

Student Conduct Philosophy



The Student Conduct Code



- ▶ Not Just for Undergrads
- ▶ Expectations for Behavior
- ▶ Jurisdiction
- ▶ Student Rights
- ▶ The Conduct Process

The Conduct Process

- ▶ Investigation (big “I” or small “i”)
- ▶ Notice and communications to Official UO Email
- ▶ Student is responsible for scheduling a meeting to respond
- ▶ Meet with a student conduct administrator (if no response, we’ll make a decision “in default” or continue with non-participating)
- ▶ If responsible, we’ll send a letter with sanction requirements
- ▶ If not responsible, we’ll send a letter confirming the finding
- ▶ Appeal – if eligible

Proposed Changes in Federal Rules



- ▶ More flexibility with informal and alternative resolutions
- ▶ “Actual knowledge” standard
- ▶ Eliminates 60 day standard
- ▶ Allows for criminal delay
- ▶ Requirement of live hearing and direct cross examination
- ▶ Adjudicators trained in determining relevancy on the spot
- ▶ Narrow definition of sexual harassment
- ▶ Lack of clarity with employee application

Employee Reporting Obligations

All University Employees Must Report:	All University Employees Must Report:	Campus Security Authorities (CSAs) Must Report:
<p>Credible information of ALL TYPES of prohibited discrimination and harassment</p> <p>*EXCEPT gender-related (TIX) disclosures from students</p>	<p>Reasonable belief that child abuse or neglect (of person under 18 years old) has occurred or may be occurring.</p>	<p>Information about certain crimes occurring on campus or on campus controlled properties. Including hate crimes, rape, dating & domestic violence and stalking.</p>
<p>Report to Office of Investigations and Civil Rights Compliance (OICRC)</p>	<p>Report to local law enforcement, UOPD or to the Department of Health and Human Services</p>	<p>Report to the Clery Coordinator of UO who is housed in UOPD.</p>
<p>Federal/University Obligation</p>	<p>State Obligation</p>	<p>Federal/University Obligation</p>

Protected Classes and Activities

- ▶ Race or Color
- ▶ Ancestry, National or Ethnic Origin
- ▶ Age
- ▶ Religion
- ▶ Disability
- ▶ Genetic Information
- ▶ Service in Uniformed Services and Veteran Status
- ▶ Sex
- ▶ Sexual Orientation
- ▶ Gender Identity
- ▶ Marital or Familial Status
- ▶ Pregnancy or Pregnancy Related Conditions
- ▶ Use of Protected Leave

For more information see Policy V.11.02

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Exception: Student gender related disclosures -Reporting Obligations (Title IX)

Designated Reporter

(Must report to OICRC)

Student-Directed Employee

(Provide resources, report only if directed)

Confidential Employee

(Keep communication confidential)

Exception to the Exception: Do you supervise student employees?

- ❑ Are you a supervisor within the policy meaning?
 - ❑ Is it a student you directly supervise? (harmed or causing harm)
 - ❑ Is it workplace harassment?
- ▶ IF yes to all three, then you must share that information with your supervisor, and OICRC.

One Big Caveat.....

- ▶ *All Employees who directly witness any type of discrimination and harassment in the workplace are required to report.*

If you are a student-directed employee:

- ▶ Listen to the student, and respond with respect and kindness
- ▶ Connect the student with resources, including confidential support
- ▶ Ask the student if they would like you to report the incident to Title IX.
 - ▶ Explain that, unless the university knows about the underlying behavior, it likely cannot take action to stop the discrimination or harassment, remedy its effects, or prevent future instances of discrimination and harassment.
- ▶ If the student requests it, connect the student with Title IX or Crisis Intervention.
- ▶ Let the student know that they can contact you again if the student has further questions, identifies other needs for resources or assistance, or decides to report the incident.

If you are a designated reporter:

- ▶ Listen to the student, provide resources, respond compassionately.
- ▶ Acknowledge and be transparent about your reporting responsibility.
- ▶ Report prohibited discrimination to OICRC (Title IX).
 - ▶ 541-346-8136
 - ▶ titleixcoordinator@uoregon.edu
- ▶ Display a Designated Reporter sign on your door so it may be easily viewed by visitors to your office.
 - ▶ Contact the HR Compliance and Training Officer, tray@uoregon.edu, if you need a sign.

What if I just need to talk to someone?

- ▶ Ombuds – confidential
 - ▶ x6-6400
 - ▶ ombuds@uoregon.edu
- ▶ Crisis Intervention and Sexual Violence Support Services (CISVSS) -- confidential, for students
 - ▶ x6-SAFE (24-hour Hotline)
- ▶ Employee Labor Relations (ELR)
 - ▶ x6-3159
 - ▶ uoelr@uoregon.edu
- ▶ Office of Investigations and Civil Rights Compliance (OICRC)
 - ▶ x6-3123, titleixcoordinator@uoregon.edu

Reporting Concerns

Student/Staff of Concern –
dos.uoregon.edu

Sexual Misconduct –
titleix.uoregon.edu

Conduct Violation –
conduct.uoregon.edu

**Discrimination/Harassment Policy
violation –**
investigations.uoregon.edu

