



Oregon Health and Science University

ORS 350.345 Annual Report
Relating to Sexual Misconduct
Academic Year 2025-2026

For questions related to this report please contact our Title IX Coordinator, *Angela Fleischer, MSW, LCSW, CFP-A* at titleix@ohsu.edu.

ORS 350.345 requires all Oregon institutions of higher education to submit this report to the Legislative committees on education, the Higher Education Coordinating Commission, and the Director of the Department of Human Services by October 1 of each year. Oregon Administrative Rule 715-030-0040 clarifies what should be included in the report.

ORS 350.345(a)	# reported by students	# reported by employees	Total count
Allegations of sexual misconduct reported during the previous academic year	25	86	111

ORS 350.345(b)	# in response to student reports	# in response to employee reports	Total count
Law enforcement investigations initiated in response to reports of sexual misconduct	0	0	0

ORS 350.345(c)	# of students	# of employees	Total count
Found responsible for violating policies prohibiting sexual misconduct	0	3	3

ORS 350.345(d)	# of students	# of employees	Total count
Faced academic or employment disciplinary action due to having violated the institution's policies prohibiting sexual misconduct.	0	3	3

ORS 350.345(e)	# students found not responsible	# employees found not responsible	Total count (if total exceeds 8, explain in narrative section L)
Investigated but not found responsible for sexual misconduct	0	5	5

ORS 350.345 (f)	# students making requests	#employees making requests	Total count
Complainants who requested supportive measures	4	15	19

ORS 350.345(g)	# students making requests	#employees making requests	Total count
Requested any supportive measures	4	15	19

ORS 350.345(h)	# students receiving supportive measures	#employees receiving supportive measures	Total count
Received any supportive measures	25	125	150

ORS 350.345(i)	# students	#employees	Total count
Complainant declined to participate or requested no investigation	4	10	14

ORS 350.345(j)	Total count
Ongoing investigations	2

ORS 350.345(k) Type of violence:	Total count reported (if total exceeds 8, explain in narrative section L)
Sexual harassment:	86
Sexual violence:	1
Intimate partner violence:	1
Domestic violence:	4
Sexual exploitation:	0
Stalking:	1
Harassment or violence based on sexual orientation: either harassment based on sexual orientation or violence based on sexual orientation.	8
Gender-based harassment or violence: either gender-based harassment or gender-based violence.	10

During the reporting period, the Office of Civil Rights Investigation and Compliance (OCIC) received 86 reports categorized as sexual misconduct for purposes of ORS 350.345 and 10 reports categorized as gender-based harassment or violence. The reported conduct reflected a range of allegations, including unwelcome physical contact; verbal comments, statements, or jokes of a sexual or sex-based nature; sexualized remarks or communications in workplace or educational settings; and other conduct reported as potentially constituting sexual harassment or gender-based harassment.

The data reflects reports received by OCIC and do not represent findings that the reported conduct occurred or constituted a violation of institutional policy. Reports are categorized by the person making the report. Accordingly, conduct included within these reporting categories may, following assessment or review, be determined not to meet the applicable criteria for sexual harassment, sexual misconduct, or another policy violation. The majority of reports received by OCIC are made by a third party and therefore often have limited facts when the report is being made. Information about the OHSU Title IX Coordinator, reporting options, and supportive resources was shared during all orientation sessions.

ORS 350.345(L) A section for narrative discussion in which the institution may:

(A) Describe any work being done at the institution to ensure the institution has accurate information;

Information sharing occurred via multiple avenues in order to ensure OHSU Members were given accurate information. In fall term, employees and students were assigned mandatory Title IX, Clery Act, and harassment prevention trainings. Starting in March 2026, all incoming employees and students are assigned a harassment prevention training that they must complete in order to maintain their access and identification badge.

Along with the annual trainings, 180 presentations were given to approximately 4,904 Members in 2025-2026. The presentations included an overview of the definition of Title IX and identifying information for the Title IX Coordinator. The presentations also provided examples of prohibited sexual misconduct, reporting pathways for those who have experienced sexual misconduct of any kind, as well as supportive, confidential resources available at OHSU.

(B) Explain any trends and changes in data regarding the numbers being reported;

As OHSU is an institution employing over 20,000 people and more than 4,000 students all over the state of Oregon, the numbers reflected in the report this year do not reflect any particular trend. Rather many situations across multiple settings were reported. If any trends appear during a given time period, the Prevention and Education Team in OCIC is ready to create or provide immediate training to an area or particular groups.

(C) Discuss any supportive measures provided or potential gaps in supportive measures being provided; and

Supportive resources are available to faculty, staff, and students impacted by interpersonal violence and can be accessed through OHSU's Confidential Advocacy Program for Employees, CAPE, and the Confidential Advocacy Program for students, CAP. Confidential advocates help victims understand their rights and think through the safety, legal, health and wellness supports available to them. Advocates can provide supportive referrals and accompany victims through medical, legal, and institutional processes that they choose to access.

Supportive measures, such as safety leave and accommodations, are provided at the request of the victim, regardless of whether the victim chooses to report the crime to campus police or local law enforcement. These interim measures may include no contact orders, changes to work or academic sites or schedules, student housing accommodations, or transportation and parking arrangements.

(D) Discuss how the institution is working to eliminate sexual misconduct on the campus of the institution.

In addition to the preventative trainings and presentations noted above, 2025-2026 marked the first year of the interdepartmental Sexual Violence Prevention Committee (SVPC). The SVPC promotes institution-wide efforts to prevent sexual violence, harassment, and related misconduct. Through information gathering and sharing, the committee works to increase awareness of the experiences of OHSU Members while promoting prevention initiatives that are in alignment with OHSU's mission and values, and consistent with the Discrimination, Harassment, and Retaliation policy.

Committee members participated in tabling events for the White Ribbon Campaign, an effort to take action against gender-based violence. Five hundred twenty five people pledged their commitment to interrupting violence or harassment and that they support a culture of accountability, respect, and allyship. The SVPC supported the Confidential Advocacy Program for Employees' "Show Up Sure:

Responding to Disclosures” presentation, held supporting survivors tabling events, and shared information with employee resource groups’ leadership during Sexual Assault Awareness Month. Members disseminated awareness raising flyers on the topic of being an upstander to sexual harassment to departments and work spaces, and launched the “Did You Know” OHSU Now post series. The series focuses on a different topic each month related to preventing sexual violence. Published topics include what is sexual harassment, understanding and establishing boundaries, digital safety strategies, and understanding consent.