

2022

Umpqua Community College Annual Security Report



TABLE OF CONTENTS

UCC 2021 ANNUAL SECURITY REPORT	1
Introduction.....	1
SECTION 1: GENERAL SECURITY INFORMATION	1
Main Campus Geography.....	1
Off-Campus Geography.....	1
Access to Campus Facilities.....	2
Campus Security Department.....	2
Campus Safety Committee.....	3
C.A.R.E.S. Team	3
Threat Assessment Team (TAT)	3
SECTION 2: EMERGENCY AND CRIME REPORTING AT UCC.....	3
Contact information	4
Campus Security Authorities.....	4
SECTION 3: EMERGENCY NOTIFICATION, TIMELY WARNINGS, AND RESPONSE.....	5
Emergency Notification System (ENS).....	5
Timely Warnings.....	6
Procedures for Dissemination of Information to Individuals Outside the Campus Community.....	6
Emergency Response and Evacuation Procedures.....	7
Evacuation Rally Points - Maps.....	8
SECTION 4: CAMPUS SAFETY AND SECURITY PROGRAMS AND POLICIES.....	10
Security Awareness and Crime Prevention Programs	10
Drug and Alcohol Abuse Prevention Program.....	10
Policies	11
SECTION 5: SEXUAL ASSAULT/VIOLENCE, DATING VIOLENCE, DOMESTIC VIOLENCE & STALKING	12
Overview.....	13
UCC Definitions.....	13
UCC’S PROCEDURE FOR INVESTIGATION AND RESOLUTION OF SEXUAL HARASSMENT.....	15
UCC’s Efforts to Prevent and Education about the Issues of Sexual Harassment.....	28
RESOURCES for COMPLAINANTS OF SEXUAL HARASSMENT.....	29
Campus and community resources for victims of sexual harassment including sexual assault, dating violence, domestic violence, or stalking.....	32
Assistance for complainants: Rights & Options.....	32

SECTION 6: ANNUAL DISCLOSURE OF CRIME STATISTICS 377
 Crime Reporting Definitions 377
 Crime Statistics 40
SECTION 7: APPENDIX45
SECTION 8: RESOURCES..... 52
 National 52
 Local 53

UCC 2021 ANNUAL SECURITY REPORT

Introduction

This security report, prepared by the UCC Security Department, is available annually by October 1 for the prior calendar year. Copies can be obtained from the Office of Facilities and Security, located in the Warehouse Building, and can be accessed online at <http://umpqua.edu/security>, and can be mailed upon request by calling the Facilities/Security Department at (541) 440-4671. Current faculty, staff, and students are notified by email each fall of the release and methods to access the new report. Information can also be obtained from the U.S. Department of Education at <https://ope.ed.gov/campussafety/#/>.

This report is filed as required by the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1998. The purpose of the report is to provide faculty, staff, students, and the public with campus safety information, including crime statistics and procedures to follow in reporting a crime. UCC Board Policy requires that the college collect and disclose annually to its employees and students all information relating to campus security procedures and practices and crime awareness and prevention as required by federal law.

UCC data is provided through reports made to the UCC Security Department, Campus Security Authorities, and Local Law Enforcement. The Security Department maintains a daily activity log that contains reports of alleged criminal incidents. Information is recorded as date, time, general location, type of crime, and the disposition of the complaint. Entries or updates are generally made within two business days after the event occurs; incidents/situations deemed to pose a threat to the campus community are logged as soon as possible. The log is available to the public for inspection, though the Director of Facilities or the Chief of Security. The Chief of Security may determine that an incident be classified as confidential in order not to jeopardize a criminal investigation or the identity of a victim.

SECTION 1: GENERAL SECURITY INFORMATION

MAIN CAMPUS GEOGRAPHY

The main campus is located at 1140 Umpqua College Road. College Road is the only publicly owned area that borders the main campus. There are no sidewalks on either side of the road. UCC has no on-campus student housing.

OFF-CAMPUS GEOGRAPHY

UCC maintains additional off-campus sites at the following locations:

- H. Woolley Adult Basic Education Center, 1634 W. Harvard Ave., Roseburg, OR 97471
- Commercial Truck Driving Center, 6482 Dole Road, Myrtle Creek, OR 97457

- UCC Small Business Development Center, 522 SE Washington Ave., Roseburg, OR 97470
- UCC South County Center, 558 and 560 Chadwick Lane, Myrtle Creek, OR 97457
- UCC Flegel Center “Hawks Nest”, 1034 SE Oak Ave, Roseburg, Or 97470
- UCC Case de Belen “Hawks Landing” 1199 NE Grandview, Roseburg, Or. 97470

ACCESS TO CAMPUS FACILITIES

Access to the College main campus and non-campus sites is open to the public. The main campus is generally open from 6 a.m. until 12 a.m. on business days. On weekends, specific areas/buildings on campus are open for classes and special events. Access to some buildings is controlled by electronic door locks, which are locked and unlocked remotely in accordance with the class/event schedule. Staff are provided swipe cards and/or keys for their respective departments to access buildings/rooms that are not scheduled to be unlocked. All classrooms and buildings that are not equipped with electronic locks can be locked manually. Students are not provided key swipe cards or keys. There are no electronic locks at off-campus sites.

Safety and security inspections are completed on a daily basis to make sure all campus lighting is adequate and to ensure locks, security and fire alarm systems are functioning properly. The AED’s, and fire extinguishers are checked monthly. Fire and intrusion alarms are monitored by a contracted monitoring company.

CAMPUS SECURITY DEPARTMENT

The department reports to the Director of Facilities. The department consists of the Director of Facilities and Security, the Chief of Security, three full-time officers, and four part-time officers. Coverage is provided seven days a week. All security officers are certified through the Oregon Department of Public Safety and Standards Training (DPSST) as unarmed, private security professionals. The Security Department’s primary responsibility is for the physical security of campus buildings and facilities. Campus Security Officers have citizen arrest authority if a crime occurs in their presence. Security Officers have no other arrest authority. Campus security officers are granted authority to enforce policies and regulations enacted by the College Board of Trustees. Officers have authority to enforce all traffic and parking regulations adopted by the Board. There is no permanent, full-time sworn law enforcement presence on campus, although the college has a contract with the Douglas County Sheriff’s Office for a part-time sworn uniformed contract deputy that works Monday through Friday from 0800-1300 hours.

Law enforcement coverage is provided by the Douglas County Sheriff’s Office (DCSO). Patrol services of the Main Campus, Commercial Truck Driving Center, and UCC South County Center are provided by DCSO as these facilities fall under DCSO’S territorial jurisdiction. Law enforcement patrol services and response is provided by Roseburg Police Department (RPD) for the H. Woolley Center, UCC Small Business Development Center, the UCC Apprenticeship Training Center, the UCC Flegel Center and the UCC Cummins House. There are no memorandums of understanding (MOU) between the College

and local law enforcement agencies. The College maintains a professional working relationship with local law enforcement agencies and emergency services agencies and organizations.

CAMPUS SAFETY COMMITTEE

The College demonstrates its commitment to a healthy and safe learning and working environment, in part, through the work of the Safety Committee. The Committee meets monthly to discuss potential health and safety issues, recommend improvements to policies and procedures, conduct quarterly safety inspections and increase safety awareness on campus. Additionally, the Safety Committee assists in monitoring, improving, and maintaining job site safety and occupational health as mandated by OSHA regulations.

C.A.R.E.S. TEAM

The UCC C.A.R.E.S. Team is an internal, multidisciplinary team dedicated to supporting student success. C.A.R.E.S. stands for: Concern, Assess, Refer, Educate and Support. The team provides faculty and staff with resources to identify students of concern who exhibit a continuum of behaviors; report a student in distress; and understand the appropriate level/type of interventions that will be made available. The team looks for patterns of “red flag” behavior and coordinates reports from multiple reporters. Concerns with students exhibiting crisis or severe behaviors are referred to the Threat Assessment Team.

THREAT ASSESSMENT TEAM (TAT)

The Umpqua Community College Threat Assessment Team is an internal, multidisciplinary team dedicated to the prevention of targeted acts of violence. Through the cooperative sharing of information, resources and the knowledge gained through training with leading experts in the field of threat assessment/management, the team endeavors to identify, assess, advise and/or manage situations where there is a perceived risk of violence. Depending on threat management strategies, the team may consult with or refer to appropriate community resources or agencies. Membership includes representatives of the Douglas County sheriff’s Office, Student Services, Counseling, Accessibility Services, High School Partnerships, Legal Resources, Human Resources, and Administrative Services.

SECTION 2: EMERGENCY AND CRIME REPORTING AT UCC

UCC Board policy requires that criminal actions and other emergencies, both on campus and at off-campus sites be reported to Campus Security. Criminal actions will be forwarded by Campus Security to the Douglas County Sheriff’s Office or appropriate local police agency in whose jurisdiction the incident

occurred. Human Resources will be contacted for criminal incidents involving employees. The Chief of Security or Human Resources will provide information regarding students, staff, or crimes committee on campus.

CONTACT INFORMATION

Students, staff, and visitors are urged to report all criminal incidents, emergencies, and suspicious activities to the Security Department in an accurate and prompt manner. All crimes are to be reported to the UCC Security Department by phone (541-440-7777), email (www.umpqua.edu/contact-security-custodial/), or in person in the UCC Security Office, located in the Warehouse Building. Crimes in progress as well as fire, medical and police emergencies should first be reported by calling 911 to alert emergency responders, with follow-up notification to the Security Department at 7777 (on-campus phones) or 541- 440-7777 (off-campus/cell phone calls). Confidential reporting is provided by phoning the Security Department duty phone (541) 440-7777 and advising the duty officer that the reported information is confidential. As of September of 2017, a campus blue light emergency phone/camera system has been in place.

CAMPUS SECURITY AUTHORITIES

All individuals who work for the Security Department are campus security authorities. In addition, college officials who have significant responsibility for student and campus activities are campus security authorities (CSA). Crimes may be reported to the following UCC campus security authorities:

Dean of Students/Director of Student Engagement	7749
Athletic Director	7729
All Athletic Coaches	
Title IX Coordinator/Human Resources Director	7690
UCC Security	7777
Dean of Community Education & Partnerships	4651
Assistant Vice President of Enrollment and Student Services	7865
Director of UCC Small Business Center	4673
Director of JOBS	541-464-2277

The persons listed above are responsible to notify the Chief of Security who serves as the compiler of campus crime reports for the purpose of preparing this report. CSAs will assist and allow victims and witnesses to report a crime on a voluntary, confidential basis. Reports are filed for statistical purposes, but formal investigations of incidents are done only if desired by the complainants. CSA reports are also used to help determine if there is a serious or continuing threat to the safety of the campus community that would require an alert.

Under the Clery Act, licensed professional counselors are not considered campus security authorities, even though they may have significant responsibility for student and campus activities. If a person

being counseled speaks of a commission of a crime, the counselor may inform the person that crimes can be reported to the Chief of Security on a voluntary, confidential basis for inclusion in the college's crime statistics only.

SECTION 3: EMERGENCY NOTIFICATION, TIMELY WARNINGS, AND RESPONSE

EMERGENCY NOTIFICATION SYSTEM (ENS)

The College initiates its Emergency Notification System (ENS) to notify the campus community upon confirmation of a significant emergency or dangerous situation that involves an immediate threat to the health or safety of students or employees. Examples of significant emergencies or dangerous situations are outbreak of serious illness, approaching extreme weather conditions, earthquake, gas leak, terrorist incident, armed intruder, bomb threat, civil unrest or rioting, explosion, nearby chemical spill, or fire.

Notification to the campus community will be authorized by the Director of Facilities and Security in consultation with the College President. In their absence, the following have authority to access and initiate the ENS, in consultation with a ranking college officer:

- Chief of Security
- All Security Department Personnel
- Assistant Vice President of Student and Enrollment Services
- Assistant Vice President of Academic Services
- Director of Communications and Marketing
- Chief Financial Officer
- Provost
- President's Executive Assistant

For any situation that involves a confirmed immediate threat to the health or safety of students or employees, any member of the ENSA is authorized to activate the ENS. For less serious incidents that pose no immediate threat, the President, Provost, or their designee may authorize activation of the ENS and will dictate the contents of the message and to whom the message will be sent.

Standard notification procedures will be issued without delay but may be altered if emergency response authorities determine it would compromise efforts to assist a victim or compromise efforts to contain, respond to, or otherwise mitigate the emergency.

The ENS consists of text messages, email, social media, and voicemail notifications simultaneously sent to students and employees. Contact data is taken directly from contact information provided by employees and students in the Banner system. It is imperative that employees and students update their contact information on a regular basis, should there be changes in contact information.

A separate component of the ENS consists of notifications through a rolling scroll message which may be sent to all or to select computer screens on campus. In addition, a voice intercom system connected to all campus telephones was recently installed and put in place at the beginning of the Fall 2018 term. Finally, an outdoor loud speaker system is utilized to further provide emergency notification.

Electronic notifications are tested monthly by Security Personnel, who send test messages to a selected group. Records of tests are retained in the system. All Emergency Notification Systems are tested on a scheduled basis.

TIMELY WARNINGS

Reports of Clery crime(s) received by campus security authorities or local police agencies that occur within the College geography, and are considered to represent a serious or continuing threat to students and employees, constitute the issuance of a Timely Warning. The purpose of the Timely Warning is to enable people to protect themselves and their property. The warning will be issued as soon as pertinent information is available. Warnings may also be issued for crimes that occur outside the College geography that may pose a threat to the College community. The decision on whether a warning will be issued will be determined on a case-by-case basis. The College President, the Provost, or their designees will make the determination as to whether a warning will be issued; which segment(s) of the campus community will receive the warning; the content of the warning; and the method of warning.

PROCEDURES FOR DISSEMINATION OF INFORMATION TO INDIVIDUALS OUTSIDE THE CAMPUS COMMUNITY

Individuals outside the campus community may request to be added to the Emergency Response Notification database by completing a contact information request form. The form is available at the UCC Security Department and at the Facilities Department Office, located in the UCC warehouse.

Information released to the media and social media is coordinated by the UCC Director of Communications and Marketing. The UCC Security Department coordinates dissemination of pertinent information to local law enforcement and emergency response agencies through the Douglas County Communications Center.

The UCC Emergency Operations Plan (EOP) is posted on a College shared drive. Hard copy binders containing the plan have been issued to members of the Emergency Response Team and to select College staff. EOP binders have also been placed in the Emergency Operations Center. In addition to providing guidance relative to the National Incident Management System (NIMS) and Incident Command System, the EOP contains information on area specific hazards and emergencies and how to respond to them. This information is also posted on the UCC website (www.umpqua.edu/security).

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

In the event of a significant emergency or dangerous situation the following procedures will be implemented:

- A lockout is initiated when there is a threat or hazard in the area, but not on campus. An example may be when local law enforcement is engaged in a situation near the campus. All perimeter doors will be locked and no one will be allowed in or out of the building.
- A lockdown is initiated when there is an immediate threat or hazard on campus. All personnel and students must get inside, lock the door, switch off the lights, and remain out of sight. If it is safe to run from danger, personnel are encouraged to do so with the understanding that there is a risk of encountering responding law enforcement that are in a high state of readiness to use force or deadly force. As a last resort, the situation may necessitate physically countering the threat. The College has posted standard threat response instructions throughout the campus to manage the threat of a hostile intruder.
- Evacuation may be made to a rally point or other recommended location.
- Shelter in place is called when personal protection is necessary.

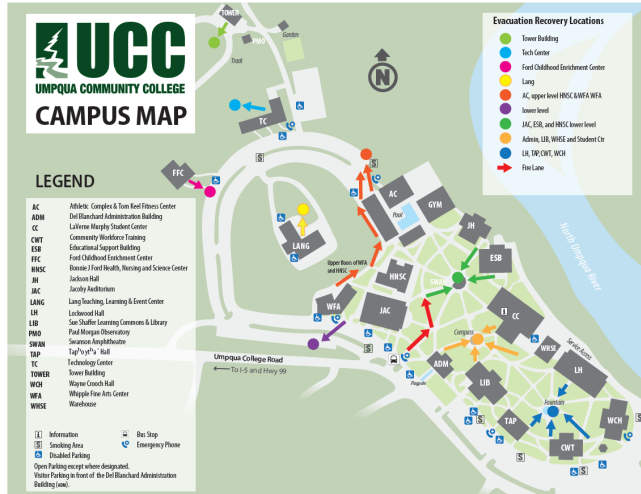
Leaving a building is mandatory when an ENS notification is received, a fire alarm is activated, or when a College official instructs people to do so. Evacuation is necessary in the event of an earthquake or fire. Procedures for all cases are as follows:

- Take direction and advice from Building Marshals where available, or other College officials, if you or others need help.
- DO NOT use elevators.
- If possible, assist persons with disabilities or special needs in leaving the building.
- If possible, assist people who may have been injured.
- Move away from the affected building, walls, and power lines once outside.
- Assemble at the rally point for your specific area/building. Rally points are clearly listed on the evacuation charts in each building.

Currently, evacuation tests for simulated fire related incidents are held at least twice a year. All tests are announced. Information regarding dates and start/stop times are documented and maintained by the UCC Security Department.

EVACUATION RALLY POINTS - MAPS

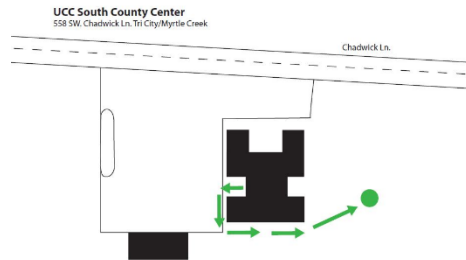
Main Campus



Woolley Center



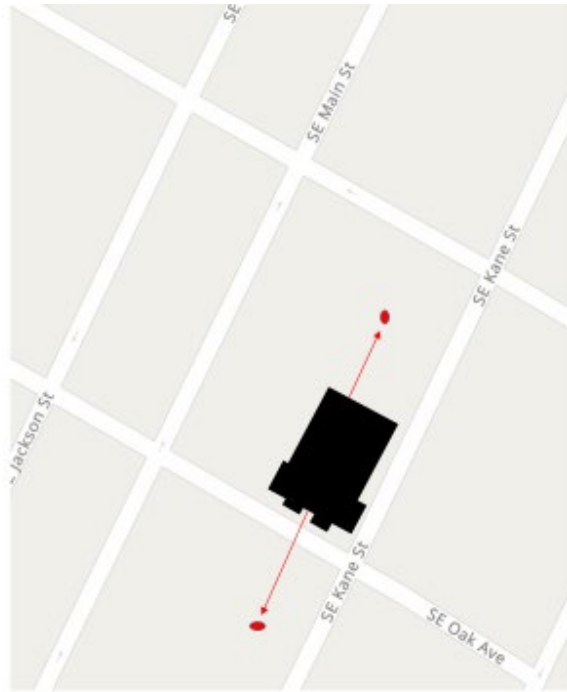
South County Center



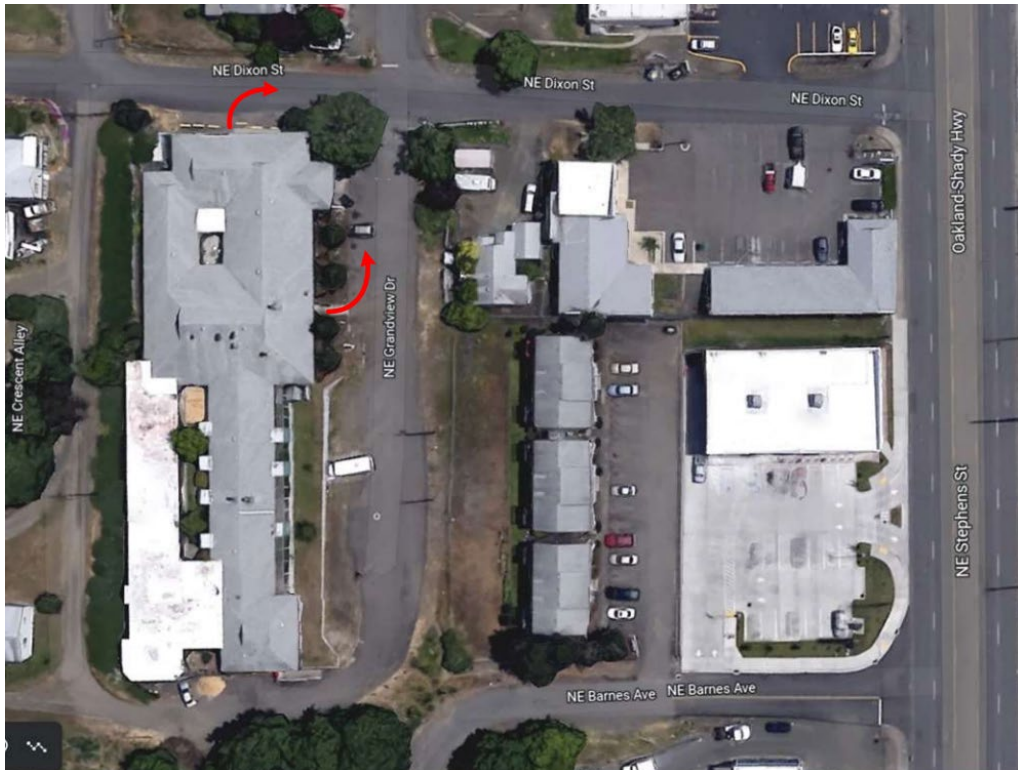
Truck Driving Center



FLEGEL CENTER "HAWKS NEST"



HAWKS LANDING



SECTION 4: CAMPUS SAFETY AND SECURITY PROGRAMS AND POLICIES

Personal safety and crime prevention information is posted on the UCC website (www.umpqua.edu/security). Security and safety training is provided to staff on an annual basis during in-service training. Safety and security training for staff is also available year round on the “Safe College” online website, which is sponsored by the UCC Human Resource Department. Security personnel are available to meet with individuals and groups to discuss safety, crime prevention methods, and related issues.

Information on campus security procedures and practices is available on the UCC website (www.umpqua.edu/security). Informational placards addressing emergency procedures and response are posted in every campus classroom. Additional placards are available upon request.

SECURITY AWARENESS AND CRIME PREVENTION PROGRAMS

Crime prevention and security awareness information is available on the UCC website (www.umpqua.edu/security). General safety and campus security training is provided by Security personnel to UCC staff on an annual basis during kick-off week. The Security Department partners with the Association of Students at Umpqua Community College (ASUCC) on an annual basis to provide information to promote sexual assault prevention and bystander assistance. Student services provides educational and awareness events on an annual basis regarding domestic violence and sexual assault. These events are open to all UCC staff and students. Personnel from the Security Department are available to meet with members of the campus community to provide information and training on crime prevention, security procedures, and campus safety.

DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM

UCC is committed to the health and well-being of its faculty, staff, and students. Campus Life programs are designed to provide students with a range of opportunities to enhance their quality of life. October is National Substance Abuse Prevention Month, a time in which educational programs are offered to employees and students. During the month of April, programs are presented in support of Alcohol Awareness Month. Programs are delivered through various venues to include campus life activities, lectures, educational materials, and films/documentaries.

Through Safer Steps, Safer Students, students are able to receive training and information related to commonly used drugs, signs that alcohol is causing harm, fact sheets, and addiction groups. Through SafeColleges, a national service offering online safety and compliance programs, became available to employees in September 2016. Among other subjects, employees may view modules related to drug and alcohol awareness and abuse.

If someone needs assistance because of alcohol and/or drug use, UCC provides access and information for faculty, staff, and students. These programs provide education, consultation, assessment, counseling, and referral support in a professional environment that respects individual confidentiality and promotes health education. UCC faculty and staff may utilize the Employee Assistance Program (EAP) through Reliant Behavioral Health at 866-750-1327; www.MyRBH.com. UCC students, faculty, and staff may access information through the Campus Mental Health, Recovery and Wellness Office on campus or at (541) 440-7900; - <https://www.umpqua.edu/wellness-center>.

A new Drug and Alcohol Abuse Prevention Program at Umpqua Community College [*DAAPP*](#), was implemented during the Fall 2017 term, this program will provide employees and students with educational opportunities and resources to enhance their awareness of alcohol and drugs and ways they can avoid abuse of these substances. The program will be delivered as a collaboration between the Division of Student Services and the Office of Human Resources and will be incorporated into employee in-service, employee orientation, student orientation, student first year experience course and activities, and other educational experiences (see, [*Safer Steps, Safer Students*](#).)

UCC abides by all state and local laws, regulations and ordinances regarding the possession, consumption, sale or distribution of alcoholic beverages. All UCC faculty, staff and students are prohibited by College policy from unlawfully using, possessing, manufacturing, dispensing or distributing alcohol, controlled substances or illegal drugs on College-owned property or at College-sponsored activities. Alcohol is not permitted on campus or its off-site locations, unless sanctioned by the President for special events. The legal drinking age in Oregon is 21 years of age; any student or employee under the age of 21 who purchases or knowingly possesses an alcoholic beverage is in violation of state law and College policy. Similarly, any person who furnishes an alcoholic beverage to a person under 21 years of age is also in violation. All students, faculty, and employees of the College are expected to know about and abide by the requirements of the UCC alcohol and drug policies.

POLICIES

Umpqua Community College has multiple policies, procedures, and operational guidelines designed to assure the safety and security of campus employees, students, and guests. Below are policy statement outlines. See Appendix for a copy of each Board Policy and Standards of Student Conduct.

- **Board Policy 3570. Smoking and Other Tobacco Use / Possession on Campus.** No Person may use any tobacco products, to include: cigarettes, cigars, pipes, chewing tobacco and electronic cigarettes, on UCC property except in designated areas. The designated areas are located next to the parking lots on the perimeter of the campus. Possession of tobacco products and inhalant delivery systems by persons under the age of 21 is prohibited on all Umpqua Community College property.
- **Board Policy 346. Use of Alcohol, Intoxicants, Controlled Substances.** No person may use, possess, manufacture, sale or distribute any alcohol, intoxicants, or drugs containing controlled substances (including marijuana), and/or other illegal drugs while on college-owned or college-controlled property, including vehicles; while performing any work-related function on behalf of the College; or while representing the college on business or in college-

- sponsored activities. No person may use any intoxicant or controlled substance (unless prescribed by physician), nor appear under the influence of such at any Umpqua Community College facility. Alcohol may not be consumed by any person at any Umpqua Community College facility except at an event that has been approved to serve alcohol by the College President. Describes prohibition against unlawful manufacture, distribution, dispensing, possession or use of an intoxicating or controlled substance; disciplinary action for policy violations; A violation of this policy may result in disciplinary action up to and including expulsion from classes, termination of employment and disqualification from use of campus facilities. Any employee violating this policy may be required to submit to an evaluation by a qualified substance abuse professional and to satisfactorily complete any treatment program recommended by a qualified substance abuse professional as a condition of continued employment.
- **Board Policy 3433. Prohibition against Sexual Harassment under Title IX.** Provides a definition of sexual harassment, guidance for the creation of a positive campus environment, procedure for reporting, and possible consequences. Umpqua Community College has sexual harassment policy and procedures on the Human Resources website regarding how to file a complaint of discrimination/harassment. <http://www.umpqua.edu/title-ix>. In addition, the HR website outlines procedures regarding sexual assault, sexual violence, dating violence, domestic violence and stalking.
 - **Board Policy 612. Reporting Criminal Actions.** Requires reporting of crimes; provides process for reporting; and notifying campus of annual crime report, crime awareness, and crime prevention.
 - **Board Policy 613. Campus Security.** Identifies responsibility of security personnel as well as employees and students for security matters; describes how employees and students provide contact information for emergencies and the Emergency Notification System.
 - **Board Policy 5500. Standards of Student Conduct.** Includes information and procedures for identifying, making claims, and resolving matters related to student conduct.
 - **Emergency Management Procedures.** UCC has a comprehensive, written emergency management plan that includes definitions, emergency organization and responsible personnel, emergency notification process, procedures for multiple types of emergencies, and response plans including evacuations.
 - **Missing Persons Policy.** This applies to Housing residents and is in the Housing Agreement document. Umpqua Community College is authorized to enact procedures, as appropriate and permitted by law, regarding the notification of missing students. Every student who resides in UCC's housing facilities are encouraged to identify an individual who will be contacted by the College in the event that the student is determined missing. Access to this information will be available only to professional staff of the Housing Department, along with the Student Conduct office and Campus Security. Follow this [link to UCC's Missing Persons Policy](#).

SECTION 5: PROHIBITION AGAINST SEXUAL HARASSMENT UNDER TITLE IX

OVERVIEW

All forms of sexual harassment are contrary to basic standards of conduct between individuals. State and federal law and this policy prohibit sexual harassment and UCC will not tolerate sexual harassment. Any employee, student, applicant for employment, or applicant for admission who believes that they have been harassed or retaliated against in violation of UCC policy (Board Policy #3433) are encouraged to immediately report such incidents by following the procedures described in Administrative Procedure #3434 (Reporting Form).

UCC requires supervisors and other persons with mandatory reporting obligations (“Officials With Authority” or OWA’s) to promptly notify the Title IX Coordinator of all incidents of harassment and retaliation that come to their attention. UCC seeks to foster an environment in which all employees, students, applicants for employment, and applicants for admission feel free to report incidents of sexual harassment in violation of UCC Board Policy #3433 and Title IX, without fear of retaliation or reprisal. UCC strictly prohibits retaliation against any individual for filing a complaint of sexual harassment prohibited by UCC policy and Title IX law, or for participating, or refusing to participate, in a sexual harassment investigation. UCC will investigate all allegations of Title IX retaliation swiftly and thoroughly. If UCC determines that someone covered by this policy has retaliated, the Administration will take all reasonable steps within its power to stop such conduct. Individuals who engage in Title IX retaliatory conduct are subject to disciplinary action, up to and including termination or expulsion.

UCC shall ensure that the institution undertakes education and training activities to counter sexual harassment and to prevent, minimize, or eliminate any hostile environment that impairs access to equal education opportunity or impacts the terms and conditions of employment.

Umpqua Community College has sexual harassment policy and procedures on the Human Resources website regarding how to file a complaint: <http://www.umpqua.edu/title-ix>. In addition, the HR website outlines procedures regarding sexual harassment, sexual assault, sexual violence, dating violence, domestic violence and stalking. In Fall 2020, these procedures were codified into Board Policy #3433 and Administrative Procedures #3433 and #3434 to reflect the Department of Education’s “Final Rules” effective August 14, 2020.

UCC DEFINITIONS

UCC is committed to providing an academic and work environment free of unlawful sex harassment under Title IX. This procedure defines sexual harassment that is prohibited under Board Policy 3433 and Title IX. The Title IX policy and procedures apply to all students and employees (including interns) who participate in an educational program or activity of UCC in the United States. “Educational program or activity” applies to all incidents that occur on campus, as well as incidents that occur:

1. In any locations, events or circumstances over which the College exercises substantial control over both the accused person and the context in which the alleged sexual harassment occurs, or
2. In any building owned or controlled by a student organization that is officially recognized by UCC.

Definition of Sexual Harassment: Sexual harassment under Title IX means conduct on the basis of sex that one or more of the following:

1. A UCC employee conditioning the availability of educational aid, benefit or service on another person's participation in unwelcome sexual conduct (also called "quid pro quo harassment");
2. Unwelcome conduct that a reasonable person would determine to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to a UCC education program or activity;
3. Sexual assault, which is defined as an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation, and includes:
 - A. Rape
 - B. Sodomy
 - C. Sexual Assault with an Object
 - D. Fondling
 - E. Incest
 - F. Statutory Rape
4. Dating violence, which means violence against a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of a relationship will be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
5. Domestic Violence, which means violence committed by:
 - A. A current or former spouse or intimate partner of the victim;
 - B. A person with whom the victim shares a child in common;
 - C. A person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
 - D. A person similarly situated to a spouse of the victim under the domestic or family violence laws of Oregon; or
 - E. Any other person against an adult or youth victim protected from that person's acts under the domestic or family violence laws of Oregon.
6. Stalking, which means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his/her/their safety or the safety of others or suffer substantial emotional distress.

Consent

Consent is a knowing, voluntary, and clear mutual agreement to engage in sexual activity. Consent must be freely and actively given and communicated by clearly and mutually understandable words or actions to participate in each form of sexual activity. Consent may be withdrawn at any time. Consent to some sexual contact cannot be presumed to be consent for other sexual activity including previous consent or the existence of a current or previous relationship. Silence or the absence of resistance is not the same as consent.

Lack of Consent means the person has not given consent because:

- The person is incapable of giving consent because of mental, developmental, or physical disability.
- Force is used or threatened
- The person is incapable of giving consent as a result judgment-inhibiting intoxication without regard to the intoxicant.
- The person is not sufficiently conscious to provide consent.
- The person is not old enough to give consent. In Oregon, any person who has reason to believe that a child is a victim/survivor of child abuse or neglect has a duty to make a report to Department of Human Services or to the police. This is also known as Mandatory Reporting.

Explanation of Differences in Policy Definitions and Annual Reporting Statistics

UCC is required to report statistical information about reports of sexual harassment, sexual assault, dating violence, domestic violence, and stalking as defined in the Violence against Women Act Amendments of 2013 and its implementing regulations. A full review of the definitions used for UCC's reporting of the annual crime statistics for sexual assault, dating violence, domestic violence and stalking are in Section 6 of this report.

UCC'S PROCEDURE FOR INVESTIGATION AND RESOLUTION OF SEXUAL HARASSMENT

The Title IX Coordinator will have a prompt, adequate, reliable and impartial investigation of complaints, except in cases where a complainant has requested that the investigation not proceed and the Title IX Coordinator has agreed. During the investigation phase, both the complainant and respondent will have the opportunity to give a statement, present witnesses and provide evidence.

The Title IX Coordinator and, in the case of complaints involving student respondents, the Title IX Coordinator will use the following guiding principles to investigate and resolve each report of a violation as follows:

- The investigation and resolution of reports will be conducted in a manner that will protect the rights of all involved, including providing primary participants with timely and equal information and the opportunity to be heard during the investigation.
- The investigation and resolution of reports will be conducted objectively and impartially. In

the event of a conflict of interest, those involved in the investigation or resolution of the complaint will not serve in a decision-making or investigative capacity.

- The investigation and resolution of reports will be conducted promptly.
- The investigation and resolution of reports will be conducted with discretion. The dissemination of information will only be done on a need-to-know basis, thus maintaining privacy for the primary participants.
- The investigation and resolution of reports will be conducted by individuals who have been trained in the investigation and resolution of sexual misconduct, intimate-partner violence, and stalking.
- The Title IX Coordinator will oversee a prompt, adequate, reliable and impartial investigation of complaints, except in cases where a complainant has requested that the investigation not proceed and the Title IX Coordinator has agreed. During the investigation phase, both the complainant and respondent will have the opportunity to give a statement, present witnesses and provide evidence.

The Title IX Coordinator will use the following guiding principles to investigate and resolve each report of a violation as follows:

- The investigation and resolution of reports will be conducted in a manner that will protect the rights of all involved, including providing primary participants with timely and equal information and the opportunity to be heard during the investigation.
- The investigation and resolution of reports will be conducted objectively and impartially.
- The investigation and resolution of reports will be conducted promptly.
- The investigation and resolution of reports will be conducted with discretion. The dissemination of information will only be done on a need-to-know basis, thus maintaining privacy for the primary participants.
- The investigation and resolution of reports will be conducted by individuals who have been trained in the investigation and resolution of sexual harassment allegations.

Reporting Sexual Harassment

Any individual may report sexual harassment to the Title IX Coordinator, and the Title IX Coordinator is required to respond to reports of sexual harassment. The Title IX Coordinator will handle the information reported under this administrative procedure with discretion and will share the information with others only on a need-to-know basis. For example, the Title IX Coordinator may need to address public safety concerns on campus, comply with State and federal legal requirements, or share information to implement supportive measures.

Some employees of the College have mandatory obligations to report knowledge of allegations of sexual harassment to the Title IX Coordinator (see “Officials with Authority” below). In contrast, other employees of the College have confidentiality restrictions on reporting allegations of sexual harassment (see “Confidential Resources” below). Employees who are neither Officials with Authority nor Confidential Resources are encouraged to report allegations of sexual harassment toward another individual covered by this procedure but are not required to do so.

Mandatory Reporting by Officials with Authority

1. Certain employees of the College who are designated as “Officials with Authority” are required

to immediately report allegations of sexual harassment to the Title IX Coordinator. Officials with Authority are required to report all relevant information known about sexual harassment, including the name of the Respondent, the Complainant, any other witnesses, and the date, time, and location of the alleged incident.

2. UCC has designated the following employees as Officials with Authority:
 - A. Provost
 - B. Assistant Vice President for Enrollment and Student Services
 - C. Assistant Vice President for Academic Services
 - D. Dean of Community Education and Partnerships
 - E. Director of Human Resources
 - F. Compliance Officer
 - G. Chief of Security
 - H. Athletic Director
 - I. Assistant Athletic Director

UCC Confidential Resources

1. "Confidential Resources" are persons who are not obligated to share any personally identifying information about a report of sexual harassment (such as the survivor or accused's name) with law enforcement, the Title IX Coordinator, or any other UCC administrator.
2. The following individuals who are employed by or affiliated with UCC are designated as Confidential Resources:

Hanna Culbertson, Wellness Counselor
541-440-7896
Hanna.Culbertson@umpqua.edu

Erin Ritchie, C.A.R.E. Advocate
UCC Campus Outreach
541-440-7866
erin@peaceathome.com

Investigation and Determination of Policy Violation

1. Title IX Coordinator's Initial Assessment of Health and Safety Risks
 - A. A report of sexual harassment to the Title IX Coordinator does not result in a full investigation unless a Formal Complaint is filed under the process discussed below. However, upon receiving a report of sexual harassment, the Title IX Coordinator will make an initial assessment regarding the health and safety of the Complainant, and will also determine whether there is a safety risk to the campus community as a whole.
 - B. If the Title IX Coordinator finds there is a continued risk to the campus community, the Title IX Coordinator may file a Formal Complaint without the Complainant's consent or cooperation.
 - C. Additionally, based on the initial assessment or at any time thereafter, the College may order "emergency removal" of a non-employee Respondent, or place an employee Respondent on "administrative leave" as discussed more fully below.
2. Emergency Removal of a Non-Employee Respondent

- A. UCC may remove a non-employee Respondent from an education program or activity on an emergency basis after the Title IX Coordinator (or other designated official) conducts an individualized safety and risk analysis arising from the allegations of sexual harassment. There must be an immediate threat to the physical health or safety of any student or other individual on campus to justify removal. The College may not use an emergency removal to address generalized concerns of the Respondent obstructing a sexual harassment investigation or destroying relevant evidence.
 - B. If it is determined that emergency removal is appropriate, the Respondent will be provided with a notice and opportunity to attend a meeting with the Title IX Coordinator (or other person making the determination) for the purpose of challenging the removal. The person making the determination must consider the information provided by the Respondent before making a final decision upholding the emergency removal.
3. Administrative Leave

The College may place an employee Respondent on administrative leave during the pendency of a Formal Complaint process described below. UCC will follow any relevant policies, procedures, collective bargaining agreements, or applicable laws in placing an employee on administrative leave. Although this section is not intended to apply to student employees who are Respondents, Title IX does not prohibit a student employee from being placed on administrative leave if the College determines that it is appropriate based on the circumstances of the particular case.
4. Title IX Coordinator's Initial Response Regarding Supportive Measures
 - A. Upon receiving a report of Sexual Harassment, the Title IX Coordinator will also promptly contact the Complainant to discuss supportive measures that may be offered. In doing so, the Title IX Coordinator shall:
 - i. Consider the Complainant's wishes with respect to supportive measures;
 - ii. Inform the Complainant of supportive measures that can be taken with or without the filing of a Formal Complaint; and
 - iii. Explain the process for filing a Formal Complaint.
 - B. "Supportive measures" means individualized services reasonably available to a Complainant or Respondent, free of charge, that are non-punitive, non-disciplinary, and not unreasonably burdensome to the other Party. Supportive measures must be designed to ensure equal educational access, and may also be designed to protect safety and deter sexual harassment. Supportive measures may include:
 - i. Counseling
 - ii. Course-related adjustments such as extending deadlines
 - iii. Modifications of work or class schedules
 - iv. Campus escort services
 - v. Changes in work or housing locations
 - vi. Increased security and monitoring of certain areas of campus
 - vii. Mutual restrictions on contact between the Parties
 - viii. Leaves of absence
 - C. Supportive measures may be offered to the Complainant or the Respondent at any time before or after a Formal Complaint is filed.

5. **Criminal Investigations by Law Enforcement**

If there are parallel criminal and Title IX investigations, UCC will cooperate with the external law enforcement agency and will coordinate to ensure that the Title IX process does not hinder legal process or proceedings.

6. **Clery Act Reporting of Sexual Harassment Allegations**

UCC will document reports of sexual harassment in compliance with the Clery Act, a federal law requiring data collection of crime within the campus geography. Under the Clery Act, the College does not document personal information, and only reports the type of conduct, and the time, date, and location of the conduct. (Also see BP/AP 3540 Sexual and Other Assaults on Campus).

7. **Formal Complaint Process - Notice to Parties**

- A. Upon receipt of a Formal Complaint, the Title IX Coordinator will provide written notice to the Parties of the following:
 - i. An explanation of the Title IX grievance process;
 - ii. A statement of the allegations of sexual harassment with sufficient details known at the time, and with sufficient time for the Respondent to prepare a response before any initial interview;
 - iii. A statement that the Respondent is presumed to not be responsible for the alleged sexual harassment unless and until a determination of responsibility is made at the conclusion of the Title IX grievance process;
 - iv. A statement that each of the Parties may have an Advisor of his or her choice, who may be, but is not required to be, an attorney;
 - v. A statement that the Parties may inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint.
 - vi. A statement informing the Parties of any provision in the College's code of conduct or employment policies that prohibits knowingly making false statements or knowingly submitting false information during the grievance process (including the investigation stage).
- B. If, in the course of an investigation, a determination is made to investigate allegations about the Complainant or Respondent that are not included in the notice provided above, the Title IX Coordinator will provide a supplemental written notice to the Parties regarding the additional allegations.

8. **Dismissal of Formal Complaint**

- A. UCC must dismiss a Formal Complaint for lack of jurisdiction under Title IX if it determines at any stage of the process that any of the following circumstances exist:
 - i. The conduct alleged in the formal complaint would not constitute Title IX sexual harassment as defined in this procedure;
 - ii. The conduct alleged did not occur in a UCC "education program or activity," as defined under "Jurisdictional Requirements" discussed above; or
 - iii. OR The conduct alleged did not occur against a person in the United States.
- B. UCC has discretion to dismiss a Formal Complaint or any allegation under the following circumstances:

- i. At any time during the investigation or hearing, the Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegation;
 - ii. The Respondent is no longer enrolled or employed by the UCC; or
 - iii. There are specific circumstances that prevent UCC from gathering evidence sufficient to reach a determination regarding responsibility as to the Formal Complaint or allegation.
3. If UCC dismisses the formal complaint or any allegations, the Title IX Coordinator shall provide the Parties simultaneously with written notice of the dismissal and the reason for the dismissal. The Parties must also be notified of the right to appeal the determination (see procedures and grounds for appeals below). After dismissing a Formal Complaint under this procedure, UCC may commence or continue an investigation or other grievance or disciplinary process under any other applicable UCC policy or procedure.

9. Consolidation of Formal Complaints

UCC has discretion to consolidate Formal Complaints if the allegations of sexual harassment arise out of the same facts or circumstances. For example, this would include complaints filed by a single Complainant against more than one Respondent, or complaints filed by multiple Complainants against the same Respondent(s).

10. Equitable Treatment of the Parties and Presumption of Non-Responsibility

A determination of responsibility for sexual harassment under this procedure is a neutral, fact-finding process. UCC will treat Complainants and Respondents equitably, and the Formal Complaint and grievance process procedures will apply equally to both Parties. This means that there is a presumption that all reports of sexual harassment are made in good faith, and a presumption that the Respondent is not responsible for the alleged sexual harassment unless there is a determination of responsibility at the conclusion of the grievance process. UCC will not discipline a Respondent prior to a final determination of responsibility, including completion of an appeal of the determination under this administrative procedure.

11. Bias or Conflict of Interest

- A. UCC shall insure that none of the Title IX personnel participating in the Title IX process under this administrative procedure has any basis for bias, or a conflict of interest, for or against the Complainant or Respondent. This includes: a. The Title IX Coordinator, b. An investigator, c. A Decision-Maker, or d. Any person designated to facilitate an informal resolution process.
- B. "Bias," as used in this section means a specific, articulable basis for a participant being prejudiced in favor of or against any Party, or a Party's position. "Bias" does not mean a generalized concern about a participant's personal or professional background or beliefs.

12. Role of the Advisor

- A. The Parties are entitled to have the assistance of an Advisor of their choosing throughout the Title IX grievance process, including during an investigation interview, reviewing an investigation report, or inspecting evidence gathered in the investigation.
- B. The role of the Advisor during an investigation is to provide support and assistance in understanding and navigating the investigation process. The Advisor may not testify in or obstruct an interview or disrupt the process. The Title IX Coordinator has the right to determine what constitutes appropriate behavior of an Advisor and take reasonable steps to ensure compliance with this procedure.
- C. At the hearing, a Party does not have a right to self-representation, and an Advisor must conduct any cross-examination of the other Party or witnesses. UCC is required to select and provide an Advisor, free of charge, to any Party who does not have an Advisor, including if the Advisor chosen by a Party fails to appear at the hearing. Each Party is limited to one Advisor at the hearing, in order to limit the number of individuals who will have access to confidential information about the issues.

13. Applicable Training

- A. UCC will ensure that Title IX personnel receive training applicable to their roles in the Formal Complaint Process including, at a minimum, training regarding:
 - i. The definition of sexual harassment under Title IX;
 - ii. The scope of the College’s “education program or activity,” such as the extent to which it includes incidents that occur off-campus;
 - iii. How to investigate sexual harassment allegations fairly and objectively, and for investigators, how to prepare an investigative report that fairly summarizes the relevant evidence and complies with this administrative procedure;
 - iv. How to conduct a grievance process (including investigations, hearings, appeals, and informal resolution processes, as applicable);
 - v. How to use technology at live hearings, for decision-makers;
 - vi. Issues of relevance, for investigators and Decision-Makers.
 - vii. Decision-Makers should be trained regarding the application of “rape shield” protections for Complainants; for example, questions and evidence about a complainant’s prior sexual behavior are irrelevant unless offered to prove that someone other than the respondent committed the alleged misconduct, or offered to prove consent; and
- B. Any materials used to train the Title IX personnel will not rely on sex stereotypes and must promote impartial investigations and adjudications of formal complaints of sexual harassment. UCC will make the training materials publicly available on its website.

14. Investigation

- A. Commencing an Investigation and Selecting an Investigator
 - i. The filing of a Formal Complaint will result in initiating an investigation. The Title IX Coordinator is responsible to oversee investigations to ensure timely resolution and compliance with Title IX and this procedure. Any individual serving as an investigator under this administrative procedure must have adequate training, as set forth under “Applicable Training” above.
- B. Obtaining Evidence During the Investigation

- i. UCC, not the Parties, has the responsibility to gather information regarding the allegations of sexual harassment, including the interviewing of witnesses. However, as stated above, UCC will not restrict the ability of any Party to discuss the allegations under investigation, or to gather and present relevant evidence.
- C. Notice of Investigative Interview
 - i. UCC will provide written notice of the date, time, location, participants, and purpose of all investigative interviews to any Party whose participation is invited or expected, with sufficient time for the Party to prepare to participate.
- D. Evidence Review
 - i. All Parties will have an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint. This includes evidence upon which UCC does not intend to rely in reaching a determination regarding responsibility, as well as all inculpatory or exculpatory evidence whether obtained from a Party or other source.
 - ii. Prior to the investigator preparing an investigative report, UCC will send to each Party and the Party's Advisor, in electronic format or hard copy, the evidence subject to inspection and review. The Parties will have at least ten business days to submit a written response. The investigator must consider this written response prior to completing the investigative report.
- E. Investigative Report
 - i. The results of the investigation will be set forth in a written report by the investigator that fairly summarizes the relevant evidence, and should include the following information:
 - 1. A description of the circumstances giving rise to the Formal Complaint;
 - 2. A description of the procedural steps taken during the investigation, including all individuals contacted and interviewed;
 - 3. A summary of the testimony of each witness the investigator interviewed;
 - 4. An analysis of other relevant evidence collected during the investigation, including a list of relevant documents; and
 - 5. A table of contents if the report exceeds ten pages.
 - ii. The investigator will not make a determination regarding responsibility because the Decision-Maker must make an independent determination. However, the investigator may, but is not required to, make a recommendation regarding a determination of responsibility. If the investigator makes a recommendation, it should be based on the same burden of proof that will be applied by the Decision-Maker.
 - iii. UCC may permit the investigator to redact confidential information from the report that is not directly related to the allegations, and the investigator must redact privileged information unless the privilege has been waived by the Party holding the privilege. The investigator will keep a log of information that is not produced to the Parties, and will only provide this log to the Title IX Coordinator.

The Title IX Coordinator will not disclose the log to the Parties but will maintain the log in the Title IX Coordinator's file, in the event it later becomes relevant.

- iv. At least ten (10) business days prior to a hearing or other time of determination regarding responsibility, the investigative report will be provided to each Party and their Advisors, if any. The investigative report may be provided in an electronic format or a hard copy, for review and written response. The Parties will have at least ten (10) business days to submit a written response.

15. Requirement of live hearing

- A. After completing an investigation and prior to a determination of responsibility or non-responsibility, the College will hold a live hearing. The purpose of the hearing is to provide the Complainant and Respondent an opportunity to respond to the evidence set forth in the investigation report that will be considered by the Decision-Maker. UCC will provide all Parties written notice of the date, time, location, participants, and purpose of the hearing, with sufficient time for the Parties to prepare to participate.
- B. Neither Party may choose to waive the other Party's right to a live hearing, but the Parties can choose whether to participate in the hearing, and can decline to answer some or all cross-examination questions.
- C. During the hearing, both the Complainant and Respondent have a right to an Advisor of their choice. If a Party does not have an Advisor at the time of the hearing, the College must select and provide an Advisor for that Party free of charge. Advisors should be present for the entire hearing in order to hear all of the evidence that is presented.

16. Hearing format

- A. UCC shall provide a live hearing with all Parties physically present in the same geographic location or, at UCC's discretion, it may allow any or all Parties, witnesses and other participants to appear at the live hearing virtually, provided the technology enables the participants to see and hear each other in real time. Additionally, at the request of either party, UCC shall provide for the hearing to occur with the Parties located in separate rooms, with technology enabling the Decision-Maker and Parties to simultaneously see and hear each other and the witnesses who are answering questions. UCC will create an audio or audiovisual recording, or transcript, of any live hearing and make it available to the Parties for inspection and review.
- B. The information provided to the Parties during the "Evidence Review" (discussed above) shall be available at the hearing for reference and consultation. Only relevant evidence will be admissible during the hearing. "Relevant evidence" means evidence having any reasonable tendency to prove or disprove any disputed fact that is material to the allegations against the Respondent, including the credibility of a Party or a witness.

17. Decision-Maker

- A. The Decision-Maker must be a different person than the other Title IX personnel involved in the case (i.e. the Title IX Coordinator, the investigator, and any person who facilitated an informal resolution process). As stated above, the Decision-Maker must not have any conflict of interest or have a bias for or against the Complainant(s) or Respondent(s).
- B. If the Complainant or Respondent objects to the Decision-Maker based on concerns of bias or a conflict of interest, that Party must make the objection in writing at least 5 business days prior to the hearing, unless the Title IX Coordinator determines that the

circumstances warrant a shorter time period. The written objection must state the specific basis for the concern of bias or conflict of interest. The Title IX Coordinator shall consider the basis of the objection and may select a different Decision-Maker.

- C. The Title IX rules provide that the Decision-Maker:
 - i. Must receive training on the issues listed above under “Applicable Training”;
 - ii. May ask the Parties and the witnesses questions during the hearing; and
 - iii. Must objectively evaluate all relevant evidence, both inculpatory and exculpatory, and must independently reach a determination regarding responsibility without giving deference to the investigative report.

18. Presenting Witnesses

- A. The Complainant and Respondent must be provided an equal opportunity to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence. Witnesses, like Parties, are not required to participate in the hearing.

19. Cross-Examination

- A. The Decision-Maker will permit each Party’s Advisor to ask the other Party and any witnesses all relevant questions and follow-up questions, including those questions challenging credibility. The Party’s Advisor must conduct cross examination directly, orally, and in real time. A Party may never personally conduct cross-examination.
- B. Before a Complainant, Respondent, or witness answers a cross-examination question or other question, the Decision-Maker must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. The Decision-Maker need not provide a lengthy or complicated explanation in support of a relevance determination. If a Party or witness disagrees with a relevance determination, that individual has the choice of either abiding by the Decision-Maker’s determination and answering the question, or refusing to answer the question.
- C. If a Party or witness does not submit to cross-examination at the live hearing, the Decision-Maker will not rely on any statement of that Party or witness in reaching a determination regarding responsibility. If a Party or witness submits to cross examination but declines to answer a specific question, the Decision-Maker cannot rely on any statement regarding the issue on which the Party or witness declined to be cross-examined. A Decision-Maker also cannot draw an inference regarding the determination of responsibility based solely on a Party’s or witness’s absence from the live hearing, or refusal to answer cross-examination or other questions.

20. Determination of Responsibility

- A. The Decision-Maker will issue a written determination regarding responsibility or non-responsibility no later than twenty (20) business days after the date that the hearing ends.
- B. When making a determination regarding responsibility, a Decision-Maker will objectively evaluate all relevant evidence, including both inculpatory and exculpatory evidence. A Decision-Maker may not make credibility determinations based on an individual’s status as a Complainant, Respondent, or witness. In evaluating the evidence, the Decision-Maker will use a “clear and convincing” evidence standard. This means that after considering all the evidence presented, the Decision-Maker will decide whether it is substantially more likely than not that the Respondent engaged in sexual harassment under Title IX.
- C. The Decision-Maker’s written determination must include:

- i. Identification of the allegations that allegedly constitute Title IX sexual harassment, as defined in AP 3433 and consistent with the Decision-Maker's training.
 - ii. A description of the procedural steps taken from the receipt of the Formal Complaint through the determination, including who conducted the investigation and gave notifications to the Parties. The determination will also state when, where, and the date the investigator interviewed the Parties and witnesses, conducted site visits, and the methods used to gather other evidence. The procedural section should also discuss the dates and how the Parties were provided the opportunity to review and inspect evidence and the date of any hearings held and who attended the hearing.
 - iii. Findings of fact supporting the determination. In making these findings, the Decision-Maker will focus on analyzing the findings of fact that support the determination of responsibility or non-responsibility.
 - iv. Conclusions regarding the application of UCC's code of conduct to the facts.
 - v. A determination regarding responsibility or non-responsibility for each allegation, and the Decision-Maker's rationale for the result;
 - vi. Any disciplinary sanctions to be imposed to be imposed on the Respondent.
 - vii. Whether UCC will provide the Complainant with remedies, which should be designed to restore or preserve equal access to the UCC's education program or activity. To protect the Complainant's privacy rights, the determination need not disclose the nature of the remedies, and the Complainant can then communicate separately with the Title IX Coordinator to discuss what remedies are appropriate.
 - viii. UCC's procedures and permissible bases for the Complainant or Respondent to appeal.
- D. The written determination shall be provided to the Parties simultaneously. The determination regarding responsibility becomes final either on the date that the time for filing an appeal expires, or on the date that the Parties are provided with the written determination regarding the appeal if a timely appeal was filed.

21. Disciplinary Sanctions and Remedies

- A. The grievance procedures (including investigation, hearing, and any appeal, if applicable) must be completed before any disciplinary sanctions, or any other actions that are not supportive measures, are imposed against a Respondent. If the Decision-Maker determines that the Respondent was responsible for conduct that constitutes sexual harassment under Title IX, UCC will take disciplinary action against the Respondent and any other remedial action it determines to be appropriate under this administrative procedure. The action will be prompt, effective, and commensurate with the severity of the offense.
- B. Possible disciplinary sanctions for a student Respondent include written or verbal reprimand, required training or counseling, non-academic probation, suspension, or expulsion. Possible disciplinary sanctions for an employee Respondent include written or verbal reprimand, required training or counseling, demotion, suspension, or discharge.
- C. Remedies for the Complainant may include, but are not limited to:

- i. Providing an escort to ensure that the Complainant can move safely between classes and activities;
- ii. Ensuring that the Complainant and Respondent do not attend the same classes or work in the same work area;
- iii. Providing counseling services or a referral to counseling services;
- iv. Providing medical services or a referral to medical services;
- v. Providing academic support services, such as tutoring;
- vi. Reviewing any disciplinary actions that have been taken against the Complainant to determine whether the sexual harassment may have caused or contributed to the misconduct that resulted in the Complainant's discipline.

22. Procedure and Grounds for Appealing a Determination of Responsibility or Dismissal of a Formal Complaint

- A. A Complainant or Respondent may appeal either a determination regarding responsibility or non-responsibility, or the dismissal of a Formal Complaint or allegations (see "Dismissal of Formal Complaint" above). A Complainant or Respondent must submit a written appeal to the Title IX Coordinator within ten (10) business days from the date of the notice of determination or dismissal.
- B. In the written appeal, the Party must state the grounds for appeal, and a statement of facts supporting those grounds. The permissible grounds for appeal under this administrative procedure are as follows:
 - i. A procedural irregularity that affected the outcome;
 - ii. Newly discovered evidence that was not reasonably available when the decision was made, and that could affect the outcome; or
 - iii. The Title IX Coordinator, investigator, or Decision-Maker had a conflict of interest or bias for or against the Complainant(s) or Respondent(s) that affected the outcome.
- C. A person who was not previously involved in the grievance process as Title IX personnel will be selected to serve as the Decision-Maker on Appeal. Within five (5) business days after receiving the written appeal, the Decision-Maker on Appeal (or the Title IX Coordinator if no Decision-Maker on Appeal has been appointed) will provide written notice to the Parties of the following:
 - i. That an appeal has been made, and providing a copy of the written appeal; and
 - ii. That the non-appealing Party or Parties may submit a written response to the appeal within ten (10) business days.
- D. Either Party may seek an extension of the deadlines stated above for submitting or responding to an appeal by submitting a written request to the Title IX Coordinator. The request must be submitted as soon as possible before the deadline, and must explain the need for the extension and the proposed length of the extension. The Decision-Maker on Appeal (or the Title IX Coordinator if no Decision-Maker has been appointed) will respond to the request in writing within three (3) business days and will inform the Parties simultaneously whether an extension is granted.
- E. The Decision-Maker on Appeal will issue a written decision on whether to grant or deny the appeal, and the rationale for the decision, within twenty (20) business days after the Decision-Maker on appeal receives the response to the appeal, or the last day to provide

a response, whichever occurs first. The written decision will be provided simultaneously to all Parties.

23. Informal Resolution

- A. An informal resolution process may not be offered before a Formal Complaint is filed. If UCC determines that a Formal Complaint is appropriate for informal resolution, it may provide the Parties with the opportunity to participate in an informal resolution process, including mediation, at any time before a determination regarding responsibility has been made. The Title IX Coordinator will provide the Complainant and Respondent with written notice of the allegations (if this notice has not already been provided) and an explanation of the informal resolution process, including:
 - i. The circumstances, such as reaching an agreement for resolution, that may preclude the Parties from resuming a Formal Complaint arising from the same allegations, and
- B. A Party cannot be required to participate in the informal resolution process, and UCC must obtain both Parties' voluntary and informed written consent to the informal resolution process. At any time prior to agreeing to a resolution, a Party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the Formal Complaint. If the Parties reach an agreement, UCC is not required to complete a full investigation or the grievance process under a Formal Complaint.
- C. The informal resolution process is not available to resolve allegations that an employee sexually harassed a student.

24. Confidentiality and Non-Disclosure Agreements Regarding Evidence

- A. UCC must keep confidential the identity of complainants, respondents, and witnesses, except as may be permitted by FERPA, as required by law, or as necessary to carry out a Title IX proceeding. Additionally, to protect the privacy of those involved, the Parties and Advisors may be required to sign a non-disclosure agreement, consistent with applicable law, prior to attending an investigation interview or otherwise participating in the College's grievance process.
- B. A "non-disclosure agreement" restricts the Parties and their Advisors from disseminating evidence obtained in the Title IX process by providing that it can only be reviewed or used for purposes of the Title IX grievance process. However, the non-disclosure agreement will not restrict the ability of either Party to discuss the allegations under investigation. Title IX requirements are not intended to restrict the rights of Complainants or Respondents that are protected under the U.S. Constitution, including the First Amendment.

25. Safeguards for Privileged Information

UCC's Formal Complaint procedure does not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally-recognized privilege (e.g., attorney-client privilege, doctor-patient privilege, spousal privilege, etc.), unless the person holding the privilege provides voluntary, written consent to waive the privilege.

26. Prohibition of Retaliation

- A. UCC prohibits any intimidation, threats, coercion, or discrimination against any individual who has made a report or complaint of sexual harassment, testified, assisted, or

participated or refused to participate in any manner in a Title IX investigation, proceeding, or hearing.

- B. Prohibited retaliation does not include:
 - i. The exercise of rights protected under the First Amendment (e.g. freedom of speech).
 - ii. Charging an individual with a code of conduct violation for making a materially false statement in bad faith during the course of a Title IX grievance proceeding does not constitute retaliation; however, a determination that a party made a bad faith false statement cannot be based solely on a determination of responsibility or non-responsibility.
- C. Individuals who experience retaliation based on reporting Title IX sexual harassment, or participating in any of the Title IX procedures discussed above, may file a complaint using the Formal Complaint process in this administrative procedure. Complaints alleging retaliation may also be filed under UCC's other applicable grievance and complaint procedures.

27. Time Frame for Investigation and Resolution

UCC will undertake its grievance process promptly and complete it as swiftly as possible while still complying with all of the requirements of this administrative procedure. The Title IX personnel should complete the investigation and a determination regarding responsibility (and the informal resolution process, if applicable) within 180 calendar days from the time that the alleged sexual harassment is reported to the Title IX Coordinator, unless a notice of extension is provided as discussed below.

When appropriate, the Title IX Coordinator (or designated alternate) may determine that good cause exists to extend the 180 period (for example, as needed to conduct a fair and complete investigation, to accommodate an investigation by law enforcement, to accommodate the unavailability of witnesses or delays by the Parties, to account for academic breaks or vacations, or due to the complexity of the investigation). UCC will provide written notice of the extension simultaneously to the Complainant and Respondent, and include the reason for the delay and anticipated timing of completion.

A Party may request an extension of the timelines under this Administrative Procedure by submitting the request in writing to the Title IX Coordinator, and explaining the reason for the delay and the length of the continuance requested. The Title IX Coordinator will notify the Parties and document the grant or denial of a request for extension or delay as part of the case recordkeeping

UCC's Efforts to Prevent and Education about the Issues of Sexual Harassment

Overview

Umpqua Community College takes the safety of our students seriously, and we strive to create an environment and culture that is safe for all community members and is respectful of all individuals. Sexual misconduct and intimate partner violence prevention and response are crucial to creating a safe, supportive and healthy environment for student, faculty and staff. The College

engages in comprehensive, intentional and integrated programming, initiatives, strategies and campaigns intended to end sexual harassment, sexual assault, dating violence, domestic violence, and stalking that are culturally relevant, inclusive to diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome, and considered environmental risk and protection factors as they occur on the individual institutional, community and societal levels.

Our educational programming consists of primary prevention and awareness programs for all incoming students and new employees. New student orientation is ongoing as we prepare for the next term.

Our educational initiatives are as follows:

- A. Make clear the UCC policy prohibiting sexual harassment, sexual assault, domestic violence, dating violence, and stalking.
- B. Making available the definitions of sexual harassment, sexual assault, domestic violence, dating violence, and stalking according to Federal and Oregon law.
- C. Define consent and identify what behavior and actions constitute consent in reference to sexual activity.
- D. Provide descriptions and examples of safe and positive options for bystander intervention that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of sexual harassment, sexual assault, dating violence, domestic violence, or stalking. Bystander intervention includes recognition of situations that may involve potential harm, knowledge of institutional structures and cultural conditions that may facilitate violence, identification of barriers to intervening and safe, effective intervention strategies, and action to intervene.
- E. Provide information on risk reduction, including options designed to decrease perpetration and bystander in-action and to increase empowerment for all persons in order to promote safety and to help individuals and communities address conditions that may facilitate violence.
- F. Provide information regarding:
 - i. Procedures alleged victims should follow if a crime of sexual assault, domestic violence, dating violence, and/or stalking occurs.
 - ii. Confidentiality and privacy as it relates to investigation and assistance.
 - iii. 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 community.
 - iv. Interim modifications to academic, living, transportation, and working situations or supportive measures and the process for requesting such measures.
 - v. Procedures for institutional disciplinary action in cases of alleged sexual harassment, sexual assault, dating violence, domestic violence, and stalking.

RESOURCES for COMPLAINANTS OF SEXUAL HARASSMENT

UCC has designed a resource process to assist complainants of sexual harassment. Individuals involved in the response process engage in training to assure students and employees that they

are receiving information and assistance in a timely and appropriate manner.

Steps a Victim/Survivor May Take Immediately:

- A. Get to a safe place as soon as possible. Your safety is most important.
- B. Seek Medical Attention. After an incident of sexual harassment, sexual assault, dating violence, domestic violence, or stalking the victim/survivor should consider seeking medical attention as soon as possible, as appropriate, even if there are no obvious signs of physical injury. You may wish to consult with medical personnel quickly regarding: prevention of sexual transmitted infections, pregnancy; evidence collection, and toxicology testing if there are signs that drugs or alcohol may have facilitated the assault. Individuals of any gender can be victim/survivor of sexual harassment, sexual assault, dating violence, domestic violence and stalking. We encourage a victim/survivor to go to the emergency room at Mercy Medical Center, and for those age 14 and under, Douglas C.A.R.E.S.

Mercy Medical Center has trained Sexual Assault Nurse Examiners (SANE) nurses who conduct forensic examinations and collect the evidence for the sexual assault kits. In Oregon, evidence may be collected even if you chose not to make a report to law enforcement. SANE services are provided free of charge to all victim/survivor, regardless of your decision to involve law enforcement.

Douglas C.A.R.E.S. - Pediatric care for those ages 14 years and under 545 W. Umpqua Street, Suite 1, Roseburg, OR 97471 <http://www.douglascare.org/> 541-957-5646 -- Contact: Emergency Room Manager

Mercy Medical Center - Sexual Assault Nurse Examiners (SANE) Program 2700 NW Stewart Parkway, Roseburg, OR 97471 <http://mercyrose.org/> 541-673-0611

The SANE Program is staffed by registered nurses who have advanced education and instruction in medical-forensic examination and in psychological and emotional trauma. SANE's philosophy of nursing empowers patients to determine their plan of care, including:

- Emotional support
- Physical examination and wellness check
- Collection of medical-forensic evidence
- Assistance with reporting the crime to police, when requested (mandatory reporting for children)
- Assistance with concerns about sexually transmitted infections and pregnancy
- Assistance with safety planning
- Development of a medical follow-up plan

Things to know about the SANE Exam:

- During the exam you can expect to be examined for internal and external injuries, foreign hair samples, and semen/other body fluids.
- If possible bring an extra set of clothes (if you decide to have evidence collected, the police may want the clothes worn during the assault for evidence) and a friend or another supportive person.
- If you think you may want to file a police report in the future, do not shower, drink, eat, douche, or change your clothes prior to the exam. These activities can destroy

important physical evidence that is useful should you decide to make a police report. If you've already showered or changed, it's still okay to go to SANE for an exam. Also, document everything you remember happening with as much detail as possible. (This can also help should you decide to take legal action). If you have changed your clothes, please bring the clothes you were wearing to the hospital. (Note that the SANE may ask to keep both sets of clothing.)

- You can choose to have forensic evidence collected without filing a police report immediately. In the event an adult victim/survivor chooses not to report the sexual assault incident to law enforcement; evidence obtained from the examination will be securely stored for the period of one year using only a confidential number. In circumstances of sexual assault, if victim/survivor 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 infections. Victim/survivors of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to College investigators or police.

Preserve Evidence

Best practices are to preserve evidence include seeking medical attention shortly after the event.

- Do not shower, drink, eat, douche, or change your cloths prior to the exam. Do not bathe, wash your hands, brush your teeth, drink, eat, or even use the restroom – all these things can destroy evidence that may be helpful in a criminal investigation; however if you have done any of these things since the attack, evidence can still be collected.
- Avoid changing your clothes. It is recommended that you bring an extra set of clothes with you to the hospital.
- Do not clean or remove anything from the location where the attack occurred.
- You may consider preserving other relevant information such as communications from the perpetrator in the case of stalking such as social media posts, emails, text or other materials.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim/survivor chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with UCC Security Department or other law enforcement to preserve evidence in the event that the victim/survivor decides to report the incident to law enforcement or the College at a later date to assist in proving that the alleged criminal offense occurred or that may be helpful in obtaining a protection order. If you wish to press charges or seek a protective order, it is important to preserve and record evidence including recording a description of the perpetrator (including type of clothing, race, age, height, weight, hair color, eye color, distinguishing marks, etc.), details of events, where events occurred, and the direction of travel of any vehicle involved. Best practices to preserve evidence with respect to sexual offenses include seeking medical attention shortly after the event.

Report the Alleged Offense to Law Enforcement.

If the victim/survivor of sexual harassment, sexual assault, dating violence, domestic violence or stalking wishes to have the assistance of law enforcement, the victim/survivor should contact the

UCC Security Department immediately by calling 541-440-7777. If the individual is off-campus, immediately call 911 or contact the appropriate law enforcement agency:

Law Enforcement Contact	Phone Number
Douglas County Sheriff	Main Office Number: 541-440-4450
Oregon Department of State Police	Roseburg: 541-440-3334
Roseburg Police for Off-Campus Sites	541-492-6760

Talk with an Advocate or a Wellness Counselor

Talk with an advocate, a wellness counselor or contact someone you trust to be with you and support you. You may ask UCC Security Department to contact the wellness coordinator who is available for confidential consultation in regard to sexual harassment, sexual assault, dating violence, domestic violence, and stalking. Both the wellness coordinator and C.A.R.E Advocate can provide assistance with navigating policies and understanding processes pertaining to academics and the filing of complaints. Please contact:

Wellness Counselor- 541-440-7896

Erin Ritchie- C.A.R.E. Advocate

UCC Campus Outreach- 541-4407866

erin@peaceathome.com

Campus and community resources for victims of sexual harassment including sexual assault, dating violence, domestic violence, or stalking

1. On campus resources

- Security Department – 541-440-7777
- Campus Mental Health, Recovery and Wellness – 541-440-7896
- Title IX Coordinator – 541-541-7763
- Deputy Title IX Coordinator – 541-440-7690
- a. Dean of Student Services – 541-440-7749

2. Off Campus Resources

- Douglas County Sheriff - 541-440-4450
- Oregon Department of State Police - Roseburg: 541-440-3334
- Mercy Medical Center – 541-673-0611
- Reliant Behavioral Health – 866-750-1327 (www.MyRBH.com) (for employees)
- Compass Behavioral Health – 541-440-3532 or 800-866-9780
- Peace at Home Advocacy Center – 541-673-7867 or 800-464-6543

- National Sexual Assault Helpline - 800-656-HOPE
- National Resources Center on Domestic Violence Hotline - 800-799-SAFE
- Veterans Crisis Line – 800-273-8255

Assistance for complainants: Rights & Options

Regardless of whether a complainant elects to pursue a criminal complaint, report the matter to the Title IX Coordinator or whether the offense is alleged to have occurred on or off campus, the College will assist complainants of sexual harassment and will provide each complainant with a written explanation of their rights and options. Such written information will include:

- Recommended procedures they should follow if a crime of dating violence, domestic violence, sexual assault or stalking has occurred.
- Information about how the institution will protect the confidentiality of participants in any investigation;
- Written notification about supportive measures and resources within the institution and in the community.
- A statement regarding the institution's provisions about options and assistance for, available assistance in, and how to request supportive measures.
- Explanation of the procedures for institutional disciplinary action against those found responsible for violations of UCC policy.

Umpqua Community College complies with Oregon law in recognizing Protective Order, No Contact Orders, Restraining Orders, or other similar lawful orders. If a campus community member or visitor has a valid court order, please inform the Security Department. Bring a copy of the valid order to the Security Department and one to the Office of the Title IX Coordinator so that we can keep it on file.

If you need to file a Petition for Restraining Order, you may do so at the Douglas County Court House/Clerk's Office or with the assistance of Peace at Home Advocacy Center. To learn more about protection orders or to get assistance with filing a request for Petition for Restraining Order, please contact any of the following:

- **Douglas County Court House / Clerk's Office:** 1063 SE Douglas Ave., #221, Roseburg, OR 97470
- **Peace at Home Advocacy Center:** 541-673-7867 / 800-464-6543, 1202 SE Douglas, Roseburg, OR 97470.

Sexual Assault Victims' Rights for External/Legal Proceedings Outside of UCC. In order to protect your rights, you must keep the District Attorney's office, or Juvenile Department updated with your contact information.

General Rights

- Your right to justice includes the right to a meaningful role in the criminal or juvenile justice process, to be treated with dignity and respect, to fair and impartial treatment, and to reasonable protection from the offender.

- Many rights are automatic although you may need to “tell” someone you want to receive them.
- Other rights you must specifically request to receive the right. One way to do this is to contact your District Attorney to request these rights.
- You, your attorney, or, upon your request, the District Attorney, may assert your rights in court.
- You have the right to have a support person with you.
- If your case involved physical harm or death, you may be able to get financial help for counseling, medical or death related costs: Crime Victims’ Compensation Program – 800- 503-7983. You can contact Peace at Home for assistance in applying to the CVC Program.
- You can attend open court proceedings.
- You can get a copy of a transcript or recording of open court proceedings if one is already made. You may be charged for the transcript or recording.
- Most “personal identifiers” can usually be protected from an alleged offender. These include your phone number, address, social security number, date of birth, and bank account and credit card account numbers.
- You can get confidential HIV testing, referrals for health care and counseling if the convicted person in your case tests positive for HIV.
- You or the district attorney can ask the court to limit distribution of information and recordings in cases involving sexual or invasion of personal privacy offenses.

Rights that must be requested

- To be notified of certain open court proceedings
- To get criminal history information about the defendant, convicted criminal, alleged youth offender or youth offender.
- That the person charged or convicted in your case get testing for HIV or other communicable diseases if the crime involved the transmission of bodily fluids.

Following an Arrest

Automatic Rights

- The judge will consider your safety at a pre-trial release hearing
- You can refuse to speak to an attorney or private investigator for the defendant or alleged youth offender.
- You will be notified about early disposition programs that may apply to your case.
- The prosecutor will consider any of your recommendations about defendant diversion.

Rights that must be requested

- To be notified in advance about the release hearing.
- To be consulted about the plea negotiations or final plea offer in a violent felony case.

If your case goes to Trial or Sentencing

Automatic Rights

- If a pre-sentence investigation report is ordered in your case, you can include a statement in it.
- The right to express your views at sentencing, in person or in writing.
- Rape shield laws may apply in your case.

To be notified in advance about the release hearing.

- For the court to exclude media television, photography, or recording equipment during sex offense proceedings. The court may deny this request.

After Sentencing

Automatic Rights

- Prompt restitution for your crime-related costs.
- To be heard at a hearing on a motion to set aside a conviction.

Rights that must be requested

- To be notified of the release of a juvenile offender from an OYA Youth Correctional Facility. You must first provide your contact information to OYA.
- To receive 30 day notice about parole hearings in adult cases. First you must register with the parole board.
- To be notified when the convicted person is released from prison (Request through the VINE link listed below).
- To be notified of hearings where probation may be revoked.
- To receive information about the offender from the Psychiatric Security Review Board (PSRB) if under their jurisdiction. First you must register with the PSRB.

Other Legal Information

- If your case is appealed you may have other rights. For more information contact: Oregon Department of Justice / Crime Victims' Services Division, 800-503-7983
- You have a right to not be contacted by the sex offender convicted in your case. For the information about registered sex offenders' call: Oregon State Police – Sex Offender Information, 503-934-1258
- You can ask for a restraining order if you are a victim/survivor of family, elder, or disabled person abuse or are threatened as such abuse, or if you are a victim/survivor of sexual abuse.
- You can go to court and ask for a stalking protective order if you have been a victim/survivor of stalking.
- If you are a victim/survivor of sexual assault, a hospital must give you accurate information and access to emergency contraception.
- If you are a victim/survivor of domestic violence, you may be able to get financial help from the Department of Human Services through their Oregon Temporary Assistance to Domestic Violence Survivors (TA/DVS) fund.

- If you are a victim/survivor of domestic violence, sexual assault, or stalking, you may be able to:
 - Take leave from work to attend court proceedings
 - Take leave from work for medical or counseling appointments
 - Get unemployment benefits
 - End a rental agreement early
 - Have your locks changed
 - Get special arrangements for public housing
 - Set up a payment plan with the phone company
- Your immigration status should not affect your rights as a crime victim/survivor.
- Immigrant victims/survivors may have additional legal options.
 - If your constitutional rights are not honored, you can assert a claim of violation of crime victims/survivors rights. There are time limits for this right. For more information visit: www.doj.state.or.us/victims

Other Resources:

Victim Services Contact

Information Call to Safety
 Statewide Referral to Local Crisis Programs
 888-235-5333

Catholic Charities Immigration Legal Services
 503-542-2855

Crime Victims' Compensation Program
 800-503-7983

Oregon Board of Parole & Post-Prison Supervision
 503-945-0907

Oregon Crime Victim Law Center
 503-208-8160

Oregon
 Department of
 Justice Crime
 Victims' Services
 Division
 1162 Court Street NE, Salem, OR 97301
 503-378-5348 (Salem and
 surrounding areas) 800-503-
 7983 (statewide toll free)
www.doj.state.or.us/victims

Oregon Psychiatric Security Review Board

503-229-5596

Oregon Sexual Assault Task Force
503-990-6541
www.oregonsatf.org

Oregon State Bar
800-452-7636
www.osbar.org/public

Oregon State Police - Sex Offender Registry
503-934-1258

Oregon Youth Authority
503-373-7205

Statewide Legal Aid Information
www.oregonlawhelp.org

VINE: Victim Information Notification Everyday
877-674-8463
www.VINELINK.com

SECTION 6: ANNUAL DISCLOSURE OF CRIME STATISTICS

The Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act and its implementing regulations require colleges to disclose information about crime on and around their campuses. This section includes information on UCC crime statistics during the 2020 calendar year and includes comparison data for a three year period.

CRIME REPORTING DEFINITIONS

In accordance with the CLERY Act, UCC maintains documentation and reports crime statistics for the following four categories of reported crimes: Criminal offenses, hate crimes, Violence against Women Act (VAWA) offenses, and arrests/referrals for disciplinary action.

The crimes listed in this report are defined by the Federal Bureau of Investigation's Uniform Crime Reporting (UCR) Handbook. The definitions of forcible and non-forcible sex offenses are excerpted from the National Incident Based Reporting System Edition of the UCR Handbook. Definitions are as follows:

- **Aggravated Assault.** An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.
- **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.
- **Burglary.** The unlawful entry of a structure to commit a crime.
- **Dating violence.** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim
 - The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the following factors:
 - The length of the relationship
 - The type of the relationship; and
 - The frequency of interaction between the persons involved in the relationship
 - For the purposes of this definition:
 - 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.** A felony or misdemeanor crime of violence committed by:
 - A current or former spouse or intimate partner of the victim
 - A person with whom the victim shares a child in common
 - A person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner
 - A person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred
 - 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 in which the crime of violence occurred
- **Homicide.**
 - **Murder and Non-negligent Manslaughter.** The willful (non-negligent) killing of one human being by another
 - **Criminally Negligent Homicide.** The killing of another person through gross negligence.
- **Motor Vehicle Theft.** The theft or attempted theft of a motor vehicle.
- **Robbery.** The taking or attempting to take anything of value from the care, custody, or control of a person or person by force or threat of force or violence.
- **Sexual Assault.** Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent

- **Rape.** 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. This offense includes the rape of both males and females
 - **Fondling.** The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age (seventeen) or because of his/her temporary or permanent mental incapacity
 - **Incest.** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law
 - **Statutory Rape.** Sexual intercourse with a person who is under the statutory age of consent. In Oregon, the age of consent is eighteen
- **Stalking:** is defined as engaging in a course of conduct 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 the purpose of this definition:
 - **Course of conduct** means two or more acts, including, but not limited to, acts in 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
 - **Reasonable.** A reasonable person under similar circumstances and with similar identities to the victim
 - **Substantial emotional distress.** Significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling
- **Weapon Law Violations.** The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.
 - **Drug Abuse Violations.** Violations of state and local laws relating to the unlawful possession, sale, use, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).
 - **Liquor Law Violations.** The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkness and driving under the influence are not included in this definition).
 - **Hate Crimes.** Also known as a bias crime, is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Although there are

many possible categories of bias, under the Clery Act, only the following eight categories are reported: race, gender, religion, national origin, disability, sexual orientation, gender identity or ethnicity of the victim. For Clery purposes hate crimes include the criminal offenses crimes of murder, non-negligent manslaughter, sexual assault, robbery, aggravated assault, burglary, motor vehicle theft, arson in addition to the offenses of larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property, and of other crimes involving bodily injury to any person in which the victim is intentionally selected because of the actual or perceived.

- ***Unfounded Crimes.*** A crime is considered unfounded for *Clery Act* purposes only if sworn or commissioned law enforcement personnel make a formal determination that the report is false or baseless.

CRIME STATISTICS

Main Campus

Crime	2020	2021	2022	2022 Public Property
Murder – Non Negligent Homicide	0	0	0	0
Manslaughter	0	0	0	0
Sex Offenses – Forcible	0	0	0	0
Sex Offenses – Non-Forcible	0	0	0	0
Robbery	0	0	0	0
Aggravated Assault	0	0	0	0
Burglary	0	0	0	0
Arson	0	0	0	0
Dating Violence	0	0	0	0
Domestic Violence	0	0	0	0
Stalking	0	0	0	0
Hate Crimes ²	0	0	0	0
Weapons Crime Violations Arrest	0	0	0	0
Weapons Crime Violations Referral	0	0	0	0
Drug Abuse Arrest	0	0	0	0
Liquor Law Violations Arrests	0	0	0	0
Liquor Law Violations Referral	0	0	0	0
Drug Abuse Referral	0	0	0	0

²When a hate crime is reported, it is labeled with the following bias categories: *R – race, G – gender, S – sexual orientation, RE – religion, D – disability, E – ethnicity, N – national origin, GI – gender identity*. In addition, the following crimes when necessary are reported as hate crimes: larceny-theft, simple assault, intimidation, destruction, damage, vandalism of property, or any other crime involving bodily injury.

Non-Campus: H. Woolley Center

Crime	2020	2021	2022
Murder – Non Negligent Homicide	0	0	0
Manslaughter	0	0	0
Sex Offenses Forcible	0	0	0
Sex Offenses Non-forcible	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Arson	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0
Hate Crimes	0	0	0
Weapons Crime Violations Arrest	0	0	0
Weapons Crime Violations Referral	0	0	0
Drug Abuse Arrest	0	0	0
Drug Abuse Referral	0	0	0
Liquor Law Violations Arrest	0	0	0
Liquor Law Violations Referral	0	0	0
Domestic Violence	0	0	0

Non-Campus: Commercial Truck Driving Center

Crime	2020	2021	2022
Murder – Non Negligent Homicide	0	0	0
Manslaughter	0	0	0
Sex Offenses Forcible	0	0	0
Sex Offenses Non-forcible	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Arson	0	0	0
Dating Violence	0	0	0
Domestic Violence	0	0	0
Stalking	0	0	0
Hate Crimes	0	0	0
Weapons Crime Violations Arrest	0	0	0
Weapons Crime Violations Referral	0	0	0
Drug Abuse Arrest	0	0	0
Drug Abuse Referral	0	0	0
Liquor Law Violations Arrest	0	0	0
Liquor Law Violations Referral	0	0	0

Non-Campus: Small Business Development Center

Crime	2020	2021	2022
Murder – Non Negligent Homicide	0	0	0
Manslaughter	0	0	0
Sex Offenses Forcible	0	0	0
Sex Offenses Non-forcible	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Arson	0	0	0
Dating Violence	0	0	0
Domestic Violence	0	0	0
Stalking	0	0	0
Hate Crimes	0	0	0
Weapons Crime Violations Arrest	0	0	0
Weapons Crime Violations Referral	0	0	0
Drug Abuse Arrest	0	0	0
Drug Abuse Referral	0	0	0
Liquor Law Violations Arrests	0	0	0
Liquor Law Violations Referrals	0	0	0

Non-Campus: South County Center

Crime	2020	2021	2022
Murder – Non Negligent Homicide	0	0	0
Manslaughter	0	0	0
Sex Offenses Forcible	0	0	0
Sex Offenses Non-forcible	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Arson	0	0	0
Dating Violence	0	0	0
Domestic Violence	0	0	0
Stalking	0	0	0
Hate Crimes	0	0	0
Weapons Crime Violations Arrest	0	0	0
Weapons Crime Violations Referral	0	0	0
Drug Abuse Arrest	0	0	0
Drug Abuse Referral	0	0	0
Liquor Law Violations Arrest	0	0	0
Liquor Law Violations Referral	0	0	0

Non-Campus: Apprenticeship Training Center

Crime	2020	2021	2022
Murder – Non Negligent Homicide	0	0	0
Manslaughter	0	0	0
Sex Offenses Forcible	0	0	0
Sex Offenses Non-forcible	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Arson	0	0	0
Dating Violence	0	0	0
Domestic Violence	0	0	0
Stalking	0	0	0
Hate Crimes	0	0	0
Weapons Crime Violations Arrest	0	0	0
Weapons Crime Violations Referral	0	0	0
Drug Abuse Arrest	0	0	0
Drug Abuse Referral	0	0	0
Liquor Law Violations Arrest	0	0	0
Liquor Law Violations Referral	0	0	0

Non-Campus: Flegel Center “Hawks Nest”

Crime	2020	2021	2022
Murder – Non Negligent Homicide	0	0	0
Manslaughter	0	0	0
Sex Offenses Forcible	0	0	0
Sex Offenses Non-forcible	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	1	0
Arson	0	0	0
Dating Violence	0	0	0
Domestic Violence	0	0	0
Stalking	0	0	0
Hate Crimes	0	0	0
Weapons Crime Violations Arrest	0	0	0
Weapons Crime Violations Referral	0	0	0
Drug Abuse Arrest	0	0	0
Drug Abuse Referral	0	0	0
Liquor Law Violations Arrest	0	0	0
Liquor Law Violations Referral	0	0	0

Non-Campus: Cummins House (not UCC property 2022)

Crime	2020	2021	2022
Murder – Non Negligent Homicide	0	0	-
Manslaughter	0	0	-
Sex Offenses Forcible	0	0	-
Sex Offenses Non-forcible	0	0	-
Robbery	0	0	-
Aggravated Assault	0	0	-
Burglary	0	0	-
Arson	0	0	-
Dating Violence	0	0	-
Domestic Violence	0	0	-
Stalking	0	0	-
Hate Crimes	0	0	-
Weapons Crime Violations Arrest	0	0	-
Weapons Crime Violations Referral	0	0	-
Drug Abuse Arrest	0	0	-
Drug Abuse Referral	0	0	-
Liquor Law Violations Arrest	0	0	-
Liquor Law Violations Referral	0	0	-

Non-Campus: Casa de Belen “Hawks Landing”

Crime	2020	2021	2022
Murder – Non Negligent Homicide	0	0	0
Manslaughter	0	0	0
Sex Offenses Forcible	0	0	0
Sex Offenses Non-forcible	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Arson	0	0	0
Dating Violence	0	0	0
Domestic Violence	0	0	0
Stalking	0	0	0
Hate Crimes	0	0	0
Weapons Crime Violations Arrest	0	0	0
Weapons Crime Violations Referral	0	0	0
Drug Abuse Arrest	0	0	0
Drug Abuse Referral	0	0	0
Liquor Law Violations Arrest	0	0	0
Liquor Law Violations Referral	0	0	0

SECTION 7: APPENDIX

TITLE: USE OF TOBACCO / Possession

BOARD POLICY # 3570

Umpqua Community College promotes a safe, healthy learning and working environment. In acknowledgement of the Surgeon General's findings that tobacco use in any form, active and passive, is a significant health hazard, and in recognition of the classification of environmental tobacco smoke as a Class-A carcinogen, UCC strives to minimize health risks with this policy.

The distribution, advertising, promotion, sponsorship, sale, or use of tobacco, including any smoking device or inhalant delivery systems, is prohibited in any College-owned or College-controlled property and during College events.

This policy applies to all College employees, volunteers, clients, students, visitors, vendors and contractors

RESPONSIBILITY:

The Director of Facilities and Security is responsible for implementing and updating this policy. Specific guidance for policy implementation may be found in the associated Administrative Procedure(s).

TITLE: USE OF ALCOHOL, INTOXICANTS, AND CONTROLLED SUBSTANCES

BOARD POLICY # 346

In keeping with federal, state, and local laws, regulations, statutes, and ordinances, Umpqua Community College prohibits the use, possession, manufacture, sale, or distribution of alcohol, intoxicants, drugs containing controlled substances (including marijuana), and/or other illegal drugs while on college-owned or college-controlled property, including vehicles; while performing any work-related function on behalf of the College; or while representing the college on business or in college-sponsored activities.

Additionally, College employees, students, and visitors are prohibited from being under the influence of alcohol, intoxicants, drugs containing controlled substances (including marijuana), and/or other illegal drugs while on college-owned or college-controlled property, including vehicles; while performing any work-related function on behalf of the College; or while representing the college on business or in college-sponsored activities.

Policy exceptions

1. UCC complies with all rules of the Oregon Liquor Control Commission.
 - a. Alcohol may not be consumed by any person at any UCC facility except at an event that has been approved to serve alcohol by the College President or the President's designee.
 - b. Alcohol will only be served by approved businesses carrying the proper insurance, holding a valid liquor license, and having licensed servers.
 - c. Alcohol may be given as gifts or auctioned, but the gifted alcohol may not be opened on any Umpqua Community College facility or property.
 - d. When representing the college at college-affiliated, charitable, and community events where alcohol is served, employees and students of legal drinking age in Oregon may consume alcohol in moderation. Employees and students at such events may not consume alcohol in excess nor get behind the wheel of a vehicle if under the influence of alcohol.
2. Pursuant to restrictions detailed in ORS 471.580, a student, including 18-, 19-, and 20-year-olds, enrolled in a food or beverage career class offered by UCC, may consume a limited amount of alcohol in a controlled, supervised educational setting.
3. This policy is not intended to prohibit the lawful use or possession of prescription medication (other than marijuana) that is used consistently with a valid prescription by the person to whom it is prescribed.

A violation of this policy will subject the violator to disciplinary action, up to and including termination, and referral to local law enforcement.

RESPONSIBILITY:

The Chief of Security, in consultation with the Director of Human Resources, is responsible for implementing and updating this policy. Specific guidance for policy implementation may be found in the associated Administrative Procedure(s).

TITLE: REPORTING OF CRIMINAL ACTIONS AND OTHER EMERGENCIES

BOARD POLICY # 612

The President shall ensure an annual “Clery Act” report is prepared of applicable crimes reported to Umpqua Community College Campus Security or local police agencies.

Umpqua Community College will publish an Annual Campus Security Report.

This report will include applicable crimes committed on campus, on public property within or immediately adjacent to campus, and in or on non-campus buildings or property owned or controlled by the institution or by an officially recognized student organization.

The “Clery Act” crimes to be reported include:

- Criminal Offenses – criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, and arson;
- Hate crimes; Violence Against Women Act (VAWA) Offenses - incidents of domestic violence, dating violence, and stalking; and
- Arrests and referral for disciplinary action – for weapons, drug abuse violations, and liquor law violations.

Such reports shall be made available as required by federal and state law.

References:

Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1998; 34 Code of Federal Regulations Parts 99.31(a)(13), (14) and 668.46(b); Campus Security Act of 1990; NWCCU Standard 2.D.2

RESPONSIBILITY

The Chief of Security is responsible for implementing and updating this policy. Specific guidance for policy implementation may be found in the associated Administrative Procedure(s).

TITLE: COLLEGE SECURITY

BOARD POLICY # 613

Umpqua Community College's Security Officers have the authority to:

- Enforce College policies, including the Standards of Student Conduct
- Issue citation to students, employees, and visitors who are in violation of the College's traffic and parking Codes
- Ask persons for identification and to determine whether individuals have lawful business at the College

The College Security Department is not a law enforcement agency. Criminal incidents are referred to the local police/sheriff department who have jurisdiction at the particular College location. The College has no memoranda of understanding between the institution and local/state law enforcement agencies.

The Security Department endeavors to maintain a professional working relationship with local law enforcement agencies. All crime victims and witnesses are strongly encouraged to immediately report crimes to the Security Department and local law enforcement agencies. Prompt reporting will assure timely warning notices on College property and timely disclosure of crime statistics. (See BP and AP 612.)

RESPONSIBILITY:

The Chief of Security is responsible for implementing and updating this policy. Specific guidance for policy implementation may be found in the associated Administrative Procedure(s).

TITLE: Standards of Student Conduct

BOARD POLICY # 5500

Students at Umpqua Community College are expected to conduct themselves in a manner compatible with an educational environment and in accordance with standards of the college that are designed to perpetuate its educational purposes.

The college, because of its responsibility to provide a safe and supportive learning environment, has certain obligations that need to be reflected as rules in the governance of student conduct and discipline.

Through this Student Standard, Umpqua Community College describes 1) the responsibilities, rights and freedoms afforded to students and 2) conduct that would interfere with the educational mission of the institution.

The provisions of the Standards of Student Conduct are not to be regarded as a contract between the students and the College. The College reserves the right to amend any provision herein at any time in accordance with established College policies. Communication of any changes will be made to the College community in an appropriate and timely fashion.

This Standards of Student Conduct will apply to conduct which occurs on College premises and to conduct which occurs elsewhere during the course of a College-sponsored activity. Off-campus behavior that adversely affects the College and/or the pursuit of its objectives may also be subject to the Umpqua Community College Standards of Student Conduct.

Responsibility

The Dean of Student Services is responsible for the administration of the Standards of Student Conduct. In the absence of the VPSD, the President may appoint a designee to administer the Standards of Student Conduct.

TITLE: EMERGENCY MANAGEMENT

BOARD POLICY # 3505

Umpqua Community College shall have emergency response and evacuation procedures for notifying the campus community in the event of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus.

The Director of Facilities and Security shall establish procedures that ensure that Umpqua Community College implements a plan to be activated in the event of an emergency or the occurrence of a natural disaster or hazardous condition. This plan must comply with the National Incident Management System (NIMS), incorporating the functions and principles of the Incident Command System (ICS), Multiagency Coordination System (MCS) and Public Information Systems, the relevant state emergency management response plan, and any other relevant programs. The plan must incorporate NIMS and the state emergency management response plan to facilitate the coordination between and among agencies in the event of an emergency or natural disaster.

Compliance with NIMS and any state mandates include but are not limited to:

- Establishing disaster preparedness procedures or a plan; and
- Completion of training sessions by college personnel in compliance with NIMS and state guidelines
 - Training requirements vary based on job titles or assigned roles within the emergency plan

The Director of Facilities and Security should ensure that a team is created to carry out compliance with NIMS and applicable state mandates.

The plan should contain information regarding activation and chain of command responsibilities. Compliance with NIMS mandates requires planning and incorporation for all phases of emergency management including mitigation and prevention, preparedness, response and recovery. Umpqua Community College must ensure that its plan is updated regularly. Colleges must comply with NIMS and state requirements to receive federal or state funding.

Responsibility:

The Director of Facilities and Security is responsible for implementing and updating this policy. Specific guidance for policy implementation may be found in the associated Administrative Procedure(s).

TITLE: PROHIBITION OF SEXUAL HARASSEMENT UNDER TITLE IX

BOARD POLICY # 3433

All forms of sexual harassment are contrary to basic standards of conduct between individuals. State and federal law and this policy prohibit sexual harassment and UCC will not tolerate sexual harassment. Specifically prohibited under this policy is sexual harassment as defined under Title IX and UCC Administrative Procedure 3433. Other forms of sexual harassment and gender-based discrimination are covered under the College's EEO policies and procedures, BP 3430 and AP 3432.

Additionally, UCC seeks to foster an environment in which all employees, students, applicants for employment, and applicants for admission feel free to report incidents of sexual harassment in violation of this policy and Title IX, without fear of retaliation or reprisal. Therefore, UCC also strictly prohibits retaliation against any individual for filing a complaint of sexual harassment prohibited by this policy and Title IX, or for participating, or refusing to participate, in a sexual harassment investigation. UCC will investigate all allegations of Title IX retaliation swiftly and thoroughly. If UCC determines that someone covered by this policy has retaliated, the Administration will take all reasonable steps within its power to stop such conduct. Individuals who engage in Title IX retaliatory conduct are subject to disciplinary action, up to and including termination or expulsion.

Any employee, student, applicant for employment, or applicant for admission who believes that he/she/they has been harassed or retaliated against in violation of this policy should immediately report such incidents by following the procedures described in AP 3434. UCC requires supervisors and other persons with mandatory reporting obligations to promptly notify the Title IX Coordinator of all incidents of harassment and retaliation that come to their attention.

To this end, UCC shall ensure that the institution undertakes education and training activities to counter sexual harassment and to prevent, minimize, or eliminate any hostile environment that impairs access to equal education opportunity or impacts the terms and conditions of employment.

Consistent with the requirements of Title IX and applicable federal regulations, UCC shall establish procedures that provide for the investigation and resolution of complaints regarding sexual harassment prohibited by this policy.

UCC will publish and publicize this policy and related written procedures (including the procedure for making complaints) to administrators, faculty, staff, students, officials for the faculty and classified associations, as well as applicants for employment or admission, particularly when they are new to the institution. UCC will also make this policy and related written procedures (including the procedures for making complaints) available in all administrative offices and will post them on the College's website.

Employees who violate this policy and the related procedures will be subject to disciplinary action up to and including termination. Students who violate this policy and related procedures will be subject to disciplinary measures up to and including expulsion. Volunteers or interns who violate this policy and related procedures will be subject to disciplinary measure up to and including termination from the volunteer assignment, internship, or other work experience program.

For additional information, contact the Title IX Coordinator identified in AP 3433 and on the Title IX page on the College's website.

RESPONSIBILITY:

The Director of Human Resources is responsible for implementing and updating this policy. Specific guidance for policy implementation may be found in the associated Administrative Procedure(s).

SECTION 8: ADDITIONAL RESOURCES

NATIONAL

Clery Center for Security on Campus: <http://clerycenter.org/summary-jeanne-clery-act>

Crime Victim Compensation: www.nacvcb.org

Dating Violence: <https://www.womenshealth.gov>

Domestic Violence Resource Center: www.dvrc-or.org

National Human Trafficking Hotline: 888-373-7888

Drug Enforcement Administration (DEA): www.dea.gov

Dating Violence: National Center for Victims of Crime:

<https://www.victimsofcrime.org>

<http://www.cdc.gov/violenceprevention/intimatepartnerviolence>

<https://www.womenshealth.gov/violence-against...of-violence/dating-violence.html>

DEA Diversion, Drug, and Chemical Information:

http://www.DEADiversion.usdoj.gov/drug_chem_info/index.html.

Jane Doe No More: www.janedoenomore.org

National Center for Victims of Crime: www.victimsofcrime.org

National Domestic Violence Hotline: www.thehotline.org

1-800-799-SAFE (1-800-799-7233) or 1-800-787-3224 (TDD)

National Sexual Violence Resource Center:

<http://www.nsvrc.org/saam/preventing-sexual-violence-campus>

National Teen Dating Abuse Helpline: www.loveisrespect.org:

1-856-331-9474

Office for Victims of Crime: www.ovc.gov

Protecting Students from Sexual Assault

<https://www.justice.gov/ovw/protecting-students-sexual-assault>

Rape, Abuse, & Incest National Network (RAINN):

www.rainn.org, 24/7 Helpline: 800-656-HOPE (4673)

Rape Foundation: www.therapefoundation.org

Sexual Assault Support for the DoD Community: www.safehelpline.org

Sexual Assault and the LGBTQ Community:

<http://www.hrc.org/resources/sexual-assault-and-the-lgbt-community>

LOCAL

Peace at Home Advocacy

Office: 541-957-0288 24 hour crisis line: 800-464-6543/541-673-7867

Douglas County Sheriff's Office: www.dcsco.com

541-440-4450

Roseburg Police Department: info@cityofroseburg.org

541-492-6760

Oregon State Police: osp.scc@state.or.us

541-776-6111



