

Annual Security and Fire Safety Report

2026

Statistics for calendar year 2025

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act

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INTRODUCTION

What is the Annual Security Report?

The Annual Security Report, mandated by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), informs the campus community of the reported crimes occurring within Southern Oregon University's geography in the three most recent calendar years. Data comes from several sources, including the Office4 of the General Counsel, Ashland Police Department, Campus Public Safety, the Office of the Dean of Students, Student Support Services, University Housing, Belonging and Engagement, Student Life, Medford Police Department, and the Title IX Coordinator.

The purpose of the Annual Security Report is to provide our incoming students and families, as well as our local community, the information and understanding needed to make informed and reasoned decisions about personal safety. Campus crime statistics and a wide range of related policies, procedures, resources, and programs at Southern Oregon University are included in this report. The Annual Fire Safety Report is also included in this report.

This report is prepared annually in compliance with the federal requirements of the Clery Act and submitted to the Department of Education. The Southern Oregon University Office of the General Counsel prepare and publish this report by October 1st each year with the prior calendar year's statistics. Recent amendments to the law require schools receiving Financial Aid (Title IV) monies to report specific information about fire safety issues on their campuses.

The Annual Security Report is available at https://cps.sou.edu/clery-act-annual-security-report/ or a printed copy can be picked up during regular business hours at the Office of the General Counsel, located in Churchill Hall at 1250 Siskiyou Blvd, Ashland, Oregon 97520.

All policies addressed in the Annual Security Report and the Annual Fire Safety Report apply to the Southern Oregon University Ashland Campus.

CRIME STATISTICS

Collecting and Preparing Statistics

SOU Campus Public Safety, in coordination with the Office of the General Counsel and the Dean of Students, collects reports of Clery geographic reportable crimes and law violations from the Ashland Police Department, Higher Education Center (HEC) security, the Medford Police Department, Student Conduct, the Title IX Coordinator, and other designated Campus Security Authorities. The statistics are then compiled and published in the Annual Security Report for the previous three calendar years. Statistics for the Ashland Campus are reported separately from the Medford HEC Campus. The report also includes voluntary, confidential reports from the Office of Equity Grievance/Title IX. Personal identifying information is never released in the annual disclosure of crime statistics.

By October 1st of this year, an email notification will be sent to all current faculty, staff, and enrolled students notifying them that the updated Annual Security and Fire Safety Report is available. Free

copies are available to the public during regular business hours at the Office of the General Counsel, located in Churchill Hall, 1250 Siskiyou Blvd, Ashland, Oregon 97520.

Southern Oregon University also maintains a daily crime log, which is available for the public to view upon request during regular business hours at the Campus Public Safety Office, located at 382 Wightman Street, Ashland, Oregon 97520.

Clery Act Reportable Crimes

SOU Campus Public Safety, in coordination with the Office of the General Counsel and the Dean of Students, collects reports of Clery geographic reportable crimes and law violations from the Ashland Police Department, Higher Education Center (HEC) security, the Medford Police Department, Student Conduct, the Office of the Dean of Students, the Title IX Coordinator, and other designated Campus Security Authorities. The Compliance Coordinator out of the Office of the General Counsel then compiles and publishes the statistics in the Annual Security Report for the previous three calendar years. Statistics for the Ashland Campus are reported separately from the Medford HEC Campus. The report also includes voluntary, confidential reports from the Office of Equity Grievance/Title IX. Personally identifying information is never released in the annual disclosure of crime statistics.

By October 1st of this year, the Compliance Coordinator email all current faculty, staff, and enrolled students to notify them that the updated Annual Security and Fire Safety Report is available. Free copies are available to the public during regular business hours at the Office of the General Counsel, located in Churchill Hall, 1250 Siskiyou Blvd, Ashland, Oregon 97520.

Southern Oregon University also maintains a daily crime log, which is available for the public to view upon request during regular business hours at the Campus Public Safety Office, located at 382 Wightman Street, Ashland, Oregon 97520.

Table 1 – Clery Reportable Crimes (see detailed definitions below)	
CRIME	**COUNT BY NUMBER OF:**
Murder and Non-Negligent Manslaughter	Victims
Negligent Manslaughter	Victims
Rape	Victims
Fondling	Victims
Statutory Rape	Incidents
Incest	Victims
Robbery	Incidents
Aggravated Assault	Victims
Burglary	Incidents
Motor Vehicle Theft	Vehicles
Arson	Incidents
Hate Crimes	Incidents Based on Perception of Perpetrator
Weapons, Drug, and Liquor Law Violations	Arrests/Citations

Weapons, Drug, and Liquor Law Violations	Referrals for Disciplinary Action
Hazing	Incident

Table 2 – Violence Against Women Act (VAWA) Offenses	
OFFENSE	**COUNT BY NUMBER OF:**
Domestic Violence	Victims
Dating Violence	Victims
Stalking	Victims

Hierarchy Rule

Under the Hierarchy Rule, when multiple offenses occur during a single incident, only the most serious offense is recorded for reporting purposes. Crimes are ranked by severity, as shown in the charts above. For instance, if both a burglary and a murder take place in the same event, only the murder is included in Clery Act statistics. However, there are important exceptions to this rule. In 2012, hate crimes and arson were not subject to the Hierarchy Rule—meaning if either occurred alongside another reportable offense, both were counted. Starting in 2013, domestic violence, dating violence, and stalking were also exempted. From 2013 onward, incidents involving domestic violence, dating violence, stalking, arson, or hate crimes are always included in crime statistics, regardless of whether they happen in conjunction with another reportable offense.

Crime Definitions

- **Murder and Non-Negligent Manslaughter:** the willful killing of one human by another.
- **Negligent Manslaughter:** the killing of another person by gross negligence.
- ***Sex Assault Offenses:**
  Note: The following four definitions apply to sex offense statistics (as of 2013 crime statistics, sex offenses are reported according to the following categories: Rape, Fondling, Statutory Rape, and Incest. The Rape definition is based on the Uniform Crime Reporting Handbook 2004 (Summary Reporting Statistics) and the remaining sex offense definitions are from the National Incident Based Reporting System Edition of the Uniform Crime Reporting Program).
  - **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 perpetrators.
  - **Fondling:** The intentional touching of the clothed or unclothed body parts without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation. The forced touching by the victim of the actor's clothed or unclothed body parts, without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation. This offense includes instances where the victim is incapable of giving consent because of age or incapacity due to temporary or permanent mental or physical impairment or intoxication for the purpose of sexual degradation, sexual

  - **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.
- **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 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.
- **Hate Crimes:** any of the aforementioned offenses and any other crime involving bodily injury and/or vandalism reported to local police agencies or to a Campus Public Safety Officer that manifests evidence that the victim was intentionally selected because of the perpetrator's bias.
- **Hazing:** Hazing is defined as acts likely to cause physical or psychological harm to any person within the SOU community, when related to the admission, initiation, pledging, joining, or any other group-affiliation activity on the basis of actual or perceived membership in a protected class.

  Categories of bias are:

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

  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

- **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. This does not include driving under the influence or public drunkenness.

- **Drug Law Arrests and 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.
- **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.

In cases where one individual is in violation of more than one weapon, drug, or liquor law violation in the same incident, only one of those law violations is included in the statistics. Weapons law violations get counted over both drug and alcohol violations. The determination to count a drug violation or an alcohol violation that occurs in the same incident is determined by the totality of the circumstances of the incident, and which violation is determined to be the more egregious.

- **Domestic Violence:** asserted violent misdemeanor and felony offenses committed by the victim's current or former spouse, person similarly situated under domestic or family violence law, or anyone else protected under domestic or family violence law.
- **Dating Violence:** violence by a person who has been in a romantic or intimate relationship with the victim. Whether there is such relationship will be gauged by its length, type and frequency of interaction.
- **Stalking:** a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety, or to suffer substantial emotional distress.

  *Expanded definitions for Sexual Assault, Domestic Violence, Dating Violence, and Stalking found on page 72.

Geographic Areas

Crime Statistics are divided into groups by the type of crime being reported and the location where the incident occurred.

- **On-Campus –** This area includes any building or property owned or controlled by Southern Oregon University within the same reasonably contiguous geographic area and used by Southern Oregon University in direct support of, or in a manner related to Southern Oregon University's educational purposes, including residence halls. This category also includes any building or property that is within or reasonably contiguous to the area described above, that is owned by Southern Oregon University but controlled by another person/entity, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

- **Residential Facilities –** This area can be described as any building or structure that is owned or controlled by the university and used by students as a dwelling. This category includes residence halls and other student housing located on campus.
- **Non-campus –** This area includes off-campus property that is owned or controlled by the university if it meets the following criteria: is used in direct support of or in relation to the university's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the university. Examples may include rented classrooms, rented offices, off-campus research stations, student travel locations, and other buildings and facilities.
- **Public Property –** This area can be described as public streets/sidewalks that run through campus or form the border of campus. 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 an incident occurring in the street. An incident occurring in a building (a privately-owned property) on the distant side of a perimeter street would not be included.

Counting Considerations

Each of the following five standards must be met for an incident to be counted in the annual report:

1. **Reported to the Proper Authorities –** The incident must be reported either to law enforcement or to an individual who qualifies as a Campus Security Authority under the Clery Act. This designation applies to anyone employed by the university—whether paid or volunteer—who has significant responsibility for student activities. Examples of Campus Security Authorities include faculty or staff advisors to student organizations, resident assistants, athletic coaches, and individuals responsible for security or access control.
2. **Reportable Crimes –** The crime reported must be one of those defined in the Clery Act as a reportable crime. See the reportable crimes hierarchy table (Table 1) on page 8-9.
3. **Reportable Area –** The crime must have occurred in one of the Clery Act reportable areas. These areas include On-Campus, Residential Facilities, Non-campus, and Public Property.
4. **Made in Good Faith –** For an incident to be included, there must be a determination that the report is made in good faith. Crimes can be reported by the victim, the accused, a witness, or a third party. When the incident is reported through a law enforcement agency, the assumption is that this determination has already been made.

   Unfounded Crimes–The Clery Act requires that the university report in the Annual Security Report any Clery crime that occurred in SOU's Clery geography, which was unfounded following an investigation by sworn law enforcement.

Campus Jurisdiction

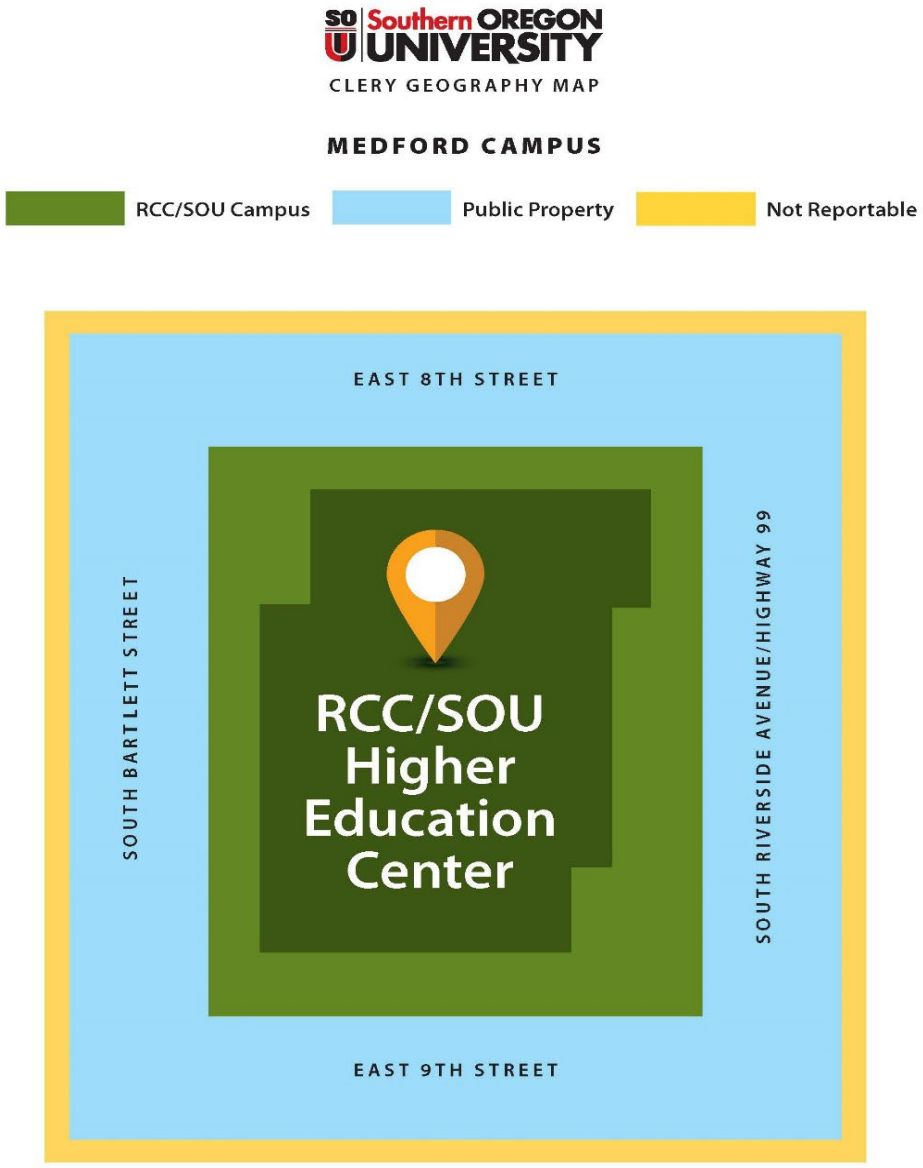
As stated in the SOU Code of Student Conduct, the university's jurisdiction over student conduct includes on- and off-campus behavior. Primary concerns will be related to conduct that occurs on university premises or which impacts the university community and/or the pursuit of its objectives. The term "university premises" includes all land, buildings, facilities, and other property in the possession of or owned, used, or controlled by the university, and/or university-sponsored or controlled events, including online learning environments.

Students participating in overseas and off-campus programs are required to follow university rules and regulations. They are also expected to take additional responsibility for their group and to comply with the laws and regulations of their host location or country.

Clery Geography Maps -Ashland



Clery Geography Maps - Medford



CRIME STATISTICS FOR ASHLAND CAMPUS

2025 Criminal Offenses	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
	Student Housing	Other			
CRIMINAL HOMICIDE					
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0
	0	0	0	0	0
SEX OFFENSES	0	0	0	0	0
SEX OFFENSE: FONDLING	1	1	2	0	0
SEX OFFENSE: INCEST	0	0	0	0	0
SEX OFFENSE: RAPE	3	0	3	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0
	0	0	0	0	0
ROBBERY	0	0	0	0	0
AGGRAVATED ASSAULT	1	0	1	0	0
BURGLARY	0	3	3	0	0
MOTOR VEHICLE THEFT	0	5	5	0	0
ARSON	0	0	0	0	0
UNFOUNDED CRIMES TOTAL: 0					

2024 Criminal Offenses	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
	Student Housing	Other			
CRIMINAL HOMICIDE					
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0
SEX OFFENSES					
SEX OFFENSE: FONDLING	0	2	2	1	
SEX OFFENSE: INCEST	0	0	0	0	0
SEX OFFENSE: RAPE	2	1	3	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0
	0	0	0		
ROBBERY	0	0	0	0	0
AGGRAVATED ASSAULT	2	1	3	0	0
BURGLARY	0	4	4	0	0
MOTOR VEHICLE THEFT	1	3	4	0	1
ARSON	0	0	0	0	0
UNFOUNDED CRIMES TOTAL: 0					

2023 Criminal Offenses	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
	Student Housing	Other			
CRIMINAL HOMICIDE					
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0
SEX OFFENSES					
SEX OFFENSE: FONDLING	5	1	6	0	1
SEX OFFENSE: INCEST	0	0	0	0	0
SEX OFFENSE: RAPE	4	0	4	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0
	0	0	0	0	0
ROBBERY	0	0	0	0	0
AGGRAVATED ASSAULT	1	0	1	0	0
BURGLARY	1	2	3	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0
ARSON	0	0	0	0	0
UNFOUNDED CRIMES TOTAL: 1					

2025 Arrest and Disciplinary Referrals	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
	Student Housing	Other			
ARRESTS					
LIQUOR LAW VIOLATIONS	0	1	1	0	0
DRUG LAW VIOLATIONS	0	0	0	0	1
ILLEGAL WEAPONS POSSESSION	0	0	0	0	0
	0	0	0		
DISCIPLINARY REFERRALS	0	0	0		
LIQUOR LAW VIOLATIONS	12*	0	12*	0	0
DRUG LAW VIOLATIONS	6	0	6	0	0
ILLEGAL WEAPONS POSSESSION	1	0	1	0	0

*Both SOU's Student Life and Housing surveys indicate that there is overall less alcohol on campus which accounts for the drop in liquor law violation.

2024 Arrest and Disciplinary Referrals	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
	Student Housing	Other			
ARRESTS					
LIQUOR LAW VIOLATIONS	1	1	2	0	0
DRUG LAW VIOLATIONS	1	1	2	0	1
ILLEGAL WEAPONS POSSESSION	0	0	0	0	0
	0	0	0		
DISCIPLINARY REFERRALS	0	0	0		
LIQUOR LAW VIOLATIONS	17	1	18	0	0
DRUG LAW VIOLATIONS	7	1	8	0	0
ILLEGAL WEAPONS POSSESSION	2	0	2	0	0

2023 Arrest and Disciplinary Referrals	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
	Student Housing	Other			
ARRESTS					
LIQUOR LAW VIOLATIONS	2	0	2	0	0
DRUG LAW VIOLATIONS	2	0	2	0	1
ILLEGAL WEAPONS POSSESSION	1	0	1	0	0
	0	0	0	0	
DISCIPLINARY REFERRALS	0	0	0	0	
LIQUOR LAW VIOLATIONS	22*	0	22	0	0
DRUG LAW VIOLATIONS	21	0	21	0	0
ILLEGAL WEAPONS POSSESSION	0	1	1	0	0

* In 2022, the majority of the possible liquor law violations were not reported through formal reporting methods (Campus Public Safety or Student Conduct). In 2023, SOU updated the process for reporting potential liquor law violations and now requires that CPS be contacted for all potential liquor law violations. This accounts for the increased count from 2022 to 2023.

2025 VAWA Offenses	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
	Student Housing	Other			
VAWA CRIMES					
DATING VIOLENCE	0	0	0	0	0
DOMESTIC VIOLENCE	1	0	1	0	0
STALKING	1	5	6	0	0

2024 VAWA Offenses	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
	Student Housing	Other			
VAWA CRIMES					
DATING VIOLENCE	0	0	0	0	0
DOMESTIC VIOLENCE	2	0	2	0	0
STALKING	2	0	2	0	0

2023 VAWA Offenses	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
	Student Housing	Other			
VAWA CRIMES					
DATING VIOLENCE	3	0	3	0	0
DOMESTIC VIOLENCE	1	0	1	0	0
STALKING	7	4	11	0	0

HATE CRIMES FOR ASHLAND CAMPUS

2025 ON CAMPUS	Category of Hate Crime							
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0	0	0	0
ROBBERTY	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0
INTIMIDATION	1	0	0	0	0	0	0	0
THEFT	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0
Totals	1	0	0	0	0	0	0	0

2025 NON CAMPUS	Category of Hate Crime							
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0	0	0	0
ROBBERTY	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0
THEFT	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0

2025 PUBLIC PROPERTY	Category of Hate Crime							
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0	0	0	0
ROBBERTY	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0
THEFT	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0

2024 ON CAMPUS	Category of Hate Crime							
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0	0	0	0
ROBBERTY	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0
THEFT	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0
Totals	0	0	0	1	0	0	0	0

2024 NON CAMPUS	Category of Hate Crime							
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0	0	0	0
ROBBERTY	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0
THEFT	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0		0	0	0	0	0
Totals	0	0	0	0	0	0	0	0

2024 PUBLIC PROPERTY	Category of Hate Crime							
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0	0	0	0
ROBBERTY	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0
THEFT	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0

2023 ON CAMPUS	Category of Hate Crime							
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0	0	0	0
ROBBERTY	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0
INTIMIDATION	1	0	0	0	0	0	0	0
THEFT	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	1	0	0	0	0
Totals	1	0	0	1	0	0	0	0

2023 NON CAMPUS	Category of Hate Crime							
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0	0	0	0
ROBBERTY	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0
THEFT	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0

2023 PUBLIC PROPERTY	Category of Hate Crime							
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0	0	0	0
ROBBERTY	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0
THEFT	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0

CRIME STATISTICS FOR HIGHER EDUCATION CENTER (MEDFORD CAMPUS)

2025 – Criminal Offenses Higher Education Center	ON CAMPUS	NON CAMPUS	PUBLIC PROPERTY
CRIMINAL HOMICIDE:			
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0
SEX OFFENSES:			
FONDLING	0	0	0
INCEST	0	0	0
RAPE	0	0	0
STATUTORY RAPE	0	0	0
ROBBERY	0	0	0
AGGRAVATED ASSAULT	0	0	0
BURGLARY	0	0	0
MOTOR VEHICLE THEFT	0	0	0
ARSON	0	0	0

2024 – Criminal Offenses Higher Education Center	ON CAMPUS	NON CAMPUS	PUBLIC PROPERTY
CRIMINAL HOMICIDE:			
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0
SEX OFFENSES:			
FONDLING	0	0	0
INCEST	0	0	0
RAPE	0	0	0
STATUTORY RAPE	0	0	0
ROBBERY	0	0	0
AGGRAVATED ASSAULT	0	0	1
BURGLARY	0	0	0
MOTOR VEHICLE THEFT	0	0	1
ARSON	1	0	0

2023 – Criminal Offenses Higher Education Center	ON CAMPUS	NON CAMPUS	PUBLIC PROPERTY
CRIMINAL HOMICIDE:			
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0
SEX OFFENSES:			
FONDLING	0	0	0
INCEST	0	0	0
RAPE	0	0	0
STATUTORY RAPE	0	0	0
ROBBERY	0	0	0
AGGRAVATED ASSAULT	0	0	0
BURGLARY	1	0	0
MOTOR VEHICLE THEFT	0	0	1
ARSON	0	0	0

2025 – Arrests & Referrals Higher Education Center	ON CAMPUS	NON CAMPUS	PUBLIC PROPERTY
ARRESTS:			
LIQUOR LAW VIOLATIONS	0	0	0
DRUG LAW VIOLATIONS	0	0	4
ILLEGAL WEAPONS POSSESSION	0	0	0
REFERRALS:			
LIQUOR LAW VIOLATIONS	0	0	0
DRUG LAW VIOLATIONS	0	0	0
ILLEGAL WEAPONS POSSESSION	0	0	0

2024 – Arrests & Referrals Higher Education Center	ON CAMPUS	NON CAMPUS	PUBLIC PROPERTY
ARRESTS:			
LIQUOR LAW VIOLATIONS	0	0	0
DRUG LAW VIOLATIONS	0	0	3
ILLEGAL WEAPONS POSSESSION	0	0	2
REFERRALS:			
LIQUOR LAW VIOLATIONS	0	0	0
DRUG LAW VIOLATIONS	0	0	0
ILLEGAL WEAPONS POSSESSION	0	0	0

2023 – Arrests & Referrals Higher Education Center	ON CAMPUS	NON CAMPUS	PUBLIC PROPERTY
ARRESTS:			
LIQUOR LAW VIOLATIONS	0	0	1
DRUG LAW VIOLATIONS	0	0	1
ILLEGAL WEAPONS POSSESSION	0	0	0
REFERRALS:			
LIQUOR LAW VIOLATIONS	0	0	0
DRUG LAW VIOLATIONS	0	0	0
ILLEGAL WEAPONS POSSESSION	0	0	0

2025 – VAWA Offenses Higher Education Center	ON CAMPUS	NON CAMPUS	PUBLIC PROPERTY
VAWA CRIMES:			
DATING VIOLENCE	0	0	0
DOMESTIC VIOLENCE	0	0	0
STALKING	0	0	0

2024 – VAWA Offenses Higher Education Center	ON CAMPUS	NON CAMPUS	PUBLIC PROPERTY
VAWA CRIMES:			
DATING VIOLENCE	0	0	0
DOMESTIC VIOLENCE	0	0	0
STALKING	0	0	0

2023 – VAWA Offenses Higher Education Center	ON CAMPUS	NON CAMPUS	PUBLIC PROPERTY
VAWA CRIMES:			
DATING VIOLENCE	0	0	0
DOMESTIC VIOLENCE	0	0	0
STALKING	0	0	0

HATE CRIMES:

*The Medford campus had **NO** hate crimes reported for the calendar years of **2025**, **2024,** and **2023**

CAMPUS SAFETY IS A SHARED RESPONSIBILITY

No university campus or community is completely risk free. Each person must contribute to fostering a safe learning environment by using common precautions and practicing crime prevention. These measures help reduce vulnerability, as well as reduce opportunities for criminal activity on campus.

Campus safety at Southern Oregon University involves students, faculty, and staff. Southern Oregon University desires to create and promote an open and inclusive environment that encourages learning and freedom among all who attend or visit the university. Safety is an important part of the educational and occupational experience.

If you see or suspect a crime in progress, within the campus boundaries or adjacent properties, report it immediately to Campus Public Safety at 541-552-6911 or 9-1-1 for emergencies. Everyone needs to be an active member of our campus community to report crimes and point out safety concerns to the

appropriate departments or agencies. It is our collective responsibility in helping to keep our campus crime free. Whether a victim or bystander, everyone can play an important role in keeping our community safer.

SOU Cares Reports

You can report any general issues of concern at Southern Oregon University (through SOU Cares Reports. The Cares Report notifies 2 and the Student Support Network (SSN) about students who may benefit from additional resources, support, or intervention. Individuals are encouraged to submit a Cares Report when intervention is needed or whenever there is concern for a student.

Areas of concern for SOU Cares Reports may include:

- Mental health or emotional issues
- Academic performance
- Family concerns
- Relationship issues
- Personal illness or injury
- Alcohol or other drug use or abuse
- Academic integrity
- Distressing, disruptive or threatening behavior
- Hate and/or bias-related incident
- Crime victim

A completed SOU Cares Report is immediately sent to the Office of the Dean of Students for initial evaluation. Students who exhibit distressing or disturbing behavior that significantly impacts the university community may be referred to the Student Support Network. The Student Support Network is a behavioral intervention team that coordinates the organized university response to behavior that constitutes potential risk of harm to self or others. Behavior that merits such response includes on- and off-campus coordination and referral.
SOU Cares reports are available to SOU students, faculty, staff, and community members at the "Online" section of the SOU portal (InsideSOU) and can be accessed by going to: https://cm.maxient.com/reportingform.php?SouthernOregonUniv&layout_id=4. Concerned family members should call the Office of the Dean of Students (541-552-6221) or submit an SOU Cares Report. The Office of the Dean of Students is located in the Stevenson Union, Suite 321.

Equity Grievance Report

In addition to the SOU Cares Report, individuals can also submit an online report to the Equity Grievance Office. This report can be found online at Equity Grievance Office - Discrimination, Harassment & Sexual Misconduct Reporting Form (maxient.com).

The Office of Equity Grievance & Title IX responds to and manages reports concerning sexual harassment, sexual assault, sexual exploitation, dating violence, domestic violence, stalking,

retaliation, and harassment and discrimination based on a protected class, under SOU's Equal Opportunity, Harassment, and Sexual Misconduct Policy .

Individuals should submit this online form to report concerns directly to the Office of Equity Grievance & Title IX. An Equity Grievance team member will then contact the individual who has been impacted to provide information about reporting options, SOU's process, supportive measures, and confidential resources. The impacted individual can choose whether to meet with the Office's team member.

LAW ENFORCEMENT RESOURCES AND AUTHORITY

Ashland, OR Campus

On the Southern Oregon University-Ashland campus, law enforcement services are provided by the Ashland Police Department (APD), the Jackson County Sheriff's Office (JCSO), and SOU Campus Public Safety (CPS). SOU does not have a Memorandum of Understanding (MOU) or other written agreement with outside police agencies, but has a strong collaborative working relationship with state and local law enforcement.

Ashland Police Department Officers and Jackson County Sheriff's Deputies have full police authority to apprehend and arrest anyone involved in illegal acts on campus and to enforce all municipal, state, and federal statutes. If a student commits minor offenses involving university rules and regulations, law enforcement agencies may also refer the individual to the Office of the Dean of Students.

Campus Public Safety officers may ask persons for identification and determine whether individuals have a lawful presence on Southern Oregon University property. They may enforce Southern Oregon University policies, as well as municipal and state laws. Campus Public Safety Officers have probable cause arrest authority under Oregon state law and the authority to write citations under Ashland Municipal Code. Campus Public Safety has the authority to trespass individuals from property owned and operated by Southern Oregon University. Campus Public Safety may also choose to refer individuals to the Office of the Dean of Students.

Campus Public Safety officers carry the following tools to aid in their professional duties: handcuffs, expandable baton, Oleoresin Capsicum (OC) spray, portable radio, body camera, and flashlight. Campus Public Safety officers are non-sworn and do not carry firearms in the performance of their duties.

The Ashland Police Department responds along with Campus Public Safety to all serious criminal matters on campus and has full authority and jurisdiction.

All criminal offenses are reported to Campus Public Safety and the Ashland Police Department. The prosecution of all criminal offenses (both Felony and Misdemeanor) is conducted at either the Ashland Municipal Court or the Jackson County Circuit Court. Violation offenses within the municipality are conducted at the Ashland Municipal Court.

SOU Campus Public Safety personnel work closely with local, state, and federal law enforcement agencies and have direct radio communications with the Ashland Police Department and Jackson County Sheriff's Office on the emergency communications radio network.

Campus Public Safety patrols the Ashland campus, which generally ranges from East Main Street on the north, Walker Avenue on the east, Mountain Avenue on the west, and Oregon Street on the south. Certain portions of the university's owned or controlled property may extend beyond these boundaries, and other portions of the property within these boundaries are not owned or controlled by the university.

A map of the Ashland campus is available at
https://map.concept3d.com/?id=707#!ct/8682,8683,9050,45392?s/

SOU Higher Education Center (HEC) in Medford, OR

On the Southern Oregon University/Rogue Community College Higher Education Center-Medford campus, law enforcement services are provided by the Medford Police Department (MPD) and the Jackson County

Sheriff's Office (JCSO). A contracted security company patrols the campus and reports any criminal offenses or violations to the Medford Police Department. The contracted security company personnel are unarmed and non-sworn.

Medford Police Department officers and Jackson County Sheriff's Office deputies have full police authority to apprehend and arrest anyone involved in illegal acts on campus and to enforce all municipal, state, and federal statutes. If a student commits minor offenses involving university rules and regulations, law enforcement agencies or contracted security personnel may also refer the individual to the Office of the Dean of Students. Since the Higher Education Center is a shared community of SOU and RCC students, the student in violation will be referred to the Office of the Dean of Students at the institution to which they are associated.

The Higher Education Center is considered a separate campus for Clery Act reporting purposes.

UNIVERSITY SECURITY SAFETY POLICIES, PROCEDURES AND PROGRAMS

This section of the report provides information about various security-and safety-related issues for people who live, study, work, or visit Southern Oregon University. By making this information

available, our goal is to provide community members with the information necessary to protect themselves from threats to their health and safety potentially occurring on our campus. These policies, including those regarding residential facilities, apply to Southern Oregon University Ashland Campus and the SOU Higher Education Center in Medford, unless otherwise specified below.

Reporting Crimes or Emergencies

How can a report of a crime or an emergency be made?
All individuals are strongly encouraged to accurately and promptly report all crimes and emergencies. Reports may be made in person, by phone or by using the Blue Light phones found in many locations around the Southern Oregon University campus.

To whom should the report be made?

All Emergencies On and Off Campus	**Call 9-1-1**
On-Campus Crimes	Officer Assistance/Report an Incident: (541) 552-6911 Campus Public Safety Administrative Office: (541)552-6258 Campus Public Safety Address: 382 Wightman Street, Ashland, OR 97520
Off-Campus Non-Emergencies	Ashland Police Department: (541) 482-5211 Ashland Police Department Anonymous Tip Line: (541) 552-2333 Medford Police Department: (541) 774-2250 Jackson County Sheriff's Office: (541) 774-6800
HEC Campus Non-Emergencies	Medford Campus Security (541) 218-2931

Suspicious Activity

Any suspicious person or activity observed in the parking lots, around vehicles, inside of residence halls or buildings should be reported to SOU Campus Public Safety by calling 541-552-6911, unless a life-threatening situation exists; then call 9-1-1. For off-campus options, you may report to the Ashland Police Department, the Jackson County Sheriff's Office, or local law enforcement for the area in which the crime occurred.

Criminal Activity

SOU Campus Public Safety encourages all SOU community members to promptly report any suspicious person or activity observed in the parking lots, around vehicles, or inside residence halls or buildings. Reports should be made by calling SOU Campus Public Safety at 541-552-6911, unless a life-threatening situation exists, in which case you should call 9-1-1. Reporting assists in investigations, the apprehension of perpetrators, the issuance of timely warning notices to the community when appropriate, and the prevention of similar crimes. For off-campus incidents, you

may report to the Ashland Police Department, the Jackson County Sheriff's Office, or the appropriate local law enforcement agency for the area in which the crime occurred. Representatives from Campus Public Safety regularly meet with the Ashland Police Department to discuss current crime trends, address concerns affecting the university community, and exchange ideas about solutions.

Other Important Phone Numbers

Additional Emergency Contact Information	
Ashland Police, Fire and Medical Emergency	Dial 9-1-1
Campus Public Safety Dispatch	(541) 552-6911
Asante Ashland (280 Maple Street, Ashland, OR)	(541) 201-4000
Jackson County Mental Health 24/7 Crisis Line	(541) 774-8201
Helpline 24/7 Crisis Line for Domestic Violence and Sexual Assault	(541) 779-HELP (4357)
National Suicide Prevention Lifeline	(800) 273-TALK (8255)
National Sexual Assault Hotline	(800) 656-HOPE (4673)
Suicide and Crisis Lifeline	988
Additional Important Resources	
Office of the Dean of Students	(541) 552-6221
Office of Equity Grievance	(541) 552-7079
La Clinica Student Health and Wellness Center at SOU (includes personal counseling services)	(541) 494-4875
Residential Life	(541) 552-6377
Sexual Assault Victim Services/Community Works	(541) 779-4357
Jackson County Sexual Assault Response Team	(541) 840-0904
Campus Public Safety Non-Emergency Line	(541) 552-6258
Ashland Police Department Non-Emergency Line	(541)-776-7206
Telus Health	(866)-743-7732

Incident Reporting

A report may be made using SOU's Campus Public Safety dispatch at 541-552-6911 1 A report may also be made at the Ashland Police Department, located at 1155 E. Main Street, Ashland, OR 97520, during regular business hours, or after hours by calling 541-770-4784 (non-emergency dispatch line) or 9-1-1 for emergencies.

Response to Reports

The Ashland Police Department, the University (for disciplinary action), and/or local law enforcement will investigate all reported crimes, and the matter may be a matter of public record. Campus Public Safety incident reports may be forwarded for review and referral to the Office of the Dean of Students for potential action, as appropriate.

Persons Wishing to Make Anonymous and/or Confidential Reports

SOU CARES

As explained above, you can report any concern at SOU through SOU Cares Reports to help inform the Office of the Dean of Students about students who may benefit from extra resources, support, or intervention. A SOU Cares Report can be submitted anonymously if that is the preference of the person reporting the incident.? Individuals are encouraged to submit a Cares Report when intervention is required or when there is a concern for the student. SOU Cares referrals are available to SOU students, faculty, and staff in the "Online" section of the SOU portal (InsideSOU).

Family members with concerns can call the Office of the Dean of Students at (541) 552-6221 or visit the office in the Stevenson Union, Suite 321. Anyone may submit a SOU Cares Report using the online form, which is discussed further in this report on page 28.

Anonymous Equity Grievance Office Reports

A separate report can be submitted anonymously for incidents of sexual assault, sexual harassment, domestic violence, stalking, dating violence, or any other concerns related to discrimination, harassment, or retaliation. This can be done using the Southern Oregon University Equal Opportunity, Harassment, and Sexual Misconduct reporting form, available online at Equity Grievance Office - Discrimination, Harassment & Sexual Misconduct Reporting Form (maxient.com).

Confidential Counseling and Medical Resources for Students

Students may also seek confidential support from professional counselors at the La Clinica Student Health and Wellness Center at SOU. The counseling and medical staff are comprised of licensed and registered mental health and medical professionals. For an up-to-date list of providers, visit https://health.sou.edu/. These professionals assist students with a variety of concerns, including stress, anxiety, depression, anger, loneliness, guilt, low self-esteem, grief, substance abuse, relationship difficulties, sexual concerns, roommate and family issues, identity development, college adjustment, life transitions, sexual orientation and gender identity, performance anxiety, perfectionism, underachievement, low motivation, the effects of trauma, sexual assault, abuse, discrimination, childhood or adolescent concerns, spiritual issues, body image, food concerns, and making healthy lifestyle choices. Staff at the La Clinica Student Health and Wellness Center at SOU will also refer individuals to Confidential Advising and/or local law enforcement when appropriate. To reach the Center, call (541) 494-4875 or (541) 618-1300, or schedule an appointment online at https://health.sou.edu/appointment/.

Confidential Resources for Employees

Employee Assistance Program can be found at this link: https://inside.sou.edu/hrs/employee-assistance-program.html

1-800-433-2320

Confidential Community Resources

- Suicide & Crisis Lifeline - 988 (call, chat or text 24/7);
- Jackson County Mental Health- (541) 774-8201 (24/7 crisis hotline);
- Jackson County Sexual Assault Response Team (JCSART)- JCSART provides free immediate care after sexual assaults as any Jackson County Hospital. They also provide support groups for women and for queer and trans people. Visit their website at https://www.jacksoncountysart.org/jackson-county-sart-contact-information-email-address/, call (541) 840-0904 or email jcsart@charter.net; and
- Community Works- On-Campus Sexual Assault Advocacy support, in addition to local, 24-hour hotline that is available in multiple languages, including American Sign Language. Community Works supports and empowers anyone impacted by domestic and sexual violence. They provide crisis support, safe housing, and help whenever needed. All genders are welcome. All services are free and confidential. Visit their site athttps://www.community-works.org/or call (541) 779-4357.

Fraud, Waste and Abuse

SOU Internal Audit provides independent and objective assurance, consulting, and investigative services. One aspect of these services is facilitating the Fraud, Waste, and Abuse Hotline. When employees do not feel comfortable discussing a matter directly with campus management or SOU Internal Audit, they can report anonymously through the EthicsPoint toll-free hotline at (855) 375-6776 or online at https://secure.ethicspoint.com/domain/media/en/gui/44151/index.html. If the anonymous allegation concerns a Clery Act crime, the matter will be reported to the appropriate authority for investigation and reporting to the Office of the General Counsel for inclusion in SOU's Clery Act statistics.

REPORTING CRIMES OF DATING VIOLENCE, DOMESTIC VIOLENCE, STALKING, OR SEXUAL VIOLENCE

Incidents of Sexual Harassment or Sexual Violence

It is the University's obligation to take reasonable steps to eliminate sexual violence and harassment, prevent its recurrence, and address its effects. In every instance, the University will seek to honor a complainant's desired response and will take reasonable steps to respond in the manner consistent with such requests. However, once a formal complaint is submitted to the Equity Grievance Office, the University does not have the ability to guarantee that personal information or the details of reports will continue to remain completely confidential. It is recommended that anyone with questions, concerns, or a desire to report an incident of sexual violence contact the Equity Grievance Office at (541)-552-

7079. Reporting parties who wish to discuss an incident while maintaining confidentiality may do so with a Confidential Resource (as listed above).

All other state employees, including students working as resident assistants, faculty advisors to student groups, and athletic coaches, who learn of allegations of sexual harassment or sexual violence must immediately report such information to the Equity Grievance Office using this link or at (541) 552-7079 and/or law enforcement authority, so the appropriate next steps can be taken.

Campus Reporting Options

Through SOU's Equal Opportunity, Harassment, and Sexual Misconduct Policy, there are multiple ways of reporting allegations of sexual harassment, dating or domestic violence, stalking and interpersonal misconduct:

Anonymous Reporting at SOU

Anyone can submit an anonymous report using Southern Oregon University's Sexual Misconduct and Equal Opportunity Form located at Equity Grievance Office - Discrimination, Harassment & Sexual Misconduct Reporting Form. You can also meet with a Confidential Resource without giving identifying information. Anonymous reports allow individuals to provide any information they wish about allegations of misconduct and assault while maintaining confidentiality. At any time, individuals can decide to make a report to the University including their identity, and may decide to file a formal complaint.

Anonymous Reporting Directly to Law Enforcement at the Ashland Police Department:

The You Have Options Program

The Ashland Police Department (APD) victim/survivor-centered sexual assault response and reporting program, provides an online reporting form that gives you the option to make an anonymous report. The You Have Options Program focuses on changing two fundamental elements in the law enforcement response to sexual violence: 1) Increasing the number of victims who report to law enforcement, and 2) thoroughly investigating identified offenders for serial perpetration. Law enforcement agencies participating in the You Have Options Program recognize the need for a victim-centered and offender-focused response to sexual violence. The traditional law enforcement response to sexual violence tends to discourage sexual assault victims from seeking assistance through the criminal justice system. As a result, law enforcement often does not receive the information necessary to hold sexual offenders accountable and those offenders go on to victimize others. By addressing the barriers victims face when reporting sexual assault, and thereby increasing the number of sexual assault reports, the You Have Options Program provides investigators information they would otherwise never have received. For more information visit: http://www.reportingoptions.org/. The website provides comprehensive information about reporting options, frequently asked questions about sexual assault reporting and local resources for victims/survivors of sexual assault.

Medical Assistance and Evidence Preservation

If you are the victim of sexual assault, a free sexual assault exam is available within 7 days of an assault at any Jackson County hospital. At the hospital, you will be given a private room after checking in. A specially trained Sexual Assault Nurse Examiner (SANE) will be called, and a confidential, community-based advocate will also be available. You can receive a medical screening, sexually transmitted infection medications, emergency contraception, and evidence collection even if you do not want to report to law enforcement. A SANE will discuss options for medical care, reporting options, and follow-up services. You are in complete control of what happens during the exam. All services are free, unless you need medical attention, and you will not be asked for insurance information.

A SANE can also respectfully and privately collect evidence in the event you choose to submit a criminal report. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing, or clean the bed/linen/area where the assault occurred, if the offense occurred within the past 120 hours. This helps preserve evidence to assist in proving the alleged criminal offense occurred or is occurring, and may help obtain a protection order. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted diseases. Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, and other communications, as well as retain pictures, logs, or other copies of documents, if they have any, that would be useful to University hearing boards/investigators or police.

As time passes, evidence may dissipate, be lost, or become unavailable, making investigation, possible prosecution, student conduct proceedings, and/or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, they should still consider speaking with Campus Public Safety or other law enforcement to preserve evidence in case the victim decides to report the incident to law enforcement or the University later. Doing so may help prove the alleged criminal offense occurred and/or help obtain a protection order.

Jackson County Hospitals

Asante Ashland (541) 201-4000
280 Maple St, Ashland, OR 97520

Asante Rogue Regional Medical Center (541) 789-7000
2825 E Barnett Rd, Medford, OR 97504

Providence Medford Medical Center (541) 732-5000
1111 Crater Lake Ave, Medford, OR 97504

CAMPUS SECURITY AUTHORITIES

While the University encourages all campus community members to promptly report all crimes and other emergencies directly to SOU Campus Public Safety, we also recognize that some may prefer to report to other individuals or University offices. The Clery Act recognizes certain University officials and offices as "Campus Security Authorities" (CSAs). The Clery Act defines these individuals, among others, as "An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings. An official is defined as a person who has the authority and the duty to take action or respond to particular issues on behalf of the institution."

While the university has identified dozens of individuals as CSAs, we officially designate the following offices as places where campus community members should report crimes:

- Campus Public Safety – 382 Wightman St., Ashland, OR 97520. (541) 552-6911
- The Office of Equity Grievance - (541) 552-7079
- Office of the Dean of Students - (541) 552-6221

The accurate reporting of crimes helps keep the community informed and ensures institutional compliance with state and federal law. Anyone who experiences or witnesses a crime or prohibited conduct is encouraged to make a voluntary, official report to a University CSA or to the police. The University excludes all personal identifying information from the annual crime statistics report and any public records, and actively works to keep details of prohibited conduct and those involved confidential.

"Campus Security Authority" Defined

As defined by the Clery Act, a federal law codified in 34 CFR § 668.46, a Campus Security Authority (CSA) is: (1) A campus police department or a campus security department of an institution; (2) any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department under part (1) of this definition, such as an individual who is responsible for monitoring entrances into institutional property; (3) any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses; (4) an official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, faculty and staff advisors to student clubs and organizations, and campus judicial proceedings. If such an official is a pastoral or professional counselor, the official is not considered a Campus Security Authority when acting as a pastoral or professional counselor.

If you have questions about whether your position or job functions meet the definition of a CSA, please contact the university's Equity Grievance Office at (541) 552-7079 for additional information.

When a CSA becomes aware of an incident that involves an ongoing or imminent threat to the community that might require a Timely Warning or Emergency Notification to be distributed, the CSA should call 9-1-1 or 541-552-6911, immediately or as soon as practicably possible.

SOU CSAs

The following list denotes the positions or organizations at SOU that have been identified as meeting the federal definition of a Campus Security Authority for the purposes of Timely Warning notifications and the annual statistical disclosure. In furtherance of these duties, each is required to complete training regarding their CSA Clery Act responsibilities.

The list is intended to be comprehensive, but certain positions may not be specifically listed.

- Campus Public Safety officers

The Office of the General Counsel

- The Title IX Coordinator
- Equity Grievance/Title IX Office professional staff
- The Dean of Students
- The Dean of Students Professional Staff
- The Director of Student Belonging and Engagement
- The Belonging and Engagement staff Professional Staff
- The Director of Student Housing and Housing Professional Staff
- Resident Assistants
- The Athletics Director
- The Assistant Athletics Directors
- Athletics Coaches and Trainers, including assistant coaches
- Faculty and Staff serving in a role as Advisor(s) to Student Clubs and Organizations

Persons Exempt from Reporting Clery-Reportable Crimes

The Clery Act specifically excludes the following persons from Clery reporting requirements when the person is operating in the course and scope of their license:

- Pastoral Counselor – a person who is associated with a religious order or denomination and is recognized by that religious order or denomination as someone who provides confidential counseling within the scope of their position as a pastoral counselor.

• Professional Counselor – a person whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of their license or certification.

Pastoral and professional counselors who learn about Clery-reportable crimes in the performance of their official duties are not required to report these crimes to the Clery Compliance Coordinator for inclusion in the annual security report or for a Timely Warning. No specific University policy requires pastoral and professional counselors to encourage victims of crimes to make an anonymous report for inclusion in Clery Act statistics.

Reporting Crimes in Compliance with Federal and State Law

Campus Security Authorities have reporting responsibilities under both federal and state laws. The University expects CSAs to be familiar with their obligations and to comply with these federal and state laws. The following pages provide greater detail about these legal obligations. CSAs are encouraged to review the actual laws for additional information and guidance. CSA reporting obligations can be found at: https://www.govinfo.gov/content/pkg/CFR-2018-title34-vol3/pdf/CFR-2018-title34-vol3-sec668-46.pdf. Federal Law – Clery Act CSA's (34 CFR 668.46 (c)).

Any CSA who becomes aware of a Clery-reportable crime, as noted below, that occurred on the SOU campus or property owned or controlled by the University (including off-site facilities and locations of short-term control, such as the rental of a room during a University sponsored trip) must report the incident to Campus Public Safety, the Office of the Dean of Students, and/or the office of Equity Grievance and Title IX Coordinator for the purpose of statistical reporting. The Clery Compliance Coordinator can be reached by email at clerycoordinator@sou.edu for any questions regarding reporting requirements.

The Clery reportable crimes are:

- Murder/Manslaughter
- Rape
- Statutory Rape
- Incest
- Fondling
- Robbery
- Aggravated Assault
- Domestic Violence
- Dating Violence
- Burglary
- Motor Vehicle Theft

- Arson
- Stalking
- Hate Crimes
- Alcohol Law Violations
- Drug Law Violations
- Weapons Law Violations
- Hazing

The Clery Act does not specify a time frame for reporting occurrences. However, the University requests individuals to report occurrences as soon as possible to ensure it is promptly logged and, to the extent possible, provide appropriate supports and responses to those involved.

A crime is "reported" when it is brought to the attention of a Campus Security Authority (CSA) or local law enforcement personnel by a victim, witness, other third party, or even the offender. It does not matter whether or not the individuals involved in the crime or reporting the crime are associated with the institution. The crime does not need to be investigated by the police, nor must a finding of guilt or responsibility be made, to disclose the statistic. Unless the CSA has a job function at the University to conduct investigations, the CSA is not expected to investigate to comply with the Clery Act. A CSA should determine whether anyone is in immediate danger or needs medical attention. A CSA's reporting obligation for compliance with the Clery Act is limited to: what type of crime occurred, where it occurred, when it occurred, and whether the crime involved violence (in which case notification to law enforcement is required).

A CSA is also not responsible for convincing a victim to contact law enforcement if the victim chooses not to. It is important to contact the Clery Compliance Coordinator as soon as practicably possible so that a determination can be made as soon as possible as to whether it will be necessary or advisable to send an Immediate Notification or Timely Warning (see pages 42-50) about the crime. CSAs – other than those whose University function is to conduct investigations – are not expected to investigate what has been told to them. For purposes of Clery compliance, a CSA does not need to provide the names of the involved persons to the Clery Compliance Coordinator.

Include the following information when notifying the Clery Compliance Coordinator about a Clery-reportable crime.

- Type of crime (with sufficient information to properly classify the incident);
- The location of the incident (as specific as possible);
- The date and time of the incident;
- The date and time the incident was reported to the CSA.

BIAS INCIDENT

What is a Bias Incident?

A bias incident is an action in which an individual demonstrates prejudice or judgment toward another due to that person's status but does not rise to the level of a crime. Bias incidents involve actions committed against a person or property that are consciously or unconsciously motivated by the bias against race, religion, sexual orientation, ethnicity, national origin, ancestry, gender, gender identity or expression, age, or disability.

How to Report

Individuals can submit an SOU Cares Report (explained above) and select the 'Hate/Bias Report' type. You may complete SOU Cares Reports anonymously. You may also submit a report through Southern Oregon University's Sexual Misconduct and Equal Opportunity Form located at: Equity Grievance Office – Discrimination, Harassment & Sexual Misconduct Reporting Form (maxient.com).

A report of bias will be directed to the Director of Equity Grievance/Title IX Coordinator, who will assess the report, conduct outreach to the Party, and oversee the University's response. Additionally, reporting parties can seek assistance through a Confidential Resource. We recognize that incidents related to diversity and inclusion can be complicated and complex. Even if students are not sure if what they have experienced is bias, we encourage them to submit reports or talk to a Confidential Resource. In case of a life-threatening emergency, always call 9-1-1 first. For non-emergent campus reports, we urge folks to contact Campus Public Safety at 541-552-6911.

ACCURATE AND TIMELY REPORTING OF CRIMES

Southern Oregon University has a responsibility to inform the campus community about crimes that pose a serious or continuing threat to safety.
Students, faculty, and staff of Southern Oregon University are encouraged to report such crimes or incidents to Campus Public Safety by calling 9-1-1 (for emergencies) or (541) 552-6911 (non-emergency line) at the earliest possible moment to allow Campus Public Safety to assess the crime for a Timely Warning Notice or an Emergency Notification.
Delaying the reporting of such incidents may prevent Campus Public Safety from making a Timely Warning or Emergency Notification to the campus community in accordance with the requirements established by the Clery Act. Additionally, crimes that are reported are included in the annual statistical disclosure, when appropriate.

Mass and Timely Notification Procedures

The Higher Education Opportunity Act (Public Law 110-315), finalized in 2009, reauthorized and expanded the Higher Education Act of 1965 and amended the mandatory Clery Act reporting

requirement. The federal law requires all colleges and universities to have a notification and warning plan in place to alert the campus community of an emergency.

Section 668.46 I of the Federal Register states: If there is an immediate threat to the health or safety of students or employees occurring on campus, as described in paragraph (g)(1) of this section, an institution must follow its emergency notification procedures. An institution that follows its emergency notification procedures is not required to issue a timely warning based on the same circumstances; however, the institution must provide adequate follow-up information to the community as needed.

Objectives

To communicate with the campus community about a crime that occurred, is occurring, and/or is considered to represent a serious or continuing threat to the campus. To provide a timely mass notification warning/information to all students, faculty, and staff of a threat (occurring or imminent) that poses an **immediate** risk to their health, safety, or general welfare while on campus. To communicate with the campus about an event that occurred on or near campus property; while the event may not pose an immediate threat to life or safety, it is of a nature where a timely warning or instructions may directly affect the well-being of the recipients.

General Facts

The term "SOU Alert" refers to the mass notification system used by SOU for Emergency Notification Alerts and other important information. Both students and employees are automatically registered for the SOU Alert system. Students will receive an email message to their SOU student email account and a voice message to the phone number they provided with their mailing address at registration. Employees will receive a message to their SOU employee email account and a voice message to their work extension phone. In addition, students and employees are strongly advised to update and customize their SOU Alert profile settings by adding additional email addresses or phone numbers and/or signing up to receive text message alerts. Students and employees can access their "SOU Alerts Profile" from their Apps dashboard by logging into Okta through the InsideSOU homepage.

Scope

The authorization governing the use of SOU Alert resides with Campus Public Safety or a designee as delegated by the President. Campus Public Safety or its designee may use SOU Alert at its discretion during emergency events. SOU Emergency Notification Alerts and the Office of the General Counsel are sent to all individuals in the SOU Alert database, including students, staff, faculty, and individuals requesting notifications such as local police, local fire, and private businesses on campus

Timely Warnings

These are notifications that are sent to the campus community advising of event(s) that have occurred on the campus property or advising of event(s) occurring near the campus. The event(s) do not pose an immediate threat to life or safety, but are of a nature where warnings or instructions may directly affect the well-being of the recipients. Timely warnings provide information to make SOU's community aware of an ongoing threat or risk, help prevent similar crimes, and offer safety tips. These

notifications usually occur as an all-campus email and should be issued as soon as the pertinent information is available.

Depending on the nature of the crime, they may be viewed as an immediate threat and reported via an SOU Emergency Notification Alert, sent as a timely warning, or reported in the Campus Public Safety crime log.

Emergency Alert Notifications

Emergency Situations are events (anticipated or unexpected) that threaten life or safety and require immediate action. An Immediate Threat is an event that poses a significant emergency or dangerous situation involving an imminent or impending threat to the health or safety of students or employees occurring on campus. Students, faculty, and staff of Southern Oregon University are encouraged to report such emergencies to Campus Public Safety by calling 9-1-1 (for emergencies) or (541) 552-6911 (non-emergency line) as soon as possible so Campus Public Safety can assess and act on any necessary Emergency Notification.

As required by federal law (20 U.S.C. § 1092(f)), SOU will immediately create and issue an Emergency Notification to the University community (or a subset of the community) upon confirmation of any Immediate Threat.

Multiple methods may be used to send an SOU Alert Emergency Notification and any follow-up messages. Any of the following methods may be used, and the means may change as the situation progresses:

- SOU Emergency Notification Alert mass notification system via phone, email and/or text message
- SOU website at https://sou.edu/
- Campus & local newspapers
- X, Instagram, and other social media (@souashland)
- SOU email notification

First responders may include staff from SOU Campus Public Safety, the Ashland Police Department, the Ashland Fire Department, or other professional emergency responders. An SOU Alert message will be sent unless responsible authorities determine that issuing the notification would compromise efforts to assist a victim or contain, respond to, or otherwise mitigate the emergency. The message content will vary depending on the situation. The nature and location of the incident can determine which division or unit develops the content, which typically includes the incident time, location, type, and recommended safety actions. If the telephone notification system is activated, an automated voice message will be sent to the telephone number that SOU faculty, staff, and students have registered in the SOU directory. If the SMS (text) and email notification system is activated, the message will be sent to mobile phones and SOU email accounts.

After an emergency, such as a fire or

earthquake, local telephone lines may have reduced capacity. Do not make calls immediately after an emergency, unless it is to report a life-safety situation. This helps keep lines available for emergency services. One way to stay in contact with your relatives after an emergency is to call an out-of-area telephone contact and ask them to contact your relatives and friends to let them know your status.

Alert Levels

Depending on the nature, severity, location, and/or duration of an incident or threat, one of the following Alert Levels is selected:

- **SOU Emergency Notification Alert:** A situation which requires the immediate activation of ALL primary delivery groups and via **ALL** modes of delivery. Example: Confirmed armed intruder on campus.
- **Partial Activation of SOU Alert:** A situation which requires use of only certain, selected primary delivery groups via all modes of delivery. Example: Activation of the Incident Management Team.
- **Timely Warning:** A situation which is not a warning of an immediate threat, but rather a dissemination of information in a timely manner. These are communicated via an all-campus email, and should include information around the safety alert, and include safety tips, pertinent websites, and phone numbers. These are notifications that are sent to the campus community advising of event(s) that have occurred on the campus property or advising of event(s) occurring near the campus. The event(s) do not pose an immediate threat to life or safety, but are of a nature where warnings or instructions may directly affect the well-being of the recipients. Timely warnings are meant to provide information to make SOU's community aware of an ongoing threat or risk, aid in the prevention of similar crimes, and provide safety tips. These notifications are typically sent via an all-campus email and should be issued as soon as the pertinent information becomes available.
- **Public Service Announcement:** The distribution of information that serves to promote safety and a culture of preparedness by raising awareness. These are done via email. Example: How to respond in an earthquake.
- **Post Event Message:** Information summarizing a previous alert or message. These may come from Campus Public Safety or administration. Example: Email detailing findings of police investigation and safety tips.
- **All Clear Message:** Announcing the threat is over.

Assumptions

In order to plan for and consider the effectiveness of the SOU Alert system, one must take into account several planning assumptions:

- Most emergencies requiring activation of the SOU Emergency Notification Alert will be "no notice." This means that there is a potential immediate threat to health or safety.
- No single method of communication will reach everyone, everywhere, or be received every time. Considering communication impairments, utilization of numerous and varied communication methods is required.

- Even with numerous and varied communication methods, you can never guarantee 100% delivery.
- Due to limitations beyond the University's control, a small portion of the intended audience may receive their emergency messages in a later timeframe than desired.
- Despite best efforts, errant information may still be generated and distributed by alternate means of communication (i.e., word of mouth, social networking, etc.). This requires SOU Alert messages to be clear, concise, and accurate.
- Emergency messages must be identifiable as "official" SOU Alert messages.
- An ongoing educational campaign is required to introduce the system to every person on campus, as well as normalize its use during emergencies.

Access Control

SOU has a small group of administrators who are authorized to have alerts sent by the mass notification system SOU Alert.

- University President
- Executive Vice President and Provost
- Vice President of Finance and Administration
- Vice President for University Advancement
- General Counsel
- Director of Campus Public Safety
- Campus Public Safety Sergeant
- Director of Community Relations
- On-Duty Campus Public Safety Officer
- Chief Information Officer (or designee)
- SOU Alert Designated User

Testing SOU Alert

Regular testing of the SOU Alert system is required to ensure functionality and to familiarize recipients with the system's features. All tests will be evaluated, and corrective action recommendations developed, as necessary. This application will be tested annually. SOU Alert testing is usually announced. Each scripted test email message will include a link to add additional information to SOU Alert. Upon completion of testing, the result data is assessed. The SOU Alert Super User will email recipients with incorrect/invalid phone numbers. This email will ask recipients to update their SOU Alert information and provide instructions on how to log on and update it.

SOU will keep records of each test for seven (7) years, which include:

- A description of the test
- Date test was held
- Time the test started and ended
- If the test was announced or unannounced

User Training

All users of this system will attend quarterly training given by the SOU Alert Super User. New employees who will have access to SOU Alert will receive initial training and a copy of the SOU Alert system procedure.

Procedures

Below is a summary of the steps taken to initiate an SOU Emergency Notification Alert or Timely Warning. The table on pages 48-49 shows scenarios and possible modes of information dissemination to the campus.

Immediate Threat

1. **SOU Emergency Notification Alerts shall be activated by or at the request of Campus Public Safety as soon as they have confirmed there is an immediate threat present.** In the event of a public health emergency, the LaClinica Student Health and Wellness Center at SOU will advise Campus Public Safety if there is a need to send out an SOU Emergency Notification Alert, or a timely warning message. Possible unexpected emergencies which would activate SOU Emergency Notification Alerts include but are not limited to:
    - Armed intruder or hostage situations
    - Bomb threats or other imminent violent threats
    - Building evacuations or lockdown
    - Natural disaster, such as earthquakes or severe storms
    - Power utility failure
    - Emergency police activity on campus
2. Campus Public Safety will take the following steps to verify an immediate threat exists in the absence of an obvious event (i.e., earthquake). In the event of a manmade event, Campus Public Safety officers will respond to the area and investigate. They will immediately contact the Campus Public Safety Director and report their findings. If the Campus Public Safety Director assesses there is an immediate threat to the health and safety of the campus, they will initiate an SOU Emergency Notification Alert to be sent to all recipients without delay.
    - If the Campus Public Safety Director is not immediately available, Campus Public Safety will contact the Campus Public Safety Sergeant. If the Sergeant is not immediately available, Campus Public Safety will contact a member of the President's Cabinet (Vice President for Finance and Administration or Provost). This cabinet member will order an SOU Alert to be sent if needed.
    - If during the event, the exact nature of the event is not known, but it is determined to be a potentially dangerous situation (i.e., emergency police activity on campus), the Police Activity SOU Emergency Notification Alert message may be initiated.
3. In order to facilitate SOU Emergency Notification Alerts being sent without delay, the Public Information Officer (PIO) has created messages for a variety of situations, which have been preapproved.
    - Choose one of the pre-written messages loaded into SOU Alert. If there isn't a specific one, write one for the event.

- Review message to see if any information needs to be added.
- Record message for voicemail.
- Send message to all recipients in database by phone, email, text message, and social media networks.

4. Follow-up communications will be sent by the University as more information is obtained.
5. When the event is over, an "All Clear Message" will be sent via SOU Alert and then followed with an informational email summarizing the event including crime, specific safety tips, and contact numbers/websites.
6. The following are exceptions where SOU may not provide immediate notification without delay: "*...unless issuing a notification will, in the professional judgment of responsible authorities, compromise effects to assist a victim or to contain, respond to, or otherwise mitigate an emergency" 34 CFR 668.46(g)(3)*

Timely Warning

In order to keep the campus community informed about ongoing safety and security issues, SOU will advise the campus community of reportable crimes which pose a serious or continuing threat to the campus community. These will be initiated by the Campus Public Safety Department.

1. Timely Warnings are sent regarding the situation of a crime occurring, or has occurred, on or near campus, usually as soon as pertinent information is available and confirmed.

2. Situations which could initiate a timely warning include, but are not limited to:

    a. Rash of burglaries on campus
    b. Motor vehicle thefts on campus
    c. Hate crimes
    d. Aggravated assault
    e. Sexual assault
    f. Missing persons
    g. Other Clery crimes presenting a serious or continuing threat to students and employees

3. The Campus Public Safety Director may collaborate with administration to compose the timely warning communication, including actions to take in response to the event, whether to avoid the area, safety tips, additional contact numbers, and information about crime(s) that triggered the timely warning.
4. Messages will generally be sent as an all-employee and all-student email.
5. Follow up communications may be sent depending on the event.
6. Timely Warnings usually won't require an "All Clear Message."
7. SOU may send out Timely Warnings for other (non-Clery reportable) crimes that may pose a serious or continuing threat to the campus community (i.e., kidnapping).
8. If a crime is reported solely to a counselor or pastor in confidence, a timely warning is not required to be sent out.

The following table is a guide showing the way in which SOU may notify the community of specific crimes. This is subject to change based on the circumstances, crimes, and frequency. ***Items in bold are mandatory for reporting purposes under Clery Act, sec. 668.46 (c).***

Incident	SOU Alert (All Campus Emergency Notification)	All Campus Timely Warning	CAMPUS PUBLIC SAFETY Daily Crime Log
Homicide (Suspect in Custody)		**X**	**X**
Homicide (Unknown Suspect/Suspect Loose)		**X***	**X**
Sexual Assault on Campus (Suspect in Custody)		**X**	**X**
Sexual Assault on Campus (Assailant Loose)		**X**	**X***
Non-Forcible Sex Offense			**X***
Robbery/Burglary of Person (Suspect in Custody)			**X***
Robbery/Burglary of Person (Suspect Loose)		**X**	**X**
Aggravated Assault			**X***
Burglary of Residence			**X***
Motor Vehicle Theft			**X***
Hate Crimes			**X***
Arson			**X***
Drug/Liquor/Weapons Violation			**X**
Vandalism			**X***
Kidnapping		**X**	**X**
Missing Person		**X**	**X**
Armed Intruder	**X**		**X**
Bomb Threat / Imminent Threat of Violence	**X**		**X**
Building Evacuation / Lockdown	**X**		**X**

Natural Disaster / Earthquakes / Wildfires	**X**		**X**
Outbreak of Contagious Disease	**X**	**X**	
Unknown Event Police Investigating	**X**	**X**	**X**

* May be sent out as a timely warning notification if more than an isolated occurrence or determined to be a continued risk.

EMERGENCY RESPONSE AND NOTIFICATION

Southern Oregon University will immediately notify the campus community, or the appropriate segments of the community, when a serious incident occurs that causes an immediate threat to the campus. Officers with Campus Public Safety, as appropriate, will be sent to the location of the incident to determine if the report is valid.

Examples of emergencies that would result in immediate notification including, but not limited to:

- Outbreak of meningitis, norovirus or other serious illness
- Approaching tornado or other extreme weather
- Wildfire
- Earthquake
- Gas leak
- Terrorist attack
- Armed intruder
- Bomb threat
- Civil unrest or rioting
- Explosion
- Nearby chemical or hazardous waste spill

Examples of situations that ***would not*** necessitate an emergency notification:

- Power outage
- Snow closure
- String of thefts

Southern Oregon University's response to these situations would be determined on a case-by-case basis.

The first responders to the scene are usually the members of the Ashland Police Department, Jackson County Sheriff's Office, Ashland Fire and Rescue, and/or Ashland Emergency Medical Services Department. They typically respond and work together to manage an incident. Depending on the nature

of the incident, other Southern Oregon University departments and local or federal agencies may also respond.

Immediate Threat Notification to Southern Oregon University Community

If Campus Public Safety confirms an emergency or dangerous situation that poses an immediate threat to the community's health or safety, some or all members of Campus Public Safety and other University leadership will collaborate to determine the content of the notification. Campus Public Safety has the authority to distribute an immediate notification to the Southern Oregon University community in situations when University leadership is unavailable.

Without delay and considering the safety of the community, Campus Public Safety and University leadership will determine the content of the notification and initiate the notification system, unless issuing a notification will, in the judgment of the first responders (including, but not limited to, Ashland Police Department and/or Ashland Fire and Rescue), compromise the efforts to assist a victim, or to contain, respond to, or otherwise mitigate the emergency.

Those offices will use the SOU Alert system to immediately communicate the threat to the Southern Oregon University community or to the appropriate segment of the community or campus (e.g., if the threat is limited to a particular building or segment of the population or to a particular campus).

If you are a student, faculty, or staff member of SOU, you are automatically registered to receive SOU Alerts using your SOU email account and the phone number associated with the mailing address given at registration. Employees will receive SOU Alert notifications at their work number. In case of an appropriate emergency, this mass notification system will quickly send you an alert message. You can customize how you receive these alerts through email, phone, cell phone, and/or text messages. Since you never know where you will be when an alert is sent, we recommend utilizing all of these options. You can access your profile in the SOU Alert system by logging in to your "SOU OKTA Apps" on the inside SOU page. Then search "SOU Alerts Profile" in the "Search Your Apps" bar. In your SOU Alert profile settings, you can add other email addresses, sign up for text messages, and/or add other phone numbers. If you add 541-552-7672 to your contacts in your mobile phone as ‘SOU Alert’, you will know that you are receiving a message or call notification from the SOU Alert system.

In the event that a crime requiring notification is reported at the SOU Higher Education Center (HEC) in Medford, the HEC security team or RCC Risk Manager will proceed to contact the Medford Police Department and SOU Campus Public Safety to issue an SOU Alert notification using the means of notification set forth above.

Emergency alerts and information are posted on the main page of the University’s website https://sou.edu/

The Public Information Officer may also distribute emergency alerts and information on the University’s social media platforms and through other media outlets.

Timely Warnings: Circumstances for Which a Warning Will be Issue

As discussed above, the University uses the SOU Alert system to notify students and employees of emergencies that pose an immediate threat to the health and safety of the community. The University may also use the SOU Alert system to issue a Timely Warning email for any reported Clery Act crime

that occurs on Southern Oregon University geography and represents a serious or continuing threat to the campus community. The issuance of a Timely Warning depends on the facts of the incident and the information known by Campus Public Safety. Incidents of aggravated assault and sex offenses are considered on a case-by-case basis. For example, if an aggravated assault occurs between two students who have a disagreement, there may be no ongoing threat to other Southern Oregon University community members and a Timely Warning would not be distributed. Sometimes incidents involving Sexual Assault are reported long after the incident occurred. In these instances, it would not be effective to distribute a Timely Warning notice to the community.

Timely Warnings are sent out usually as soon as pertinent information is available after receiving notification of a crime occurring on campus.

Situations which could initiate a Timely Warning include, but are not limited to:

- Rash of burglaries on campus
- Motor vehicle thefts on campus
- Hate crimes
- Aggravated assault
- Sexual assault
- Missing persons
- Other Clery crimes presenting a serious or continuing threat to students and employees

Emergency Response Procedures

The University's Basic Emergency Operations Plan (https://emergencyprepa.wpenginepowered.com/wp-content/uploads/2024/04/WebSOUEmergencyOperationsPlan.pdf) includes information about the Incident Management Team, emergency response priorities, emergency levels, recovery operations, local contingency, and continuity planning. University departments are responsible for developing emergency procedures for their staff and areas of responsibility.

In addition, the SOU Emergency Response Handbook (https://emergencyprepa.wpenginepowered.com/wp-content/uploads/2024/04/EmergencyHandbook.pdf) contains specific information on responding to: Armed Intruders, Bomb Threats, Crimes in Progress, Crime Prevention, Earthquakes, Emergency Preparedness, Evacuation, Evacuation for People with Disabilities, Fire, Hazardous Material Spill or Gas Leak, Serious Injury, Severe Weather, Suspicious Mail, and Threatening and/or Violent Behavior.

The University conducts numerous emergency response exercises each year, such as table-top exercises, field exercises and tests of the emergency notification systems on campus. One or more of the procedures are tested at least once per year. Following each exercise, participants evaluate the effectiveness of the plan, determine if specific objectives of the test were accomplished and make recommendations for improvement. Exercise results are shared with Southern Oregon University administration and Crisis Management Team for implementation of improvements.

General information about the emergency response and evacuation procedures for Southern Oregon University are available on the Southern Oregon University Emergency Preparedness website: =https://emergencypreparedness.sou.edu/

Emergency Building Evacuation Procedures

Southern Oregon University – Evacuation drills are coordinated by University Housing at least once each term for all of the residence halls to ensure all residents are familiar with the alarm and evacuation procedures. Thus, the emergency response and evacuation procedures are tested at least three times each year. Students learn the locations of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting each facility for a building evacuation.

The purpose of evacuation drills is to meet regulatory compliance and to prepare building occupants for an organized evacuation in case of fire or another emergency. At Southern Oregon University, evacuation drills are used as a way to educate and train occupants on fire safety issues specific to their buildings. Emergency procedures, including evacuation routes, are provided electronically with the housing agreements.

During the drill, occupants 'practice' drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm. In addition to educating the occupants of each building about the evacuation procedures during the drills, the process also provides the University an opportunity to test the operation of fire alarm system components.

Evacuation drills are monitored by University Housing staff and Environmental Health and Safety to evaluate egress and behavioral patterns. Recommendations for improvements are also submitted to the appropriate departments/offices for consideration.

Residential Students receive information about evacuation procedures from their Resident Assistant at the beginning of the academic year. The residence hall staff members are trained in these procedures as well, and act as ongoing resources for the students living in residential facilities.

Additional information on evacuation, including evacuation for people with disabilities, is provided in the SOU Emergency Response Handbook ((https://emergencyprepa.wpenginepowered.com/wp-content/uploads/2024/04/EmergencyHandbook.pdf))

Fire Evacuation Procedures

- Activate Fire Alarm
- Call 9-1-1
- Evacuate the building to at least 50 feet away

- Notify occupants as you evacuate
- DO NOT use elevators
- Feel doors - DO NOT open hot doors
- Only attempt to extinguish a fire if trained and it is safe to do so
- Tell authorities if you suspect someone is trapped inside
- Do not return to the building until instructed to do so by university or emergency personnel

Injury or Illness Procedures

- Call 9-1-1 or (541) 552-6911
- Do not move the injured person
- Remain with the person until emergency personnel arrive
- Render First Aid, if necessary and trained to do so
- If the injured person is an employee, report the injury to the department head or supervisor
- If the injured person is a student, report the injury to the building manager, Campus Public Safety, and/or a university official.

General Evacuation Procedures

When alarm is activated or if instructed:

- Follow your building or department's evacuation plan
- During an earthquake, move away from windows and shelves; drop, find cover (under a table or desk), and hold on to the cover until the shaking stops; evacuate immediately after the shaking stops
- Assist persons with disabilities, or advise authorities if you suspect somebody needs assistance inside
- Move well away from the building, if possible (at least 50 feet)
- Never re-enter a building after evacuating unless cleared by emergency personnel

Bomb Threat Procedures

- Keep caller on the phone and listen for details (e.g., speech patterns, background noises, location of device, type, etc.)
- Look at telephone display and write down the number, if available
- Call 9-1-1
- Evacuate

Crime and Suspicious Person Procedures

- Do not attempt to apprehend or interfere
- Observe and write down specific details about the incident and person(s)
- Call 9-1-1
- Give your name, location, department, and as many details as possible

Suspicious Object Procedures

- DO NOT touch or move anything
- Call Campus Public Safety at **(541)-552-6911**
- Immediately evacuate yourself and others from the area

Hazardous Substance Release or Gas Leak Procedures

- Contain spill, if trained and if safe to do so
- Call 9-1-1
- Move away or evacuate, and do not return
- Notify others and close doors as you leave
- Notify incident responders if you have details about the hazardous substance

Personal and Property Safety

Students are advised to take the following actions to reduce the risk of becoming a victim of personal or property crimes:

1. Make sure your room or office doors are locked at night and when unattended.
2. Mark all valuable personal belongings.
3. Insure your personal property against theft or casualty loss.
4. Do not prop open exterior doors for convenient access, as it can compromise the safety of other building occupants.
5. Walk or jog with friends if you choose to exercise outside in the early morning hours or after dark.
6. Heed your instincts and don't take unnecessary risks.
7. Report all suspicious circumstances or persons to a Campus Public Safety Officer or the Ashland Police Department.
8. Report all crimes, no matter how minor or insignificant.
9. If you have been victimized, call us! If we are unable to help, we will refer you to someone who can.

Missing Students

Students, staff, faculty, parents/legal guardians, Campus Security Authorities, or any other person who is aware that a student who resides on campus is missing should report that information immediately. Reports should be made to Campus Public Safety by either calling 9-1-1 (for emergencies) or (541) 552-6911 (for non-emergencies).

All on-campus residents are asked to provide a general emergency contact when applying with University Housing. The contact information will be registered confidentially and accessed only by

authorized campus officials. The contact listed may be disclosed to law enforcement personnel to support a missing person investigation for that resident. This contact will be notified within 24 hours of the student being determined missing.

If the student is under 18 years of age and not emancipated, the institution must notify a custodial parent or guardian within 24 hours of the determination that the student is missing, in addition to notifying any additional contact person designated by the student. Whether the student has identified a specific contact person, is over 18, or is an emancipated minor, Southern Oregon University will immediately inform Campus Public Safety that the student is missing within 24 hours. The Southern Oregon University policy for missing students can be found at https://policies.sou.edu/wp-content/uploads/2026/09/FAD.080_Missing-Student_2026.pdf

Security and Access to Campus Facilities

Campus buildings and facilities access is controlled by a standard lock and unlock schedule. This schedule is maintained and updated by Campus Public Safety. Access outside of the schedule is granted by key, electronic access, or by contacting Campus Public Safety.

Residence halls are secured 24 hours a day, except on Move-In Day. During extended breaks, all residence hall doors will be secured around the clock. Some facilities may have individual hours, which may vary at different times of the year. In those cases, the facilities will be secured according to schedules developed by the department responsible for those facilities.

Emergencies may require changes to any posted schedules. Areas found to be problematic will have security surveys conducted. This information shall be forwarded to the appropriate building manager for resolution, including administrators from the Facilities Management and Planning Department, University Housing, Dining Services, and/or any person or department responsible for specific areas of campus. These surveys examine security issues such as landscaping, locks, alarms, lighting, and communications. Campus Public Safety reviews security concerns discovered by, or reported to, Campus Public Safety daily and contacts building managers and other persons in authority to resolve them in a timely manner. Campus Public Safety regularly patrols around the perimeter and streets near all Ashland campus buildings, and assists SOU Campus Housing staff and/or Resident Assistants in evening rounds, upon request.

Security Considerations Used in Maintenance of Campus Facilities

Southern Oregon University requires the successful completion of a criminal history check for all staff who perform maintenance or repair in student housing facilities where interaction with persons under 18 years of age in a private setting is likely to occur. Criminal history checks are also performed for those with functions or duties that require the possession of master keys to housing and dining facilities.

Doors, windows, locks, and other elements of the security system for an individual building receive priority maintenance. For example, maintenance for a broken window in a building with little or no valuable equipment may be deferred to a later time. However, a residence hall with a broken window

that allows access to the building will be secured as soon as maintenance personnel can be summoned to the location.

Blue Light Phones

Blue light phones are stationed across campus in various locations for emergencies and the reporting of crimes and suspicious incidents. The locations of these phones, as well as the locations of Automated External Defibrillators (AEDs), are included in the digital campus map on the SOU website. The *Emergency* filter under the *Locations* section must be checked. The map can be viewed at: https://map.concept3d.com/?id=707.



Security Awareness Programs

During student orientation, Ashland campus students are informed of services offered by Campus Public Safety. Students are told about crime on campus and in surrounding neighborhoods. Crime Prevention programs and Sexual Violence Prevention programs are offered on a continual basis. Periodically during the academic year, Equity Grievance/Title IX, in cooperation with other University organizations and departments, present crime prevention awareness services on Sexual Violence. Campus Public Safety offers educational sessions on personal safety and residence hall security. A common theme of all awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others.

Campus Public Safety periodically offers active attacker training to members of the campus community. The purpose of this training is to provide attendees with situational awareness and what to do in case of a significant threat. Additionally, Campus Public Safety partners with the Ashland Police

Department to offer Alert, Lockdown, Inform, Counter, Evacuate (ALICE) and Civilian Response to Active Shooter Events (CRASE) training to SOU employees and other members of the public. These courses provide attendees with active shooter response strategies in addition to classroom simulations.

SOU has a partnership with Vector Solutions and any student, staff or faculty member that would like to complete an online module on the following optional safety topics:

- *Active Shooter Preparedness for Students*: The course intends to prepare college students for "active shooter" situations by providing information on how they occur and how they may be more effectively prevented.
- *Campus Fire Safety:* This course gives students an overview of fire safety tips and best practices.
- *Hazing*: This training covers what hazing is and when it should be reported.
- *Human Trafficking Awareness for Students*: This training covers what human trafficking is, how it works, how to stay safe, and warning signs.
- *Clery CSA Training*: This training covers basic Clery and CSA training for employees

Education of Members of the University Community

Campus Public Safety, Office of the Dean of Students, Office of Environmental Health and Safety, and University Housing departments participate in forums and programs in residence halls to educate students and explain University security, public safety, and fire safety measures and procedures at Southern Oregon University.

Members of Campus Public Safety and the Compliance Coordinator (Office of the General Counsel) conduct crime prevention, general security (CPS), hazing OGC), and safety awareness presentations (CPS)when requested by various community groups, including students and employees of the University. During these presentations, the following information is typically provided: crime prevention tips, how to report an incident, statistics on crime at Southern Oregon University, fire safety information, and campus security procedures and practices.

In addition to encouraging participants to be responsible for their own security and safety, they are encouraged to be responsible for the security and safety of others on campus.

New employee orientation includes the distribution of crime prevention and fire safety materials to all new employees of the institution. During Raider Soicals and New Student Orientation events, and in conjunction with the Office of the Dean of Students, Campus Public Safety shares resources with new students, including training programs that are available.

Dean of Students Programming

Comical Race Theory

Comedians/actors Martin Morrow (NBC's Last Comic Standing and Progressive commercials) and Mateen Stewart (Comedy Dynamics and HBO Max) collaborate to deliver an engaging and interactive presentation. Through their comedic lens, they address sensitive topics related to race, inviting the audience to reflect on societal norms and perceptions.

Identity Pie

Identity Pie is an interactive community building exercise designed to create connection through the sharing of the identities each participant possesses and the experiences that makes each person unique. Participants will walk away knowing a bit more about themselves, the community around them, and possess an idea of how to be Better Together

Sex Signals

Sex Signals has become one of the most popular sexual assault prevention programs on college campuses through its unorthodox, humor-facilitated and inclusive approach to examining our culture, sex, and prevention strategies like bystander intervention. A two-person team of highly-trained educators takes the audience on an interactive, relevant, and often-hilarious exploration of the cultural messaging we receive about gender, sexuality, sexual health and intimate relationships. It examines what roles culture and privilege play in justifying unhealthy and dangerous beliefs about what is acceptable social and sexual behavior.

Clery Training

Members of the campus community identified as Campus Security Authorities (CSAs) receive training on the Clery Act and their obligations to report crimes to the institution. The training is provided in-person or online via Moodle under the direction of the Clery Coordinator. CSAs are given background on the Clery Act, instructions on reporting obligations, and quizzed on the information provided. The Clery Compliance Coordinator maintains a log of the individuals identified as CSAs based on their job function in add*ition to tracking those who have completed the training. Additionally, Human Resources assigns all new e*mployees a mandatory Clery Act overview course via SafeColleges/Vector Solutions within 60 days of hire.

- **Hazing Training: T**he university offers hazing training to all students using Vector Solutions training module.
- **Fem(me) Collective:** Late night programming to reduce partying
- **Consent Carnival**
- **Black Heritage Month**

- **Trans Day of Visibility**
- **Deaf Climb Night**
- **Science of Stress and Sleep**
- **Trans/Queer Speed Friending**
- **Let's Talk about Sex**
- **Identity Exploration Community**
- **MLK Day of Celebration**
- **Native American Heritage month**
- **Be raider ready- Emergency Preparedness**
- **Fall Orientation Amazing Race**

ALCOHOL AND DRUG USE AT THE UNIVERSITY

Alcohol Use

The possession, sale, or furnishing of alcohol on the University campus is governed by Southern Oregon University policies and standards. Laws regarding the illegal possession, sale, use, consumption, or furnishing of alcohol are enforced by Campus Public Safety, the Ashland Police Department, and other peace officers who may patrol the campus during athletic events or when aiding Campus Public Safety.

The Oregon Liquor Control Commission investigators are also commissioned police officers. They have jurisdiction to patrol Southern Oregon University and the City of Ashland and enforce state laws pertaining to alcohol possession, sale, and consumption.

In addition, Campus Public Safety may refer incidents of alcohol use in violation of University policy to the Office of the Dean of Students.

The Southern Oregon University policy for alcohol use on campus can be found at: https://policies.sou.edu/wp-content/uploads/2024/09/SAD.002_Final.pdf Oregon Revised Statutes dealing with alcohol can be found at: http://www.oregonlaws.org/ors/chapter/471.

Drug Use

The Southern Oregon University campus has been designated as "Drug Free." The illegal possession, sale, use, manufacturing, or distribution of any controlled substance is illegal under both state and federal laws. Enforcement of state and federal drug laws are strictly enforced by Oregon law enforcement agencies, including Campus Public Safety. Violators are subject to university disciplinary action, criminal prosecution, fine, and/or imprisonment. Oregon Revised Statutes dealing with drugs may be found at: http://www.oregonlaws.org/ors/chapter/475.

Enforcement of State Underage Drinking Laws and Marijuana Laws

Alcohol and state marijuana laws on campus are primarily enforced by Campus Public Safety and the Ashland Police Department. Violators are subject to Southern Oregon University disciplinary actions, criminal prosecution, fine, and/or imprisonment.

Alcohol and Illegal Drugs

Southern Oregon University is concerned about the intellectual, physical, and psychological well-being of all students and employees. As a result, the University is fundamentally opposed to the use of illegal drugs and the abuse of alcohol and other harmful substances. It is the policy of Sothern Oregon University to proactively prevent students and employees from injuring themselves through the use and abuse of drugs and alcohol, and the University seeks to engage the members of its academic community in the fight to prevent drug and alcohol abuse.

Below you will find important information about drugs, alcohol, the University's policies regarding these substances, and the sanctions the institution may impose on those who violate these policies. State and federal laws applicable to the use and abuse of alcohol and other drugs are also provided.

SOU Drug and Alcohol Policy

Southern Oregon University's Drug-Free Workplace policy prohibits the illegal use, possession, or distribution of drugs and alcohol on University-owned or controlled property or as part of any University activity. Employees at Southern Oregon University must abide by the University drug and alcohol policy, as well as local, state, and federal drug and alcohol laws.

It is also a violation of the Southern Oregon University Alcohol and Drug Policy (https://policies.sou.edu/wp-content/uploads/2024/09/SAD.002_Final.pdf**)** for anyone to consume or possess alcohol in any public or private areas of campus without prior University approval. Organizations or groups violating alcohol or substance abuse policies or laws may be subject to sanctions by the University.

Students attending Southern Oregon University must abide by the Code of Student Conduct, which defines prohibited alcohol use to include (a) possession or consumption of alcohol by those under the legal drinking age on University premises or at a University-sponsored activity, (b) furnishing of alcohol to a person under the legal drinking age; or (c) consumption of an alcoholic beverage by a person at least the legal drinking age, or furnishing of an alcoholic beverage by or to a person at least the legal drinking age, except in such areas and at such times as the University authorizes. The University assesses legal drinking age based on where the incident occurred. The Code also prohibits cannabis use and prohibited controlled substance use, including (a) use, possession, or procurement of

cannabis or a controlled substance except as permitted by both state and federal law; (b) furnishing, cultivation, manufacturing, distributing, or selling cannabis or a controlled substance, except as expressly permitted by both state and federal law; or (c) causing another to ingest cannabis or a controlled substance without consent.

Students residing on campus are also held accountable for University Housing rules relating to the use of illegal drugs and alcohol, as set forth in the Residence Hall contracts.

Southern Oregon University Oregon University and Cannabis

On July 1, 2015, Oregon state law decriminalized the limited recreational possession and use of marijuana and other forms of cannabis. However, using, distributing, or possessing cannabis in any form remains a crime under federal law, and is not allowed at SOU, including on University property or as part of University-sponsored activities. At the federal level, the Controlled Substances Act states that the growing and use of cannabis is a crime, and federal enforcement agencies can prosecute users and growers of cannabis, regardless of state law. In addition to being a federal offense, the use of cannabis in the workplace, on campus, on University controlled property, or at University sponsored activities is restricted by additional federal laws, such as the Safe and Drug-Free Schools and Communities Act and the Drug-Free Workplace Act. Southern Oregon University's receipt of federal funds – including funding for student financial assistance and federal grants and contracts for research – requires that Southern Oregon University continue to prohibit the illegal use, manufacture, distribution, and possession of cannabis, other illegal drugs and alcohol, as defined by federal law, on all University owned or controlled properties, or as part of University activities.

Consequently, though possession and use of marijuana is legal in Oregon for anyone age 21 or older, possession and use of cannabis remain a violation of federal law. Possession and use of marijuana by anyone under the age of 21 may be referred to Oregon law enforcement. Possession and use of marijuana by anyone on the Southern Oregon University campus, regardless of age, is a violation of federal law and University policy and, as such, is subject to disciplinary action under the Code of Student Conduct. Disciplinary sanctions may be imposed on any student or employee found to be in violation of the policies related to cannabis below.

Code of Student Conduct:SAD.015-Student-Code-of-Conduct-Rights-and-Responsibilites.pdf

Drug-Free Workplace Policy: https://policies.sou.edu/wp-content/uploads/2024/09/Drug-Free-Workplace.pdf

SOU Substance Abuse Prevent and Education Program Biennial Report: https://dos.sou.edu/wp-content/uploads/sites/71/2025/10/SOU-Biennial-Review-2025-1-1.pdf

Oregon State Laws Governing Alcohol and Cannabis

Local Laws Governing Alcohol

Minor in Possession of Alcohol: No person under the age of 21 shall attempt to purchase, acquire or have in their possession any alcoholic beverages. No person under the age of 21 shall have in their system any alcoholic beverages except for the acceptance or consumption of sacramental wine as part

of a religious rite or service, or provided by the person's parent or guardian. No person under the age of 21 shall possess any alcoholic beverage while operating a motor vehicle (ORS § 471.430).

Offense: Class A/B Violation

Fine: Up to $2,000

Minor Falsely Representing Age: A person less than a certain age who knowingly purports to be older with the intent of securing a right, benefit, or privilege which by law is denied under that certain age (ORS § 165.805).

Offense: Class C Misdemeanor

Fine: Up to $1,250

Providing Liquor to Person Under 21 or to Intoxicated Person: A person may not sell, give or otherwise make available any alcoholic liquor to any person who is visibly intoxicated. No one other than the person's parent or guardian shall sell, give or otherwise make available any alcoholic liquor to a person under the age of 21 years (ORS § 471.410).

Offense: Class A Misdemeanor

Fine: Up to $6,250

Allowing Alcohol Consumption by Minors: No person who exercises control of private real property shall knowingly allow any person under the age of 21 years to drink alcohol on the property or remain on the property after consuming any alcoholic beverage (ORS § 471.410(3)).

Offense: Class A Violation

Fine: Up to $2,000

Open Container/Consumption in Public: Consumption of alcoholic liquor or possession of an open alcoholic beverage container is prohibited in a public place and on private property extended to the public for use, unless authorized by the Oregon Liquor Control Commission or other Ashland Municipal Code provisions. (Ashland Municipal Code 10.40.030 and 10.40.040)

Offense: Class III Violation

Fine: Up to $500

Driving Under the Influence of Intoxicants (DUII): A person driving a vehicle with 0.08 percent blood alcohol content or more, or while under the influence of an inhalant or controlled substance (ORS § 813.010).

Offense: Class A Misdemeanor/Class C Felony

Felony Fine: Up to $125,000

Local Laws Governing Cannabis

Use of Marijuana in Public Place: No person shall engage in the use of marijuana items in a public place (ORS § 475C.377).

Offense: Class B Violation

Fine: Up to $1,000

Homegrown Marijuana in Public View: No person may produce, process, possess or store homegrown marijuana, cannabinoid products or cannabinoid concentrates if the homegrown marijuana, cannabinoid products or cannabinoid concentrates can be seen by normal unaided vision from a public place (ORS § 475C.309).

Offense: Class B Violation

Fine: Up to $1,000

Minor in Possession of Marijuana: A person under 21 years of age may not possess, attempt to purchase, or purchase a marijuana item. For purposes of this section, purchasing a marijuana item includes accepting a marijuana item, and possessing a marijuana item includes consuming a marijuana item (ORS §§ 475C.317, 475C.341).

Offense: Class A/B Violation/Class A Misdemeanor/Class C Felony (amount dependent)

Fine: Up to $125,000

Unlawful Possession of Marijuana: Except for licensees and licensee representatives, it is unlawful for any person 21 years of age or older to possess, knowingly or intentionally: (a) more than four marijuana plants at any time; (b) more than two ounces of usable marijuana in a public place; (c) more than eight ounces of usable marijuana; (d) more than 16 ounces of cannabinoid products in solid form or cannabinoid concentrates; (e) more than 72 ounces of cannabinoid products in liquid form; (f) more than one ounce of cannabinoid extracts; or (g) a cannabinoid extract that was not purchased from a marijuana retailer that holds a state issued license (ORS § 475C.337).

Offense: Class B Violation/Class A/B Misdemeanor/Class C Felony (amount dependent)

Fine: Up to $125,000

Unlawful Sale or Delivery of Marijuana Paraphernalia: It is unlawful for a person to sell or deliver, to possess with intent to sell or deliver or to manufacture with intent to sell or deliver marijuana paraphernalia to a person who is under 21 years of age, knowing that the marijuana paraphernalia will be used for the purpose for which it was marketed or designed (ORS § 475C.373).

Offense: Class B Violation

Fine: Up to $1,000

Unlawful Delivery of Marijuana Item: Except for licensees and licensee representatives, and except for a person within the scope of and in compliance with ORS § 475C.305, it is unlawful for any person to deliver a marijuana item (ORS § 475C.345).

Offense: Class A/B Misdemeanor/Class C Felony (amount dependent)

Fine; Up to $125,000

Use of Marijuana While Driving: A person commits the offense of use of marijuana in a motor vehicle if the person consumes in any manner a marijuana item while in a motor vehicle when the motor vehicle is upon a highway (ORS § 811.482).

Offense: Class B Traffic Violation

Fine: Up to $1,000

Providing Marijuana to Intoxicated Person: (1) A person may not sell, give or otherwise make available any marijuana items to any person who is visibly intoxicated. (2) A person who exercises control over private real property may not knowingly allow any other person under the age of 21 years of age to consume a marijuana item on the property, or allow another person under the age of 21 years of age to remain on the property if the person under 21 years of age consumes a marijuana item on the property (ORS § 475C.329).

Offense: Class A Misdemeanor

Fine: Up to $6,250

State Sanctions Governing Drugs Illegal Under Oregon Law
In Oregon, penalties for possession and distribution are determined by the Controlled Substance Schedule upon which the drug appears.

Schedule I Drugs (e.g., GHB, Heroin, LSD, Methamphetamine, Peyote, Psilocybin*)

- Manufacture or distribution - Class A felony (up to 20 years and up to $375,000 fine or twice the value of any resulting gain of property or money).
- Unlawful Possession - Class E Violation/Class A Misdemeanor/Class B Felony (amount dependent).

**In 2020, Oregon voters approved Measure 109 allowing the supervised use of psilocybin ("magic mushrooms") in service centers licensed by the Oregon Health Authority. Individuals 21 years of age and older may purchase, possess, and consume a psilocybin product only at a psilocybin service center and only under the supervision of a psilocybin service facilitator (ORS § 475A.498). The manufacture, distribution, and possession of any amount of psilocybin beyond this scope remains unlawful.*

Schedule II Drugs (e.g., Amphetamine, Cocaine, Opium, PCP)

- Manufacture or distribution - Class B felony (up to 10 years and up to $250,000 fine or twice the value of any resulting gain of property or money).
- Unlawful Possession - Class E Violation/Class A Misdemeanor/Class C Felony (amount dependent).

Schedule III Drugs (e.g., Depressants, Anabolic Steroids)

- Manufacture or distribution - Class C felony (up to 5 years and up to $125,000 fine or twice the value of any resulting gain of property or money).
- Unlawful Possession - Class E Violation (up to $100 fine).

Schedule IV Drugs (e.g., various prescription drugs such as Valium, Xanax, Phenobarbital)

- Manufacture or distribution - Class B misdemeanor (up to 6 months and up to $2,500 fine or twice the value of any resulting gain of property or money).
- Unlawful Possession - Class E Violation (up to $100 fine).

Schedule V Drugs (e.g., less dangerous prescription drugs and small amounts of certain drugs)

- Manufacture or distribution - Class C misdemeanor (30 days and up to $1,250 or twice the value of any resulting gain of property or money).
- Unlawful Possession – Unclassified violation.

It is unlawful for a person to manufacture or deliver a Schedule I, II, or III controlled substance within 1,000 feet of the real property comprising a public or private elementary, secondary or career school attended primarily by minors (Class A felony, penalty of up to 20 years and $375,000 fine, see ORS § 475.904).

In addition, the court may order the defendant to pay the cost of prosecution, and the defendant's vehicle used in the crime may be forfeited to the state. Finally, the defendant may forfeit any property used in the crime to the county in which the crime occurred.

Federal Sanctions Governing Other Illegal Drugs Under Federal Law
The federal system is governed by Title 21 United States Code, Controlled Substances Act. The federal system establishes sanctions for possession and distribution of controlled substances, based on the schedule of the drug and the amount involved. In addition, the statutory sanctions for possession and distribution are subject to the "Sentencing Guidelines for 40 U.S. Courts." Imposition of the guidelines may lead to higher offense levels and, thus, stricter penalties than otherwise indicated. Courts must make adjustments in the offense level for victim-related considerations, defendant's role in the offense, multiple counts, obstruction and acceptance of responsibility. Finally, the guidelines establish sentences for each offense based on the defendant's criminal history. Further, if serious injury or death results from the crime, minimums of up to ten years (serious injury) and twenty years (death), plus

fines of up to $4,000,000 may be added. These penalties may be doubled for defendants with past felony drug convictions. Penal sanctions in the federal system are "real time," with reductions in sentences only for good behavior.

The U.S. Drug Enforcement Administration lists five federal schedules of controlled substances:

- Schedule I: Heroin, LSD, Marijuana (Cannabis), Ecstasy, Methaqualone, Peyote, Trimeperidine
- Schedule II: Opium, Cocaine, Methamphetamine, Methadone, Hydromorphone, Hydrocodone, Oxycodone, Fentanyl, Dexedrine, Adderall, Ritalin
- Schedule III: Codeine, Ketamine, Anabolic Steroids, Testosterone
- Schedule IV: Xanax, Soma, Darvon, Darvocet, Valium, Ativan, Talwin, Ambien, Tramadol
- Schedule V: Lomotil, Motofen, Lyrica, Parepectolin, and other less dangerous prescription drugs and small amounts of certain drugs

The following are federal penalties and sanctions for Illegal Possession of a Controlled Substance. Note: Additional penalties are imposed for trafficking.

- 21 U.S.C. § 844(a) - First conviction: up to one (1) year imprisonment and fined at least $1,000, or both. After first prior drug convictions: at least 15 days in prison, not to exceed two (2) years and fined at least $2,500, or both. After two or more prior drug convictions: at least 90 days in prison, not to exceed three (3) years and fined at least $5,000.
- 21 U.S.C. § 853(a)(2), § 881(a)(7) - Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than one (1) year imprisonment.
- 21 U.S.C. § 881(a)(4) - Forfeiture of vehicles, boats, aircraft or any other conveyance used or intended for use, to transport or facilitate the transport, sale, receipt, possession or concealment of a controlled substance.
- 21 U.S.C. § 862(b) - First conviction: ineligible for any or all federal benefits, such as student loans, grants, contracts, and professional and commercial licenses for up to one (1) year. Second or subsequent convictions: ineligible for any or all federal benefits for up to five years.
- 21 U.S.C. § 844(a) - Civil fine of up to $10,000.
- Miscellaneous - Revocation of certain federal licenses and benefits (e.g., pilot license, public housing tenancy, etc.) are vested within the authorities of individual federal agencies.

Information regarding legal sanctions under Federal law for the unlawful distribution of controlled substances (i.e., drug trafficking) can be found at: https://www.dea.gov/drug-information/drug-policy.

Drug Free Schools and Communities Act

The 1989 amendments to the Drug Free Schools and Communities Act (DFSCA) require all institutions of higher education that receive federal funding to adopt and implement a drug prevention

program. Under the Drug and Alcohol Abuse Prevention regulations (34 CFR Part 86), Southern Oregon University has developed a program to prevent the abuse of alcohol and the illicit use of drugs by all students and employees. The program offers services related to alcohol and drug use and abuse including dissemination of informational materials, educational programs, and counseling services.

A biennial review of the program is required to determine its effectiveness, implement any necessary changes, and ensure that disciplinary sanctions for both students and employees are consistently enforced. Similarly, an annual notice is required to be sent to all students and employees to inform them of SOU's standards of conduct, all applicable legal and institutional sanctions, the health risks associated with the use and/or abuse of drugs and alcohol, and descriptions of available resources for abuse and addiction such as counseling or treatment programs.

The most recent biennial report can be found here: https://dos.sou.edu/wp-content/uploads/sites/71/2025/10/SOU-Biennial-Review-2025-1-1.pdf

Substance Abuse Education and Prevention Programming
Vector SolutionsWelcome to Our House: Expectations and Clarifications Oregon Prevention Coalition
The Oregon Prevention Coalition was formed by the University of Oregon in collaboration with the Oregon Health Authority to bring the state's institutions of higher education together with the goal of supporting healthy campus communities through alcohol and drug prevention and intervention. Southern Oregon University is a participant in this collaborative effort to increase substance abuse education and services on statewide college campuses. Institutional members meet monthly to share expertise and receive training. More information about the Coalition can be found at https://dos.uoregon.edu/opc.

Institutional Resources for Students

La Clinica Student Health and Wellness Center at SOU
The La Clinica Student Health and Wellness Center (SHWC) at SOU provides access to a wide range of health services including primary medical care, mental health care, psychiatric care, preventive services, and campus-wide health promotion. Students are encouraged to contact the SHWC for confidential assistance, consultation, and referral related to the use or abuse of alcohol and drugs. Patient rights and personal health information are treated with respect and confidentiality under all applicable laws. The La Clinica SHWC is located at 560 Indiana Street, Ashland, OR 97520 and can be reached by phone at (541) 494 4875.

Telus Healthhe Office of the Dean of Students is partnering with Telus to expand their services to ensure all students have access to a mental health professional any time of day, from anywhere in the world. Telus offers simple access to connect with a mental health counselor about anything. Call. Chat. Anytime. Anywhere. Telus connects students with free, confidential mental health and wellbeing support conveniently available 24/7.

Telus can help address common concerns such as:

- Adapting to a new campus culture, learning style, or city
- Being successful at school
- Relationships with friends and family
- Feelings of isolation, stress, worry, sadness, loneliness, and much more
- Frustration or uncertainty related to studies or post-graduation plans
- Creating balance between personal and academic priorities

Students can access Telus by either visiting the Telus website, downloading the App, or calling 866.743.7732 When you first log on, search Southern Oregon University under "Search for Your School." You'll be asked to fill in your name, preferred language, and basic informed consent for this service.

What Resources Can Be Accessed Via Telus Health? Telus offers students a variety of services based upon their needs:

- **Free Confidential Services:** Your use of Telus – including chats, calls, and conversations, is free and confidential – meaning your professors, family, friends, etc., will not know unless you tell them.
- **Real-time chat support 24/7:** Chat with a mental health counselor at your convenience.
- **Telephone support 24/7:** Speak to a mental health counselor with a simple phone call.
- **Health assessments:** Complete an anonymous assessment to get feedback on your emotional health.
- **Health & Wellbeing content:** Access articles, podcasts, infographics, and videos addressing a variety of wellbeing topics.
- **Access virtual fitness sessions:** Sign up for FREE virtual fitness sessions available through LIFT.
- **Five Languages Available:** Telus content and support are available in Mandarin, Cantonese, Spanish, French, and English

Office of the Dean of Students

Students may also connect with the Office of the Dean of Students for additional guidance and community resources. Students are encouraged to submit a SOU Cares Note to be contacted by a Care Coordinator who can assist with complicated issues and provide connections to resources both on campus and within the community. A Cares Note can be submitted at https://cm.maxient.com/reportingform.php?SouthernOregonUniv&layout_id=4.
Students can also contact the Dean of Students Office directly at (541) 552-6221 or by email at dos@sou.edu.

Institutional Resources for Employees

Employee Assistance Program

The Employee Assistance Program (EAP) is a free and confidential benefit for eligible faculty and staff. The EAP provides counseling for alcohol and drug abuse as well as for work, family, and mental health concerns. Counselors through this program can be reached by phone at 800-433-2320 or by email at info@canopywell.com. Additional information about the EAP can be found at https://hrs.sou.edu/benefits-and-leaves/employee-assistance-program/

Human Resource Services

HR professional staff serve as resource for all employees at SOU and can answer questions regarding a variety of topics including how to seek assistance for alcohol and drug use. Human Resource Services can be reached by email at hrs@sou.edu or by phone at (541) 552-8553.

Community Resources for Students and Employees

Jackson County Health & Human Services

Jackson County Mental Health provides a crisis hotline that is available 24-hours-a-day. The Crisis hotline can be reached at (541) 774-8201. Additional information can be found at https://www.jacksoncountyor.gov/departments/health___human_services/programs_and_services/mental_health/index.php

Ashland Police Department

The Ashland Police Department Gateway Program was established to support individuals struggling with alcohol and/or drug dependency. Any adult seeking help who visits the Ashland Police Department will not be charged if they are in possession of a controlled substance or drug paraphernalia. Instead, the individual will be given a Priority Assessment Voucher that can be presented to the Addictions Recovery Center (ARC) for treatment evaluation. More information about this program can be found at https://www.ashland.or.us/Page.asp?NavID=17518. The Ashland Police Department is located at 1155 E. Main Street, Ashland, OR 97520.

Addictions Recovery Center

The Addictions Recovery Center (ARC) is a nonprofit agency that provides substance abuse and addiction treatment services in Southern Oregon. The ARC features a staff of medical and clinical professionals who administer services such as medically-monitored detox, mental health services, DUII classes and more. Engagement and outpatient services are located at 1025 E. Main Street, Medford, OR 97504. The ARC can be reached by calling (541) 779-1282. Additional information can be found at https://www.addictionsrecovery.org/.

Jackson County Alcoholics Anonymous

The Jackson County Central Office of Alcoholics Anonymous (JCCOAA) is Southern Oregon's primary point of contact for all AA groups in the area. AA is a support group of individuals who help

one another recover from alcoholism. AA does not require any membership fee or dues. JCCOAA can be reached by calling (541) 732-1850. A calendar of all group meetings in the area can be found online at https://jccoaa.org/.

Southern Oregon Area Narcotics Anonymous
Similar to Alcoholics Anonymous, the Narcotics Anonymous program is a support group of individuals learning to live without drugs. The program does not require any membership fee or dues. The organization can be reached by calling (800) 678-3933. A calendar of all group meetings in the area can be found online at https://southernoregonna.org/.

National Resources for Students and Employees

SAMHSA National Helpline
The Substance Abuse and Mental Health Services Administration (SAMHSA), under the US Department of Health & Human Services, provides a free and confidential hotline for referrals to local treatment and support groups for mental health and substance use disorders. The hotline is available 24-hours-a-day throughout the year in English and Spanish. The helpline can be reached by calling 1-800-662-HELP (4357). Additional information can be found at https://www.samhsa.gov/find-help/national-helpline.

POLICIES, PROCEDURES AND RESOURCES IN SUPPORT OF THE VIOLENCE AGAINST WOMEN ACT

General

Southern Oregon University prohibits the offenses of Domestic Violence, Dating Violence, Sexual Assault, and Stalking (as defined by the Clery Act), and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the University community. To that end, Southern Oregon University issues this statement of policy to inform the campus community of its programs to address Domestic Violence, Dating Violence, Sexual Assault, and Stalking, as well as the procedures for institutional disciplinary action in cases of alleged Domestic Violence, Dating Violence, Sexual Assault, or Stalking, which will be followed regardless of whether the incident occurs on or off campus when it is reported to a University official (who is not a confidential resource).

Southern Oregon University does not discriminate on the basis of gender in its educational programs and sexual harassment and sexual violence are types of sex discrimination. Other acts can also be forms of sex-based discrimination and are also prohibited, whether sexually based or not, and include Domestic Violence, Dating Violence, and Stalking. Compliance with the provisions of the Violence Against Women Act (VAWA) does not constitute a violation of section 444 of the General Education Provisions Act (*20 U.S.C. 1232g*), commonly known as the Family Educational Rights and Privacy Act of 1974 (FERPA).

When a report of sexual violence is received by the University, the University will take prompt and effective steps to end the sexual violence, prevent its recurrence, and address its effects. This section identifies the policies, procedures, and resources for offenses of sexual violence.

There are several legal and policy definitions for Domestic Violence, Dating Violence, Sexual Assault, and Stalking under federal law, state law, and SOU policy. These definitions apply to such conduct under federal law, state law, and SOU policy. To ensure the campus community is informed of how such conduct is defined by these important legal and policy standards, the federal, state, and University definitions of each are presented separately below.

Definitions

Federal Clery Act Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking

1. **Domestic Violence**
    a. A Felony or Misdemeanor crime of violence committed by:
        i. A current or former spouse or intimate partner of the victim;
        ii. A person with whom the victim shares a child;
        iii. A person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;
        iv. 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
        v. 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
    b. For the purposes of complying with the requirements of this section and Title 34 of the Code of Federal Regulations, section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.
2. **Dating Violence**
    a. Violence committed by
        i. A person who is or has been in a social relationship of a romantic or intimate nature with the victim; and
        ii. Where the existence of such a relationship shall be determined based on a consideration of following factors:
            1. The length of relationship
            2. The type of relationship
            3. The frequency of interaction between the persons involved in the relationship.
    b. For the purposes of complying with the requirements of this section and Title 34 of the Code of Federal Regulations, section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting

3. **Sexual Assault**
    a. An offense that meets the definition of Rape, Fondling, Incest, or Statutory Rape 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."
        i. Rape is defined as "the 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."
        ii. Fondling is defined as "The intentional touching of the clothed or unclothed body parts without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation. The forced touching by the victim of the actor's clothed or unclothed body parts, without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation. This offense includes instances where the victim is incapable of giving consent because of age or incapacity due to temporary or permanent mental or physical impairment or intoxication for the purpose of sexual degradation, sexual"
        iii. Incest is defined as "sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law."
        iv. Statutory Rape is defined as "sexual intercourse with a person who is under the statutory age of consent."
4. **Stalking**
    a. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
        i. Fear for the person's safety or the safety of others; or
        ii. Suffer substantial emotional distress.
    b. For the purposes of this definition—
        i. 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.
        ii. Reasonable person means "a reasonable person under similar circumstances and with similar identities to the victim."
        iii. Substantial emotional distress means "significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling."
    c. For the purposes of complying with the requirements of this section and Title 34 of the Code of Federal Regulations, section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

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

1. **Domestic Violence as defined by ORS 135.230** (oregonlaws.org/ors/135.230):
    a. Domestic Violence means "abuse between family or household members."
    b. Family or household members mean 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.
2. **Dating Violence:** Under Oregon state law, there is no specific definition of "Dating Violence." However, other statutes form a working definition.
    - **Dating Violence as defined for Southern Oregon University Clery Purposes:** A type of Intimate Partner Violence defined as violence, on the basis of sex, committed by a person who is in, or has been in, a social relationship of a romantic or intimate nature with the Complainant. The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of relationship, the type of relationship, and 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.
    - For the purposes of complying with the requirements of this section and Title 34 of the Code of Federal Regulations, section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting

3. **Teen Dating Violence as defined by ORS 339.366** (oregonlaws.org/ors/339.366):
    a. Dating or dating relationship means an ongoing social relationship of a romantic or intimate nature between two persons. Dating or dating relationship does not include a causal relationship or ordinary fraternization between two persons in a business or social context.
    b. 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.
4. **Sexual Assault as defined by ORS 163.305** (oregonlaws.org/ors/163.305): The following definitions apply to sexual assault offenses under Oregon state law:
    a. 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."
    b. 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.
    c. 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.
    d. 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.
    e. Physically helpless means that a person is unconscious or for any other reason is physically unable to communicate unwillingness to an act.
    f. 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.
    g. Sexual intercourse has its ordinary meaning and occurs upon any penetration, however slight; emission is not required.
5. **Stalking as defined by ORS 163.732** (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

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.

Definitions: Used Pursuant to SOU Policy

There are numerous terms used by Southern Oregon University in its policy and procedures. In this section, you will find a list of terms and their definitions for the purposes of this report as defined in the University's Equal Opportunity, Harassment, and Sexual Misconduct policy (https://policies.sou.edu/wp-content/uploads/2024/09/GEN.009_Equal_Opportunity_Harassment_and_Sexual_Misconduct.pdf).

Consent: Consent is knowing, voluntary and mutual decision among all participants to engage in sexual activity, expressed in words or actions. For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct with that particular person or people. Individuals may experience the same interaction in different ways. Therefore, it is the responsibility of each party to determine that the other has consented before engaging in the activity. If consent is not clearly provided prior to engaging in the activity, consent may be ratified by word or action at some point during the interaction or thereafter, but clear communication from the outset is strongly encouraged. Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). Past consent does not imply future consent. A current or previous dating relationship is not sufficient to constitute consent. The existence of consent is based on the totality of the circumstances, evaluated from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged incident occurred. Silence or the absence of resistance alone is not consent. In Oregon, a minor (meaning a person under the age of 18 years) cannot consent to sexual activity except in limited circumstances dictated by law. Consent can be withdrawn at any time during sexual activity through reasonable and clear communications through words or actions. When consent is withdrawn, sexual activity must stop. Consent cannot be given if any of the following are present: Incapacitation, Force, or Coercion.

Hostile Environment Sexual Harassment: Title IX Sexual Harassment is conduct on the basis of sex that satisfies one or more of the following:

1. Quid Pro Quo: An SOU employee conditions the provision of an aid, benefit, or service of SOU on an individual's participating in unwelcome sexual conduct; or
2. Title IX Hostile Environment: Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the SOU's education program or activity; and
3. Sexual Assault, Dating Violence, Domestic Violence, Stalking Conduct meeting these definitions must occur within SOU's Education Program or Activity and inside of the United States to constitute Title IX Sexual Harassment. Sexual Assault, Dating Violence, Domestic Violence, Stalking, and Retaliation are types of Prohibited Conduct individually, even if not meeting the definition of Title IX Sexual Harassment because they occur outside of the education program or activity or outside the United States, or the parties are not participating or seeking to participate in the education program or activity.

Sexual Assault: Sexual Assault is having or attempting to have sexual contact with another individual without consent or where the individual cannot consent because of age or temporary or permanent mental incapacity (see below for definition of consent and incapacitation). Sexual contact includes: • sexual intercourse (anal, oral, or vaginal), including penetration with a body part (e.g., penis, finger, hand, or tongue) or an object, or requiring another to penetrate themselves with a body part or an object, however slight; • sexual touching of the private body parts, including, but not limited to, contact with the breasts, buttocks, groin, genitals, or other intimate part of an individual's body for the purpose of sexual gratification. • Sexual touching may be over or under clothing and may include the Respondent touching the Complainant, the Respondent making the Complainant touch the Respondent or another person, or the Respondent making the Complainant touch the Complainant's own body.

Intimate Partner Violence: Intimate Partner Violence is a broad term that includes violence or threat of violence from one intimate partner toward another, including but not limited to coercion, threats, intimidation, or physical violence.

Dating Violence: Dating Violence is a type of Intimate Partner Violence defined as violence, on the basis of sex, committed by a person who is in or has been in a social relationship of a romantic or intimate nature with the Complainant. The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of relationship, the type of relationship, and 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.

Domestic Violence: Domestic Violence is a type of Intimate Partner Violence and is defined as felony or misdemeanor crimes of violence, on the basis of sex, committed by a current or former spouse or intimate partner of the Complainant; by a person with whom the Complainant shares a child in common; by a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse

or intimate partner; by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Oregon; or by another person against an adult or youth Complainant who is protected against that person's acts under the domestic or family violence laws of Oregon. To categorize an incident as Domestic Violence, the relationship between the Respondent and the Complainant must be more than just two people living together as roommates. The people cohabitating must be current or former spouses or have/had an intimate relationship.

Stalking: Stalking is defined as engaging in a course of conduct, on the basis of sex, 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 purposes of this definition:
"Course of conduct" means two or more acts, including but not limited to, acts in which the Respondent 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 Complaint. • "Substantial emotional distress" means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

Discriminatory Harassment: Discriminatory Harassment is unwelcome non-verbal or physical, verbal, or online conduct where such conduct is based on actual or perceived membership in a protected category, and is sufficiently severe or pervasive that it has the effect, intended or unintended, of unreasonably interfering with an individual's work or academic performance or it has created an intimidating, hostile or offensive environment and would have such an effect on a reasonable person. Protected categories include race, religion, hearing status, color, sex, pregnancy, political affiliation, religion, creed, ethnicity, national origin (including ancestry), citizenship status, physical or mental disability, body size, age, marital status, family relationship, sexual orientation, gender, gender identity or expression, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristics, domestic violence victim status or any other protected category under applicable local, state or federal law.

Sexual Exploitation: Sexual Exploitation refers to a situation in which a person takes non-consensual or abusive sexual advantage of another, and situations in which the conduct does not fall within the definitions of Sexual Harassment. Examples of sexual exploitation include, but are not limited to:

- Sexual voyeurism (such as watching a person undressing, using the bathroom or engaging in sexual acts without the consent of the person observed);
- Exceeding the boundaries of consent (e.g., taking pictures of or recording another in a sexual act, or in any other private activity without the consent of all involved in the activity, allowing another person to hide and observe sexual activity, or disseminating sexual pictures without the photographed person's consent);
- Prostitution of another person;
- Exposing one's genitals in non-consensual circumstances or inducing another to do so;
- Sexually-based stalking or bullying of another person;

- Engaging in sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV) or other sexually transmitted disease (STD) and without informing the other person of the infection; and
- Engaging in sexual activity with another person where one has administered alcohol or drugs (such as "date rape" drugs) to another person without their knowledge or consent.

PREVENTION AND AWARENESS OF SEXUAL VIOLENCE

Sexual Violence Response Review

Southern Oregon University has a multi-disciplinary body that gathers weekly to review the campus response to Title IX-related reports. This group is comprised of Equity Grievance/Title IX team members and other campus community members. This entity looks at overall campus community safety, trends in reporting, and most importantly, reviews how the University responds to each individual report and the outcome of the report and considers continuous improvement processes. This group also supports the development and provision of a variety of educational awareness programs and campaigns, described further below.

Educational Awareness Programs and Campaigns

SOU provides a variety of programs and campaigns for the purpose of promoting awareness of dating violence, domestic violence, sexual assault, and stalking. These prevention efforts are provided to faculty, students, and staff on issues of Title IX, the Violence Against Women Act, and the Clery Act.

Title IX programs are also developed for the benefit of student education and awareness. During 2026, a reminder email was sent to all campus to review and support the Equal Opportunity, Harassment, and Sexual Misconduct Policy and related reporting procedures. As a part of new student orientation, students are asked to participate in a presentation on Title IX, Bias, and Discrimination. This module includes SOU's Equal Opportunity, Harassment and Sexual Misconduct Policy with review of information and definitions.

As part of Title IX compliance, the Campus SAVE Act, and VAWA, all SOU employees are required to complete a mandatory online harassment prevention training course within 90 days of employment. SOU also requires all employees to complete bi-annual harassment prevention training.

Sexual Violence prevention training is offered for graduate and undergraduate students through an online course designed to educate students about consent, healthy relationships, bystander intervention, and the realities of sexual violence. It includes testimonials from survivors, scenarios presented by students, and constructive advice for dealing with sexual assault, dating violence, and domestic

violence. The program is offered annually for all incoming and continuing SOU students through Vector Solutions.

Specialized training is available for groups and offices on topics of gender-based violence, sexual assault prevention, and other related content. For example, the Equity Grievance Office provided training to all Athletics staff and some SOU student athletes in the Fall 2026 term.

The Equity Grievance website provides resources for all campus community members: Equity Grievance and Title IX - Southern Oregon University.

Sex Offender Registration Information

In accordance with applicable laws, Southern Oregon University provides information on how to access information on registered sex offenders. In the state of Oregon, Oregon State Police maintains the sex offender registry, which can be accessed at 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.

PROCEDURES FOR REPORTING CONCERNS OF VAWA CRIMES

Southern Oregon University has many avenues for reporting a complaint of Sexual Assault, Domestic Violence, Dating Violence, Stalking. Details on reporting options should be reviewed fully in the University's Equal Opportunity, Harassment, and Sexual Misconduct Policy (https://sou.edu/wp-content/uploads/2024/09/GEN.009_Equal_Opportunity_Harassment_and_Sexual_Misconduct.pdf).

Making a Report

Reported incidents of Sexual Assault, Domestic Violence, Dating Violence, Stalking and other types of harassment and discrimination are received, investigated, and adjudicated under SOU's policy on Equal Opportunity, Harassment, and Nondiscrimination.

Any member of the campus community, guest, or visitor who believes that the policy on Equal Opportunity, Harassment, and Nondiscrimination has been violated should contact the Director of Equity Grievance/Title IX Coordinator at (541) 552-7079, and/or a Deputy Coordinator (contact information for Deputy Title IX Coordinators is available by going to https://inside.sou.edu/ssi/sou-title-ix-coordinator-and-deputy-coordinators-for-faculty-and-students.html). Any member of the campus community may also contact Campus Public Safety to report such incidents, who will in turn notify the Director of Equity Grievance/Title IX Coordinator, Deputy Title IX Coordinator, or other

designee. Initiating a grievance under the Equal Opportunity, Harassment, and Nondiscrimination Policy is discussed in full below. Online reports can be submitted at Equity Grievance Office - Discrimination, Harassment & Sexual Misconduct Reporting Form (maxient.com).

A report may be made at SOU's Campus Public Safety Office located at 382 Wightman Street, Ashland, OR 97520 during regular business hours. If it is after hours, call 541-552-6911 and let dispatch know you would like to make a report at the Campus Public Safety office so an officer can meet you there. A report may also be made at the Ashland Police Department, located at 1155 E. Main Street, Ashland, OR 97520 during regular business hours.

ADDITIONAL ASSISTANCE FOR VICTIMS

General

Regardless of whether a complainant elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, the University will assist victims of Sexual Assault, Domestic Violence, Dating Violence, and Stalking and will provide each victim a written explanation of their rights and options. Southern Oregon University will provide written notification to students and employees about 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.

In Oregon, a victim of Sexual Assault, Domestic Violence, Dating Violence, or Stalking also has rights under state law. These rights include financial assistance for a variety of things, like counseling, medical expenses, loss of earnings, and more. For more information on victims' rights in the State of Oregon, visit https://www.doj.state.or.us/crime-victims/victims-services/compensation-for-victims-of-crime/.

Further, the University complies with Oregon law in recognizing orders of protection/restraining orders. It will assist any University member who obtains an order of protection from any U.S. state with information and safety planning. A person with such an order should provide a copy to Campus Public Safety and/or the Equity Grievance Office. A complainant may then meet with the Office of Equity Grievance and Campus Public Safety to develop a safety plan, which is a plan for Campus Public Safety and the victim to reduce risk of harm while on campus or coming to and going from campus. Anyone who needs help gaining information about obtaining a protective order can contact the Equity Grievance Office or a confidential resource for assistance.

Safety planning may include, but is not limited to, escorts, special parking arrangements, changing classroom location, or allowing a student to complete assignments from home or other accommodations, if deemed necessary and reasonable by the institution. Employees who are victims of Domestic Violence may be eligible to take advantage of intermittent or continuous leave to secure restraining orders, attend court, or the like.

While the University will assist those persons who have a protection/restraining order, the University cannot apply for a legal order of protection, no-contact order, or restraining order for a victim from the applicable jurisdiction(s). The victim must apply directly for these services.

A victim can also seek help from the Jackson County Circuit Court or through the Court Advocate. The Jackson County Circuit Court is located at 100 S. Oakdale Ave, Medford, OR 97501 and can be contacted by calling (541) 776-7171.

The University may issue an institutional "no contact directive," if deemed appropriate, or at the request of the victim or accused. An institutional no contact directive can be requested through the Office of Equity Grievance. The Director of Equity Grievance/Title IX Coordinator evaluates and approves such requests and can be contacted by calling (541) 552-7079. To the extent of the victim's cooperation and consent, University offices will work cooperatively to ensure that the complainant's health, physical safety, work, and academic status are protected, pending the outcome of a University response to a report or formal complaint. For example, if reasonably available, a complainant may be offered changes to academic, living, or working situations in addition to counseling, health services, and assistance in notifying appropriate local law enforcement.

Additionally, personally identifiable information about the victim will be shared only with persons with a specific need to know who are investigating/adjudicating the complaint, or delivering resources or support services to the complainant (e.g., publicly available record-keeping for purposes of Clery Act reporting and disclosures will be made without inclusion of identifying information about the victim, as defined in 42 USC 1395 (a)(20)). Further, the institution will maintain confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the institution's ability to provide the accommodations or protective measures.

The University does not publish the names of crime victims or house identifiable information about victims in the Campus Public Safety Daily Crime Log or online. Victims may request that directory information on file be removed from public sources. Students should contact the Office of the Registrar, and employees should contact the Office of Human Resources. Victims must submit such requests directly to these offices.

Information from the State of Oregon regarding the types of protection orders available to victims of Sexual Assault, Domestic Violence, Dating Violence, Stalking and the accompanying forms associated with the orders may be accessed here:

Protective Order	Description	Forms & Filing Information
Family Abuse Prevention Act (FAPA) Restraining Order	A court order that protects the Petitioner's physical safety by ordering the Respondent to move and specifies where the Respondent cannot go.	https://www.courts.oregon.gov/programs/family/domestic-violence/Pages/restraining.aspx

	Additional conditions for the Petitioner's safety can be requested such as ordering the Respondent to no longer possess firearms.	
Sexual Abuse Protective Order (SAPO)	A court order that is available to a Petitioner who was subjected to unwanted sexual abuse by another person who is not an intimate partner or family member. It orders the Respondent to leave the Petitioner and their children and/or family alone. Additional conditions for the Petitioner's safety can be requested.	https://www.courts.oregon.gov/programs/family/domestic-violence/Pages/sexual-abuse.aspx
Stalking Protective Order (SPO)	A court order that is available to a Petitioner who has experienced repeated and unwanted contact from the Respondent. The contact can also be experienced by a member of the Petitioner's immediate family or household. The contact must cause alarm, fear or the feeling of being forced to do something against an individual's will. The SPO orders the Respondent to stop contacting the Petitioner and their immediate family and/or household members.	https://www.courts.oregon.gov/programs/family/domestic-violence/Pages/stalking.aspx
Extreme Risk Protection Order (ERPO)	A court order that is available to a Petitioner who believes that the Respondent is at risk for suicide or may cause harm to another person in the near future. The ERPO prohibits the Respondent from owning,	https://www.courts.oregon.gov/programs/family/domestic-violence/Pages/Extreme-Risk-Protection.aspx

	possessing or acquiring firearms and other deadly weapons.	

Additional Institutional Resources for Students

Office of the Dean of Students

The Office of the Dean of Students provides support and resources to students seeking assistance for various matters. The Office of the Dean of Students can help students find access to basic needs such as food, housing, transportation, finances, medical care, and mental health treatment. Students are encouraged to submit a SOU Cares Note to be contacted by a Care Coordinator who can help with complex issues and connect them with resources on campus and in the community. A Cares Note can be submitted at

https://cm.maxient.com/reportingform.php?SouthernOregonUniv&layout_id=4. Students can also contact the Dean of Students Office directly at (541) 552-6221 or by email at dos@sou.edu.

The Office of Financial Aid

The Office of Financial Aid provides information and assistance to students for all types of college financial aid. The SOU Financial Aid team can answer questions and help students navigate various financial aid applications and processes. Raider Student Services, which houses Financial Aid, can be contacted by calling (541) 552-6600. An appointment with the Financial Aid team can be made by emailing finaid@sou.edu. Additional information can be found at: https://sou.edu/student-services/.

International Programs

The Office of International Programs (OIP) is SOU's primary resource for international educational activities. The OIP provides resources and support, including visa and immigration assistance for prospective and current students. OIP can be reached by emailing intprogs@sou.edu or by calling (541) 552-6411. Additional contact information can be found at: https://inside.sou.edu/international/contact.html. Visa and immigration information can also be found at: https://inside.sou.edu/international/students/index.html#3-current-international-students.

Student Ombuds

The Student Ombuds program is an independent resource for SOU students who need advice and guidance on a complaint, issue, or dispute. Ombuds are neutral, impartial professionals who operate independently of the institution's structure and functions. They do not participate in formal disciplinary proceedings, nor do they engage in situations that could create a conflict of interest. The Ombuds can provide information relating to the University's policies and procedures while maintaining confidentiality. The Ombuds can also provide conflict-resolution services, such as mediation and group facilitation. A consultation can be scheduled by emailing student.ombuds@sou.edu. Additional information can be found at: https://studentlife.sou.edu/assou/student-ombuds/.

Additional Institutional Resources for Employees

Employee Assistance Program

The Employee Assistance Program (EAP) is a free and confidential benefit for eligible faculty and staff. The EAP can provide confidential counseling and resources to those struggling with work or family issues. Services include consultation for mental health concerns, legal consultation and mediation, life and financial coaching, wellness tools, and many other resources. Counselors through this program can be reached by phone at 800-433-2320 or by email at info@canopywell.com. Additional information about the EAP can be found at: https://hrs.sou.edu/benefits-and-leaves/employee-assistance-program/. Employees can also contact Human Resource Services with questions relating to the EAP and general health benefits. HR professional staff can be contacted by email at hrs@sou.edu or by phone at (541) 552-8553.

Faculty Ombuds

The Faculty Ombuds Office serves as an independent resource for SOU faculty seeking advice and guidance on academic or administrative questions, concerns, or conflicts. Faculty Ombuds are an informal, impartial, independent, neutral, and confidential resource who can clarify University governance structures and identify options available to faculty. Faculty Ombuds do not advocate on behalf of a specific person or entity; they support fair process and open communication. They do not participate in any formal adjudicative or administrative procedure related to the concerns that are brought to their attention. The Faculty Ombuds Office can be reached by emailing sou.ombuds@gmail.com or by calling (541) 552-8491. Additional information can be found at: https://sou.edu/faculty-ombuds/.

Community Resources

Community Works

Community Works is a non-profit organization in Jackson County that provides free and confidential services to domestic violence and sexual assault victims. These services include assistance with safety planning, finding housing, and filing protective orders. The Community Works HelpLine can be reached at (541) 779-4357. Community Works also provides on-campus sexual assault advocacy services, free of charge, to SOU community members. Additional information can be found at: https://www.community-works.org/.

The Center for NonProfit Legal Services

The Center for NonProfit Legal Services (CNPLS) is a private non-profit law firm that provides free legal assistance to low-income individuals in Jackson County. CNPLS strives to assist survivors of domestic violence as well as those seeking visa and immigration assistance. CNPLS is located at 225

W Main St, Medford, OR 97501 and can be contacted by calling (541) 779-7291. Additional information can be found at: https://cnpls.org/.

Jackson County Victim Assistance
The Jackson County Victim Assistance Program provides support, information and resources to crime victims as they navigate through the criminal justice system. Advocates under this program help victims understand the criminal justice process while ensuring that their rights are respected and their voices are heard. The program is located within the Jackson County District Attorney's Office at 815 W. 10th St, Medford, OR 97501 and can be reached at (541) 774-8187. Additional information can be found at: https://jacksoncountyor.org/da/Victim-Services/Victim-Assistance-Program.

Jackson County Sexual Assault Response Team
The Jackson County Sexual Assault Response Tea
m (SART) is a non-profit organization that provides guidance and resources to victims of sexual assault. The agency can assist victims with finding medical care, exploring options for reporting, and seeking recovery and support for healing. SART can be contacted by calling (541) 840-0904 or emailing jcsart@charter.net. Additional information can be found at: https://www.jacksoncountysart.org/.

Statewide Resources
Oregon Crime Victims Law Center
The Oregon Crime Victims Law Center (OCVLC) is a non-profit organization that provides free legal services to crime victims including assistance with protection orders, safety planning, and resource referrals for survivors of domestic violence, dating violence, sexual assault, and stalking. OCVLC represents child and adult victims of crime who are Oregon residents or individuals who experienced crime within the state of Oregon. OCVLC is located at 7412 SW Beaverton-Hillsdale Hwy, Suite 209, Portland, OR 97225 and can be contacted by calling (503) 208-8160 or emailing info@ocvlc.org. Additional information can be found at: https://www.ocvlc.org/.

Oregon State Bar
The Oregon State Bar's Lawyer Referral Service (LRS) is available to members of the public needing assistance in finding legal representation. LRS does not provide legal advice or answer legal questions, but can refer individuals to a lawyer based on their location, legal matter, and preferred language. The LRS can be contacted by calling (503) 684-3763 or completing the Online Referral Request Form at: https://www.osbar.org/public/ris/lrsform.html. Additional information about the Oregon State Bar's programs can be found at: https://www.osbar.org/public/ris.

National Resources
National Center for Victims of Crime

VictimConnect is a program under the National Center for Victims of Crime that provides confidential resources and referrals. Victim Assistance Specialists can provide information and emotional support over the phone to callers who have experienced crime victimization and need help. VictimConnect is available by phone and text at 855-484-2846 Monday through Friday 9:00am – 5:00pm ET. Additional information can be found at: https://victimconnect.org/.

National Domestic Violence Hotline
The National Domestic Violence Hotline provides a free 24/7 hotline that offers confidential support to survivors of domestic violence. Advocates can provide information for crisis intervention and referral services. Survivors can call 800-799-SAFE (7233) or text "START" to 88788 to connect with an advocate. Additional information can be found at: https://www.thehotline.org/.

RAINN
The Rape, Abuse, & Incest National Network (RAINN) provides a free 24/7 hotline that offers confidential support to survivors of sexual assault. Survivors can call 800-656-HOPE (4673), which will connect them to a trained staff member from a sexual assault service provider in the area. The local provider will be based on the first six digits of the caller's phone number. Additional information can be found at: https://www.rainn.org/.

ADJUDICATION OF VIOLATIONS OF SEXUAL VIOLENCE AND HARASSMENT

The adjudication of violations of sexual violence and harassment apply to all allegations of Sexual Assault, Domestic Violence, Dating Violence, and Stalking for both students and employees. All proceedings include a prompt, fair, and impartial process from the initial investigation to the final result for all alleged violations. Applicable sanctions for students and employees are listed further below in this section.

Initial Intake and Assessment
When the Equity Grievance Office receives a report alleging a potential violation of the Policy, the Office will promptly contact the Complainant to discuss the availability of supportive measures, inform the Complainant of the availability of Supportive Measures with or without the filing of a Formal Complaint, explain to the Complainant the process for filing a Formal Complaint, and consider the Complainant's wishes with respect to supportive measures. The Initial Intake & Assessment seeks to gather information only to determine whether the Policy applies to the report and, if so, whether an informal or formal resolution process or the provision of supportive measures only is the appropriate response under the Policy.

Filing a Formal Complaint
To file a Formal Complaint, a Complainant must provide the Director of Equity Grievance/Title IX Coordinator a written, signed complaint describing the facts alleged. If a Complainant does not wish to

make a Formal Complaint, the Director of Equity Grievance/Title IX Coordinator may determine a Formal Complaint is necessary, and the Director of Equity Grievance/Title IX Coordinator may sign the Complaint. The University will inform the Complainant of this decision in writing, and the Complainant need not participate in the process further but will receive all notices issued under this policy.

Resolving a Formal Complaint

This section describes the two types of resolution processes – alternative and formal. Formal resolution processes include several options for determination or decision-making based on the type of Prohibited Conduct alleged.

Alternative Resolution

Alternative resolution is a voluntary, remedies-based, structured interaction between or among affected parties that balances support and accountability. Alternative resolution is designed to eliminate the Prohibited Conduct, prevent its recurrence, and remedy its effects in a manner that meets the needs of the Complainant while maintaining the safety of the campus community. Alternative Resolution does not involve an investigation and will not result in a determination of whether a policy was violated. A University Decision-Maker will not issue sanctions in the alternative resolution process.

Formal Grievance Process

The formal resolution process includes Notice, Investigation, Evidence Review, Determination, Sanctions (if relevant), and Appeals. The determination process available will depend on the type of Prohibited Conduct alleged.

Notice

Written notice will be sent simultaneously to all Parties. The parties will have sufficient time to read and review the notice of allegations and prepare a response prior to any interviews. The Director of Equity Grievance/Title IX Coordinator may also hold an initial meeting with a Respondent. The notice will include, at minimum, the following elements:

- Notice of the allegations potentially constituting Prohibited Conduct, and sufficient details known at the time the notice is issued, such as the identities of the parties involved in the incident, if known, including the Complainant; the conduct allegedly constituting Prohibited Conduct; and the date and location of the alleged incident(s), if known.
- Information about the Alternative Resolution and Formal Resolution Processes, with a link to the full procedures.
- Reference to the specific determination process being used to address the allegations. For determinations without a hearing, the Decision Maker will be identified. If the University assigns a different Decision Maker, an updated notice will be provided to the Parties.

- A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the process.
- A statement that the parties may have an advisor of their choice, who may be, but is not required to be, an attorney.
- A statement that before the conclusion of the investigation, the parties may inspect and review evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including the evidence upon which the institution does not intend to rely in reaching a determination regarding responsibility, and evidence that both tends to prove or disprove the allegations, whether obtained from a party or other source.
- A statement that knowingly making false statements or knowingly submitting false information is prohibited.
- How to challenge participation by the Investigator for bias or conflict of interest – which the Director of Equity Grievance/Title IX Coordinator will resolve in their sole discretion.

If in the course of the investigation, the University determines that it will investigate additional allegations of prohibited conduct in covered programs and activities that were not included in the initial notice, additional notice will be sent to the parties, and additional sufficient time for review and response will be provided prior to an interview on those allegations.

Investigation

The University will assign a trained investigator to review the matter, interview witnesses, review evidence, and develop an investigation report. The investigator will conduct an adequate, reliable, and impartial investigation in a reasonably prompt timeframe. As part of this investigation, they will interview witnesses whom they deem necessary and appropriate to determine the facts relevant to the complaint and gather relevant evidence. Members of the University community are expected to provide truthful information in any report, meeting, or proceeding under this Policy.

When a party meets with an investigator, the investigator will ask questions related to the allegations in the Formal Complaint and a party is given the opportunity speak to the allegations and related events. Parties will be provided an opportunity to identify witnesses and to provide evidence that is related to the allegations. The investigator may ask to interview an individual more than once so that they may respond to information gathered, or to provide additional clarity to information that has been provided.

SOU has the burden of proof and the burden of gathering evidence. This burden does not rest with either party, and either party may decide to limit their participation in part or all of the process, or to decline to participate. This does not shift the burden of proof away from SOU and does not indicate responsibility.

The University aims to complete all investigations within 90 business days. This timeframe may be extended as necessary by the Director of Equity Grievance/Title IX Coordinator with notice to the parties for reasons including but not limited to accommodation of criminal investigations, ensuring the health or safety of witnesses and other participants, ensuring availability of witnesses and other participants, and ensuring participants have adequate access to hearing materials.

The Investigator will work to gather all relevant evidence. This will include inculpatory evidence (that tends to show it is more likely that someone committed a violation) and exculpatory evidence (that tends to show it less likely that someone committed a violation). All parties must submit any evidence they would like the investigator to consider prior to when the parties' time to inspect and review evidence begins.

Evidence Review

At the conclusion of all interviews and fact-gathering, and when the evidence has been gathered, the Investigator will provide each party and their advisor the opportunity to review all of the evidence gathered that is directly related to the allegation(s) and the preliminary investigation report. This will include both inculpatory and exculpatory evidence and may include evidence that is not relied upon in making a determination, for example evidence that is directly related but not relevant. The purpose of the inspection and review process is to allow each party the equal opportunity to meaningfully respond to the evidence prior to conclusion of the investigation.

Given the sensitive nature of the information provided, SOU will facilitate this review in a secure manner. Neither the parties nor their advisors may copy, remove, photograph, print, image, videotape, record, or in any manner otherwise duplicate or remove the information provided. Any student or employee who fails to abide by this may be subject to discipline. Any Advisor who fails to abide by this may be subject to discipline or may be excluded from further participation in the process.

The parties will have ten days to inspect and review the evidence and preliminary report and submit a written response by email or hard copy to the Investigator. The Investigator will consider the parties' written responses before completing the Investigation Report. The responses may require additional investigation. This shall be the final opportunity to present evidence or suggest witnesses. SOU will provide access to copies of the parties' written responses to the investigator to all parties and their advisors, if any.

Following evidence and preliminary report review, any newly gathered evidence shall be made available to the parties and their advisors for review. The specific amount of time for this second and final review will be reasonably determined by the Director of Equity Grievance/Title IX Coordinator on a case-by-case basis based on the nature and complexity of the newly discovered evidence.

Final Investigation Report

The Investigator will prepare a final report summarizing the relevant evidence. The Final Investigative Report will be sent to the parties, their Advisors, and the Decision-Maker. The Parties will be provided a date by which to submit a written response to the Final Report to the Decision-Maker. Such a response is optional.

No new evidence will be accepted at this time unless, in the sole discretion of the Dir. EG/TIX, relevant evidence becomes available that was unavailable or not reasonably knowable at an earlier stage and which, if not included, could impact the outcome of the matter.

Determination

A hearing will be used for determination in Formal Resolutions of Title IX Prohibited Conduct and also for allegations of Non-Title IX Sexual Misconduct involving a student Respondent. For other Prohibited Conduct under this policy, the Formal Resolution procedures for determination without a hearing will be used.

Determination without a hearing

Determination without a hearing is not available for Title IX Prohibited Conduct, or when the allegations involve a student Respondent and Non-Title IX Sexual Misconduct. The Dir. EG/TIX will appoint a Decision Maker to review the investigation report and to make a determination based on the preponderance of the evidence. If the investigator is going to be the Decision Maker, the Dir. EG/TIX will note this at the outset of the investigation in the Notice of Allegations. The Dir. EG/TIX cannot be the Decision Maker.

After the investigator issues the final investigation report, the Director of Equity Grievance/Title IX Coordinator will appoint a Decision-Maker if one has not already been selected. The Director of Equity Grievance/Title IX Coordinator will issue notice to both parties that includes the following:

- A description of the alleged violation(s);
- A reference to the applicable policy and policy provisions, with access to the full policy and procedures (including by link).
- The name(s) of the Decision-Maker appointed by the Dir. EG/TIX.
- How to challenge participation by a Decision-Maker for bias or conflict of interest, to be resolved by the Dir. EG/TIX in their sole discretion.

The Decision-Maker will review the final investigation report and the evidence collected to determine responsibility based on the preponderance of the evidence. The Decision Maker will aim to provide their notice of outcome regarding responsibility to the University within 15 days of receiving the final investigation report. The notice of outcome will include:

- Identification of the allegations potentially constituting Prohibited Conduct;
- A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- Findings of fact supporting the determination;
- Conclusions regarding which section of this policy or other University policy, if any, the Respondent has or has not violated.
- For each allegation, a determination regarding responsibility for an identified policy violation (Prohibited Conduct), with the rationale;
- A statement of, and rationale for, any disciplinary sanctions the recipient imposed on the Respondent; and SOU's appeal procedures and applicable deadlines; and
- How to challenge participation by the Appeal Decision Maker for bias or conflict of interest – which the Director of Equity Grievance/Title IX Coordinator Dir. EG/TIX will resolve in their sole discretion.

Determination with a hearing

In cases involving Title IX Prohibited Conduct and in Non-Title IX Sexual Misconduct cases where the Respondent is a student, the determination includes a live hearing. All participants shall be subject to SOU's Rules of Decorum.

At least 10 days prior to the hearing, the Director of Equity Grievance/Title IX Coordinator will notify the parties in writing. This notice will include:

- The time, date and location of the hearing and a reminder that the parties have a right to attend. If any party does not appear at the scheduled hearing, the hearing will be held in their absence and sanctions may be imposed despite the party's absence.
- A description of the alleged violation(s) and a reference to the applicable policy wherein a party can review the applicable procedures and potential sanctions/responsive actions that could result.
- The names of the Decision-Maker as appointed by the Director of Equity Grievance/Title IX Coordinator.
- How to challenge participation by a Decision-Maker for bias or conflict of interest – which the Director of Equity Grievance/Title IX Coordinator will resolve in their sole discretion.
- The parties may have an advisor of their choice at the hearing for purpose of conducting cross examination.
- Notice of the date, time, and location of the pre-hearing meeting, if any.

The University will hold a pre-hearing meeting to ensure the parties and their advisors of choice, if any and if they choose to attend, understand the hearing procedures. Such a meeting will typically be held more than one week prior to the hearing.

The hearing may be conducted with all parties together in a video conferencing platform. This technology will enable participants simultaneously to see and hear each other.

A hearing will begin with the Decision-Maker providing opening instructions. Once complete, the Parties can provide an opening statement, which should not exceed five minutes. An advisor is not permitted to provide an opening statement on behalf of their party. Once opening statements have concluded, the Decision-Maker may pose questions to parties and witnesses regarding information deemed relevant by the Decision-Maker, and in an order left to the discretion of the Decision Maker. The Parties or their advisors will have the opportunity to conduct cross-examination of all parties and witnesses, should that party or witness wish to answer cross-examination questions. Once the questioning has concluded, the Parties can provide a closing statement, which should not exceed five minutes.

All Parties have a right to be present at the hearing. Parties may be accompanied in the hearing by an advisor of their choice and must provide the name of their advisor to the Director of Equity Grievance/Title IX Coordinator at least three (3) days prior to the hearing. Additional attendees may be permitted at the discretion of the Director of Equity Grievance/Title IX Coordinator in connection with approved accommodation.

The University may still proceed with the hearing in the absence of a party or witness(es) and may reach a determination of responsibility in their absence. If a party does not attend the hearing, they are waiving their participation in the hearing. The University will not provide an advisor to appear on behalf of the non-appearing Party. The Decision-Maker cannot draw an inference about the determination regarding responsibility based solely on a party's absence from the live hearing or refusal to answer cross examination or other questions.

As a general rule, no new evidence or witnesses may be submitted during the live hearing. If a party identifies new evidence or witnesses that were not reasonably available during the investigation and could affect the outcome of the matter, the party may request that such evidence or witnesses be considered at the live hearing.

All proceedings will be audio recorded. A transcript or an audio recording will be made available to the parties for inspection and review, at the University's discretion. This will be the sole recording of the hearing; no Party, Advisor, or witness is permitted to record the hearing, or any portion of the hearing. Any unauthorized recording may result in disciplinary action.

The Decision-Maker will deliberate and make a determination about responsibility based on the preponderance of the evidence. The Decision-Maker will prepare a written determination, which they will provide to the Director of Equity Grievance/Title IX Coordinator. This determination will be included in a notice of outcome issued simultaneously to all parties. If there are no extenuating circumstances, the determination regarding responsibility will be issued by the University within fifteen (15) days of the completion of the hearing.

The notice of outcome will include:

- Identification of the allegations potentially constituting Prohibited Conduct;
- A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- Findings of fact supporting the determination;
- Conclusions regarding which section of this policy or other University policy, if any, the Respondent has or has not violated.
- For each allegation:
    - A statement of, and rationale for, a determination regarding responsibility;
    - A statement of, and rationale for, any disciplinary sanctions the recipient imposed on the Respondent; and
    - A statement of, and rationale for, whether remedies designed to restore or preserve equal access to SOU's education program or activity will be provided to the Complainant, except that the remedies provided shall not be shared with the Respondent; and
- SOU's procedures and the permitted reasons for the Complainant and Respondent to appeal, including identifying the appeals Decision-Maker.
- How to challenge participation by the Appeal Decision-Maker for bias or conflict of interest – which the Director of Equity Grievance/Title IX Coordinator will resolve in their sole discretion.

Sanctions

Sanctions or responsive actions will be determined by the Decision Maker for all non-employee Respondents. For employee Respondents, human resources will determine the appropriate sanctions. Previous disciplinary action of any kind involving the Respondent may be considered in determining an appropriate sanction upon a determination of responsibility. This information is only considered at the sanction stage of the process and is not shared until then. The parties may each submit a written impact statement prior to the hearing for the consideration of the Decision-Maker at the sanction stage of the process (if the process progresses to sanctioning) after a determination of responsibility is reached.

Student Sanctions

The following are the usual sanctions that may be imposed upon students or organizations singly or in combination:

- Warning: A formal statement that the behavior was unacceptable and a warning that further infractions of any University policy, procedure or directive will result in more severe sanctions/responsive actions.
- Probation: A written reprimand for violation of this policy or the Code of Student Conduct, providing for more severe disciplinary sanctions in the event that the student or organization is found in violation of any University policy, procedure or directive within a specified period of time. Terms of the probation will be specified and may include denial of specified social privileges, exclusion from co-curricular activities, no contact orders or other measures deemed appropriate.
- Suspension: Termination of student status for a definite period of time or until specific criteria are met. Students who return from suspension are automatically placed on probation through the remainder of their tenure at the University.
- Expulsion: Permanent termination of student status and revocation of rights to be on campus for any reason or attend University-sponsored events. This sanction may be noted on the student's official transcript with an appropriate reference to the policy violated.
- Withholding Diploma: The University may withhold a student's diploma for a specified period of time or deny a student participation in commencement activities if the student has a grievance pending, or as a sanction if the student is found responsible for an alleged violation.
- Organizational Sanctions: Deactivation, de-recognition and loss of all privileges (including University registration), for a specified period of time.
- Other Actions: In addition to or in place of the above sanctions, the University may assign any other sanctions as deemed appropriate, including but not limited to a reflection essay or completion of education modules.

Employee Sanctions

When an employee is found responsible for violating this policy, the matter will be referred to Human Resources for next steps in accordance with university policy and procedures. Following any appeal and issuance of discipline regarding employee-members of the SEIU classified staff and faculty bargaining units, such employees will have the opportunity to grieve tangible employment sanctions to the extent provided by their respective grievance processes.

Appeals

Any party may appeal (1) the dismissal of a formal Complaint or any included allegations or (2) a determination about responsibility and sanctions. The appeal is not a live hearing; it is decided on written submissions only.

Requests for appeal must be submitted in writing to the Director of Equity Grievance/Title IX Coordinator within ten (10) days of the delivery of the written finding of the Decision-Maker. The limited grounds for appeal available are as follows:

- A procedural irregularity affected the outcome of the matter;
- A party has evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of this matter;
- The sanctions imposed are substantially disproportionate to the severity of the violation.
- The Director of Equity Grievance/Title IX Coordinator, Investigator, or Decision-Maker had an actual conflict of interest or demonstrated bias for or against an individual party, or for or against Complainants or Respondents generally, that affected the outcome of the matter.

If a party appeals, the other party will be notified, in writing, and will then have five (5) days to respond to the appeal or submit their own appeal, if they wish. The Director of Equity Grievance/Title IX Coordinator will designate a Decision-Maker to hear timely appeals.

The appellate Decision-Maker will review all appeals and will issue a written determination which will include the findings of each specified ground for appeal along with the rationale for each finding. The outcome of the appeal, including the rationale for the decision, will be provided simultaneously in writing to both parties fifteen (15) business days from the date submissions were due from the parties.

Once the Decision Maker issues its determination, further appeals are not permitted. Employees may only initiate any grievance process available to them pursuant to an applicable collective bargaining agreement after the appeal is final. Such grievances must allege a violation of the collective bargaining agreement and will not be permitted to allow a new hearing on the truth or falsity of any factual allegations or conclusions.

Statement of the Rights of a Party Bringing a Grievance

Parties have the right to the following:

- Access to confidential support.
- To be treated with respect by university officials.
- To be informed in writing of and offered the opportunity to take advantage of campus support resources (such as counseling and medical services, the Office of the Dean of Students, or Employee Assistance Program (EAP) services for employees).
- To be informed in writing about options for, and available assistance in, changing academic, living, transportation and working situations, if requested and if such options are reasonably available.
- To receive supportive measures and interim remedies, including but not limited to no contact orders, without making a formal complaint.

- To experience a safe living, educational and work environment.
- To participate in alternative resolutions if all parties consent to such a process, and with the approval of the Director of Equity Grievance/Title IX Coordinator.
- To receive amnesty for minor student misconduct (such as alcohol or drug violations) that is ancillary to the incident.
- To have grievances heard in substantial accordance with these procedures.
- To participate fully in the process, including where a Formal Complaint was signed by the Director of Equity Grievance/Title IX Coordinator.
- To be informed in writing of the outcome/resolution of the grievance, sanctions where permissible and the rationale for the outcome where permissible.
- To be informed in writing of the option to, or not to notify and seek assistance from law enforcement and campus authorities.
- Where applicable, the right to be advised on the University's responsibilities and their rights regarding any applicable University no-contact directives, or restraining and protective orders issued through law enforcement.
- To be presumed not responsible until an investigation proves otherwise by the standard of preponderance of the evidence.
- To receive a fair and impartial investigation and hearing process.
- To be free from retaliation.
- To have an advisor of choice, including union representative during this process
  To be provided access to investigative materials during the investigation and prior to a hearing.

Training for University Staff

All University officials involved in the adjudication and investigation process receive annual training on issues related to Sexual Assault, Domestic Violence, Dating Violence, and Stalking, as well as how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability. The Director of Equity Grievance/Title IX Coordinator specifically trains team members every year. This training includes an overview of matters related to objectivity and the weighing of evidence, as well as bias and conflict of interest. Members are taught to impartially determine facts while relying solely on the standard of proof and the language of the Equal Opportunity, Harassment, and Sexual Misconduct Policy.

The Equity Grievance Team also participates in yearly training and policy review led by the Director of Equity Grievance/Title IX Coordinator. Additionally, members of the Equity Grievance Team have participated in trainings provided by organizations such as ATIXA (Association of Title IX Administrators) and Grand River Solutions. These trainings have featured a variety of topics, including intimate partner violence, informal resolutions, conflicts of interest, advising complainants and respondents, and anticipated changes to Title IX regulations.

ADJUDICATION OF STUDENT CONDUCT VIOLATIONS

Standards of Conduct
Disciplinary sanctions as serious as suspension or dismissal from the University, or dismissal or eviction from University housing, may be imposed against any students found responsible for committing, attempting to commit or intentionally assisting in any of the offenses listed in the Code of Student Conduct and the housing contract.

Prohibited Conduct
The following list describes actions that detract from the effectiveness of a University community and/or which students are subject to disciplinary action. All violations below are also prohibited off-campus and may be adjudicated by the University when the behavior potentially jeopardizes an individual's or the community's safety or educational opportunities. The Code of Student Conduct in its entirety can be found at:

https://policies.sou.edu/wp-content/uploads/2026/04/SAD.015-Student-Code-of-Conduct-Rights-and-Responsibilities.pdf

Prohibited conduct includes, but is not limited to, the following violations for the purposes of the Clery Act and VAWA:

1. Academic Misconduct: Each student's education is the product of their own intellectual effort and engagement in a process of critical exchange. Breaches of academic integrity compromise the overall quality of scholarship and detract from the value of the SOU degree. The university must respond to any act of academic misconduct to honor and protect responsible citizenship, both globally and within the university community. Prohibited academic conduct is as follows:
    a. Acts of academic misconduct involve the use or attempted use of any method that is prohibited and/or enables a student to misrepresent the quality or integrity of their academic work.
    b. Academic misconduct with respect to examinations includes but is not limited to copying from the work of another, allowing another student to copy from one's own work, unauthorized use of crib notes during exam time, arranging for another person to substitute in taking an examination, or giving or receiving unauthorized information prior to or during the examination.
    c. Academic misconduct with respect to written or other types of assignments includes but is not limited to:
        i. Failure to acknowledge the ideas or words of another that have been intentionally taken from any published or unpublished source;
        ii. Placing one's name on papers, reports, or other documents that are the work of another individual;
        iii. Flagrant misuse of the assistance provided by another in the process of completing academic work, or the submission of unacceptably similar work resulting from inappropriate collaboration or assistance;

iv. Submission of the same paper or project for separate courses without prior authorization by faculty members;
v. Fabrication, alteration, or other manipulation of data;
vi. Knowingly aiding in or inciting the academic dishonesty of another; or
vii. Inappropriate collaboration on papers, exams or other work.

d. Academic misconduct with respect to intellectual property includes but is not limited to theft, alteration or destruction of the academic work of other members of the community or of the educational resources, materials or official documents of the university.

2. Animal Control: The following animal-related behavior is prohibited:
   a. Inhumane or cruel treatment of animals on university premises;
   b. Bringing any animal inside a university building, with the exception of guide or service animals approved by Disability Resources, or by special permission of the Dean of Students;
   c. Leaving an animal unattended on university premises, even when tethered;
   d. Leaving an animal in a closed vehicle on university premises;
   e. Allowing a dog off leash in any public building, green space, courtyard, or any other exterior area on university property.
3. Coercive or Abusive Conduct: Use of emotionally laden or abusive language or materials to attempt to sway, receive an exception, intimidate, ridicule, or disrespect a member of the university community is prohibited.

4. Complicity to Misconduct: All students at SOU are responsible for the safety of the campus community. The absence of a student's active participation in the misconduct is an insufficient response to violations of the SOU Code of Student Conduct. When their individual safety is not compromised, students are expected to take an active role in disengaging from all acts of misconduct and are expected to adhere to SOU's Community Standards, which include personal integrity and responsible decision making.

5. Deliberate Acts of Dishonesty: In general, acts of dishonesty are prohibited. Such acts may include, but are not limited to:

   a. Furnishing false and/or misleading information to any university or community official, faculty member, administrative office or conduct body;
   b. Forgery, alteration and/or misuse of any university record, document or instrument of identification;
   c. Bribery and/or coercion;
   d. Fraud and/or other misrepresentation.

6. Controlled Substances:

   a. The unlawful use, abuse, sale, purchase, transfer, possession, manufacture, distribution, or dispensing of alcohol or other drugs on university property or as part of any university activity is prohibited.

b. Use, possession, cultivation, manufacture, promotion, sale, and/or distribution of narcotics or other controlled substances, except as expressly permitted by law, is prohibited.
c. Use and/or possession of prescription drugs prescribed to another is prohibited.
d. The service of alcohol to and/or consumption by any person who is under the age of 21 or is intoxicated is prohibited.
e. Use of alcohol or other drugs in the presence of a person who is under 21 years of age is prohibited and may result in an additional violation.
f. Public intoxication at any age is prohibited.
g. Intoxication to the point of incapacitation at any age is prohibited.
h. Common source containers of alcohol, such as kegs, are prohibited on campus and university properties except with prior written permission from the President or designee.
i. Alcohol and other drugs may not be consumed in the course of any class, laboratory or other activity at which attendance is required as part of a student's course or degree requirements. Exception is granted for wine appreciation classes.

7. Cyber Misconduct:

a. Unwanted communication with another person using computers, email, cell phones or any other digital device is prohibited.
b. Abuse, misuse, and/or theft of computer data, equipment, and/or software, including unauthorized file sharing, distribution of electronic materials, or creating or presenting false information, whether as a hoax, to incite fear, or to embarrass, harass, or ridicule another person is also prohibited.
c. Hacking: Unauthorized entry into any off campus, university-owned, or university-controlled network or other online space is prohibited.
d. Illegal download: Use of any university-owned or controlled network to download illegally any material that is under copyright or other ownership is prohibited.
e. Surveillance: Recording, streaming, or viewing another person without consent through the use of electronic, digital, or online devices, including sharing such materials with others, is prohibited. This conduct may be reviewed under the Equal Opportunity, Harassment, and Sexual Misconduct Policy.

8. Destruction of Property: Damage to public or private property, whether intentional or unintentional, is prohibited.

9. Disorderly Behavior: Disorderly behavior, which includes one or more of the following behaviors, is prohibited: loud, aggressive, profane, abusive, drunken, and/or other behavior, which disrupts or obstructs the orderly functioning of the university or disturbs the peace and/or comfort of person(s) on campus, on university owned or controlled property, or at university sponsored or supervised functions. Exhibiting behavior that creates a concern for

harm to others or behavior that suggests a serious problem which is detrimental to the university and university community is prohibited.

10. Disruptive Behavior: Disruptive behavior, which is engaging in or inciting others to engage in the disruption, obstruction, and/or interference with any of the following, is prohibited:

a. University student conduct proceedings.
b. Educational activities in classrooms or other educational environments (both physical and online), lecture halls, campus library, laboratories, computer laboratories, theatres, or any other place where education and teaching activities take place.
c. Academic expectations. Disruption, obstruction, or interference includes classroom behavior, which, in the judgment of the instructor, impedes other students' opportunity to learn and/or which interferes with class objectives. This includes disrespectful and/or abusive communication with professors and/or administrators. This provision includes university classes held on and off SOU premises, including distance learning and online courses.
d. Administrative, auxiliary, support, or other campus offices. This may include behavior that demands unreasonable allocation of time or resources beyond the intended scope of the office.
e. Operations of Campus Public Safety, fire, police, emergency services, and/or residential life staff.
f. Interference with campus safety instruments.
g. Any student's ability to study, learn, and/or complete academic requirements including, but not limited to, destroying, preventing, and/or limiting access to information or records.
h. Intentionally interfering with the freedom of expression of others on university premises or at university-sponsored activities.
i. University activities, including its public service functions, whether on- or off-campus, and other non-university activities, which occur on university premises.

11. Domestic violence and intimate violence is defined and adjudicated through SOU's Equal Opportunity, Harassment, and Sexual Misconduct Policy.

12. Failure to Comply:

a. Failure to comply with university regulations, state, and/or federal laws, and/or the directives of university and/or community officials while acting in their duties is prohibited.
b. Failure to comply with the conditions of the Southern Oregon University Residence and Dining Contract is prohibited.
c. Failure to comply with the conditions of the Student Apartments & Family Housing House/Apartment Residential Lease is prohibited.

d. Failure to comply with the conditions of the University Housing Community Standards is prohibited.
e. Failure to comply with student conduct proceedings, including rules governing hearings procedures and sanctions imposed is prohibited.
f. Failure to comply with the sanction(s) imposed under the Code is prohibited.
g. Failure to comply with community standards is prohibited.
h. Failure to comply with university directives regarding health and safety standards, including students who consciously and/or purposefully endanger the health and safety of other students, faculty, staff, or visitors in the community is prohibited.

13. Gambling: Illegal gambling or wagering on university premises or at any official function sponsored by the university is prohibited.

14. Harassment is conduct that intentionally and maliciously aggravates, intimidates, ridicules, or humiliates another person and is prohibited. For harassment based on identity, see the Equal Opportunity, Harassment, and Sexual Misconduct Policy.

15. Hazing: Any act which endangers the mental or physical health or safety of a student, or which destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization is prohibited.

16. Interference with Community Standards:

a. Verbal or physical threats and/or intimidation of a person participating in a student conduct proceeding in any capacity is prohibited.
b. Influencing or attempting to influence another person to commit an abuse of community standards is prohibited.
c. Attempting to influence the impartiality of a member of a conduct body prior to, and/or during the course of, the conduct proceeding is prohibited.
d. Failure to comply with the sanction(s) imposed under the Code is prohibited.

17. Littering: Littering is defined as throwing, discarding, placing or depositing items in university buildings or on university grounds, except in receptacles provided for such purposes, and is prohibited.

18. Misuse of Emergency Equipment and Procedures:

a. Tampering with, damage of or intentional misuse of emergency devices or blocking of fire exits or other means of impeding traffic is prohibited.
b. Use of fire escapes, ground level fire doors, fire hoses, extinguishers, and/or alarm equipment in non-emergency situations is prohibited.
c. Failure to comply with fire drill procedures or emergency building evacuations is prohibited.

d. Initiating a false report or warning, or the threat of fire, explosion, false fire alarm, or other emergency is prohibited.

19. Noise: Activities in violation of established quiet hours in residence halls and academic buildings or which violate local, state, or federal noise ordinances is prohibited.

20. Obstruction: Obstruction of the free flow of pedestrian or vehicular traffic on university premises or at university-sponsored or supervised functions is prohibited.

21. Restraint Violation: Restraint of a person against their expressed will is a violation and may include the following:

a. Physical restraint of another person.

-Denying another person movement, departure, or access by any means, including threat or coercion.

22. Retaliation: Retaliation and/or harassment against a person making a report in good faith and/or a person engaged in their official duties related to employment, position in a club or organization, or other engagement on campus is prohibited.

23. Sexual misconduct as defined and adjudicated through SOU's Equal Opportunity, Harassment, and Sexual Misconduct Policy is prohibited.

24. Smoking: Smoking, including but not limited to the use of smokeless products such as e- cigarettes, vape, and others, is prohibited in any university building, within 25 feet of any building, in any university vehicle, or in any other designated area where smoking is prohibited.

25. Stalking is defined and adjudicated through SOU's Equal Opportunity, Harassment and Sexual Misconduct Policy and is prohibited.

26. Theft: Attempted or actual theft of university property or the property of students, community members, businesses, or public entities is prohibited.

27. Threatening Conduct:

a. Direct or implied threat of harm or hostile behavior that creates a reasonable fear of injury to another person, or unreasonably subjects another individual to emotional distress, and/or brandishing a weapon, or an object which appears to be a weapon, in a threatening manner is prohibited.

b. Threatening communication: Threats made online or through electronic communication with sufficient content such that it causes fear of injury or other harm are prohibited.

28. Unauthorized Use of Property: Use of any property without authorization or express permission is prohibited and includes but is not limited to:

a. Alteration, duplication, and/or misuse of keys, university documents, or identification;
b. Unauthorized entry into, or use of, university premises or equipment, including but not limited to university owned buildings, residence halls, houses, equipment, vehicles, or other supplies.

29. Vandalism: Any form of damage to public or private property of another person, group, or agency is prohibited.

30. Violation of Local, State, or Federal Laws: Violation of local, state, or federal laws on or off university premises that may be reasonably expected to have a negative impact on the university or members of the university community in any form is prohibited.

31. Violent Conduct: Violent conduct is any form of physical contact that causes physical harm to a person, including slapping, punching or otherwise physically attacking a person, and is prohibited.

32. Weapons and/or Other Devices:*

a. Firearms are prohibited on campus pursuant to and in the manner prescribed by the Firearms Policy (FAD.052). On-campus use, possession, weapons storage (outside of Campus Public Safety), or manufacture of the following is prohibited:
    i. Firearms or other devices capable of casting a projectile (this includes but is not limited to: nerf guns, paintball guns, archery bows and arrows, pellet or BB guns);
    ii. Any weapon, device, instrument, material or substance, which is designed to or may inflict injury upon another person
        1. Acceptable weapons to possess on your person while on campus: knives with a blade length shorter than three (3) inches, stun guns that do not cast a projectile, and pepper spray. Note: any use of these items in a way that flaunts, threatens, harms, or inflicts fear or injury upon another person or property is prohibited.
    iii. Explosives, bombs, chemicals, or other incendiary or destructive devices, including fireworks of any kind.
b. Attempting, committing or aiding the intentional commission of an act, which results in a fire being ignited which causes damage, or is intended to cause damage, to the property of the university, to the property of another individual, or to personal property is prohibited.

*Exception: This weapons policy does not apply to law enforcement officials who are authorized to carry weapons onto campus in accordance with their official duties.

Conduct Referrals and Hearing Process

Any person may refer a student or a student group or organization suspected of violating University policy to the Office of the Dean of Students. Persons making such referrals are required to provide information pertinent to the situation and will normally be expected to provide an incident report and written statement and/or appear at a hearing as the complainant. The hearing format for resolution will be selected at the discretion of the Associate Dean or designee.

The Associate Dean or designee may conduct an investigation (or request conduct of an investigation by other University officials) to determine if the allegations have merit and/or if they can be disposed of administratively by mutual consent of the parties involved on a basis acceptable to the Associate Dean or designee. Such disposition shall be final and there shall be no subsequent proceedings. If the charges cannot be disposed of by mutual consent, the Associate Dean or designee will proceed with a hearing.

All allegations of misconduct are presented to the respondent in written form. The notification includes the date or date range, location and description of the prohibited conduct relevant to the alleged violation. A time is set for a hearing, not less than three (3) calendar days and not more than fifteen (15) calendar days after the respondent has been notified. Minimum and maximum time limits for scheduling of hearings may be extended at the discretion of the Associate Dean or designee based on the academic calendar or at the written request of the respondent.

Hearings are conducted according to the following guidelines:

A. Hearings are conducted in private, unless both the respondent(s) and the complainant(s), and the Associate Dean or designee agree to an open hearing.
B. Admission of any person to the hearing is at the discretion of the Associate Dean or designee.
C. In hearings involving more than one respondent, the Associate Dean or designee may permit the hearings concerning each respondent to be conducted separately.
D. The complainant and the respondent may be accompanied by an advisor. The advisor may not make a presentation or represent the party bringing the complaint or responding student during the hearing. The advisor may confer quietly with their advisee, exchange notes, clarify procedural questions with the chair, and suggest questions to their advisee. The complainant and/or the respondent is responsible for presenting their own information. Comments from advisors may be requested from the Associate Dean or designee facilitating the hearing.
E. The complainant, the respondent, and the conduct officer/board have the privilege of presenting witnesses, subject to questioning by the conduct officer/board.
F. Pertinent records, exhibits, and written statements may be accepted for consideration by a conduct officer/board at the discretion of the Associate Dean or designee.
G. All procedural questions are subject to the final decision of the Associate Dean or designee.
H. After the hearing, the parties are dismissed and the conduct officer or board (by majority vote) determines whether the respondent is responsible for each alleged policy violation.
I. The conduct officer/board's determination is made on the basis of whether it is "more likely than not" that the respondent violated the policy(ies).

J. Not more than ten (10) working days following the hearing, the respondent is notified in writing of the decision and its rationale, including any sanction(s) imposed and the opportunity to appeal the decision.
K. There is a record of all hearings before a hearing board, consisting of an audio recording and all written documentation including notes taken during the hearing. The record is the property of the University and is maintained in the Office of the Dean of Students.
L. Except in the case of a student accused of violating the "failure to comply with directives" policy by not appearing before a conduct board or University official, no student may be found to have violated the policy(ies) in question solely because the student failed to appear. In all hearings, the information in support of the allegations is presented and considered. Final decisions are based on the information available.

In decisions of alleged academic misconduct, academic penalties (grades) are imposed only by faculty members (course instructor). Sexual Misconduct Review Hearings are conducted in accordance with guidelines established in the Equal Opportunity, Harassment, and Sexual Misconduct Policy.

Sanctions
A disciplinary sanction is an educational tool designed to send a clear message regarding violation of University policy. Sanctions relate to the nature of the violation, with stronger sanctions imposed for more aggravated or repeated misconduct. Sanctions of probation, suspension and dismissal require the approval of the Associate Dean or designee. All students, as members of the University community, are expected to comply with conduct sanctions within the timeframe specified by the Associate Dean or designee. Failure to follow through on conduct sanctions by the date specified, whether by refusal, neglect or any other reason, may result in additional sanctions up to and including suspension from the University. In such situations, resident students may be required to vacate University housing within 24 hours of notification by the Associate Dean or designee. A suspension will only be lifted when compliance with conduct sanctions is satisfactorily achieved. This determination will be made by the Associate Dean or designee.

The following sanctions may be imposed when a student is found responsible for policy violation(s):
A. Warning: A notice in writing to the student that the student is violating or has violated University policy.
B. Loss of Privileges: Denial of specified privileges, permanently or for a designated period of time.
C. Fines: Previously established and published fines or special fees may be charged to a student's account.
D. Restitution: Compensation for loss, damage or injury. This may take the form of appropriate service and/or monetary or material replacement.
E. Discretionary Sanctions: Work assignments, censure, research, apology letters, service to the University, or other related discretionary assignments.
F. Educational classes to be paid by fee assessed to violator. Fee may be paid directly or through community restitution.

G. University Probation: A written reprimand which may place the student's participation in University activities in a provisional status. Probation may exclude the student from participation in co-curricular activities in which the student represents the University (e.g., varsity athletics and club sports, elected student office, debate, musical, and dramatic groups). Probation may also serve as an elevated warning where appropriate.
H. Residence Hall Suspension: Separation of the student from the residence halls for a stated period of time, after which the student is eligible to re-apply. Because the University maintains a one-year residency requirement, a residence hall suspension may result in a suspension from the University, if the student has not completed the one-year residency requirement. Conditions for readmission may be specified. The student may be issued a written trespass notice from campus for the duration of the suspension.
I. Residence Hall Dismissal: Permanent separation of the student from the residence halls. The student will be issued a written trespass notice from all residence halls at the time of the expulsion.
J. Eviction from University Housing: Removal from any University owned or operated housing other than the residence halls. The student will be issued a written trespass notice from all University housing at the time of the eviction.
K. Unconditional Probation: Immediate invocation of University suspension if additional violation(s) of University policies occur during a specified period of time. Unconditional probation also includes the provisions of a disciplinary probation.
L. University Suspension: Separation of the student from the University for a specific period of time after which the student is eligible to return. Conditions for readmission may be specified. At the discretion of the Associate Dean or designee, a University trespass order is in effect for the period of the suspension. A suspension may be deferred to the end of a term at the discretion of the Associate Dean or designee.
M. University Dismissal: Permanent separation of the student from the University
N. The following sanctions may be imposed upon groups or organizations:
    a. Those sanctions listed above as applicable.
    b. Deactivation: Loss of all privileges, including university recognition, for a specified period.
O. Interim Sanctions or Interim Measures: Interim sanctions and measures may be imposed at the discretion of the Associate Dean. Interim sanctions and measures are not attributions of responsibility, but are placed in order to create conditions to allow for investigation and adjudication.
    a. Interim Suspension - In certain circumstances, the Associate Dean may impose a university or residence hall suspension prior to the hearing. Interim suspension may be imposed only:

        i. to ensure the safety and well-being of members of the university community or preservation of university property; and/or

        ii. to ensure the student's own physical or emotional safety and well-being; and/or

iii. if the student poses a definite threat of disruption of or interference with the normal operations of the university.

b. During the interim suspension, the student is denied access to the campus (including classes) and all other university activities or privileges for which the student might otherwise be eligible, as the Associate Dean may determine to be appropriate.
c. Administrative Restriction – In certain circumstances, the Associate Dean may impose an administrative restriction from all of campus or specific buildings or areas on campus.
d. Order of No Contact – This is a means of creating space between two or more people in order to allow the investigation or adjudication process to proceed.

More than one of the sanctions listed above may be imposed for any single violation. Other than University dismissal, disciplinary sanctions are not made part of the student's permanent academic record but are part of the student's confidential disciplinary record. Where sanctions involve the separation of the responsible student from University housing, the student is accountable for all financial penalties or other conditions as outlined in the residential housing contract.

Appeals
A decision may be appealed within ten (10) working days of the date of the decision letter to the Dean of Students or designee. Such appeals must be in writing and must be delivered by mail or email.

An appeal is limited to one or more of the following purposes:

A. To determine whether the original hearing was conducted fairly in light of the allegations and information presented and in conformity with the procedures outlined in the Code of Student Conduct.
B. To determine whether the decision reached regarding the respondent was based on facts sufficient to establish that a violation of University policy occurred using a preponderance standard, which is a more likely than not standard.
C. To determine whether the sanction(s) imposed were appropriate for the violation(s) for which a responsible determination was made.
D. To consider new information, sufficient to alter a decision, or other relevant facts not brought out in the original hearing, because such information and/or facts were not known to the person appealing at the time of the original hearing

If an appeal is granted, this written decision will be communicated to the original conduct officer/board for action, if appropriate. In cases of sexual misconduct, the complainant or victim will be notified of the decision and pertinent sanctions and may appeal the decision and sanctions according to the standard outlined above.

Student Groups and Organizations
Student groups and organizations may be charged with violations of University policy. A student group or organization and its officers may be held collectively or individually responsible when violations of policy by those associated with the group or organization have received the tacit or overt

consent or encouragement of the group or organization or of the groups or organization's leaders, officers, or spokespersons.

The student officers or leaders or any identifiable spokespersons for a student group or organization may be directed by the Associate Dean or designee to take action to prevent or end violations by the group or organization.

Failure to make reasonable efforts to comply with any resulting directives shall be considered a violation of University policy, both by the officers, leaders, or spokespersons for the group or organization and by the group or organization itself.

Parent and Guardian Notification

A fundamental goal of the University is to support students' independence and maturity, in part by encouraging them to assume responsibility for their own educational and personal matters. The University also encourages students and parents or guardians to communicate directly, regularly, and openly with each other about issues of mutual concern.

Under laws and policies that govern the privacy rights of students, SOU has the authority and reserves the right to contact parents or guardians of dependent students about a variety of serious matters and the parents or guardians of all students in certain emergencies regarding imminent serious injury or life or death situations.

Parental or guardian notification may occur under the following circumstances, but is not limited to:

i. Hospital visits for alcohol poisoning or drug overdose;
ii. Behavior or circumstances which put the student at an imminent safety risk, including repeated or alarming levels of prohibited substance abuse;
iii. Serious mental health concerns.

BYSTANDER INTERVENTION

General

SOU prohibits all forms of sexual harassment and sexual violence, which include, but are not limited to, the offenses of sexual assault, dating violence, domestic violence, and stalking. University officials respond swiftly to all reports of these incidents to provide support services for those who have experienced sexual or relationship violence or stalking; protect the rights of all students under Title IX and Clery obligations; apply the Code of Student Conduct; and cooperate fully with law enforcement.

Sexual violence affects everyone: individuals, families, communities, and the larger society. While some forms of sexual violence might not be illegal, such as sexist and sexually violent jokes, catcalling, sexually explicit comments, vulgar gestures, and comments about someone's appearance, sexual orientation, or gender identity, their legality does not make them any less threatening or harmful to the person victimized. All of these behaviors contribute to a culture that accepts sexual violence. Bystanders can speak up when they witness these actions in order to promote safety, respectful relationships and safer communities.

Research has shown that, on the average, third parties (individuals who are neither the victims nor the perpetrators of violence) prevented injuries in 1.2 million violence victimizations annually between 1993 and 1999 (Planty, 2002). The term "bystander" is used to describe these third parties. An engaged bystander is someone who intervenes before, during, or after a situation when they see or hear behaviors that promote sexual violence.

What is Bystander Intervention?

Bystander intervention is the use of safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene. There are several safe and effective options that a person can employ to intervene and stop inappropriate and potentially criminal behavior, including creating a distraction by using appropriate humor or interjecting in a conversation, directly confronting the potential perpetrator, or enlisting others to help intervene when you sense that someone may be at risk of harm. If you see or suspect that a crime has or is about to occur, seek help or call the police.

Bystander intervention includes recognizing situations of potential harm and understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options and taking actions to intervene. Risk reduction are options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

Individual preventive measures are risk reduction behaviors designed to decrease perpetration and bystander inaction and to increase empowerment for those who may be at risk. These measures promote safety and help individuals and communities address conditions that may facilitate violence. For instance, consider strategies for safety and accountability when planning activities or attending events with friends. Establish an agreement that no one will attempt to intimately engage with someone who may have over-consumed alcohol or other substances. If there is a possibility that you might be separated, agree to periodically check in with each other either in person or via text message. You can also agree to not leave the event until everyone is accounted for and safe, and that everyone will either leave together or continue to check in on anyone who remains at the event. If you become uncomfortable with a situation or the people involved, trust your instincts and take action, or get help to increase your sense of safety and empowerment.

COVID-19

The Jeanne Clery Act that mandates the creation of this Annual Security and Fire Safety Report is principally concerned with the issues that most impact the health and safety of the nation's college-going population. It addresses incidents of crime and fire safety, and its presence in the daily lives of students everywhere.

The University's COVID-19 Vaccination policy was suspended on June 13, 2023.

2026: Annual Fire Safety Report

Statistics for calendar year 2025

FIRE SAFETY REPORT

Campus Fire Safety Act

These annual fire safety statistics are provided in compliance with the Higher Education Opportunity Act of 2008. We review and update this information annually. This Fire Safety Report is only for the Ashland, OR campus. The Higher Education Center Medford, OR campus does not have residence halls; therefore, a Fire Safety Report is not required.

Procedure to which Students and Employees Should Report that a Fire Occurred

If a fire occurs in any Southern Oregon University building, the campus community member should immediately call 9-1-1. When calling, please provide as much information as possible about the location and possible cause of the fire.

If a member of the Southern Oregon University campus community finds evidence of a fire that has been extinguished, and the person is not sure whether Campus Public Safety has already responded, the campus community member should immediately notify Campus Public Safety, by calling 541-552-6911, to investigate and document the incident. This also ensures the inclusion of such a fire in the statistics of the Annual Fire Safety Report.

A daily fire log is available for review at Campus Public Safety, 382 Wightman Street, Ashland, OR 97520. The fire log includes information about fires that occur in residential facilities including the nature, date, time and general location. A fire is defined as "any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner."

Fire Safety at SOU

The annual fire safety report is made available as part of the University's commitment to safety and security on campus. This report contains information about University fire safety and is prepared in cooperation with University Housing, Campus Public Safety, and the Office of Environmental Health and Safety.

All student housing on campus is equipped with fire extinguishers for fire safety protection. Fire drills/evacuations are conducted each term for all residence halls. Open flames are prohibited in residence halls, and portable electrical appliances must be UL approved.

Resident Assistants and Area Coordinators are trained on fire safety annually. The evacuation procedure for all student housing buildings is to proceed to the nearest fire exit and assemble in the nearest safe area. A count is taken and recorded.

The Higher Education Opportunity Act requires SOU to maintain a fire incident log, annually publish a fire safety report, and report fire statistics annually. The fire log includes the case number for the incident, the date it took place, the location of the fire, the time of the incident, the type of incident (e.g., accidental, arson, etc.), and the incident description (a brief summary of the incident).

Fire Safety Report – SOU Residence Halls (Ashland, OR 97520)							
Residence Hall	**Fire Alarm**	**Fire Sprinkler**	**Partial Sprinkler**	**Smoke – Room**	**Smoke – Corridor**	**Fire Extinguisher**	**Annual Fire Drills**
Madrone (1380 Madrone St.)	**X**	**X**		**X**	**X**	**X**	**3**
Cox (600 Indiana St.)	**X**	**X**		**X**	**X**	**X**	**3**
Greensprings (450 Wightman St.)	**X**		**X***	**X**	**X**	**X**	**3**
McLoughlin (445 Wightman St.)	**X**	**X**		**X**	**X**	**X**	**3**
Shasta (481 Wightman St.)	**X**	**X**		**X**	**X**	**X**	**3**
* Sprinklers in common areas and basement							

Fire Safety Report – Student Apartments & Family Housing (Ashland, OR 97520)					
Physical Address	**Smoke Detector**	**Sprinkler System**	**Exterior Extinguisher**	**Fire Alarm**	**# of Annual Fire Drills**
1361 Quincy St.					
1A – 1F	**X**	**X**	**X**	**--**	**0 – N/A**
2A – 2F	**X**	**X**	**X**	**--**	**0 – N/A**
3A – 3D	**X**	**X**	**X**	**--**	**0 -N/A**
4A – 4F	**X**	**X**	**X**	**--**	**0 -N/A**
5A – 5D	**X**	**X**	**X**	**--**	**0-N/A**
6A – 6L	**X**	**X**	**X**	**--**	**0-N/A**
7A – 7B	**X**	**X**	**X**	**--**	**0-N/A**
8A – 8D	**X**	**X**	**X**	**--**	**0-N/A**
9A – 9H	**X**	**X**	**X**	**--**	**0-N/A**
10A – 10F	**X**	**X**	**X**	**--**	**0-N/A**
11A – 11D	**X**	**X**	**X**	**--**	**0-N/A**
12A – 12L	**X**	**X**	**X**	**--**	**0-N/A**

13A – 13B	**X**	**X**	**X**	**--**	**0-N/A**
14A – 14D	**X**	**X**	**X**	**--**	**0-N/A**
15A – 15FH	**X**	**X**	**X**	**--**	**0-N/A**
16A -16F	**X**	**X**	**X**	**--**	**0-N/A**
17A – 17D	**X**	**X**	**X**	**--**	**0-N/A**
18A – 18L	**X**	**X**	**X**	**--**	**0-N/A**
19A & 19B	**X**	**X**	**X**	**--**	**0-N/A**
20A – 20D	**X**	**X**	**X**	**--**	**0-N/A**
21A – 21H	**X**	**X**	**X**	**--**	**0-N/A**
22A – 22F	**X**	**X**	**X**	**--**	**0-N/A**
Wightman St.					
40#1 – 40#8	**X**	**X**	**X**	**--**	**0-N/A**
120#1 – 120#4	**X**	**--**	**X**	**--**	**0-N/A**
144#1 – 144#3	**X**	**--**	**X**	**--**	**0-N/A**
60#1 – 60#3	**X**	**--**	**X**	**--**	**0-N/A**
132#1 & 132#2	**X**	**--**	**X**	**--**	**0-N/A**
72#1 – 72#4	**X**	**--**	**X**	**--**	**0-N/A**
84#1 – 84#5	**X**	**--**	**X**	**--**	**0-N/A**
96#1 – 96#3	**X**	**--**	**X**	**--**	**0-N/A**
108#1 – 108#3	**X**	**--**	**X**	**--**	**0-N/A**

SOU Campus Housing Fire Statistics for 2025, 2024, and 2023

The below incidents are fires reported in **campus housing facilities only**. Any fires at other non-housing campus locations are not included in the following tables.

SOU On Campus Housing Fire Statistics: 2025							
Case #	**Date/Time**	**Location**	**Nature of Incident**	**Type**	**Number of Deaths**	**Number of Injuries**	**Estimated Value of Property Damage**
No Fires Reported							

SOU On Campus Housing Fire Statistics: 2024							
Case #	**Date/Time**	**Location**	**Nature of Incident**	**Type**	**Number of Deaths**	**Number of Injuries**	**Estimated Value of Property Damage**
No Fires Reported							

SOU On Campus Housing Fire Statistics: 2023							
Case #	**Date/Time**	**Location**	**Nature of Incident**	**Type**	**Number of Deaths**	**Number of Injuries**	**Estimated Value of Property Damage**
No Fires Reported							

Plans for Future Improvement in Fire Safety

Southern Oregon University continues to adapt and conform with current fire safety protocols when remodeling and updating buildings on campus.

FIRE EMERGENCY GUIDE: RESIDENCE HALLS

Fire Extinguishers

All SOU buildings are equipped with portable fire extinguishers. These extinguishers may be used to put out an incipient fire. An incipient fire is defined as "a fire in its initial stage and is no larger than a trash can fire." Anyone attempting to extinguish a fire should remember the PASS system. Even after extinguishing a fire, call 9-1-1 as soon as it is safe to do so. Only Ashland Fire and Rescue can determine that a fire has been put out entirely.

- Pull the pin from the handle.
- Aim the nozzle at the base of the fire.
- Squeeze the handle to activate the extinguisher.
- Sweep the nozzle from side to side at the base of the flame until the fire is out.

Fires are classified into four types: A – ordinary combustibles, B – flammable liquids, C – electrical and D – flammable metals. Fire extinguishers are grouped into five classes (A, B, C, D and K), each of which extinguishes a specific type of fire:
Class A Extinguishers will put out fires in ordinary combustibles, such as wood and paper.
Class B Extinguishers should be used on fires involving flammable liquids, such as grease, gasoline, oil, etc.
Class C Extinguishers are suitable for use on electrically energized fires.
Class D Extinguishers are designed for use on flammable metals.
Class K Extinguishers are specific for kitchen fires involving burning oil or grease.

Response to Fire and/or Alarms

If you discover or suspect there is a fire, pull the nearest fire alarm and exit the building. Make an attempt to warn others as you leave. On exiting the building, occupants shall proceed to the nearest safe area away from the building. Contact the Fire Department at 9-1-1and do not re-enter the building until Fire Department or Campus Public Safety personnel give permission. The silencing of a fire alarm does not mean it is safe to return to a building.

Fire Safety Drills, Education and Training

Residence hall students will not tamper with, play with, or intentionally or accidentally damage fire safety equipment. This includes pull stations, smoke detectors, sprinklers, fire extinguishers, AED's, and/or fire alarms, or in any way impede the equipment from functioning properly. Doing so will result in disciplinary action that could include removal from University Housing and assessed fines.

Fire safety equipment is inspected annually, and fire extinguishers are inspected monthly by SOU's Manager of Environmental Health and Safety ehs@sou.edu or (541) 552-8624. Residence hall students should report equipment malfunctions to the SOU Facilities Department (541) 552-6231 or SOU Housing housing@sou.edu or (541) 552-6371.

Residence hall students must also evacuate the building in a reasonable and timely manner when a fire alarm sounds. Failure to evacuate a residential or dining facility under a general alarm or whenever directed to do so by a University official (including, but not limited to University Housing student staff, University Housing professional staff, or Campus Public Safety), a law enforcement officer, fire department personnel, or other authority is prohibited and may result in student conduct action and/or a possible fine from the Ashland Fire Department.

University Housing and the Manager of Environmental Health and Safety coordinate evacuation drills at least once each term for all residence halls to ensure all residents are familiar with the alarm and evacuation procedures. Thus, the emergency response and evacuation procedures are tested at least three times each year and, for some of the buildings, four times a year. Students learn the locations of emergency exits in the buildings and receive guidance on the direction they should travel when exiting each facility during a building evacuation. Southern Oregon University staff on the scene will communicate information to students regarding the developing situation or any evacuation status changes.

Evacuation drills prepare building occupants for an organized evacuation in case of a fire or other emergency. At Southern Oregon University, evacuation drills are used as a way to educate and train occupants on fire safety issues specific to their building. Emergency procedures, including evacuation routes, are posted on the back of every residence hall room door.

During the drill, occupants 'practice' drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm. In addition to educating the occupants of each building about the evacuation procedures during the drills, the process also provides the University an opportunity to test the operation of fire alarm system components.

Campus Public Safety and University Housing staff monitor evacuation drills to evaluate egress and behavioral patterns. Recommendations for improvements are also submitted to the appropriate departments/offices for consideration.

Students receive information about evacuation procedures and expectations from their Resident Assistant at the beginning of the academic year. Students also receive information in a newsletter regarding health and safety checks that include fire safety protocols. The residence hall staff members, including Resident Assistants, are trained in these procedures as well and act as ongoing resources for the students living in residential facilities. Resident Assistants receive an extensive annual training program in September and also revisit procedural topics during monthly meetings. In addition, other policies have been implemented to ensure the safety of all who live on campus. The following is verbiage relating to fire/hazards within the housing contract, which is signed by residents upon move-in: "The University regards room entry for purposes of improvements, maintenance, cleaning, and recovery of unauthorized university-owned property, and fire and safety as necessary for the health and general welfare of all residents. Therefore, entry is agreed to and authorized by the resident."

Residence Hall staff and Resident Assistants are trained to follow the following procedures
If you see a fire:

1. Immediately pull the nearest fire alarm pull station.
2. Call 9-1-1.
3. If the fire is small and controllable, attempt to put it out, but do not endanger yourself. Don't forget to use the PASS system (mentioned above) when using a fire extinguisher.
4. If you cannot put out the fire with one fire extinguisher, leave the building, knocking on doors, yelling for students to leave and evacuating students on your way out.
5. Call the on-call professional housing staff.
6. Follow the evacuation procedure developed for your hall(s).
7. Make certain that students/guests are far enough away from the building to be safe and not in the parking lot or street when an emergency vehicle might be coming.
8. Inform Ashland Fire and Rescue if you believe any students are still in the building and in danger or if you have any students with mobility concerns.

If the fire alarm goes off:

1. Call 9-1-1
2. Evacuate the building, instructing residents to leave on your way out.
3. Call the on-call professional housing staff.
4. Follow the evacuation procedure developed for your hall(s).
5. Make certain that students/guests are far enough away from the building to be safe and not in the parking lot or street where an emergency vehicle might be coming.
6. Inform Ashland Fire and Rescue if you believe any students are still in the building and in danger or if you have any students with mobility concerns.

After fire emergency is over:

1. Notify professional housing staff.
2. Submit an incident report documenting what happened in detail.

Prohibited Items in Residence Halls

The following items or activities are prohibited in SOU Residence Halls.

i. Residents are prohibited from the use of any open flame device, including but not limited to lighters, candles, hookah, and/or incense, and any of these are prohibited in or around any University-owned residential or dining facility.

ii. Residents should not possess a candle(s) that has a burnt wick and/or shows signs of use.

iii. Residents should not possess any multi-tap and/or extension cords without including *ALL* of the following qualities: insulated (thick) cord; circuit protection with breaker-switch; grounded (3-pronged) plug-in.

iv. Residents should not hang anything from the ceiling, including from the ceiling tiles, sprinklers, smoke detectors, and/or fire alarms.

v. Residents should not store or hang combustibles (e.g. paper, fabric, etc.) in a way that:

1. Blocks a sprinkler (if applicable),
2. Blocks a fire escape egress, such as over a door or window,
3. Stored within eighteen (18) inches of the ceiling.

vi. Residents will not possess, store, and/or use the following in the residence halls:

1. Any open-coil cooking device, including but not limited to coffee-makers, rice cookers, toasters, electric skillets, crockpots, air fryers, and/or popcorn makers.
2. Electric blanket without a built-in auto-shutoff feature
3. Heating pad without a built-in auto-shutoff feature
4. Any space-heater
5. Fireworks of any kind
6. Explosives or incendiary materials of any kind
7. Halogen lamps
8. E-cigarettes/Vapes
9. Lava Lamps

All spaces, including resident rooms, balconies, and entryways, within University Housing are designated nonsmoking areas. Violations of this policy may result in disciplinary action as outlined in the University Handbook and Community Standards and Housing Policies.

Fire Evacuation Locations for Residence Halls

Greensprings: All Greenspring's students are to evacuate to the quad between Shasta & McLoughlin. Students must be clear of the pedestrian pathways at all times to not impair emergency vehicle access.

Shasta: All Shasta students are to evacuate through the three stairwells to the grass area past the Shasta parking lot along Ashland Street. Students and/or staff are to not use the elevator to exit the building during a fire alarm.

McLoughlin: All McLoughlin students are to evacuate through the three stairwells to the grass area past the Shasta parking lot along Ashland Street. Students and/or staff are to not use the elevator to exit the building during a fire alarm.

The Dining Commons (The Hawk and The Landing): All guests are to evacuate to the courtyard between Shasta and McLoughlin. Students must be clear of the pedestrian pathways at all times to not impair emergency vehicle access.

Madrone: All Madrone students will evacuate out the two primary exits. The first exit used is the front door facing Susanne Homes Hall. Students using this exit will gather down the stairs on the sidewalk on the corner of Indiana Street and Madrone Street. The second exits will be the back doors on the first and second floor. Students using this exit will gather at the back end of the Madrone parking lot. Students and/or staff are to not use the elevator to exit the building during a fire alarm.

Cox Hall: All guests are to evacuate through the nearest safe exit and continue to Cox Hall Lawn.

Fire Emergency Guide: Student Apartments and Family Housing

Residents of student apartments and family housing are given physical copies of the following evacuation plans upon move in to inform residents of the fire safety features of their buildings.
In the event of a fire emergency inside:

- Leave your apartment immediately
- Call 9-1-1
- Once outside, go to the designated meeting place
- Do not return to the building until the fire department has said it is safe to re-enter.

The apartment buildings are equipped with fire safety equipment and tools which will help to protect our community members and facilities.

Smoke Alarms

Each apartment is equipped with smoke alarms. The smoke alarms are powered either by electricity with battery backup or non-electric with a 10-year battery as the sole power. In order to make sure the smoke alarm works when it is needed, we ask our tenants to do the following:

- Test the smoke alarm monthly
- Change the smoke alarm battery annually (unless equipped with 10-year battery)
- Never remove or disable the smoke alarm

Portable Fire Extinguishers
Each apartment building has been equipped with a fire extinguisher. These extinguishers can be used by residents to put out a small fire if safe to do so. We ask our tenants to please familiarize themselves with the location of fire extinguishers in the event they need to use one. We expect them to not jeopardize their safety or the safety of others by attempting to put out a fire that is more than one fire extinguisher can extinguish. A trash can or stove top fire may be within the scope of one fire extinguisher. If a skillet or pan catches fire, the quickest way to extinguish it is putting a lid on it, if safe to do so.

Some apartments are equipped with sprinkler systems. These are designed to give residents time to escape. Student Apartments and Family Housing do not have fire alarm systems.

Student Apartments and Family Housing Emergency Evacuation Assembly Areas
In the event of the need to evacuate for any emergency, including fire, earthquake, or other natural or human caused reason, tenants and occupants should proceed to the common lawn area of each section, if safe to do so. Tenants and occupants should not gather in parking lots, as it may impede the response from emergency crews. If it is not safe to proceed to the common lawn areas, tenants and occupants should stay as near the front of their apartment building as possible, if safe to do so. This will make it much easier to account for our residents during an emergency.