

If you are an Oregon Institute of Technology (Oregon Tech) student or employee and have been subjected to sex or gender-based discrimination you have certain rights. These rights are summarized below and can be found in more detail in Oregon Tech policies (Sexual Harassment OIT-21-325 and Consensual Relations Leading to Conflicts of Interest OIT-22-055) [here](#).

The university conducts an administrative investigation to determine if, by a preponderance of the evidence, there is a violation of University Policy and Regulation. Oregon Tech does not conduct criminal investigations.

Who is a complainant? A complainant is the individual or individuals who have allegedly been the subject of conduct prohibited under the Oregon Tech policy on Sexual Harassment, regardless of whether the individual or individuals file a complaint or otherwise seek disciplinary action.

Who is a respondent? A respondent is the individual or individuals who allegedly engaged in the conduct prohibited under the Oregon Tech policy on Sexual Harassment.

1. **You have the right to a learn and work in an environment free of discrimination and unlawful harassment at Oregon Tech.**
2. **Student and employee safety is of primary concern and Oregon Tech takes issues of sexual harassment and sexual misconduct very seriously.** Other violations that are connected to a Title IX related offense will be addressed as collateral behavior during the investigation of the allegations. The use of alcohol or drugs never makes the complainant at fault for sexual violence.
3. **Students have the right to amnesty under Student Code of Conduct A.4.** The university will provide amnesty for conduct that would warrant minor sanctions under the student code of conduct, such as underage drinking or violation of other college policies, and will extend limited immunity to complainants in order to foster reporting and adjudication of sexual assaults on campus.
4. **You have the right to assistance in resolving sexual harassment and/or sexual misconduct.** Neither students nor employees are required to resolve the allegation directly with the respondent.
5. **You have the right to file a complaint of discrimination with the Diversity and Inclusion Office, with Office for Civil Rights and/or pursue a criminal complaint with Oregon Tech Campus Safety.** There is no statute of limitations on filing a formal complaint with the university. You may request use of the informal or formal resolution process to resolve your complaint. The informal process may be ended at any time, and a formal process initiated. Simultaneously, you may pursue criminal charges. To request a criminal investigation into the matter, a report must be filed with a law enforcement agency. If you are considering criminal prosecution, it is extremely important to preserve all relevant evidence.
6. **You have the right to request changes to your academic, work and living situations.** Once a report is filed, the University may take immediate action or provide interim measures. Interim measures may include, but are not limited to: escorts, no contact orders, academic support and adjustments to classes, housing, and work environments. Interim measures can be changed or adjusted at any time. Requests for adjustments must be submitted to the Title IX Coordinator at 541.885.1073 or titleix@oit.edu.
7. **You have the right to a prompt, fair, and impartial investigation of the complaint.** You will have an opportunity equal to that of the accused to present relevant witnesses and evidence directly to the investigator. You will be provided the information and/or evidence the investigator is considering prior to the analysis of evidence gathered and conclusion of the investigation.
8. **You have the right to information regarding the status of the complaint, including the outcome of the administrative investigation.** You and the accused will be simultaneously informed in writing of the outcome of the investigation and the procedures to appeal.

9. **You have the right to select an advisor for assistance and support throughout the process.** You have the right to an advisor of your choice to be present with you through any interviews during the investigation, and any proceedings or meetings resulting from a Title IX investigation or any appeal. This advisor can be a person of your own choosing, provided the advisor does not have a conflict of interest or conflict of position. The role of the advisor is to be of support to you. Advisors are not permitted to ask or answer questions for you, nor are they to interfere in the process for any reason at any time. If an advisor does not adhere to these or other applicable ground rules, the advisor will be dismissed from the applicable interview, proceeding, or meeting.
10. **You have the right to receive confidential counseling and advocacy support services.** Counseling: Students may receive counseling from Oregon Tech Integrated Student Health Center. Appointments may be made by calling 541.885.1000 from 8:00 a.m. – 5:00 p.m. Monday through Friday.
11. **You have the right to privacy.** The university will take steps to respect the privacy of those involved. Absolute confidentiality may not be maintained in all circumstances, especially in cases where the university must take action to protect the safety of others. Information will not be shared beyond those with a need to know.
12. **You have the right to know the sanctions or actions taken if the reported respondent is found responsible for a violation Oregon Tech Policy on Sexual Harassment OIT-21-325.** When a preponderance of the evidence is found to substantiate an allegation, sanctions and/ or disciplinary action may be taken.

Students: Sanctions for students are handled by the Dean of Students Office. In determining appropriate sanctions, all facts and circumstances of each case, the student's present and past disciplinary record, the nature of the offense, the severity of any damage, injury, or harm resulting from the prohibited behavior, and other factors relevant to the matter will be taken into consideration.

Employees: Disciplinary actions for employees are handled by Supervisors and the Office of Human Resources using progressive discipline. In determining appropriate disciplinary action, all facts and circumstances of each case, the present and past disciplinary record, the nature of the offense and the extent to which the respondent knew or reasonably should have known that their conduct was harmful or offensive will be taken into consideration.

13. **You have the right to be free from retaliation as detailed in University Policy OIT-21-325.** All persons have the right to report any conduct which they reasonably believe constitutes sexual or gender based discrimination as defined in University Policy OIT-21-325. No university official may take disciplinary or other adverse action against a person who genuinely but mistakenly believes himself or herself to be harassed, even if the practices complained of do not, in fact, constitute a sexual offense. Threats or other forms of intimidation or retaliation by faculty, staff or students against complainants, respondents, witnesses, investigators or anyone else involved in the investigative process will constitute a violation of university policy and may be subject to administrative action.
14. **Complainants are not required to participate in or move forward with an investigation.** A complainant can choose not to pursue an investigation into an allegation. These wishes will be respected, unless it is determined that a safety concern or hostile environment is affecting the University community. The complainant will be notified prior to the investigation moving forward, however neither a complainant nor respondent is required to participate in an investigation. If an investigation is conducted, the Title IX investigator will complete the investigation using the information available.

For more information, go to the Oregon Tech Title IX website at www.oit.edu/titleix.

There are multiple ways to report on and off campus. Students may report to multiple offices and entities at the same time. Reporting resources begin on page three (3) of this document and are listed by campus. If you choose to report, the Title IX Coordinator can answer questions about reporting options. If you need confidential assistance to learn whether you would like to report, please speak with counseling staff at the [Oregon Tech Integrated Student Health Center](#).

RESOURCES AND REPORTING FOR KLAMATH FALLS STUDENTS

For all **NON-confidential resources** and reporting options, Oregon Tech will attempt to honor a victim's request for confidentiality, but cannot guarantee confidentiality given Oregon Tech's duty to provide a safe, nondiscriminatory environment for all students and employees, including the victim.

CONFIDENTIAL RESOURCES

ON-CAMPUS	<p>Integrated Student Health Center Oregon Tech Campus, Klamath Falls Phone: 541.885.1000 Web: www.oit.edu/health</p> <p>Students may obtain confidential counseling from counseling staff Monday through Friday, 8:00 a.m. – 5:00 p.m. Outside of business hours, you may direct request for counseling to Marta's House (Klamath Crisis Center) at 541.884.0390.</p>
	<p>Marta's House (Klamath Crisis Center) 142 Riverside Drive, Klamath Falls, OR 97601 Crisis Line: 541.884.0390 Rape Hotline: 541.883.RAPE (7273) Web: martashouse.org</p> <p>24-hour hotline providing confidential support and advocacy services. In-person response available.</p>
OFF-CAMPUS	<p>RAINN (Rape Abuse & Incest National Network) Hotline Crisis Line: 800.656.HOPE (4673) Live Chat: hotline.rainn.org/online Web: www.rainn.org</p> <p>24-hour national hotline providing support and information services.</p>
	<p>Klamath Tribe Social Services Department Phone: 541.783.3682</p> <p>Confidential support and advocacy services for Native American students Monday through Friday, 8:00 a.m. – 5:00 p.m. Outside of business hours, you may direct request for counseling to Marta's House (Klamath Crisis Center) at 541.884.0390.</p>

NON-CONFIDENTIAL RESOURCES

ON-CAMPUS	<p>Oregon Tech Sexual Assault Hotline Cell: 541.891.0648</p> <p>This cellphone is carried by Student Affairs staff 24/7 when classes are in session. The person who answers will assist the caller in getting medical assistance, determining reporting options to both campus and law enforcement, and campus accommodations.</p>
	<p>Oregon Tech Office of Student Affairs College Union, 217 Phone: 541.885.1011</p> <p>The Dean of Students can assist with information about your options and campus accommodations.</p>

NON-CONFIDENTIAL REPORTING OPTIONS

ON-CAMPUS	<p>Oregon Tech Office of Diversity, Inclusion, and Cultural Engagement and Title IX</p> <p>Office of DICE and Title IX 106 Snell Hall Phone: 541.885.0182 Email: titleix@oit.edu Web: www.oit.edu/title-ix</p> <p>Anonymous Reporting: www.oit.edu/safecampus Non-anonymous Reporting: techweb.oit.edu/faculty-staff/incident-report</p> <p>This office coordinates campus-based disciplinary processes. The Diversity/Title IX Officer oversees Oregon Tech's compliance with federal Title IX requirements and Oregon Tech's sexual misconduct policies. Oregon Tech's Title IX Coordinator is Dr. Jennifer Wilson.</p>
	<p>Campus Safety</p> <p>231 Cornett Hall Phone: 541.885.091 Cell: 541.891.2143 Web: www.oit.edu/safety</p> <p>Officers are on duty 24/7. A caller can request to meet the officer almost anywhere on campus. If you wish to report anonymously, the officer will help to connect you to confidential resources.</p>
OFF-CAMPUS	<p>Klamath Falls Police Department</p> <p>2501 Shasta Way, Klamath Falls, OR 97601 Emergency: 911 Non-emergency: 541.884.4876, extension 4 Web: www.kfpd.us</p>
	<p>Klamath County Sheriff's Office</p> <p>3300 Vandenberg Road, Klamath Falls, OR 97601 Emergency: 911 Non-emergency: 541.883.5130 Web: www.klamathcounty.org/291/sheriffs-office</p>

LEGAL ASSISTANCE

Legal Aid Services of Oregon

Klamath Falls Regional Office

832 Klamath Avenue, Klamath Falls, OR 97601

Phone: 541.273.0533

Tuesday through Thursday from 10:00 a.m. – 4:00 p.m.

Legal help on certain matters (such as restraining orders) for qualifying low-income individuals. Certain restrictions and qualifications for services apply. Call for further information.

Oregon State Bar Lawyer Referral Service

Phone: 800.452.7636

Call Monday through Friday, 8:00 a.m. – 5:00 p.m. for help with finding an attorney.

Attorneys identified through this services charge for their services.

RESOURCES AND REPORTING FOR PORTLAND-METRO STUDENTS

For all **NON-confidential resources** and reporting options, Oregon Tech will attempt to honor a victim’s request for confidentiality, but cannot guarantee confidentiality given Oregon Tech’s duty to provide a safe, nondiscriminatory environment for all students and employees, including the victim.

CONFIDENTIAL RESOURCES

ON-CAMPUS	<p>Integrated Student Health Center Oregon Tech Portland-Metro Campus Phone: 503.821.1356 Web: https://www.oit.edu/portland-metro/student-services/student-health/mental-health-counseling</p> <p>Please call to make an appointment. Students may obtain confidential counseling from counseling staff Monday & Thursday 8:30 a.m. – 5:00 p.m., Tuesday & Wednesday 9:30 a.m. – 6:30 p.m., and Friday 8:30 a.m. – 4:00 p.m.</p>
	<p>A Safe Place 256 Warner Milne Road, Oregon City, OR 97045 Crisis Line: 503.655.8600 (rings through to Clackamas Women’s Services) Web: www.asafeplacefjc.org</p> <p>24-hour hotline providing confidential support and advocacy services.</p>
OFF-CAMPUS	<p>RAINN (Rape Abuse & Incest National Network) Hotline Crisis Line: 800.656.HOPE (4673) Live Chat: hotline.rainn.org/online Web: www.rainn.org</p> <p>24-hour national hotline providing support and information services.</p>
	<p>Clackamas Women’s Services 256 Warner Milne Road, Oregon City, OR 97045 Crisis Line: 888.654.2288 Email: info@cwsor.org Web: www.cwsor.org</p> <p>24-hour hotline providing confidential support and advocacy services. Drop-in services available Monday through Friday, 8:00 a.m. – 4:00 p.m.</p>
	<p>Call to Safety Crisis Line: 888.235.5333 Email: info@calltosafety.org Web: calltosafety.org</p> <p>24-hour hotline providing confidential support and advocacy services.</p>
	<p>Confederated Tribes of Warm Springs <i>Victims of Crime Services</i> Phone: 541.553.2293 Web: warmsprings-nsn.gov/program/warm-springs-victims-of-crime-services</p> <p>24-hour hotline response to victims in emergency crisis.</p>

NON-CONFIDENTIAL RESOURCES

ON-CAMPUS	<p>Oregon Tech Sexual Assault Hotline Cell: 541.891.0648 Web: http://oregonsatf.org/help-for-survivors/#metro</p> <p>This cellphone is carried by Student Affairs staff 24/7 when classes are in session. The person who answers will assist the caller in getting medical assistance, determining reporting options to both campus and law enforcement, and campus accommodations.</p>
	<p>Oregon Tech Office of Student Affairs College Union, 217 Phone: 541.885.1011</p> <p>The Dean of Students can assist with information about your options and campus accommodations.</p>
OFF-CAMPUS	<p>Clackamas County Victim Assistance 707 Main Street, Suite 201, Oregon City, OR 97045 Crisis Line: 503.655.8616 Web: www.clackamas.us/da/victimassist.html</p> <p>24-hour hotline providing advocacy services.</p>

NON-CONFIDENTIAL REPORTING OPTIONS

ON-CAMPUS	<p>Oregon Tech Office of Diversity, Inclusion, and Cultural Engagement and Title IX Office of DICE and Title IX Snell Hall 106 Phone: 541.885.0182 Email: titleix@oit.edu Anonymous Reporting: www.oit.edu/safecampus Non-anonymous Reporting: techweb.oit.edu/faculty-staff/incident-report</p> <p>This office coordinates campus-based disciplinary processes. The Diversity/Title IX Officer oversees Oregon Tech's compliance with federal Title IX requirements and Oregon Tech's sexual misconduct policies. Oregon Tech's Title IX Coordinator is Dr. Jennifer Wilson.</p>
	<p>Oregon Tech Sexual Assault Hotline Cell: 541.891.0648</p> <p>This cellphone is carried by Student Affairs staff 24/7 when classes are in session. The person who answers will assist the caller in getting medical assistance, determining reporting options to both campus and law enforcement, and campus accommodations.</p>
OFF-CAMPUS	<p>Clackamas County Sheriff's Office 9101 SE Sunnybrook Boulevard, Clackamas, OR 97015 Emergency: 911 Non-emergency: 503.655.8211 Web: www.clackamas.us/sheriff</p>

LEGAL ASSISTANCE

Legal Aid Services of Oregon

Portland Regional Office

522 SW Fifth Avenue, Suite 812, Portland, OR 97204

Phone: 800.228.6958

Web: oregonlawcenter.org/how-to-get-help/olc-offices/portland/

Open Monday through Friday, 8:00 a.m. – 12:00 p.m. and 1:00 p.m. – 5:00 p.m.

Legal help on certain matters (such as restraining orders) for qualifying low-income individuals.

Certain restrictions and qualifications for services apply. Call for further information.

Oregon State Bar Lawyer Referral Service

16037 SW Upper Boones Ferry Road, Tigard, OR 97224

Phone: 800.452.7636

Web: www.osbar.org/public/ris/ris.html#referral

Call Monday through Friday, 8:00 a.m. – 5:00 p.m. for help with finding an attorney.

Attorneys identified through this services charge for their services.

RESOURCES AND REPORTING FOR CHEMEKETA (SALEM) STUDENTS

For all **NON-confidential resources** and reporting options, Oregon Tech will attempt to honor a victim's request for confidentiality, but cannot guarantee confidentiality given Oregon Tech's duty to provide a safe, nondiscriminatory environment for all students and employees, including the victim.

CONFIDENTIAL RESOURCES

OFF-CAMPUS	Center for Hope & Safety 605 Center Street NE, Salem, OR 97301 Crisis Line: 866.399.7722 Web: hopeandsafety.org/ 24-hour hotline providing confidential support and advocacy services. Drop-in services available Monday through Friday, 9:00 a.m. – 12:00 p.m. & 1:00 p.m. – 5:00 p.m.
	RAINN (Rape Abuse & Incest National Network) Hotline Crisis Line: 800.656.HOPE (4673) Live Chat: hotline.rainn.org/online Web: www.rainn.org 24-hour national hotline providing support and information services.
	Canyon Crisis Center 825 N.W. Santiam Blvd., Mill City, OR 97360 Crisis Line: 503.897.2327 Email: ccrisisc@gmail.com Web: canyoncrisis.org 24-hour hotline providing confidential support and advocacy services.
	Confederated Tribes of Warm Springs <i>Victims of Crime Services</i> Phone: 541.553.2293 Web: warmsprings-nsn.gov/program/warm-springs-victims-of-crime-services 24-hour hotline response to victims in emergency crisis.

NON-CONFIDENTIAL RESOURCES

ON-CAMPUS	Oregon Tech Sexual Assault Hotline Cell: 541.891.0648 This cellphone is carried by Student Affairs staff 24/7 when classes are in session. The person who answers will assist the caller in getting medical assistance, determining reporting options to both campus and law enforcement, and campus accommodations.
	Oregon Tech Office of Student Affairs College Union, 217 Phone: 541.885.1011 The Dean of Students can assist with information about your options and campus accommodations.

OFF-CAMPUS	<p>Marion County Victim Assistance 555 Court St NE, Suite 3231, Salem, OR 97301 Crisis Line: 866.780.0960 Web: www.co.marion.or.us/DA/victimassistance</p> <p>24-hour hotline providing advocacy services to all survivors of sexual assault, regardless of sex, race, color, creed, religious belief, sexual orientation, or gender identity.</p>
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NON-CONFIDENTIAL REPORTING OPTIONS

ON-CAMPUS	<p>Oregon Tech Office of Diversity, Inclusion, and Cultural Engagement and Title IX Office of DICE and Title IX Phone: 541.885.0182 Email: titleix@oit.edu Anonymous Reporting: www.oit.edu/safecampus Non-anonymous Reporting: techweb.oit.edu/faculty-staff/incident-report</p> <p>This office coordinates campus-based disciplinary processes. The Diversity/Title IX Officer oversees Oregon Tech's compliance with federal Title IX requirements and Oregon Tech's sexual misconduct policies. Oregon Tech's Title IX Coordinator is Dr. Jennifer Wilson.</p>
	<p>Salem Police Department 555 Liberty Street SE Room 130, Salem, OR 97301 Emergency: 911 Non-emergency: 503.588.6123 Web: www.cityofsalem.net/Pages/police.aspx</p>
OFF-CAMPUS	<p>Marion County Sheriff's Office 555 Liberty Street SE Room 130, Salem, OR 97301 Emergency: 911 Non-emergency: 503.588.5032 Web: http://www.co.marion.or.us/SO</p>

LEGAL ASSISTANCE

<p>Legal Aid Services of Oregon <i>Salem Regional Office</i> 105 High Street SE, Salem, OR 97301 Phone: 800.359.1845</p> <p>Legal help on certain matters (such as restraining orders) for qualifying low-income individuals.</p> <p>Certain restrictions and qualifications for services apply. Call for further information.</p>	<p>Oregon State Bar Lawyer Referral Service 16037 SW Upper Boones Ferry Road, Tigard, OR 97224 Phone: 800.452.7636 Web: http://www.osbar.org/public/ris/ris.html#referral</p> <p>Call Monday through Friday, 8:00 a.m. – 5:00 p.m. for help with finding an attorney.</p> <p>Attorneys identified through this services charge for their services.</p>
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RESOURCES AND REPORTING FOR BOEING (SEATTLE) STUDENTS

For all **NON-confidential resources** and reporting options, Oregon Tech will attempt to honor a victim’s request for confidentiality, but cannot guarantee confidentiality given Oregon Tech’s duty to provide a safe, nondiscriminatory environment for all students and employees, including the victim.

CONFIDENTIAL RESOURCES

OFF-CAMPUS	King County Sexual Assault Resource Center 200 Mill Avenue South, Suite 10, Renton, WA 98057 Crisis Line: 888.99.VOICE (86423) Business: 425.226.5062 Web: www.kcsarc.org 24-hour hotline providing confidential support and advocacy services.
	RAINN (Rape Abuse & Incest National Network) Hotline Crisis Line: 800.656.HOPE (4673) Live Chat: hotline.rainn.org/online Web: www.rainn.org 24-hour national hotline providing support and information services.
	New Beginnings Crisis Line: 206.522.9472 Email: www.newbegin.org/contact-us Web: www.newbegin.org 24-hour support line.
	Domestic Abuse Women’s Network (DAWN) Crisis Line Crisis Line: 425.656.7867 Web: dawnrising.org 24-hour advocacy and support line.
	LifeWire Helpline: 800.827.8840 Online Help: www.lifewire.org/get-help Web: www.lifewire.org 24-hour support line.
	Washington Statewide Domestic Violence Hotline Crisis Line: 800.562.6025

NON-CONFIDENTIAL RESOURCES

ON-CAMPUS	Oregon Tech Sexual Assault Hotline Cell: 541.891.0648
	This cellphone is carried by Student Affairs staff 24/7 when classes are in session. The person who answers will assist the caller in getting medical assistance, determining reporting options to both campus and law enforcement, and campus accommodations.

Oregon Tech Office of Student Affairs

College Union, 217
Phone: 541.885.1011

The Dean of Students can assist with information about your options and campus accommodations.

NON-CONFIDENTIAL REPORTING OPTIONS

ON-CAMPUS

Oregon Tech Office of Diversity, Inclusion, and Cultural Engagement and Title IX

Office of DICE and Title IX
Snell 106

Phone: 541.885.0182

Email: titleix@oit.edu

Anonymous Reporting: www.oit.edu/safecampus

Non-anonymous Reporting: techweb.oit.edu/faculty-staff/incident-report

This office coordinates campus-based disciplinary processes. The Diversity/Title IX Officer oversees Oregon Tech's compliance with federal Title IX requirements and Oregon Tech's sexual misconduct policies. Oregon Tech's Title IX Coordinator is Dr. Jennifer Wilson.

OFF-CAMPUS

Seattle Police Department

610 5th Avenue, Seattle, WA 98104

Emergency: 911

Non-emergency: 206.625.5011

Web: www.seattle.gov/police

King County Sheriff's Office

516 Third Avenue, Room W-150, Seattle, WA 98104

Emergency: 911

Non-emergency: 206.296.3311

Web: kingcounty.gov/depts/sheriff.aspx

LEGAL ASSISTANCE

King County Bar Association

Free Legal Assistance and Clinics

1200 5th Ave, Suite 700, Seattle, WA 98101

Phone: 206.267.7100

Web: www.kcba.org/For-the-Public/Free-Legal-Assistance/

The King County Bar Association Pro Bono Services department provide free legal assistance for low income King County residents.

Certain restrictions and qualifications for services apply. Call for further information.

King County Bar Association Lawyer Referral Service

1200 5th Ave, Suite 700, Seattle, WA 98101

Phone: 206.267.7010

Email: lrs@kcba.org

Web: www.kcba.org/For-the-Public/Hire-a-Lawyer

Call Monday through Friday, 9:00 a.m. – 4:30 p.m. for help with finding an attorney.

Attorneys identified through this services charge for their services.