

ORS 350.345 Annual Report Relating to Sexual Misconduct Academic Year 2025-26

The following report is provided by the Equity Grievance Office at Southern Oregon University, pursuant to ORS 350.345, for the 2025 – 26 academic year. 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/>.

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.

The text of the statute subsection and any related element of the rule precede each table to explain what is included in the counts.

Reporting tables by subsection

ORS 350.345 (a) The total number of allegations of sexual misconduct during the previous academic year that were reported to the institution's Title IX coordinator by a student or employee of the institution against:

(A) Another student or employee of the institution; or

(B) An unknown individual or an individual for whom the institution categorizes the report as "other."

OAR 715-030-0040(1) For the purposes of ORS 350.345(2)(a), a report of sexual misconduct made to a Title IX coordinator or equivalent official includes any report made by a student or employee of the institution, regardless of whether it is a first person account, third-person account, or anonymous account provided the report includes information that:

(a) the person who experienced the sexual misconduct is a student or employee of the institution; and

(b) there is sufficient information to determine the type of sexual misconduct that occurred.

OAR 715-030-0040(2) An institution need only report and count one incidence of sexual misconduct if multiple reports are made of the same sexual misconduct action committed by the same person against the same victim.

ORS 350.345(a)	# reported by students	# reported by employees	Total count
Allegations of sexual misconduct reported during the previous academic year	71	1	72

ORS 350.345(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.

OAR 715-030-0040(5) A “law enforcement investigation” is an investigation conducted by:

(a) County sheriffs, municipal police departments, police departments established by a university under ORS 352.121 or 353.125, and state police;

(b) Other police officers of this state or another state, including humane special agents as defined in ORS 181A.345;

(c) A tribal government as defined in ORS 181A.940 that employs authorized tribal police officers as defined in ORS 181A.940; or

(d) Law enforcement agencies of the federal government.

OAR 715-030-0040(6) An institution shall count each investigation initiated by law enforcement during the reporting period in response to sexual misconduct that was also reported to the institution regardless of when the sexual misconduct was reported to the institution.

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	4	0	4

ORS 350.345(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.

ORS 350.345(c)	# of students	# of employees	Total count
Found responsible for violating policies prohibiting sexual misconduct	0	1	1

ORS 350.345(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.

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	1	1

ORS 350.345(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. If the number under this paragraph exceeds eight, the report must include a narrative section describing why sexual misconduct cases were closed, including the most common reasons, and may also include campus-specific categories of reasons for each investigation being closed and a total number for each category.

OAR 715-030-0040(8) An institution shall not include the student or employee in the count of individuals investigated but not found responsible for violating sexual misconduct policies or codes of conduct prohibiting sexual misconduct policies if they were found responsible for other violations of sexual misconduct policies or codes of conduct prohibiting sexual misconduct during the reporting period.

ORS 350.345(e)	# students found not responsible	# employees found not responsible	Total count
Investigated but not found responsible for sexual misconduct	0	0	0

ORS 350.345(f) The number of complainants who, during the previous academic year, requested supportive measures.

OAR 715-030-0040(9) An institution shall report the number of complainants reporting sexual misconduct to the institution's Title IX coordinator or equivalent official who requested supportive measures, not the number of complainants to whom supportive measures were offered.

ORS 350.345 (f)	# students making requests	# employees making requests	Total count
Complainants who requested supportive measures	13	0	13

ORS 350.345(g) The number of supportive measures requested by each complainant described in paragraph (f) of this subsection.

OAR 715-030-0040(10) An institution shall report the number of complainants requesting a specific number of supportive measures: for example: 4 complainants requested 1 supportive measure; 3 complainants requested 2 supportive measures; etc.

ORS 350.345(g)	# students making requests	#employees making requests	Total count
Requested any supportive measures	13	0	13
Requested 1 supportive measures	8	0	8
Requested 2 supportive measures	4	0	4
Requested 3 supportive measures	1	0	0

ORS 350.345(h) The number of supportive measures granted to each complainant described in paragraph (f) of this subsection. The institution may use the optional narrative section (L) that accompanies the number under this paragraph to describe the supportive measures provided to complainants, and to include, at the institution's discretion, a list of supportive measures, including emergency housing, if available, offered by the institution, and the number of times each supportive measure was used.

OAR 715-030-0040(11) An institution shall report the number of complainants who received a certain number of supportive measures: for example: 4 complainants received 1 supportive measure; 3 complainants received 2 supportive measures; etc.

ORS 350.345(h)	# students receiving supportive measures	#employees receiving supportive measures	Total count
Received any supportive measures	13	0	13
Received 1 supportive measures	8	0	8
Received 2 supportive measures	4	0	4
Received 3 supportive measures	1	0	1

ORS 350.345(i) 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.

OAR 715-030-0040(12) An institution shall report the number of individuals who made a report to the Title IX coordinator or equivalent official during the reporting period and either declined to participate in an investigation initiated by the institution or requested that the institution not conduct an

investigation into the report. An individual who did not respond to communications about the availability of an investigation shall be considered to have declined to participate in an investigation. Report the number of students and the number of employees separately.

ORS 350.345(i)	# students	#employees	Total count
Complainant declined to participate or requested no investigation	68	1	69

ORS 350.345(j) The number of ongoing investigations into an accusation of sexual misconduct.

OAR 715-030-0040(13) An institution shall report the number of open investigations of sexual misconduct initiated by the institution that were not resolved during the previous academic year, regardless of when the investigation was initiated.

ORS 350.345(j)	Total count
Ongoing investigations	0

ORS 350.345(k) The types of violence reported at the institution. For any institution with greater than eight reports under this paragraph, the institution shall provide a narrative section describing the types of sexual misconduct experienced on the campus of the institution and may also include any campus-specific categories of sexual misconduct experienced on the campus of the institution and the number of reports for each category.

OAR 715-030-0040(3) For purposes of ORS 350.345(2)(k), “types of violence” means “types of sexual misconduct.” The “types of sexual misconduct” are:

- (a) sexual harassment
- (b) sexual violence
- (c) intimate partner violence
- (d) domestic violence
- (e) sexual exploitation
- (f) stalking
- (g) harassment or violence based on sexual orientation; or
- (h) gender-based harassment or violence.

Use the definitions of each type of sexual misconduct as provided in OAR 715-030-0001.

ORS 350.345(k) Type of violence	Total count reported
Sexual harassment: unwelcome conduct of a sexual nature. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, or other verbal, nonverbal or physical conduct of a sexual nature where such conduct is sufficiently severe or pervasive that it has the effect, intended or unintended, of unreasonably interfering with an individual's work or academic performance or it has created an intimidating, hostile or offensive environment and would have such an effect on a reasonable person.	29
Sexual violence: actual or attempted physical contact of a sexual nature or in a sexual context without the other person's consent, if the other person is incapacitated in any way, or without their ability to refuse the physical contact. Sexual violence includes physical contact through violence, coercion, or when the person is unable to give consent or refuse the physical contact because of vulnerability, intoxication, or unconsciousness. Examples of physical contact of a sexual nature or in a sexual context include forcible kissing, penetration of someone's body by another person's body part or an object, or the use of their body to penetrate another, and touching another person's intimate areas (for example, breasts, genitals, or buttocks), including groping, fondling, rape, sexual assault, and sexual abuse.	19
Intimate partner violence: a form of domestic violence in which the persons involved are in a relationship of a romantic or sexual nature. The relationship may be past or current. Other terms for this might include "dating violence" or "relationship abuse."	6
Domestic violence: attempting to cause or causing physical or emotional injury; placing another in fear of physical or emotional injury; or engaging in any sexual contact without the other person's consent when the other person is a spouse, former spouse, adult related by blood or marriage, a person cohabitating, a person having cohabitated in the past, a person involved or previously involved in a sexually intimate relationship, or unmarried co-parent of a minor child. Domestic violence includes coercive control; physical abuse; financial abuse or control; emotional abuse; technological abuse; reproductive coercion; sexual violence; sexual exploitation; and stalking.	9

ORS 350.345(k) Type of violence	Total count reported
Sexual exploitation: any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes in the absence of consent. Sexual exploitation includes: (a) Creating or sharing an intimate or sexual image or recording of a person's likeness without their consent or sending intimate or sexual images or recordings to a person without their consent; coercing another person to create an intimate image or record a sexual act under threat of physical, emotional, or financial abuse; (b) Displaying intimate areas of one's body to another person without their consent in a place where such display would not reasonably be expected; engaging in sexual activity while another person was present without their consent; or (c) Observing another person's intimate areas or sexual activity without their knowledge or consent and in a place where the person has a reasonable expectation of privacy.	0
Stalking: repeated and unwanted contact that causes the victim reasonable apprehension regarding the personal safety of the victim or a member of the victim's immediate family or household and it is objectively reasonable for a person in the victim's situation to have been alarmed or coerced by the contact. Stalking includes, but is not limited to, repeated and unwanted contact such as: electronic or in-person surveillance; sending communications including unwanted items to the target or people in the target's family, school, or workplace; tracking the target's physical location; accessing or monitoring a person's phone and other computing devices; property damage; and threats. Stalking may involve the use of third parties to accomplish the behaviors.	17
Harassment or violence based on sexual orientation: either harassment based on sexual orientation or violence based on sexual orientation. (a) Harassment based on sexual orientation means unwelcome conduct based on a person's real or perceived sexual orientation. This includes unwelcome advances, economic manipulation, requests for sexual favors, or other verbal, nonverbal or physical conduct based on sexual orientation and of a nature where such conduct is sufficiently severe or pervasive that it has the effect, intended or unintended, of unreasonably interfering with an individual's work or academic performance or it has created an intimidating, hostile or offensive environment and would have such an effect on a reasonable person. (b) Violence based on sexual orientation means any form of violence against an individual based on the person's real or perceived sexual orientation. This includes physical, sexual, and psychological abuse; threats; coercion; and arbitrary deprivation of liberty, whether in public or private life.	2

ORS 350.345(k) Type of violence	Total count reported
Gender-based harassment or violence: either gender-based harassment or gender-based violence. (a) Gender-based harassment means unwelcome conduct against an individual based on their biological sex, gender identity or expression, or perceived deviation from socially defined expectations of male-female binary gender stereotypes. This includes unwelcome gender-based advances, economic manipulation, requests for sexual favors, or other verbal, nonverbal or physical conduct of a gender-based nature where such conduct is sufficiently severe or pervasive that it has the effect, intended or unintended, of unreasonably interfering with an individual's work or academic performance or it has created an intimidating, hostile or offensive environment and would have such an effect on a reasonable person. (b) Gender-based violence means any form of violence against an individual based on their biological sex, gender identity or expression, or perceived deviation from socially defined expectations of male-female binary gender stereotypes. This includes physical, sexual, and psychological abuse; threats; coercion; and arbitrary deprivation of liberty, whether in public or private life.	1

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;

- 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. The office also conducts monthly audits on reports to ensure that all documentation related to a matter is up to date and can be reported accurately.

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

- Starting in October 2025, the Equity Grievance Office worked 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. The information is still being reviewed by this group and the President's cabinet. The groups will make recommendations and those recommendations will be reviewed at an upcoming Board of Trustees meeting for ongoing implementation.
- What is not reflected in the information required for this report, but is also important to consider when reviewing the Equity Grievance Office's response to reports of sexual misconduct, is that several individuals pursued response to their formal complaints through an Alternative Resolution (informal resolution) process. Alternative Resolution is a voluntary, remedies-based interaction between Parties, and is designed to eliminate prohibited conduct, prevent its recurrence, and remedy its effects of the alleged behaviors.

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

- One potential gap in supportive measures is that students often have specific housing requests, especially related to needs for student and family housing. The University has limited spots available at any given time, and students who report Domestic Violence and/or Stalking by a former partner may be seeking the ability to move on campus, often with their children. Although the University strives to assist these students by sharing information about the housing application process, there is often a wait, even when a unit may ultimately be available, due to the need to make sure the unit is cleaned and prepared for a family.

(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. The campus will offer a campus climate survey in Spring 2027.

(E) Optional supplemental information regarding reports received by the Equity Grievance Office.

The Equity Grievance Office responded to approximately 77 reports of sexual misconduct as defined in OAR 715-030-0001, in addition to other reports received during the academic year. All Complainants received outreach from the University when their identity and/or contact information was known to the Office.

Complainants are always offered supportive measures from the University and the option for referral to community-based resources, including advocacy support. When a Respondent is affiliated with the University, the Complainant is also offered information about the resolution options that are available to them through the University, along with information on reporting to the police (if applicable based on the report received).

When cases proceeded through a Formal or Alternative Resolution process, Respondents were also offered supportive measures.