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Liaison **Marci Gracey:
Assoc VP and
Inst Equity Off**

Area **AP>Institutional
Equity**

Responsible Executives **Associate VP
and
Institutional
Equity Officer**

Sexual Misconduct, Discrimination, and Harassment Policy (for incidents occurring on or after August 14, 2020)

Introduction:

The University is committed to creating and maintaining a community where all persons who participate in University programs and activities can work and learn together in an atmosphere free from discrimination and harassment.

This policy applies to all faculty, staff, and students.

The University prohibits discrimination based on sex, which includes discrimination and harassment on the basis of pregnancy, sexual orientation, and gender identity/expression (consistent with applicable law), and all forms of sexual harassment, including sexual assault, dating violence, domestic violence, and stalking in compliance with applicable federal laws, including Title IX of the Education Amendments Act of 1972, Title VII of the Civil Rights Act of 1964, the Violence Against Women Act of 1994 (as reauthorized), and applicable Oklahoma laws.

Definitions:

1. Title IX Coordinator refers to the Institutional Equity Officer and Title IX Coordinator who oversees the implementation of the University's Sexual Misconduct, Discrimination, and Harassment Policy, as well as the University's Non-Discrimination Policy and Affirmative Action Plan and as used herein may also include an Associate Title IX Coordinator or other member of the Title IX Team under the supervision of the Title IX Coordinator.
2. Complainant means any individual who is alleged to be the victim of conduct that could constitute Prohibited Conduct.

3. Respondent means any individual who is reported or alleged to be the perpetrator of conduct that could constitute Prohibited Conduct.

Policy:

1. Policy on Sexual Misconduct, Discrimination, and Harassment

The Office of Institutional Equity is charged with oversight responsibilities and investigation of sex discrimination and sexual harassment as defined by this policy and in compliance with applicable federal laws, including Title IX of the Education Amendments Act of 1972, Title VII of the Civil Rights Act of 1964, the Violence Against Women Act of 1994 (as reauthorized), and applicable Oklahoma laws. In addition, the Office of Institutional Equity is charged with investigating sexual misconduct that constitutes Workplace Harassment, Employee Sexual Misconduct, and Prohibited Conduct under the University of Oklahoma Student Rights and Responsibilities Code. The Office of Institutional Equity is also responsible for investigations of conduct in violation of the Consensual Sexual Relationships Policy.

Through its Institutional Equity Officer and Title IX Coordinator, the University reserves the right to independently address known concerns falling under this policy to stop sex discrimination and sexual harassment, prevent its recurrence, and remedy its effects. The term "Title IX Coordinator" refers to the Institutional Equity Officer and Title IX Coordinator who oversees the implementation of the University's Sexual Misconduct, Discrimination and Harassment Policy, as well as the University's Non-Discrimination Policy and Affirmative Action Plan. The Title IX Coordinator has the primary responsibility for coordinating the University's efforts related to the intake, investigation, resolution, and implementation of supportive measures to stop, remediate, and prevent discrimination, harassment, and retaliation prohibited under these policies.

The Title IX Coordinator manages the Title IX Team and acts with independence and authority free from bias and conflicts of interest. The Title IX Coordinator oversees all resolutions under this policy and procedure. The Title IX Coordinator requires training for all Office of Institutional Equity staff, including investigators, as well as for Decision-makers and Informal Resolution Facilitators. These individuals are trained to ensure they are not biased for or against any party in a specific case, or for against Complainants and/or Respondents, generally. To raise any concern involving bias or conflict of interest, or reports of misconduct or discrimination by the Title IX Coordinator, contact President Joseph Harroz, Jr. at 660 Parrington Oval, Evans Hall, Room 110, Norman, OK 73019, (405) 325-3916, ouharroz@ou.edu. Concerns of bias or potential conflict of interest or reports of misconduct or discrimination by any other Title IX Team member should be raised with the Title IX Coordinator.

Any person seeking to invoke the protections of this policy may do so solely by providing notice to the Title IX Coordinator as provided herein; notice to other members of the University community will not be imputed to the Title IX Coordinator.

2. Complaints or notice of alleged policy violations, or inquiries about or concerns regarding this policy and procedures, may be made internally to:

Marci Gracey
Title IX Coordinator

Office of Institutional Equity
660 Parrington Oval, Evans Hall – Room 102
Norman, OK 73019
(405) 325-3546
mgracey@ou.edu

3. Presumption of Innocence

A Respondent who is alleged to have engaged in Prohibited Conduct, as defined below, shall be presumed innocent during the pendency of any grievance proceedings.

4. Prohibited Conduct

The following conduct, or attempted conduct (in the case of conduct prohibited in subsections C and E below), is prohibited, and constitutes “Prohibited Conduct” for purposes of this Policy:

a. Sex Discrimination

Conduct directed at a specific individual or a group of identifiable individuals that subjects the individual or group to treatment that adversely affects their employment or education, or institutional benefits, on account of sex (including sexual orientation and gender identity/expression (consistent with applicable law) discrimination). It may include acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping, even if those acts do not involve conduct of a sexual nature.

b. Pregnancy Discrimination

Discrimination on the basis of pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom. Discrimination on the basis of pregnancy should be reported in accordance with this policy. Employees with questions regarding accommodations during pregnancy are encouraged to contact the Office of Human Resources (<http://hr.ou.edu>), students and visitors with questions regarding accommodations during pregnancy are encouraged to contact the ADA/Section 504 Coordinator within the Office of Institutional Equity (<https://www.ou.edu/eoo/pregnancy-and-parenting>).

c. Title IX Sexual Harassment

A specific form of sex discrimination. Title IX Sexual Harassment includes the following types of Prohibited Conduct when they occur in the context of the University’s educational programs or activities, and within the United States. For the purposes of this policy, “educational program or activity” includes locations, events, or circumstances over which the University exercised substantial control over both the Respondent and the context in which the sexual harassment occurs, and also includes any building owned or controlled by an officially recognized or registered student organization. Under Title IX, Sexual Harassment means conduct on the basis of sex that satisfies one or more of the following:

- i. Hostile Environment Harassment, which is unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University’s education program or activity;
- ii. Quid Pro Quo Sexual Harassment, where an employee of the University is conditioning the provision of an aid, benefit, or service of the University on an individual’s participation in unwelcome sexual conduct; or

- iii. Sexual Assault, Dating Violence, Domestic Violence, or Stalking as defined below in accordance with applicable law:

Sexual Assault includes:

1. Rape - 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;
 2. Fondling - The intentional touching of the clothed or unclothed body parts without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation. The forced touching by the victim of the actor's clothed or unclothed body parts, without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation;
 3. Incest - Non-Forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law; and
 4. Statutory Rape - sexual intercourse with a person who is under the statutory age of consent.
- iv. Dating Violence, which is violence between individuals in the following circumstances:
 1. The party is or has been in a social relationship of a romantic or intimate nature with the victim; and
 2. The existence of such a relationship shall be determined based on a consideration of the following factors: (i) length of the relationship; (ii) type of relationship; (iii) frequency of interaction between the persons involved in the relationship
 - v. Domestic Violence, which is an assault and battery against: a current or former spouse; a present spouse of a former spouse; a former spouse of a present spouse; parents; a foster parent; a child; a person otherwise related by blood or marriage; a person with whom the Respondent is or was in a dating relationship; an individual with whom the Respondent has had a child; a person who formerly lived in the same household as the Respondent; or a person living in the same household
 - vi. Stalking, which is a course of conduct directed at a specific person that would cause a reasonable person to: (a) fear for the person's safety or the safety of others, or (b) Suffer substantial emotional distress
- d. Workplace Sexual Harassment
Unwelcome conduct that is based on sex (including pregnancy), and (1) enduring the offensive conduct becomes a condition of continued employment, or (2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

- e. Employee Sexual Misconduct
Employee conduct that occurs outside the context of the educational program or outside the United States, but where the conduct otherwise meets one or more definitions of Sexual Harassment set forth in Section C, above. The Office of Institutional Equity is authorized to investigate Prohibited Conduct under this section with written approval from the University's Chief Human Resources Officer.
- f. Sexual Misconduct- Student Code Violation
Student conduct that occurs outside the context of the educational program or outside the United States, but otherwise meets one or more definitions of Sexual Harassment set forth in Section C, above. The Office of Institutional Equity is authorized to investigate Prohibited Conduct under this section with written approval from the Director of Student Conduct stating the Prohibited Conduct, as alleged, is within the University's jurisdiction as defined in the Student Code of Rights and Responsibilities.
- g. Retaliation
Any attempt to penalize or take an adverse employment, educational or institutional benefit action, including but not limited to making threats, intimidation, reprisals, interference with an individual's protected rights, or other adverse action, against a person because of participation or non-participation in a report, investigation, or grievance process of Prohibited Conduct.
- h. False Reporting
Knowingly making a materially false statement in bad faith or knowingly submitting materially false information during the grievance process is prohibited. False reporting does not include accidental or inadvertent false statements, immaterial inaccuracies, or statements made outside the context of making a report, filing a grievance, participating in a grievance procedure, or during the grievance process.
- i. Violation of Consensual Sexual Relationships Policy
The Consensual Sexual Relationships Policy may be found here: [Consensual Sexual Relationship Policy](#)

5. Direct Administrative Action

- a. Administrative Review
Subject to the limitations of applicable law, the Title IX Coordinator reserves the right to address an incident of Prohibited Conduct on campus even if no Formal Complaint of Title IX Sexual Harassment or other Complaint alleging other Prohibited Conduct is filed, and may take unilateral action to remedy the effects of sexual harassment. In undertaking a unilateral administrative action, however, the Title IX Coordinator may not impose any disciplinary sanction or unduly burden a Respondent.
- b. Emergency Removal – Students
The University Vice President for Student Affairs and Dean of Students may take Direct Administrative Action (DAA) to immediately restrict a student's rights within the University community, up to and including emergency removal. A DAA imposed after an individualized safety and risk analysis yields a determination that an immediate threat to the physical health or safety of a student or other individual

justifies the removal must provide a removed student with notice and an opportunity to challenge the decision as soon as reasonably possible after receipt of the notice. The DAA remains in place pending any appeal.

- c. Emergency Removal/Administrative Leave – Non-student employees
With respect to employees (other than student employees), upon a determination at any stage in the grievance procedure that the continued performance of either party's regular duties or University responsibilities would not be in the best interest of the University, the executive officer over the area may, with the concurrence of the Chief Human Resources Officer and in consultation with the Office of Legal Counsel, suspend or reassign an employee's duties or responsibilities, or place the individual on an administrative leave of absence pending the completion of the grievance procedure.

6. Reporting Prohibited Conduct

Upon receiving a report of Prohibited Conduct, the Title IX Coordinator will promptly provide a Complainant with important information about options for filing a Formal Complaint of Sexual Harassment, if applicable, a Complaint of Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation), or other appropriate grievance as set forth below. The Title IX Coordinator will offer information about supportive measures that are available without regard to whether any grievance is filed.

- a. Duty to Report Prohibited Conduct
Supervisors, managers and faculty members with administrative duties or student supervisory duties are responsible for taking all appropriate action to prevent sex discrimination and harassment, and to stop and correct it when it occurs, and are expected to report it to the Institutional Equity Officer and Title IX Coordinator or any of the University's Associate Title IX Coordinators at (405) 325-3546. Others' knowledge of alleged misconduct will not trigger University obligations or liability; it is, however, the policy of the University of Oklahoma that all employees who are aware of allegations of Prohibited Conduct are expected to promptly report the matter to the Title IX Coordinator.
- b. Immunity Policy
The safety of students, employees, and the campus community are of utmost importance to the University. In order to encourage reporting of incidents of Prohibited Conduct, no Complainant, Respondent, or witness will be referred for disciplinary action solely for engaging in the unlawful or prohibited use of alcohol and/or drugs when the reported incident occurred. Provided, nothing prohibits an investigator or decision-maker from inquiring into alcohol and/or drug use if a party or witness's use of alcohol or drugs is relevant in the grievance process.
- c. Confidential Reporting Resources
Requests for confidentiality or anonymity may limit or preclude the University's ability to conduct an investigation of allegations of Prohibited Conduct. A request for confidentiality will be respected unless the Title IX Coordinator determines it is necessary to conduct an investigation.

These on-campus resources can offer options and advice without the obligation to inform University officials, including the Title IX Coordinator, unless the Complainant

requests that the information be shared. Parties wishing to report confidentially may do so by contacting:

- OU Advocates: HSC/Norman (405) 615-0013 - provides referral and support; Tulsa OU Advocates (8 a.m. – 5 p.m.): (918) 660-3163 (after hours: 918-743-5763)
- Goddard Health Center: (405) 325-2911 - provides counseling/medical services
- University Ombudsman: (405) 325-4137 – provides confidential referrals and guidance for faculty/staff
- Employee Assistance Program: (800) 327-5043 (Norman / HSC); (918) 587-9471 (Tulsa) – provides counseling services and referrals for University faculty/staff
- HSC Student Counseling Services: (405) 271-7336 - provides counseling services
- OU-Tulsa Student Counseling: (918) 660-3109 - provides counseling services

d. Timing of Complaints

There is no time limitation on reporting an incident to the Title IX Coordinator or for filing a Formal Complaint of Title IX Sexual Harassment or Complaint of other Prohibited Conduct. However, if the Respondent is no longer subject to the University's jurisdiction for disciplinary sanctions and/or significant time has passed, the ability to investigate, respond, and provide remedies may be more limited or impossible. In cases where significant time has lapsed since the reported incident, the Title IX Coordinator shall offer supportive measures. If a Formal Complaint of Title IX Sexual Harassment, Complaint of Employee Sexual Misconduct, or Sexual Misconduct (Student Code Violation) is dismissed because passage of time renders investigation not reasonably practicable, the parties will be afforded the right to appeal the decision in accordance with the Grievance Procedures for Title IX Sexual Harassment and Sexual Misconduct.

e. Intake Process

Upon receiving a report or Formal Complaint of Title IX Sexual Harassment or Complaint of other Prohibited Conduct, the Office of Institutional Equity staff and/or the Title IX Coordinator will promptly communicate with a Complainant to discuss the availability of supportive measures, provide information about the investigative process, and discuss the process for filing a Formal Complaint of Title IX Sexual Harassment or a Complaint of other Prohibited Conduct. Where applicable, Complainants will also be advised on the preservation of evidence that may be relevant to a University or other proceeding and their right to seek a court-issued order of protection. Complainants will be informed of the right to report an incident to law enforcement authorities and will be offered assistance in reporting to law enforcement if requested.

f. Supportive Measures

The Title IX Coordinator promptly makes supportive measures available to the parties upon receiving notice or a complaint. Supportive measures are non-

disciplinary, non-punitive, individualized services offered without fee or charge to either party before or after the filing of a Formal Complaint of Title IX Sexual Harassment or Complaint of other Prohibited Conduct, or where none is filed. Supportive measures are designed to restore or preserve equal access to the University's education program or activity without unreasonably burdening the other party. Supportive measures may include a range of options such as counseling, course-related adjustments, modifications of work or class schedules, campus services, mutual restrictions on contact between the parties, changes in work or housing locations, and other similar measures. A mutual restriction on contact between the parties is referred to as a "no contact order," which is enforceable through student and employee conduct processes.

At the time that supportive measures are offered, the Office of Institutional Equity will inform the Complainant, in writing, of the option to file a Formal Complaint with the Office of Institutional Equity either at that time or in the future, if the Complainant has not done so already. The Title IX Coordinator works with the Complainant and will take the Complainant's wishes into account with respect to the supportive measures that are planned and implemented. The University will maintain the privacy of the supportive measures, provided that privacy does not impair the University's ability to provide the supportive measures.

g. Confidentiality

The University will keep confidential the identity of any individual who has made a report or complaint of Prohibited Conduct, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness (unless permitted by the Family Educational Rights and Privacy Act (FERPA)), or required under law, or as necessary to conduct proceedings under Title IX or to carry out the purposes of the Title IX regulations to conduct any investigation, hearing, or judicial proceeding arising thereunder, which includes a grievance process).

7. Formal Complaint of Title IX Sexual Harassment or Sexual Misconduct

A Complainant may choose whether to proceed with filing a Formal Complaint of Title IX Sexual Harassment or Complaint of Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation). In certain instances, such as those which indicate a pattern, predation, threat, weapons and/or ongoing violence, or when an employee is alleged to have sexually harassed a student, the Title IX Coordinator may initiate an investigation.

a. Promptness

The Office of Institutional Equity will respond promptly to reports of Title IX Sexual Harassment, Employee Sexual Misconduct and Sexual Misconduct (Student Code Violation). Formal Complaints may take 60-90 business days to resolve, typically. The Office of Institutional Equity will work to avoid undue delays within its control, but in some cases timelines may need to be extended. Any time the general timeframes for resolution outlined in the Office of Institutional Equity's procedures will be delayed, the Office of Institutional Equity will provide written notice to the parties of the delay, the cause of the delay, and an estimate of the anticipated additional time that will be needed as a result of the delay.

b. Process summary

The Grievance Procedures for Formal Complaints Involving Title IX Sexual Harassment and Sexual Misconduct are designed to provide the parties with an impartial investigation, decision-making, equitable resolution, and appellate process. While individual proceedings may vary depending upon the specific facts and circumstances, a grievance will follow the following format:

- i. Formal Complaint
- ii. Written Notice to Parties
- iii. Investigation of Formal Complaint
- iv. Parties' Review and Response to Evidence
- v. Investigative Report
- vi. Live Hearing
- vii. Determination
- viii. Appeal by Either Party
- ix. Sanctions and Other Remedies Implemented (if warranted)
- x. Informal Resolution (under certain circumstances, at any time prior to a Determination by agreement of the parties)

c. Filing a Formal Complaint of Title IX Sexual Harassment or Sexual Misconduct

i. Title IX Sexual Harassment

A Formal Complaint is a document or electronic submission (such as by electronic mail, through an online portal provided for this purpose by the University, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report) that contains the Complainant's digital or physical signature, or otherwise indicates that the Complainant is the person filing the formal complaint (or, in some cases, signed by the Title IX Coordinator) alleging sexual harassment against a Respondent about conduct within the University's education program or activity and requesting that the University investigate the allegation. At the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in the University's education program or University-related activity.

A Formal Complaint may be filed with the Title IX Coordinator (or any Associate Equity Officer or Associate Title IX Coordinator, all of whom constitute the Title IX Coordinator for purposes of this Policy). The Formal Complaint may be filed in person, by mail, or by electronic mail at any time of day, including during non-business hours, using the contact information listed for the Title IX Coordinator. Generally, a Formal Complaint should be filed as quickly as possible to facilitate the ability to gather facts and evidence; however, every Formal Complaint will be reviewed regardless of when an incident occurred. The Office of Institutional Equity encourages the use of its in-office form for filing a Formal Complaint; however, no particular form is required as long as it (1) is signed, (2) alleges sexual harassment, against a Respondent, and (3) requests an investigation.

Where the Title IX Coordinator signs a Formal Complaint, the Title IX Coordinator is not a Complainant or party during a grievance process and will comply with the requirements for Title IX personnel to be free from conflicts and bias.

ii. Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation)

The process for a filing a Complaint of Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation) is the same as the process for filing a Formal Complaint of Title IX Sexual Harassment above, except that prior to initiating an investigation into the alleged conduct, the Title IX Coordinator must first request authorization to investigate from the Chief Human Resources Officer or Director of Student Conduct, who will determine whether the University has disciplinary jurisdiction over the Respondent pursuant to the applicable Staff and Faculty Handbook provisions or Student Code of Rights and Responsibilities. Once a Complaint is filed, the Complaint procedures will follow the same procedure for a Formal Complaint of Title IX Sexual Harassment except where specifically noted herein or in the [Grievance Procedures for Formal Complaints of Title IX Sexual Harassment or Sexual Misconduct](https://www.ou.edu/eoo/policies-and-procedures) available at <https://www.ou.edu/eoo/policies-and-procedures>.

8. Reporting and Filing a Complaint of Sex-Based Discrimination, Retaliation, or False Reporting Students or employees who have experienced adverse effects to their employment or education, or institutional benefits, on account of sex (including pregnancy, sexual orientation, and gender identity/expression (consistent with applicable law) discrimination) may trigger the protections of this policy by filing a Complaint with the Office of Institutional Equity. A Complaint filed under this section should state with specificity the person(s) responsible for the discriminatory conduct, the adverse effect it has caused to the Complainant's employment, education, or institutional benefits, and a statement of the relief requested.

Complaints of Sex-Based Discrimination, Workplace Harassment (other than Title IX Sexual Harassment or Sexual Misconduct), Retaliation, and False Reporting will be investigated in accordance with the [Investigative Procedures for Sex-Based Discrimination](#).

9. Remedies and Disciplinary Sanctions

If (1) upon conclusion of an investigation and adjudicatory proceedings, or (2) pursuant to voluntary participation in an Informal Resolution process, a Respondent is found to be responsible for engaging in Prohibited Conduct, the Title IX Coordinator may recommend appropriate remedies and disciplinary sanctions. Remedies are designed to restore or preserve equal access to the University's education program or activity, and include measures such as academic support, counseling, and other supportive measures (whether burdensome, punitive, or disciplinary to the Respondent). The Title IX Coordinator will be responsible for the effective implementation of remedies.

The range of possible disciplinary sanctions include:

Prohibited Conduct*	Employee Disciplinary Sanction		Student Disciplinary Sanction	
Sexual Harassment – Hostile Environment	Min.	Written Reprimand	Min.	Disciplinary Probation
	Max.	Termination/ Abrogation	Max.	Suspension/Delayed Degree
Sexual Harassment- Quid Pro Quo	Min.	Suspension without Pay	Min.	Suspension
	Max.	Termination/ Abrogation	Max.	Expulsion/ Delayed Degree
Sexual Assault	Min.	Termination/ Abrogation	Min.	Suspension
	Max.	Termination/ Abrogation	Max.	Expulsion/Delayed Degree
Dating Violence or Domestic Violence	Min.	Suspension without Pay	Min.	Disciplinary Probation
	Max.	Termination/ Abrogation	Max.	Expulsion/Delayed Degree
Stalking	Min.	Suspension without Pay	Min.	Disciplinary Probation
	Max.	Termination/ Abrogation	Max.	Expulsion/Delayed Degree
Other Prohibited Conduct	Sanctions for all other Prohibited Conduct may range from written reprimand to termination/abrogation and suspension and/or expulsion, depending upon the totality of the circumstances.			
*Sanctions under this section applicable to Prohibited Conduct that amounts to Title IX Sexual Harassment, Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation)				

10. Definition of Consent

Consent is the act of willingly agreeing to engage in sexual contact or conduct. Individuals who consent to sex must be able to understand what they are doing.

- Consent is informed, knowing and voluntary. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent. Consent can be given by words or actions, as long as those words or actions create mutually understandable permission regarding the conditions of sexual activity.
- Consent to one form of sexual activity cannot imply consent to other forms of sexual activity.
- Previous relationships or consent does not imply consent to future sexual acts.

- Consent cannot be procured by use of physical force, compelling threats, intimidating behavior, or coercion.

Use of alcohol, medications, or other drugs will not excuse behavior that violates this policy. Examples of when a person should know the other is incapacitated and may be unable to give valid consent include, but are not limited to:

- the amount of alcohol, medication, or drugs consumed
- imbalance or stumbling
- slurred speech
- lack of consciousness or inability to control bodily functions or movements
- vomiting
- legal incapacity, such as in the case of a minor and/or persons under legal guardianship

11. Free Speech and Academic Freedom

Members of the University community enjoy significant free speech protections guaranteed by the First Amendment of the United States Constitution. This policy is intended to protect members of the University community from discrimination and is not designed to regulate protected speech. No provision of this policy shall be interpreted to prohibit conduct that is legitimately related to course content, teaching methods, scholarship, or public commentary of an individual faculty member or the educational, political, artistic or literary expression of students in classrooms and public forums. However, freedom of speech and academic freedom are not limitless and do not protect speech or expressive conduct that violates federal or state anti-discrimination laws.

12. Records

The Office of Institutional Equity will retain records in accordance with the requirements of applicable local, state, and federal law. Records of all Title IX reports, complaints, investigations, determinations, disciplinary sanctions, remedies, supportive measures, hearing materials (including audio/audiovisual recordings/transcripts of a live hearing), appeals, informal resolutions, and materials used to train coordinators, investigators, and decision-makers with regard to sexual harassment will be retained for a minimum of seven (7) years.

The University disseminates a public Annual Security Report (ASR) to employees and students every October 1st. The ASR includes statistics of campus crime for the preceding three (3) calendar years, plus details about efforts taken to improve campus safety. The report includes: definitions of sexual harassment, resources and reporting for a person who is victimized, support services, on and off campus resources, preventive measures and the sex offender registration. Additionally, there are policy statements regarding crime reporting, campus facility security and access, incidences of alcohol and drug use, and the prevention of/response to sexual assault, domestic and dating violence, and stalking.

13. Availability of other Complaint Procedures

In addition to seeking criminal charges through local law enforcement, members of the University community may also file complaints with the following entities irrespective of whether they choose to file a Formal Complaint or other grievance under this procedure:

Office of Civil Rights:

- Kansas City Field Office:
- OCR.KansasCity@ed.gov | 1-816-268-0550
- Washington D.C.:
- OCR@ed.gov | 1-800-421-3481

Equal Employment Opportunity Commission:

- Oklahoma City Field Office: 1-800-669-4000
- Washington D.C.: 1-800-669-4000 | Eeoc.gov/contact/

State of Oklahoma Attorney General's Office:

- Office of Civil Rights Enforcement: 405-521-2029 | OCRE@oag.gov

Federal funding agencies

- e.g. NASA: 1-866-654-1440 | LEP@NASA.gov

Approval Authority:

President

Former Policy Number:

15.2.3

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Attachments



[Sexual Misconduct, Discrimination, and Harassment Policy \(for incidents occurring on or after August 14, 2020\) Appendices](#)

Approval Signatures

Step Description	Approver	Date
Policy Office	Michelle Stephens: University Policy Director	08/2025

Responsible Executive	Marci Gracey: Assoc VP and Inst Equity Off	08/2025
OLC Review	Laura Palk: Deputy General Counsel	08/2025
Stakeholders	Kathy Agnew: Deputy Chief HR Officer	08/2025
Stakeholders	Kalyn Cavazos: Student Conduct Director	08/2025
Stakeholders	Jill Raines: Vc for Health Sci Admin Prov	08/2025
Stakeholders	Marci Gracey: Assoc VP and Inst Equity Off	08/2025

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