

Title IX Reporting FAQ

Below are answers to frequently asked questions concerning Title IX, the federal law that protects students and employees from sex-based discrimination in university programs, activities, and employment, including sexual harassment, sexual violence, dating and domestic violence, and sex and gender discrimination.

1. I heard that there were changes to Title IX. What's changing?

New Title IX federal regulations take effect August 1, 2024. Under the new regulations, all employees (except for confidential employees) including faculty, advisors, and administrators will be designated reporters. This means that almost all university employees will be required to report disclosures of sexual harassment, sexual violence and domestic violence to the UO's Title IX Coordinator in the Office of Investigations and Civil Rights Compliance (OICRC).

There is no expectation under Title IX that students would report their own experiences, though students are strongly encouraged to seek the support and resources they need. Students are also not expected to report their friends' disclosures.

2. Who can report to OICRC and how can they report?

Anyone can submit a report to OICRC. Students and employees may report their own experiences. They might also report the experiences of students or employees or someone else who is affiliated with the university. Sometimes people who are not affiliated with the university file reports about students or employees with OICRC.

Reports should be submitted using OICRC's online [reporting form](#).

Help is available for students and employees even if the person who harmed you is not affiliated with the university.

3. What happens after OICRC receives a report?

After OICRC receives a report, an OICRC team member will send an email to the person who is alleged to have experienced harm (the "complainant") with information about university resources and support, as well as options to address what happened. Complainants can meet with an OICRC team member to ask questions about the university's response process without disclosing additional information about their experience, if that is their preference, and then later meet with someone to discuss what happened.

Students who experienced sex or gender-based harassment or violence will also receive outreach from a Confidential Advocate in the UO's Care and Advocacy Program (CAP). Students can meet with a Confidential Advocate and receive confidential support without participating in a formal university process.

Both CAP and OICRC can coordinate supportive measures, regardless of whether a complainant elects to participate in a university process and regardless of whether the person who caused harm (the respondent) is a UO student or employee.

4. Will OICRC share disclosures of sex and gender-based violence with students' parents or professors?

No. The OICRC respects students' privacy. And reports to OICRC about students' experiences are covered by FERPA, a federal privacy law that protects student records from being disclosure unnecessarily.

Information reported to OICRC will not be shared unless necessary to resolving your complaint or responding to a request that you made. And we will share the least amount of information possible. For example, if you ask us to contact a professor to ask that you be given the opportunity to make up missed work, the only information that we will share is that you are working with our office. We will not share any details about what happened.

5. What are supportive measures?

Supportive measures are intended to preserve an individual's access to university programs and activities and will be tailored to an individual's needs and may include academic supportive measures, a No Contact Directive, financial, housing or transportation assistance, counseling services, and assistance with alternate work arrangements, among others. Complainants are not required to participate in a formal process to receive supportive measures. However, supportive measures that burden a respondent are more limited where a complainant declines to participate in a formal process.

6. What resources are available to help me?

The university has many resources for students and employees.

Student Resources:

- [SAFE](#) website. If you have experienced sexual assault, dating or domestic violence, sexual or gender-based harassment, and/or stalking and need help, confidential advocates from the University's [Care and Advocacy Program](#) are available 24 hours a day for confidential advice and assistance.
- [TELLUS](#) app. Call. Chat. Anytime. Anywhere. Use TELUS Health Student Support to access free confidential emotional health and wellbeing support 24/7 via the app, telephone and web.
- [UO Counseling Center](#). Counseling Center mental health providers understand the variety of challenges students face and are experts in providing mental health care, including care related to interpersonal violence for university students.
- [UO Ombuds Office](#). The Ombuds Program offers all members of the campus community a safe and easy place to gain access to support and problem-solving resources. The Ombuds Program promotes a visitor-driven process that honors the guiding principles of independence, neutrality, confidentiality, and informality.

- [UO Student Conflict Resolution Center](#). The SCRC provides one-on-one conflict coaching, mediation as appropriate, small and large group facilitations, collaborative governance for student organizations, and restorative justice.
- [Callisto](#) is a third-party service that provides an option for students to disclose and record experiences of sex- or gender-based discrimination, harassment, or violence, including stalking, bullying, dating, and domestic violence. You can record securely and privately what happened to you and document the experience in a way that can help preserve important information if you later decide to make an official report. The university does not have access

Employee Resources:

- [UO Ombuds Office](#). The Ombuds Program offers all members of the campus community a safe and easy place to gain access to support and problem-solving resources. The Ombuds Program promotes a visitor-driven process that honors the guiding principles of independence, neutrality, confidentiality, and informality.
- [Employee Assistance Program](#). The University of Oregon contracts with [Canopy](#) to provide a comprehensive employee assistance program for eligible employees and their dependents. The services are at no cost to eligible members.

7. Are employees who experience sex and gender-based violence eligible for protected leave?

Yes. Employees who experience domestic violence, harassment, sexual assault, stalking or bias, or whose minor child or dependent has experienced domestic violence, harassment, sexual assault, stalking or bias may request protected leave under Paid Leave Oregon. Requests for such leave should be submitted using OICRC's [reporting form](#).

8. What else should I know About Title IX?

Pregnant and parenting students are also covered by Title IX. So, if you are pregnant and need modifications for a pregnancy-related medical condition, the Title IX office can coordinate modifications for you, including requesting extended deadlines for assignments, rescheduling quizzes/exams, and excused absences on your behalf. Support is also available for lactating students. Students are encouraged to review [OICRC's Pregnancy Resources page](#), which includes a form students should use to request pregnancy-related modifications.

Pregnancy protections are also available for employees, including protection from discrimination and harassment, as well as pregnancy-related accommodations.

The University has designated lactation spaces available for students and employees. Requests to access those spaces should be submitted [here](#).

9. Are sex and gender the only protected characteristics under university policy?

No. There are 19 protected characteristics under university policy, including race, national origin, ancestry, religion, and disability status. A list of the protected characteristics is included in the [Prohibited Discrimination and Retaliation Policy](#).

The support and resources available in response to a Title IX disclosure are also available to those who experience other forms of discrimination or harassment, including race-based and disability discrimination and harassment. So, if you file a complaint concerning sex or gender and disability or race discrimination, for example, OICRC will handle your entire complaint.

10. What should I do if I have questions?

Please reach out to an OICRC team member via email at oiarc@uoregon.edu. We are here to help you navigate your experience in a way that makes sense for you.