**Policies and Practices Related to Prevention of Harassment and Response to Allegations**

The University of Oregon affirms and actively promotes the right of all individuals to equal opportunity in education and employment. It is the policy of the university to maintain an environment free of harassment and discrimination against any person because of age, race, color, ancestry, national or ethnic origin, religion, gender, disability, service in the uniformed services (as defined in state and federal law), the use of leave protected by state or federal law, veteran status, sex, sexual orientation, gender identity, perceived gender, marital or family status, pregnancy-related conditions, or genetic information. The University also prohibits retaliation related to complaints of discrimination or harassment based on any of the above identified protected classes. The University of Oregon policy regarding Discrimination Complaint and Response can be found at: <https://policies.uoregon.edu/vol-5-human-resources/ch-11-human-resources-other/discrimination-complaint-and-response>

The University of Oregon recognizes that sexual and gender-based harassment and violence are contrary to its core principles and therefore has zero tolerance for sexual and gender-based harassment and violence.  The University’s response to incidents of sexual and gender-based harassment and violence of and by students is governed by a comprehensive set of policies and procedures intended to provide integrated wraparound services and support to survivors while also holding accountable those who commit acts of discrimination. The University of Oregon policy for Student Sexual and Gender-Based Harassment and Violence Complain and Response can be found at: <https://policies.uoregon.edu/vol-5-human-resources/ch-11-human-resources-other/student-sexual-and-gender-based-harassment-and>.

The University of Oregon provides comprehensive systems to encourage prompt reporting of prohibited conduct to the Office of Investigations and Civil Rights Compliance, which is tasked with investigating discrimination and harassment. The Office of Investigations and Civil Rights Compliance (<https://investigations.uoregon.edu/>) is directed by Nicole Commission, Associate Vice President, Chief Civil Rights Officer, and Title IX Coordinator.

**Prohibited Discrimination and Harassment**
Any student who has experienced sexual assault, relationship violence, sex or gender-based bullying, stalking, and/or sexual harassment may seek resources and help at <https://safe.uoregon.edu/>. To get help by phone, a student can also call either the UO’s 24-hour hotline at 541-346-7244 [SAFE], or the non-confidential Title IX Coordinator at 541-346-8136. From the SAFE website, students may also connect to Callisto (https://uoregon.callistocampus.org/), a confidential, third-party reporting site that is not a part of the university.

Students experiencing any other form of prohibited discrimination or harassment can find information at <https://titleix.uoregon.edu/respect.uoregon.edu> or <https://aaeo.uoregon.edu/> or contact the non-confidential AAEO office at 541-346-3123 or the Dean of Students Office at 541-346-3216 for help. Safe Ride (<https://pages.uoregon.edu/saferide/index.html>) is the University or Oregon Assault Prevention Shuttle. Safe Ride is devoted to the idea that a person - regardless of gender identity, race, religion, sexuality, and more - should be able to go where they wish at night while feeling comfortable and secure. Their mission is to provide inclusive, safe, and accessible alternatives to traveling alone at night. Safe Ride provides over 30,000 rides a year and are a free assault prevention service open to UO students, faculty, and staff.

As UO policy has different reporting requirements based on the nature of the reported harassment or discrimination. Additional information about reporting requirements for discrimination or harassment unrelated to sexual assault, relationship violence, sex or gender-based bullying, stalking, and/or sexual harassment is available at [Discrimination & Harassment](http://aaeo.uoregon.edu/content/discrimination-harassment).

**Reporting**

Specific details about confidentiality of information and reporting obligations of employees can be found at [titleix.uoregon.edu](https://titleix.uoregon.edu/). With specific regard to minors, please note that UO employees, including faculty, staff, and GEs, are mandatory reporters of child abuse. This statement is to advise individuals that disclosure of information about child abuse to a UO employee may trigger his/her duty to report that information to the designated authorities. Please refer to the following links for detailed information about mandatory reporting: [Mandatory Reporting of Child Abuse and Neglect](https://hr.uoregon.edu/policies-leaves/general-information/mandatory-reporting-child-abuse-and-neglect).

The Office of Investigations and Civil Rights Compliance offers a comprehensive list of all resources available to students related to designated reporting, support services, the ombuds program, LGBT health, and more at <https://investigations.uoregon.edu/student-resources>.