stalking as defined by ORS 163.732** ([oregonlaws.org/ors/163.732](http://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.
- ii. 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. [1993 c.626 §2; 1995 c.353 §2]  
 Note. See second note under [163.730 \(Definitions for ORS 30.866 and 163.730 to 163.750\)](#).

**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.

### Resources

Organization	Address	Phone	Email/Website
<b>Associated Students of OSU Office of Advocacy</b>	110 Student Experience Center, Corvallis campus	541-737-9200	<a href="https://asosu.oregonstate.edu/advocacy">https://asosu.oregonstate.edu/advocacy</a>
<b>Athletics Deputy Title IX Coordinator</b>	133D Quinn, One University Blvd., La Grande, OR	541-962-3687	<a href="mailto:kmorehead@eou.edu">kmorehead@eou.edu</a>
<b>Counseling Center</b>	6th Street & "L" Avenue La Grande, OR	541-962-3524	<a href="https://www.eou.edu/counsel/">https://www.eou.edu/counsel/</a>
<b>Department of Education, Office of Civil Rights</b>	400 Maryland Avenue, SW Washington, DC 20202-1100	800-421-3481	<a href="https://www2.ed.gov/about/offices/list/ocr/index.html">https://www2.ed.gov/about/offices/list/ocr/index.html</a>
<b>Department of Justice Sexual Assault Resources</b>	950 Pennsylvania Avenue, NW Washington, DC 20530-0001	877-739-3895 (National Sexual Violence Resource Center)	<a href="https://www.justice.gov/ovw/sexual-assault">https://www.justice.gov/ovw/sexual-assault</a>
<b>Director of Residence Life</b>	220 Hoke, One University Blvd., La Grande, OR	541-962-3177	<a href="mailto:jdjones1@eou.edu">jdjones1@eou.edu</a>
<b>Employee and Labor Relations (Oregon State University)</b>	236 Kerr Administration Building, Corvallis campus	541-737-5355	<a href="mailto:employee.relations@oregonstate.edu">employee.relations@oregonstate.edu</a>
<b>Human Resources Director and Deputy Title IX Coordinator</b>	209 Inlow, One University Blvd., La Grande, OR	541-962-3516	<a href="mailto:cjmclaughlin@eou.edu">cjmclaughlin@eou.edu</a>
<b>La Grande Police Department</b>	1109 K Ave., La Grande, OR	541-963-1017 (non-emergency) 911 (emergency)	<a href="http://www.lagrandepolice.org/">http://www.lagrandepolice.org/</a>

Organization (continued)	Address	Phone	Email/Website
<b>Office of Audit Services (Oregon State University)</b>	240 Kerr Administration Building, Corvallis campus	541-737-5547	<a href="https://secure.ethicspoint.com/domain/media/en/gui/41096/index.html">https://secure.ethicspoint.com/domain/media/en/gui/41096/index.html</a>
<b>Office of Equal Opportunity and Access (including Title IX)</b>	330 Snell Hall, Corvallis campus	541-737-3556	<a href="mailto:equal.opportunity@oregonstate.edu">equal.opportunity@oregonstate.edu</a>
<b>Office of Student Conduct and Community Standards</b>	150 Snell Hall, Corvallis campus	541-737-3656	<a href="mailto:SCCS@oregonstate.edu">SCCS@oregonstate.edu</a>
<b>OSU at EOU Program Coordinator</b>	205 Badgley Hall, One University Blvd., La Grande, OR	541-962-3612	<a href="mailto:Michelle.Hines@oregonstate.edu">Michelle.Hines@oregonstate.edu</a>
<b>Rape, Abuse, and Incest National Network</b>	1220 L Street, NW, Suite 505 Washington DC 20005	800-656-4673 (RAINN/ National Sexual Assault Hotline)	<a href="https://www.rainn.org/">https://www.rainn.org/</a>
<b>Security Services</b>	002 Ackerman, One University Blvd., La Grande, OR	541-962-3911	<a href="mailto:wbenson@eou.edu">wbenson@eou.edu</a>
<b>Shelter From the Storm</b>	10901 Island Ave, Island City, OR	Office Line: 541-963-7226 24-Hour Hotline: 541-963-9261	<a href="http://unioncountysfs.org/">http://unioncountysfs.org/</a>
<b>Student Affairs Office</b>	113 Inlow Hall, La Grande, OR	541-962-3476	<a href="mailto:saffairs@eou.edu">saffairs@eou.edu</a>
<b>Student Health Center Director</b>	Student Health Center, One University Blvd., La Grande, OR	541-962-3524	<a href="mailto:elderv@ohsu.edu">elderv@ohsu.edu</a>
<b>Survivor Advocacy and Resource Center</b>	311 Plageman Hall, Corvallis campus	541-737-2030	<a href="mailto:survivoradvocacy@oregonstate.edu">survivoradvocacy@oregonstate.edu</a>
<b>Title IX Coordinator and Director of Student Relations</b>	113 Inlow Hall, La Grande, OR	541-962-3476	<a href="mailto:ccascio@eou.edu">ccascio@eou.edu</a>
<b>Union County District Attorney's Office Victim Assistance Program</b>	1007 Fourth St La Grande, OR	541-963-1007	<a href="http://union-county.org/district-attorney/victim-assistance/">http://union-county.org/district-attorney/victim-assistance/</a>
<b>Union County Sheriff's Office</b>	1109 K Ave., La Grande, OR	541-963-1017 (non-emergency) 911 (emergency)	<a href="http://unioncountysheriff.us/">http://unioncountysheriff.us/</a>
<b>Vice President for Student Affairs</b>	113 Inlow Hall, One University Blvd., La Grande, OR	541-962-3635	<a href="mailto:saffairs@eou.edu">saffairs@eou.edu</a>