

OREGON TECH  
Sexual Misconduct Information, Procedures, and Resources [Revised 9/2019]

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Massaging a person's neck or shoulders.

physically or mentally incapacitated has violated this policy. It is not an excuse that the individual responding party of sexual misconduct was intoxicated and, therefore, did not realize the incapacity of the other individual.

Incapacitation is defined as a state where someone cannot make rational, reasonable decisions because they lack the capacity to give knowing consent (e.g., to understand the "who, what, when, where, why



### Employee Obligation to Report (Student Instances)

University employees who become aware of a student instance of sexual misconduct, instances of gender discrimination including sexual harassment, shall contact to the Title IX Coordinator in LRC 257 or at 541-885-1073. (See page 13 for information on faculty and staff reporting of criminal offenses.)

### Reporting for Faculty and Staff (Non-Student) Instances

Faculty and staff shall report any instances of gender discrimination, sexual harassment and sexual misconduct by another faculty or staff member to the Title IX Coordinator in LRC 257 or at 541-885-1073. As stated above, the University also strongly encourages that you report any instances to the police.

### Victim Information

If you are victim of sexual violence, you are not alone and you are in no way responsible for your assault.

### What to Do If You Are a Victim of Sexual Violence

- a. If you are not safe and need immediate help, call the police. If the incident happened on the Klamath Falls campus, call Campus Safety at 541-891-2143. If the incident occurred elsewhere, call the law enforcement agency that has jurisdiction in the location where it occurred or by dialing 911.
- b. Do what you need to do to feel safe. Go to a safe place or contact someone with whom you are comfortable. You can call the Campus Sexual Assault HotlinBT/F109(o)-5(n)3(ta)10(ct )-4(s)11(o)5(m)-4(e)9(o)-5(r)

It is important to be aware that different individuals who you may contact for assistance following an incident may have different responsibilities regarding confidentiality, depending on their position. Under state law, some individuals can assure the victim of confidentiality, including counselors and certified

The Multnomah County Crisis Line is 503-988-4888.

Additional information on resources as well as educational information on sexual assault violence prevention can be found at [www.oit.edu/student-affairs](http://www.oit.edu/student-affairs).

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### How to Support a Friend

If your friend is a victim of gender discrimination, which includes sexual misconduct and sexual harassment, the following information can offer guidance on how to help and support:

- a. Listen and accept what you hear. Do not press for details. Allow your friend to reflect on what has happened and to share some of her/his feelings.
  - b. Keep what is said confidential.
  - c. Let your friend know that she/he is not to blame. Many victims tend to blame themselves for the offender's actions, especially if the perpetrator was an acquaintance.
  - d. Encourage your friend to obtain a medical examination.
  - e. Allow your friend to make their own decision about their next steps.
  - f. Seek emotional support for yourself.
  - g. Accept their choice of solution to the assault even if you disagree with what they have chosen to do. It is more important that they feel empowered to make choices and take back control than it is for you to impose what you feel you think is the correct decision.
  - h. Encourage your friend to file a police report. Filing a report does not commit you to prosecute but will allow the gathering of information and evidence. The information and evidence preserve future options regarding criminal prosecution, university disciplinary actions and/or civil actions against the perpetrator. Information can be helpful in supporting other reports and/or preventing further incidents (even anonymous reports are somewhat useful).
  - i. Remind your friend of campus resources including Office of Student Affairs and the Integrated Student Health Center.
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### Preventative Measures

The University encourages students to help in preventing harmful and negative incidences by being responsible for their own personal safety, intervening if they are a bystander of such incidences, and by educating themselves through University sponsored trainings.

### Awareness Education

Education on sexual violence can be presented to any group of students, faculty or staff by making a request through the Office of Student Affairs. Topics include but are not limited to sexual assaults, sexual harassment, the conduct process for sexual misconduct, how to support a victim, bystander intervention, prevention strategies and resources available for victims.

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### Bystander Intervention

An individual can stop an incident before it occurs by being an intervener.



The Bystander Intervention Model predicts that people are more likely to help others under these conditions:

1. Notice the incident: Bystanders first must notice the incident. If they don't take note of the situation, they won't see a need to help.
2. Interpret incident as emergency: Bystanders also need to evaluate the situation and determine whether it is an emergency or if someone needs assistance. Again, if people do not interpret a situation as one in which someone needs assistance, there is no need to provide help.
3. Assume responsibility: Another decision bystanders make is whether they should assume responsibility for giving help. One repeated finding in research studies on helping is that a bystander is less likely to help if other bystanders are present. When other bystanders are present, responsibility for helping is diffused. If a lone bystander is present, he or she is more likely to assume responsibility.
4. Attempt to help: This can be to help the person leave the situation, confront a behavior, diffuse a situation or call for other support/security. (See Tips for Intervening and Bystander Playbook below)

The best way bystanders can assist in creating an empowering climate free of interpersonal violence is to diffuse the problem behaviors before they escalate.

Individuals can do that by:

1. Educating themselves about interpersonal violence AND sharing this information with their friends.
2. Confronting friends who make excuses for other people's abusive behavior.
3. Speaking up against racist, sexist and homophobic jokes or remarks.

#### Tips for Intervening

Specifically, in a situation that potentially involves sexual assault, relationship violence or stalking, consider the following tips when intervening:

1. Approach everyone as a friend.
- 2.

4. Ensure the safety and well





