

The following report is provided by the Equity Grievance Office at Southern Oregon University, pursuant to ORS 350.345, for the 2024 – 2025 academic year. This includes data from September 4, 2024, through September 3, 2025. For questions related to this report, please contact the Equity Grievance Office at equitygrievance@sou.edu or (541) 552-7079.

The University's Equal Opportunity, Harassment, and Sexual Misconduct policy can be found on the Equity Grievance Office website: <https://sou.edu/equity-grievance/>.

a.	The total number of allegations of sexual misconduct that were reported to the institution's Title IX coordinator by a student or employee of the institution against another student or employee of the institution during the previous academic year. *	42
	i. The total number of allegations against a student or employee.	44
	ii. The total number of allegations against an unknown individual for whom the institution categorizes the report as "other."	46

b.	The number of law enforcement investigations known to have been initiated during the previous academic year in response to reports of sexual misconduct that were brought forward by a student or employee of the institution against another student or employee of the institution.	0
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c.	The number of students and employees at the institution who were found responsible during the previous academic year (for reports received during that academic year) for violating the institution's policies prohibiting sexual misconduct.	
	i. Students	1
	ii. Employees	0

d.	The number of students and employees at the institution who, during the previous academic year, faced academic or employment disciplinary action due to having violated the institution's policies prohibiting sexual misconduct (for reports received during that academic year).	
	i. Students	1
	ii. Employees	0

e.	The number of students and employees at the institution who, during the previous academic year, were investigated, but found not responsible for having violated the institution's policies prohibiting sexual misconduct (for reports received during that academic year).	
	i. Students	0
	ii. Employees	1

f.	The number of Complainants at the institution who, during the previous academic year, requested supportive measures.	21
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g.	The number of supportive measures requested by each Complainant described in paragraph (f) above.	
	One supportive measure requested	17
	Two supportive measures requested	2
	Three supportive measures requested	1
	Four supportive measures requested	1

h.	The number of supportive measures granted to each student described in paragraph (f) above.	
	One supportive measure provided	17
	Two supportive measures provided	2
	Three supportive measures provided	1
	Four supportive measures provided	1

i.	The number of students during the previous academic year who took a leave of absence, transferred to a different institution of higher education or withdrew from the institution of higher education.	
	i. Students	9

j.	The number of students or employees of the institution who reported experiencing sexual misconduct at the institution but who declined to participate or requested no investigation.	
	i. Students	74
	ii. Employees	0

k.	The number of ongoing investigations into an accusation of sexual misconduct.	2
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	* The types of harassment, discrimination, and/or violence reported at the institution:	
	Sexual Violence (Sexual Assault)	22
	Intimate Partner Violence (Dating Violence)	6
	Domestic Violence	10
	Stalking	24
	Sexual Harassment	30
	Sexual Exploitation	3
	Harassment or Violence Based on Sexual Orientation	0
	Gender-Based Harassment or Violence	2

Supplemental Information

- A number of reports received by and responded to by the Equity Grievance Office include cases where a Party was unknown and/or unaffiliated with the University. These reports are counted in the total aggregate number presented under “other” (a).
- The University is aware of law enforcement investigations involving students/employees as a party, which were reported during the 2024-2025 academic year; however, the cases about which the University is aware include cases where one party is not affiliated with the University (b).
- The University hosted hearings and/or facilitated disciplinary action for cases during the 2024-2025 academic year; however, the outcomes for some of these formal complaints are still undetermined since the matters are pending a final determination or proceeding through an appeal process (c, k).
- At times, supportive measures may not be granted because they are not reasonable (such as fundamentally altering graduation requirements) and may be denied (h).
- The University is reporting on the number of students during the previous academic year who took a leave of absence, transferred to a different institution of higher education or withdrew from the institution of higher education, who reported experiencing sexual misconduct (i).
- The University is reporting on the number of students or employees of the institution who reported experiencing sexual misconduct at the institution but who declined to participate or requested no investigation, when both parties were a student and/or employee at the institution at the time of the allegations (j).
- The University hosted hearings and/or facilitated determination processes for cases during the 2024-2025 academic year, for matters that were initially reported during the 2023-2024 academic year. At times, cases started in an investigation process, and were dismissed due to federal requirements or at the request of a Complainant. These cases may not be reflected in this report, based on the requested reporting information in multiple sections of this report.

I. Southern Oregon University also wishes to share the following optional response information:

(A) Describe any work being done at the institution to ensure the institution has accurate information: *The Equity Grievance Office is the office primarily responsible for receiving reports of gender-based discrimination, harassment, and violence. The Office works with campus partners such as Dean of Students, Public Campus Safety, Human Resources, and the Clery officer to ensure that all reports are labeled accurately within the centralized campus reporting*

system, Maxient. Each month, the Equity Grievance Office reconciles reporting data to understand reporting trends, respond to needs, and identify preventative measures.

(B) Explain any trends and changes in data regarding the numbers being reported: *Starting in October 2025, the Equity Grievance Office will work with a small team to review comparative reports between the 2023-2024 and 2024-2025 academic years, as well as to review recommendations from the spring 2025 climate survey. This will guide plans for continuous improvements to the services provided through the Equity Grievance Office and other campus partners, and for targeted, ongoing prevention planning. There were slight variances in the types of reports received between academic years, as reflected between the 2023-2024 and 2024-2025 academic year HECC reports, and the work of this team will include a deeper dive into all reports received by the Equity Grievance Office. Even one report of gender-based violence can be significant for the Complainant experiencing this misconduct, and Southern Oregon University is committed to creating a campus environment that is free from discrimination, harassment, and retaliation.*

(C) Discuss any supportive measures provided or potential gaps in supportive measures being provided: *Supportive measures at the institution include no contact directives, academic assistance, and referrals to both on and off-campus resources. When supportive measures are provided, they are personalized based on the needs identified by a particular student or employee. For the 2024 – 2025 academic year, additional support was provided by a confidential advocate from Community Works, a local community agency, through the addition of an MOU.*

(D) Discuss how the institution is working to eliminate sexual misconduct on the campus of the institution: *The Equity Grievance Office regularly reviews reports of sexual misconduct with campus leadership, including the President's Office, to identify trends and eliminate barriers to reporting. The Equity Grievance Office provides regular training to students, staff, and faculty, and collaborates with campus partners, such as the Dean of Students Office, to offer a campus climate survey.*