

University of Oregon

ORS 350.345 Annual Report Relating to Sexual Misconduct

Academic Year 2024-25

August 15, 2024 – August 14, 2025

For questions related to this report please contact Data Analyst and Case Coordinator *Deborah Berman* @berman@uoregon.edu or Chief Civil Rights Officer and Title IX Coordinator *Nicole Commissiong* at nrc@uoregon.edu.

Note: Listing numbers for students and employees is optional and these columns may be omitted

(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	Students	Employees	Total
	<i>Note: the following information is optional and the rows may be edited or omitted</i>	251	44	295
	sexual harassment	77	16	92
	sexual violence	38	*	
	intimate partner violence	*	0	
	domestic violence	*	*	
	sexual exploitation	*	0	
	stalking	20	*	
	harassment or violence based on sexual orientation	20	*	
	gender-based harassment or violence	88	19	107
(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	14		

(c)	The number of students and employees at the institution who were found responsible during the previous academic year for violating the institution's policies prohibiting sexual misconduct	Students	Employees	Total
		7	4	11

(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	Students	Employees	Total
		16	13	27

(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	Students	Employees	Total
		0	0	0

(f)	The number of students at the institution who, during the previous academic year, requested supportive measures	
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(g)	The number of supportive measures requested by each student described in paragraph (f) of this subsection		
	One supportive measure requested		45
	Two supportive measures requested		13
	etc.		36

(h)	The number of supportive measures granted to each student described in paragraph (f) of this subsection		
	One supportive measure granted		45
	Two supportive measures granted		13
	etc.		36

This item may be omitted by community colleges

(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	Total
	<i>The following rows are optional and may be omitted</i>	
	Took a leave of absence	
	Transferred to a different institution of higher education	
	Withdrew from the institution of higher education	

(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	Students	Employees	Total
		113	9	122

(k)	The number of ongoing investigations into an accusation of sexual misconduct	17
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If there is no discussion to include, insert N/A

(L)	Narrative discussion
	<ol style="list-style-type: none"> Four (4) investigations involving sexual misconduct were resolved via a facilitated Alternative Resolution (ADR) process. These cases were dismissed at the conclusion of the ADR process, as agreed upon by the parties. There are currently seventeen (17) ongoing sexual misconduct investigations. <ol style="list-style-type: none"> Thirteen (13) of those (17) NOAs were sent out prior to 8/15/25 (i.e., the start of the 2025-2026 academic year). Four (4) of those (17) NOAs were sent out on or after 8/15/25. Our office includes applicable cases by academic year by either their reported date or their NOA date (where applicable). As such, these (4) cases were not included in AY 2024-2025 data to avoid duplication. For the “(a)” section, we did not include numerics if the data indicated a number smaller than 5, as such a small number may be identifying of individuals. Rather we indicated that the number is between 1 and 5 with an asterisk (*). To ensure the UO retains accurate & accessible data, our office utilizes Maxient, a data management system, where we evolved a flexible & logical data set that captures the following & more, facilitating data compilation via analytics: <ol style="list-style-type: none"> Case Types by party affiliation (i.e., STU v STU, STU v EMP, etc.) Resolution Types (i.e., Screening, Inquiry, Investigation, etc.) Milestones (Complainant Outreach, NOA Issued, etc.) Issues/Charges (i.e., Stalking, Sex-Based Harassment, etc.) Tags (i.e., Reported to UOPD, Complainant did not participate/requested no investigation, etc.)

	<p>5. The University of Oregon strives to eliminate sexual misconduct on campus in a number of ways (though this list is not exhaustive):</p> <ul style="list-style-type: none">a. Our office works with the Student Conflict Resolution Center to help resolve matters of sexual misconduct.b. The UO provides prevention training on an annual basis for employees and students.c. We provide confidential resources, including 24/7 confidential resources for students via CAP, the Care and Advocacy Program.d. When individuals report their concerns to our office, we let them know their options in a trauma informed manner to provide options to help ensure they understand options for moving forward.e. We look at trends and adjust prevention efforts based on those trends. For example, we may develop and post FAQs on our website.f. Our office works with campus partners to address student concerns and provide supportive measures, such as campus housing moves, financial assistance to help students relocate where there is an ongoing physical safety concern, academic modifications (i.e., rescheduling exams, extending assignment deadlines, assisting with withdrawals and tuition reimbursements, etc.), facilitating No Contact Directives, among many more. For employees and student employees, our office might also connect with campus partners regarding adjusting work assignments and, for the more concerning reports, ensuring a respondent employee is on administrative leave pending the outcome of the investigation.
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