



THE UNIVERSITY *of*
TULSA
Campus Safety and Security

ANNUAL CRIME & FIRE SAFETY REPORT

PUBLISHED OCTOBER 1, 2022

**Crime and Fire Statistics for Calendar Years 2019, 2020
and 2021**



October 1st, 2022 Issue

Covering Crime and Fire Statistics for Calendar Years 2019, 2020, and 2021

The crime and fire statistics in this report are submitted to the U.S. Department of Education. This report is provided in compliance with the Disclosure of Campus Security Policy and Campus Crime Statistics Act (also known as the Clery Act) and the associated amendments including the Violence Against Women Reauthorization Act (VAWA). The University of Tulsa is committed to providing a safe and secure environment for all our students, faculty, staff, and visitors.

The Annual Crime and Fire Report demonstrates this commitment.

800 South Tucker Drive • Tulsa, Oklahoma 74104 • 918-631-2000

<https://utulsa.edu/campus-security/>

Non-Discrimination Statement

The University of Tulsa is committed to the principle of equal opportunity in education and employment. In accordance with applicable federal, state, and local regulations, the University does not discriminate on the basis of personal status or group characteristic including, but not limited to race, color, religion, national or ethnic origin, age, gender, disability, veteran status, sexual orientation, gender identity or expression, genetic information, ancestry, or marital status in the administration of its educational policies, admissions policies, employment policies, scholarship and loan programs, athletics, and other University administered programs.

Related policies: [Non-Discrimination and Harassment Policy](#); [Equal Employment Opportunity Policy](#)

As a recipient of federal financial assistance for education activities, the University complies with the requirements of Title IX of the Education Amendments of 1972 to ensure that all of its education programs and activities do not discriminate on the basis of sex or gender. Sex/gender includes sex, sex stereotypes, gender identity, gender expression, sexual orientation, and pregnancy or parenting status.

Related policies: [Title IX Policy](#); [Pregnancy and Parenting Non-Discrimination Policy for Students](#)

Inquiries about non-discrimination policies, including application and compliance concerns, should be addressed to:

Kathleen Smith

Equal Opportunity Officer and Title IX Coordinator

Fisher West, Suite 203

800 S. Tucker Drive

Tulsa, OK 74104

918-631-2321

TitleIX@utulsa.edu

Related policies: [Title IX Policy](#); [Pregnancy and Parenting Non-Discrimination Policy for Students](#)

In accordance with the Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973, the University of Tulsa will assist individuals to enable participation in University activities and programs. For questions or assistance regarding accommodations, please contact:

Dr. Tawny Rigsby

ADA/504 Coordinator

918-631-2334

access@utulsa.edu

Related policies: [Employees with Disabilities Accommodation Policy](#); [Rights and Responsibilities of Students Using Accommodations](#); [Accommodation Request Policy](#)

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Message from the Director of Campus Safety and Security

I am humbled and honored to be given such a great opportunity to serve the University of Tulsa family.

With my extensive law enforcement background, I believe I will bring a wealth of knowledge to this community. I believe a proactive department will allow our team to become more transparent and will improve our ability to build better relationships within our TU family.

I appreciate watching our students prepare for their future leadership roles. The pleasure of working as a team, and the essence of being a part of something larger than yourself is an amazing sense of accomplishment.

We can all learn from each other and from each other we can all learn.
"Reign Cane!"

Sincerely,
Chief Clayton Staton
Director of Campus Safety and Security
University of Tulsa



THE UNIVERSITY OF TULSA DEPARTMENT OF CAMPUS SAFETY AND SECURITY ANNUAL CRIME & FIRE SAFETY REPORT

This report was prepared by The University of Tulsa Department of Campus Safety and Security and Office of Compliance to comply with the Clery Act (formerly known as the Federal Student Right-to-Know and Campus Security Act of 1990). The report describes security and fire safety practices and procedures at The University of Tulsa as well as lists crime and fire statistics for the most recent calendar year and the two preceding calendar years. The University of Tulsa is required to report each year on the status of campus security to all current students and employees as well as prospective students and employees.

In preparing the Annual Crime & Fire Safety Report, the Office of Compliance collaborates with multiple resources, including TU's Department of Campus Safety and Security and Office of Student Affairs, Title IX, designated Campus Security Authorities, and the Tulsa Police Department. Physical copies of the Annual Security Report will be made available upon request. To request a physical copy, please contact the Clery Compliance Officer at 918-631-2324 or clery@utulsa.edu.

Once data has been reviewed for accuracy, the University distributes a notice of the availability of this Annual Crime and Fire Safety Report by the federal deadline of each year to every member of the University community before October 1. You may review information from this report on The University of Tulsa Department of Campus Safety and Security website. <https://www.utulsa.edu/campus-security>

About TU

The University of Tulsa is a 200-acre community located two miles east of downtown Tulsa, a metropolitan city with a population of about 1 million. As an integral part of the community, the University shares many of the same interests and concerns of Tulsa citizens, including safety and crime.

To prevent criminal incidents, The University of Tulsa Department of Campus Safety and Security works with other University departments, as well as outside law enforcement agencies, to ensure that members of the campus community and their possessions are well protected at all times. Ultimately, each member of the community is responsible for their safety.

The University of Tulsa Department of Campus Safety and Security is committed to providing our campus community with the highest level of professionalism.

The Department of Campus Safety and Security

The Department of Campus Safety and Security is located at 3115 East 8th Street. The department has an

authorized full-time force of 13 armed security officers, certified by OK-CLEET (Council on Law Enforcement Education and Training). Campus Safety and Security officers comprise the patrol, investigations and administrative divisions of the department and have jurisdiction to arrest and detain individuals on University-owned or controlled property per Oklahoma State Statute Title 22, Section 187. These officers conduct foot, bicycle and vehicular patrols of the campus and residential areas, 24 hours a day, 365 days a year. The department also utilizes off-duty Tulsa Police Officers to help provide security for large special and athletic events on campus.

TU has a memorandum of understanding (MOU) with the Tulsa Police Department that establishes collaboration on reports of sexual assault, domestic violence, dating violence, and stalking victims, including off-campus incidents that involve members of the TU community where Tulsa Police provides the law enforcement capabilities on campus. Campus Safety and Security communicates and cooperates with all other federal and state law enforcement agencies to ensure awareness of incidents that may occur on or off campus.

Officers patrol and maintain a security presence at three separate campuses and several non-campus buildings and properties that are owned or controlled by The University of Tulsa, these include:

Separate Campuses

1. **Main Campus**, 800 S. Tucker Dr., Tulsa, OK link to interactive campus map: <https://utulsa.edu/campus-map/>
Roughly: East Third Street and East Eleventh Street border the north and south edges, and South Columbia Ave and South Harvard Ave. are the borders for the east and west edges, respectively.

On-Campus Sites also include:

- Fourth and Harvard Parking Lot, 3307 E 4th St. Tulsa, OK 74104
- Henneke Building, 1204 S. Harvard Ave., Tulsa, OK
- True Blue Neighbors Behavioral Health Clinic, 2405 E. 4th Pl. Tulsa, OK
- 3314 E. 11th St., Tulsa, OK
- TU Automotive, 1207 S. Harvard Ave., Tulsa, OK
- West Park Apartment Building, 2504 E. 4th Pl., Tulsa, OK

2. **North Campus**, 2450 E. Marshall St., Tulsa, OK

3. **Oxley College of Health Sciences**, 1215 S. Boulder Ave., Tulsa, OK

Non-Campus Sites

- Gilcrease Museum, 1400 N. Gilcrease Museum Road, Tulsa, OK
- Hardesty Press Storage Building, 1911 E. 11th St., Tulsa, OK
- Zarrow Center – 124 E. Brady St., Tulsa, OK

REPORTING CRIMES AND EMERGENCIES

Emergency calls for Police, Fire and Medical may also be placed to the City of Tulsa 911 Center. Upon receipt of these calls, Campus Safety and Security Officers are dispatched immediately to the site of the complaint, taking appropriate action and coordinating the response with outside emergency services.

Potential criminal actions and other emergencies occurring on the Main Campus, North Campus, Zarrow Center, Oxley College of Health Sciences and the Henneke Building can be reported anytime by dialing 918-631-5555. Calls placed to Campus Safety and Security from a cell phone, or an off-campus phone can be placed at any time by dialing 918-631-5555.

Campus Safety and Security can be called directly at 918-631-5555 or through the SafeZone Application.

The University of Tulsa recognizes the necessity for respecting a reporting party's privacy whenever possible. As such, victims or witnesses may choose to report crimes on a voluntary and private basis to Campus Security Authorities at The University of Tulsa without disclosing personal identifiable information. The University of Tulsa encourages physicians and professional counselors, if and when they deem it appropriate, to inform persons they are counseling of procedures to report crimes on a voluntary, private basis for inclusion in annual disclosure of crime statistics.

Reporting Crimes to Campus Security Authorities

Higher Education Act Disclosure requires universities to list offices/persons who report crime received from any reporting party:

Campus Safety and Security

918-631-5555

Director of Campus Safety and Security, Clayton Staton, 918-631-2710, clayton-staton@utulsa.edu

President, Brad Carson, 918-631-3627, brad-carson@utulsa.edu

Vice President and Chief Compliance Officer, Matt Warren, 918-631-4602, matt-warren@utulsa.edu

Associate Vice President of Human Resources, Tricia Rahal, 918-631-2250, tricia-rah@utulsa.edu

Provost, George Justice, 918-631-2554, george-justice@utulsa.edu

Compliance Officer- Campus Safety, Kelsey Hancock, 918-631-2324, kelsey-hancock@utulsa.edu

Associate Vice President of Operation and Facilities, John Holderman, 918-631-3092, john-holderman@utulsa.edu

Dean of Students, Michael McClendon, 918-631-2742, michael-mcclendon@utulsa.edu

Vice President of Administration and Chief Information Officer, Angela Kouplen, 918-631-3075, angela-kouplen@utulsa.edu

Senior Executive Director of Marketing and Communications, Mona Chamberlin, 918-631-2656, mona-chamberlin@utulsa.edu

Director of Athletics, Rick Dickson, 918-631-2181, rick-dickson@utulsa.edu

When to Report Crimes and Emergencies

The Department of Campus Safety and Security is the primary responder for all campus incidents and emergencies and works cooperatively with local law enforcement agencies. The University of Tulsa encourages the prompt and accurate reporting of any incident that compromises the safety, health or rights of the campus community.

Call Campus Safety and Security **immediately** if:

- You see someone committing a crime
- You see anyone or anything suspicious
- Someone is injured or ill
- You see fire or smell smoke
- You need to report an old crime
- You have knowledge of a chemical spill

Housing Access & Security

The University of Tulsa offers campus living for its students in both single-sex and optional coed residence halls, campus apartments and sorority houses.

Professional Residence Life Coordinators and student resident assistants, who are all members of the University Residence Life staff, live in residence halls and campus apartments and rotate on-call responsibilities 24 hours a day. All residence life staff members are required to participate in training associated with the safety and security of the campus. Training is administered through TU safety and security personnel. University housing keys are the property of TU and may not be duplicated. Each student is responsible for his or her room key and TU ID card. Students should immediately report a missing key or ID card to Housing Staff.

Security Equipment, Facility Maintenance & Repair

The Facilities Management is responsible for day-to-day maintenance and repair of all campus apartments and residence halls. Routine and preventative maintenance is performed on windows, frames and hardware, room and building entrance doors and stairway, hallway and entry lights. Maintenance request forms for housing facilities on campus can be submitted online, 24 hours a day at: tma.utulsa.edu:81/home.html

Once a request has been submitted online, residents will receive an electronic confirmation, which provides a work request/order number. Residents also will receive an electronic update when the request is complete. If additional information is needed, Facilities Management is available to assist with questions. Call 918-631-2287, Monday through Friday, 8 a.m. to 5 p.m.

For maintenance emergencies occurring between 7:30 a.m. and 4:30 p.m., (floods, broken locks, broken windows, alarms, and loss of power) please call 918-631-2245. Any other time, please contact Campus Safety and Security at 918-631-5555 to report facility-related emergencies.

Living and Dining on Campus

Resident rights, responsibilities and safety policies and procedures apply to all residential students. These policies address security and safety issues, visitation hours, access control, key security, emergency fire evacuation procedures, fire safety equipment, fire safety and prevention, severe weather and medical emergency procedures. Campus housing residents are strongly encouraged to familiarize themselves with the guide at: <https://utulsa.edu/housing/rights-responsibilities/safety/>

EMERGENCY NOTIFICATIONS, TIMELY WARNINGS, AND SAFETY NOTIFICATIONS

The Campus Safety and Security Department's Communications Center is staffed 24 hours a day, 365 days a year with APCO-certified Public Safety Dispatchers and other support personnel who assist in the safety of our campus community and properties by monitoring all electronic security systems (fire and intrusion alarms, access control systems, surveillance cameras, emergency phones and radios).

When needed, the Communications Center, in conjunction with the Office of Marketing and Communications, has the ability to send emergency notifications to the campus community via text, email, social media and video message boards. Our Dispatchers have immediate contact with emergency service agencies (Police, Fire and Medical) to assist and coordinate their arrival when needed.

Campus Safety and Security is the primary responder to all campus incidents and emergencies and works closely with local law enforcement agencies, the Office of Human Resources, Office of Compliance, Title IX Coordinator, and the Dean of Students when investigating criminal behavior, violations of University policies and/or violations of the [Student Code of Conduct](#). TU recognizes the need for maintaining privacy, as such; victims or witnesses may choose to report on a voluntary and private basis to the Dean of Students, Director of Housing and Residence Life, Director of Campus Safety and Security, or any other staff or faculty member of the University with the understanding that these individuals must report Clery crimes to Campus Safety and Security or via a Campus Security Authority. View the Campus Security Authority Policy [here](#).

Text Messages

In the event of a major life safety or public health emergency on campus, Campus Safety and Security will notify and advise students, faculty and staff via its TU Alert text messaging service, a key component of the University's emergency notification program. Accurate contact information is required to ensure the effectiveness of emergency text messages. Members of the campus community are strongly encouraged to enroll in the program by providing their cell phone number at: <https://utulsa.omnilert.net> We encourage University affiliates to sign up for this service annually.

University Emails

Marketing/Communications may send high alert emails to the entire campus community providing emergency notifications and instructions.

Social Media

Marketing and Communications will utilize Facebook, Twitter and other social media outlets when necessary to provide updates on campus updates and emergencies.

Campus Monitors

Campus Safety and Security can override its campus cable system, to provide emergency notification in University buildings.

Local Media

Marketing/Communications will work with local media (radio, television and newspapers) to help announce and update campus closures or emergency situations.

Campus Safety and Security Website

Marketing/Communications will provide emergency updates on the University homepage website as they become available. Students, faculty, staff and parents can access the site at <https://utulsa.edu>

Emergency Notifications

The Department of Campus Safety and Security will immediately notify the campus community after receiving confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus. Without delay, and taking into account the safety of the community, TU will determine the content of the notification and initiate the Emergency Notification System; unless issuing a notification will, in the professional judgment of the Campus Safety and Security Director, Captains and on-duty Supervisors, compromise efforts to assist a victim, contain the emergency, respond to or otherwise mitigate the emergency.

The Department of Campus Safety and Security will gather and analyze reported facts, when appropriate, to verify that a legitimate emergency or dangerous situation exists. Emergencies include, but are not limited to, severe weather, active shooters, and fires.

Timely Warnings

Timely warnings are addressed for the following *Clery Act* crime classifications: arson, burglary, aggravated assault, murder, non-negligent manslaughter, manslaughter by negligence, motor vehicle theft, robbery, and sex offenses. Timely warnings also may be issued for other crimes as deemed necessary. Upon receipt of all relevant information, such warnings will, as circumstances warrant, be issued in a manner to best protect the campus community.

TU has communicated with Tulsa Police to request their cooperation in informing the institution about crimes and

situations reported to them that may warrant timely warnings or an emergency response.

Procedure

The University of Tulsa is responsible for issuing timely warnings in compliance with the Clery Act (formerly known as the Federal Student Right-to-Know and Campus Security Act of 1990).

The decision to issue a timely warning shall be decided on a case-by-case basis, in compliance with the act, and by considering all available facts. The timing of the notification shall, in the first instance, be based upon whether the crime is considered a serious or continuing threat to students or employees and the possible risk of compromising law enforcement efforts.

In the event a situation arises that requires issuance of a warning, these warnings are provided to keep the campus community informed about safety and security matters on an ongoing basis and/or in an effort to prevent similar crimes from occurring.

Reporting Crimes and Emergencies

Gilcrease Museum

Potential criminal actions and other emergencies occurring at Gilcrease Museum can be reported anytime by dialing 918-631-5555. Emergency calls for Police, Fire, and Medical can also be placed to the City of Tulsa 911 Center.

Oxley College of Health Sciences

Potential criminal actions and other emergencies occurring at Oxley College of Health Sciences can be reported anytime by dialing 918-631-5555. Emergency calls for Police, Fire, and Medical can also be placed to the City of Tulsa 911 Center.

The University of Tulsa recognizes the necessity for respecting a reporting party's privacy whenever possible. As such, victims or witnesses may choose to report crimes on a voluntary basis to Campus Security Authorities at The University of Tulsa without disclosing personal identifiable information.

When a determination has been made that a timely warning or emergency notification is appropriate, Campus Safety and Security will take action to ensure timely notification of the campus community including immediately contacting the Senior Executive Director of Marketing and Communication to arrange for media

distribution. Options for notifying students, faculty and staff include TU's emergency notification system. Such warning(s) may include, but are not limited to, the following: type of crime, date, time and location of the crime as well as available suspect information. Emergency notifications are given to the entire campus community due to the campus size, the frequency of community members' movement within the campus, and the goal of keeping the entire community aware of significant emergencies.

In some situations, TU may alert the greater Tulsa community through radio, local news media, and other platforms. Any police supervisor may authorize an Emergency Notification.

The Department of Environmental Health and Safety is responsible for developing, coordinating and assessing building emergency plans designed to be an all-hazards disaster response and emergency management plan. The building emergency plans provide emergency contacts and procedures specific to each building and will be updated as changes occur by the Associate Vice President for Risk Management and distributed in appropriate locations throughout the building by the Building Contact person. A copy of the building emergency plan can be requested from Matt Polson at matt-polson@utulsa.edu

Testing Procedures

In order to ensure that the emergency response and evacuation procedures are effective, TU works with academic, administrative, and external entities to organize annual testing exercises. These exercises will be conducted at least annually and may be announced or unannounced. TU may announce the exercise to the campus community via email and on student and faculty websites. Following each testing exercise, TU will document the date and time that the exercise took place, a description of the exercise, and whether the exercise was announced or unannounced. TU will release emergency response and evacuation procedures to the Tulsa community that coincide with at least one test per calendar year.

The University of Tulsa has an emergency notification system that allows it to communicate with students, faculty and staff in a matter of minutes by telephone, email and text messaging. Campus Safety and Security believes continuous and rapid notification is one of the best methods of protection for members of the campus community. Situations can change rapidly and in unexpected ways. The ability to communicate up-to-date information is very important and helps prevent panic fueled by rumors and misinformation.

The success of TU's emergency notification system depends upon accurate and current contact information

supplied and updated by students, faculty and staff. Any contact information provided for the purpose of the emergency notification system is securely stored and used only in emergency situations.

POLICIES

The University of Tulsa maintains an online database with the most recent versions of our policies. You can access these policies at any time at utulsa.policystat.com

TITLE IX POLICY

Policy Statement

The University of Tulsa ("University") is committed to maintaining a safe and healthy educational and work environment in which no member of the University community is, on the basis of sex, excluded from participation in, denied the benefits of, or subjected to discrimination in any University education program or activity. This Title IX Policy ("Policy") prohibits sex discrimination at the University, including with respect to recruitment, admissions, employment, retention, and other aspects of the University's operations. This Policy is in compliance with applicable legal requirements including Title IX of the Education Amendments of 1972 ("Title IX"); relevant provisions of the Violence Against Women Reauthorization Act of 2013; the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act"); and other applicable federal and state laws.

Application

This Policy applies to Prohibited Conduct, as defined herein, that is committed within the United States by or against Students, Employees, or Invitees (together, "Covered Persons") whenever the conduct occurs:

On University property; or

Off University property, if the conduct occurred in a University education program or activity.

A University education program or activity means all the operations of the University and specifically includes Prohibited Conduct occurring in locations, events, or circumstances over which the University exercised substantial control over both the respondent and the context in which the Prohibited Conduct occurred, and also includes Prohibited Conduct occurring in any building owned or controlled by a student organization that is officially recognized by the University (such as a fraternity or sorority house).

Definitions

Sex Discrimination is defined as (a) an intentional act of disparate treatment on the basis of sex; (b) a facially

neutral act that has a disparate impact on members of one sex; or (c) Sexual Harassment.

Sexual Harassment is defined as conduct on the basis of sex that consists of: (a) an employee of the University conditioning an aid, benefit or service of the University on an individual's participation in unwelcome sexual conduct (i.e., quid pro quo); (b) unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the institution's education programs or activities (i.e. hostile environment); or (c) Sexual Assault, Dating Violence, Domestic Violence, or Stalking.

Sexual Assault is an offense that consists of one or more of the following:

1. Penetration or attempted penetration, no matter how slight, of the vagina or anus by the sexual organ of the other person, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
2. Oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
3. Use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity. An "object" or "instrument" is anything used by the offender other than the offender's genitalia.
4. Touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
5. Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law of the state where the sexual intercourse occurs.
6. Sexual intercourse with a person who is under the statutory age of consent as defined by the law of the state where the sexual intercourse occurs.

Consent is defined as a person's voluntary agreement to the proposal or desires of another person. A person cannot give consent if they do not have Capacity.

Capacity is defined as the physical, mental, and/or legal ability to make informed, rational judgments.

Dating Violence is defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

Domestic Violence is defined as felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabiting with or has cohabited with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of Oklahoma, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of Oklahoma.

Stalking is defined as engaging in a Course of Conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer Substantial Emotional Distress.

Course of Conduct is defined as two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.

Substantial Emotional Distress is defined as significant mental suffering or anguish that may, but may not necessarily, require medical or other professional treatment or counseling.

Student is defined any person for whom the University maintains educational records, as defined by the Family Educational Rights and Privacy Act of 1974 and related regulations, and who is currently enrolled in any course and/or is part of a degree-granting program.

Employee is defined all full-time, part-time and temporary faculty members, adjuncts, administrative/professional, and hourly employees of University, at all times and places in any connection with this institution, whether on or off campus. Student workers, whether paid hourly or through a stipend, are not "Employees" under this policy.

Invitees is defined as business invitees, vendors, visitors, and guests of any Student or Employee of University, at all times and places in any connection with this institution, whether on or off campus.

Mandatory Reporter is an individual required to report actual knowledge of Prohibited Conduct to the Title IX Coordinator. All Employees, except Confidential Resources, are Mandatory Reporters. Students working as

resident advisors and graduate teaching assistants are also Mandatory Reporters.

Retaliation is defined as intimidation, threats, coercion, or discrimination against any individual for the purpose of interfering with any right or privilege secured by Title IX and its implementing regulations or because an individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy. Complainant means an individual who is alleged to be the victim of Prohibited Conduct.

Respondent means an individual who has been reported to be the perpetrator of Prohibited Conduct.

Confidential Resources means employees of the University who are specifically exempted from reporting Prohibited Conduct to the University.

Formal Complaint means a document filed by a Complainant or signed by the Title IX Coordinator alleging Prohibited Conduct against a Respondent and requesting that the College investigate the allegation of Prohibited Conduct in accordance with applicable procedures. At the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in the University's education programs and activities. A "document filed by a Complainant" means a document or electronic submission (such as an email) that contains the Complainant's physical or electronic signature or otherwise indicates that the Complainant is the person filing the Complaint.

Policy and Procedures

PROHIBITED CONDUCT

This Policy prohibits Sex Discrimination, as defined herein, committed by or against Covered Persons at the University.

This Policy and its related procedures set forth the exclusive process for determining that conduct described in a Formal Complaint constitutes Prohibited Conduct under this Policy. However, a Formal Complaint may implicate conduct governed by other University policies and regulations and conduct not specifically prohibited by this Policy may nevertheless constitute violations of other University policies and regulations. Similarly, conduct contained in a Formal Complaint that is dismissed under this Policy may implicate other University policies and regulations. The University retains discretion to utilize other applicable policies and regulations, as appropriate.

REPORTING PROHIBITED CONDUCT

All Mandatory Reporters (Employees, except Confidential Resources, and Students working as resident advisors and graduate teaching assistants) are required to report actual knowledge of Prohibited Conduct to the Title IX Coordinator. Although Students and Invitees are not Mandatory Reporters under this Policy, the University strongly encourages them to report Prohibited Conduct to the Title IX Coordinator.

Students are encouraged to make use of Confidential Resources when they are unsure about whether or not they want to report (or whether they are ready to report) Prohibited Conduct to the University.

Confidential Resources:

- Counseling and Psychological Services: 918-631-2200
- Hurricane Health Center: 1-800-993-8244
- On-Campus Survivor Advocate: 918-631-2965
- On-Campus Ordained Clergy and Chaplains contact Sharp Chapel at 918-631-2546 for a list of Campus Ministries and Churches, visit utulsa.edu/campus-ministries

Any person may report Prohibited Conduct, in person, by mail, by telephone, or by e-mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report.

Title IX Coordinator:

Kathleen Smith

Equal Opportunity Officer and Title IX Coordinator

The University of Tulsa

Fisher West, Suite 203

Tulsa, OK 74104

918-631-2321

TitleIX@utulsa.edu

The Title IX Coordinator is charged with monitoring compliance with Title IX and coordinates the University's investigation, response, and resolution of all reports under this Policy and applicable procedures.

Concerns about the University's application of this Policy may also be addressed to the United States Department of Education, Office for Civil Rights, at OCR@ed.gov or (800) 421-3481 or the Oklahoma Commission for Human Rights.

TIME LIMIT ON REPORTING

There is no time limit on reporting violations of this Policy, although the University's ability to respond fully may be limited with the passage of time. If the Respondent is no longer affiliated with the University (e.g., a report is made after a Student has left or graduated or an Employee no longer works for the University), the University will still provide reasonably available supportive measures, assist the Complainant in identifying external reporting options, and may take other appropriate action.

AMNESTY

In order to encourage Complainants and witnesses to report Prohibited Conduct, the University will not pursue disciplinary action against Students for disclosure of personal consumption of alcohol or other drugs in violation of the Code of Student Conduct where the

disclosure is made in connection with a good faith report or investigation of Prohibited Conduct.

INITIAL ASSESSMENT

Upon receipt of a report of Prohibited Conduct, the Title IX Coordinator will contact the Complainant to conduct an initial assessment and gain a basic understanding of the nature and circumstances of the matter. The Complainant will be provided information about resources, procedural options, supportive measures, and an opportunity to discuss the University's policies. The initial assessment will also include whether a timely warning pursuant to the Clery Act is necessary to protect the safety of the Complainant, any other individuals, or the campus community.

SUPPORTIVE MEASURES

The University will take and/or make available reasonable non-disciplinary, supportive measures to protect the Complainant and the Complainant's access to University employment or educational programs and activities regardless of whether they choose to file a Formal Complaint under the applicable procedures. These measures may be both remedial (designed to address a Complainant's safety and well-being and continued access to educational opportunities) or protective. Examples of supportive measures, which may be temporary or permanent, include counseling and emotional support, no contact and communication directives, residence modification, academic schedule modification, academic accommodations or assistance, security escorts, voluntary leave of absence, work schedule modifications, and other non-disciplinary remedies as reasonable and appropriate.

The University will provide similar supportive measures for Respondents where reasonable and appropriate under the circumstances. The Title IX Coordinator has the discretion to ensure the appropriateness of any measure.

The University will also provide reasonably available supportive measures for an Invitee, provided that such measures are within the scope of that individual's relationship to the University.

INTERIM REMOVAL AND LEAVES OF ABSENCE

At any time after receiving a report of Prohibited Conduct, the University may remove a student Respondent from the University's education programs and activities on a temporary basis if an individualized safety and risk analysis determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of Prohibited Conduct justifies removal. In the event the University imposes an interim removal, the University will offer to meet with the Respondent within twenty-four hours and provide the Respondent an opportunity to challenge the interim removal.

In the case of a Respondent who is an Employee, and in its discretion, the University may place the Respondent on administrative leave at any time after receiving a report of Prohibited Conduct, including during the pendency of the investigation and adjudication process.

For all other Respondents, the University retains broad discretion to prohibit such persons from entering onto its campus and other properties at any time, and for any reason, whether after receiving a report of Prohibited Conduct or otherwise.

Where the conduct referenced in a report of Prohibited Conduct could constitute a violation of some other applicable policy or standard, irrespective of whether it constitutes Prohibited Conduct under this Policy, the University retains full discretion to take interim measures under other applicable policies or standards.

FILING A FORMAL COMPLAINT

If the Complainant wishes to proceed with a resolution process, they will submit a Formal Complaint to the Title IX Coordinator. Upon receipt of a Formal Complaint, the Title IX Coordinator will be responsible for making the following determinations:

1. Whether the conduct, as described in the Formal Complaint, occurred on University property; or Off University property in a University education program or activity; and
2. Do the facts set forth by the Formal Complaint, if substantiated, constitute a violation of this Policy?

If the answer to either question is no, the Title IX Coordinator will dismiss the Formal Complaint. The Complainant will be referred to the appropriate resources and, if appropriate, the Formal Complaint will be referred to other University offices for subsequent review and assessment. If the answer to both questions is affirmative, the Title IX Coordinator has the authority to initiate an investigation and resolution of the Formal Complaint pursuant to this Policy and related procedures. In the event a Student is charged with a violation of the Code of Student Conduct that is ancillary and related to the Formal Complaint, the Title IX Coordinator may also investigate and resolve the ancillary charge.

CONSOLIDATION OF FORMAL COMPLAINTS

The University may consolidate Formal Complaints as to allegations of Prohibited Conduct by more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other party, where the allegations of Prohibited Conduct arise out of the same facts or circumstances. Where the investigation and adjudication process involve more than one Complainant or more than one Respondent, references in this policy to the singular "party,"

"Complainant," or "Respondent" include the plural, as applicable.

APPLICABLE PROCEDURES

To implement this Policy, the University has developed Title IX Procedures to investigate and resolve a Formal Complaint. The Title IX Procedures are located on the Title IX Office website.

SANCTIONS

A Student or Employee determined to have committed an act of Prohibited Conduct in violation of this Policy is subject to disciplinary action. The sanction for a finding of responsibility depends upon the nature and gravity of the misconduct, any record of prior discipline, or both. The range of possible sanction of an Employee includes but is not limited to: reprimand, probation, suspension without pay, loss of privileges or responsibilities, and termination. The range of possible sanction of a Student includes but is not limited to: reprimand, probation, education, community service, loss of privileges, suspension, or expulsion from the University. Sanctions shall be issued in writing and include a completion date, if applicable, as well as the consequence for failing to complete any sanction by the deadline.

Invitees who violate this Policy may have their relationship with the University terminated and/or their privilege of being on University premises withdrawn. The University reserves the right to take action against any individual or organization that commits a violation of another University policy.

If a Student withdraws from the University after the University has begun an investigation but prior to a finding or resolution, an entry may, in appropriate circumstances, be made on their transcript that indicates the Student has withdrawn with an investigation pending.

If an Employee separates from the University after the University has begun an investigation but prior to finding or resolution, an entry may, in appropriate circumstances, be made in their personnel file that indicates that employment terminated with an investigation pending.

NON-RETALIATION

The University prohibits Retaliation as defined in this Policy.

VIOLATIONS OF OKLAHOMA STATE LAW

Behavior that violates this policy also may violate the laws of the local jurisdiction in which the incident occurred and subject a responding to criminal prosecution by the presiding authority. An individual can choose to make a report to external law enforcement at any time and doing so does not preclude the individual from making a report to the University. Both processes can be pursued if an individual chooses to do so. The University encourages

individuals to report an incident which may be a violation of Oklahoma State Law to external law enforcement. Prompt reporting to external law enforcement is important in a criminal prosecution.

RELATED POLICIES

Title IX Procedures

This policy is not a contract. The University of Tulsa reserves the right to modify, revise, rescind or grant exceptions to this policy.

TITLE IX PROCEDURES

Application

These Title IX Procedures apply to investigations and adjudications of Formal Complaints alleging violations of the Title IX Policy.

Notification

Once the Title IX Coordinator receives a report of Prohibited Conduct, the Title IX Coordinator must contact the Complainant confidentially within five (5) business days of receiving the report to discuss supportive measures and to explain the process for filing a Formal Complaint.

Supportive measures include individualized services reasonably available that are non-punitive, non-disciplinary, and not unreasonably burdensome to the Respondent. The supportive measures must ensure equal educational access and safety to both of the parties. Examples of supportive measures are described in the Title IX Policy.

Filing a Formal Complaint

The Complainant may file a Formal Complaint with the Title IX Coordinator alleging Prohibited Conduct. To file a Formal Complaint, the Complainant must be participating in or attempting to participate in a University education program or activity.

In the event that the Complainant does not wish to file a Formal Complaint and begin the investigation process, the Title IX Coordinator may sign a Formal Complaint to begin an investigation so long as the investigation is not clearly unreasonable in light of the known circumstances. Where the Title IX Coordinator signs a Formal Complaint, the Title IX Coordinator must be free from conflicts and bias.

The Formal Complaint may be filed with the Title IX Coordinator in person, by mail, electronic mail, or by any other means that results in the Title IX Coordinator receiving the Formal Complaint. Upon receipt, the University shall send written notice of the allegations contained within the Formal Complaint to both parties. The written notice shall contain the information specified

in 34 C.F.R. 106.45(b)(2)(B) and shall attach the Formal Complaint.

Dismissal of Complaint

At any time after the Formal Complaint has been filed, the University may dismiss the Formal Complaint or discrete allegations therein if: (i) the Complainant informs the Title IX Coordinator in writing that the Complainant wishes to withdraw the Formal Complaint or discrete allegations contained therein; (ii) the Respondent is no longer enrolled or employed by the University; or (iii) specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint or any discrete allegations contained therein.

The Title IX Coordinator shall dismiss a Formal Complaint or discrete allegations therein if the conduct alleged would not meet the definition of Prohibited Conduct even if proven, or if the conduct alleged did not occur within University's jurisdiction as defined in the Title IX Policy (i.e., the alleged misconduct occurred off campus and outside the University's education programs and activities or the alleged conduct happened outside the United States). However, the Title IX Coordinator may refer the allegations to another office for subsequent review as appropriate under applicable University policy. The Title IX Coordinator shall provide the parties with written notice and the reasons for such dismissal within five (5) business days of the dismissal. Such written notice shall advise the parties of their right to appeal as further stated herein.

Investigation

Unless a Formal Complaint is dismissed, the University shall investigate the allegations contained in the Formal Complaint. During the investigation, the Title IX Coordinator or designee shall have the sole burden of gathering evidence. The parties are not required to submit evidence but are strongly encouraged to do so to facilitate in the investigation. Evidence of a party's medical, psychological, or similar confidential records shall not be used as evidence unless the Title IX Coordinator or designee obtains the relevant party's voluntary, written consent.

If, in the course of an investigation, the University decides to investigate allegations about the Complainant or Respondent that were not included in the notice provided under Section 3 of these Procedures, the University must provide notice of the additional allegations to the parties whose identities are known.

The Title IX Coordinator or designee shall send to any party whose participation is invited or expected written notice of any investigative interviews or meetings no later than ten (10) days prior to such interview or meeting. At least ten (10) days prior to finalizing the written

investigation report, the Title IX Coordinator or designee shall send any evidence directly related to the allegations to the parties and their respective advisors, and the parties shall have ten (10) days to inspect, review, and respond to the evidence presented. Each party shall receive a copy of any other party's response to the draft investigation report. The Title IX Coordinator or designee shall consider the parties' responses prior to finalizing the written investigation report.

At the conclusion of the investigation, the Title IX Coordinator or designee shall send, in electronic format or hard copy, the parties and their advisors a written investigative report that summarizes the relevant evidence. The parties shall have ten (10) days to respond to the report. Each party shall receive a copy of any other party's response to the written investigative report, but neither may submit a further written response.

Informal Resolution Option

With the consent of the University, parties may participate in an informal resolution option provided that a Formal Complaint was filed. As part of the informal resolution process, the University shall provide to the parties a written notice disclosing: the allegations, the requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, the right of the parties to withdraw from the informal resolution process and resume the grievance process at any time prior to reaching agreement on a resolution, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared. The parties must give informed, voluntary, and written consent to participate in the informal resolution. As part of any informal resolution, the parties must agree that the Complainant has the right to know any disciplinary sanctions resulting from the informal resolution, including that those sanctions were enforced by the University and complied with by Respondent.

Where a Student Complainant alleges that an Employee engaged in Prohibited Conduct against the Student, the Title IX Coordinator or designee shall not allow either party to pursue informal resolutions. Informal resolution shall be overseen by the Title IX Coordinator or designee. During the pendency of any informal resolution process, the investigation and adjudication processes that would otherwise occur are stayed and all related deadlines are suspended, absent a contrary determination by the Title IX Coordinator or designee.

Either party has the right to withdraw from the informal resolution process at any time prior to agreeing to a resolution. In the event either party withdraws their

consent, the parties shall continue to the investigation and adjudication phase.

Any agreement reached in informal resolution is subject to approval by the Title IX Coordinator or designee. An agreement reached pursuant to informal resolution, is a final determination as to the alleged Prohibited Conduct at issue unless the terms of the agreement expressly state otherwise. Statements made in the course of an informal resolution process may not be used against either party, should informal resolution fail and the investigation and adjudication process resume.

Adjudication

The University shall adjudicate the Formal Complaint during a live hearing to provide an equal opportunity for the parties to present witness and other evidence. All parties, witnesses, or other participants may be physically present at the hearing or may appear virtually with the parties located in separate rooms. The University shall send written notice of the hearing no later than fourteen (14) days before the date of hearing.

There shall be one (1) Hearing Officer selected by the Title IX Coordinator who shall be responsible for administering the hearing, objectively evaluating all relevant evidence presented at the hearing, and determining what sanctions and remedial measures, if any, the University may take in the event a policy violation is found to have occurred. The Hearing Officer shall be free from conflicts of interest or bias for or against the parties. The Hearing Officer has discretion to interpret and apply these procedures in any manner that is not clearly unreasonable and is consistent with Title IX of the Education Amendments of 1972.

To promote a fair and expeditious hearing, the Hearing Officer will hold a pre-hearing conference with the parties and their advisors. The pre-hearing conference is intended to assure that the parties and their advisors understand the hearing process and allows for significant issues to be raised and potentially resolved in advance of the hearing, including any evidentiary or procedural matters and any claims by a party that the Title IX Coordinator, investigator, or Hearing Officer has an impermissible conflict of interest or bias.

The determinations of the Hearing Officer on all procedural and evidentiary matters are final and not subject to challenge, except as permitted by the appeal procedures specified below. The hearing shall be audio or video recorded by the University. No other person is permitted to record the hearing.

At the adjudicatory phase, as during the investigation, the University shall presume that the Respondent is not responsible for any Prohibited Conduct alleged in the Formal Complaint until the Hearing Officer has made a determination based on a preponderance of the evidence.

The parties are encouraged to select an advisor of the party's choice to participate in the examination and cross-examination of the other party and witnesses. If a party does not have an advisor, the University shall provide an advisor of the University's choice without a fee or charge to that party as further explained herein. Said advisor may be, but is not required to be, an attorney.

The Hearing Officer shall permit each party's advisor to ask the other party and any witness the relevant questions and follow-up questions directly, orally, and in real time. The Hearing Officer has the sole discretion to determine whether the questions are relevant and must explain to the party's advisor the decision to exclude an irrelevant question from cross-examination. The Hearing Officer shall exclude any examination or cross-examination that is not relevant*.

No party shall personally examine the other party or party's witnesses.

All parties, advisors, and any other persons present at a hearing are required to act professionally, maintain decorum, and abide by these procedures and any other rules specified by the Hearing Officer. The requirements of professionalism and decorum apply to all aspects of the hearing, including the manner in which questions are posed to parties and witnesses. Any party, advisor, or other person who materially disrupts the proceeding or violates applicable policies, procedures, and rules, may be barred from further participation and/or have their participation limited, as the case may be, by the Hearing Officer.

After the hearing is complete, the Hearing Officer will objectively evaluate all relevant evidence, including both inculpatory and exculpatory evidence, together with testimony and non-testimony evidence received at the hearing, and ensure that any credibility determinations made are not based on a person's status as a Complainant, Respondent, or witness. The Hearing Officer may assign different weight to evidence depending on the totality of the circumstances, including whether a witness submitted to cross-examination, whether evidence is substantiated by other testimony or non-testimony evidence, and the credibility of the witness. The Hearing Officer will take care to exclude from consideration any evidence that was ruled inadmissible or otherwise barred from consideration by the Title IX Policy. The Hearing Officer will resolve disputed facts using a preponderance of the evidence (i.e., "more likely than not") standard and reach a determination regarding whether the facts that are supported by a preponderance of the evidence constitute one or more violations of the policy as alleged in the Formal Complaint.

In the event the Hearing Officer determines that the Respondent is responsible for violating the Title IX Policy,

the Hearing Officer will, prior to issuing a written decision, consult with the appropriate University official with disciplinary authority over the Respondent and such official will determine any discipline to be imposed. In the case of a Respondent who is a resident faculty member, such consultation shall include consideration of whether to initiate disciplinary procedures as specified in the Statement on Academic Freedom, Responsibility, and Tenure (the "Blue Book").

The Hearing Officer will also, prior to issuing a written decision, consult with the Title IX Coordinator who will determine whether and to what extent ongoing support measures or other remedies will be provided to the Complainant.

The Hearing Officer shall issue a written decision to each party that shall include:

- Findings of fact;
- Conclusions about whether prohibited conduct occurred;
- Rationales for responsibility as to each allegation;
- Any disciplinary sanctions imposed on the Respondent;
- Whether remedies will be provided to the Complainant; and
- Information regarding appeals, including how to access the hearing recording.

*All questions and evidence about a Complainant's prior sexual behavior are irrelevant unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

Remedies and Sanctions

If the Respondent is found responsible for Prohibited Conduct after the adjudicatory hearing, the University shall provide remedies to the Complainant. Such remedies may include discipline for the Respondent and shall be reasonably designed to maintain the Complainant's equal access to education. To the full extent permitted by federal law, Complainant has the right to know any disciplinary sanctions the University imposes on Respondent in response to the Formal Complaint, including that those sanctions were enforced by the University and complied with by Respondent.

Appeals

Each party shall have one (1) appeal from the Hearing Officer's determinations and one (1) appeal from the University's dismissal of a Formal Complaint or allegations therein. No party shall have more than one (1) appeal.

The Appeal will be solely based on one or more of the following:

- Presence of a procedural irregularity that affected the outcome of the matter;
- There is newly discovered evidence that was not reasonably available at the time the determination or dismissal was made, that could affect the outcome of the matter; and/or
- The Title IX Coordinator, investigator, or Hearing Officer had a conflict of interest or bias, for or against complainants or respondents generally, or for or against the individual Complainant or individual Respondent, that affected the outcome of the matter.

The University shall provide the parties and their advisors access to the hearing recording for purposes of appeal. There shall be one (1) Appeals Officer chosen by the Title IX Coordinator. Appeals shall be filed in writing to the Appeals Officer within five (5) days of the Hearing Officer's written determination or the Title IX Coordinator's date of dismissal of the Formal Complaint or allegations therein. The appealing party should include any supporting documents with their appeal.

The Request for Appeal will be initially reviewed by the Appeals Officer to determine if the appeal was timely filed and appropriately invokes one or more of the permitted grounds for appeal. If the appeal is not timely or fails to invoke one or more of the permitted grounds for appeal, the appeal will be dismissed.

If the appeal is accepted, the Appeals Officer shall be limited to reviewing the matter only on the basis of the permitted grounds for appeal that the appealing party invokes. The appeal is not a do novo review of the matter. The Appeals Officer shall provide the non-appealing party written notice of the appeal, with a copy of the appeal, and provide the non-appealing party five (5) days to submit a written response. The Appeals Officer shall provide the appealing party a copy of any written response by a non-appealing party, but the appealing party may not submit any further written response. Thereafter, the Appeals Officer will review the parties' submissions, the hearing record, as necessary, and decide the appeal. The Appeals Officer shall provide to the parties a written notice that explains the outcome of the appeal and rationale. The decision of the Appeals Officer constitutes a final determination of the matter and is not subject to further review by the University.

Advisors of Choice

From the point a Formal Complaint is made, and until an investigation, adjudication, and appeal are complete, the Complainant and Respondent will have the right to be accompanied by an advisor of their choice to all meetings,

interviews, and hearings that are part of the investigation, adjudication, and appeal process. The advisor may be, but is not required to be, an attorney.

Except for the questioning of witnesses during the hearing, the advisor will play a passive role and is not permitted to communicate on behalf of a party, insist that communication flow through the advisor, or communicate with the University about the matter without the party being included in the communication. In the event a party's advisor of choice engages in material violation of the parameters specified in these procedures, the University may preclude the advisor from further participation, in which case the party may select a new advisor of their choice.

In the event a party is not able to secure an advisor to attend the hearing specified, and requests the University to provide an advisor, the University will provide the party an advisor, without fee or charge, who will conduct questioning on behalf of the party at the hearing. The University will have sole discretion to select the advisor it provides. The advisor the University provides may be, but is not required to be, an attorney.

The University is not required to provide a party with an advisor in any circumstance except where the party does not have an advisor present at the hearing.

Discretion in Application

The University retains discretion to interpret and apply these procedures in a manner that is not clearly unreasonable, even if the University's interpretation or application differs from the interpretation of the parties.

Despite the University's reasonable efforts to anticipate all eventualities in drafting these procedures, it is possible unanticipated or extraordinary circumstances may not be specifically or reasonably addressed by the express language, in which case the University retains discretion to respond to the unanticipated or extraordinary circumstance in a way that is not clearly unreasonable.

These procedures are not contractual in nature. Accordingly, the University retains discretion to revise these procedures at any time, and for any reason. The University may apply revisions to an active case provided that doing so is not clearly unreasonable.

NON- DISCRIMINATION AND HARASSMENT POLICY

Non-Discrimination and Harassment Policy

Policy Statement

The University of Tulsa (the "University") is committed to maintaining equal access to its programs, facilities, admission, and employment for all persons, including by

maintaining an environment that is free of illegal discrimination and harassment. In keeping with that policy, the University prohibits discrimination and harassment by or against any member of the University Community because of their race, color, national origin, ancestry, religion, creed, sex, sexual orientation, gender, gender identity, pregnancy, pregnancy-related conditions, age, genetic information, disability, veteran status, marital or family status, or any other legally-protected class. Discriminatory conduct and harassment violate the dignity of individuals, impedes the realization of the University's educational mission, and will not be tolerated.

This Non-Discrimination and Harassment Policy (Policy) shall not be construed to restrict academic freedom at the University. Conduct prohibited by this policy may also violate applicable federal and state law.

Application

This policy applies to all members of the University Community, as well as any others that participate in the University's educational programs and activities. This policy applies to: (a) all terms and conditions of employment, including but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, benefits, job-related training, and compensation; and (2) all educational programs and activities, including but not limited to, admissions, academics, athletics, housing, and student services.

This Policy does not apply to conduct that is within the scope of the University's Title IX policy.

Definitions

Acts of Bias means conduct that is in violation of a University policy, rule or regulation and is motivated by discriminatory bias against or hatred toward other individuals or groups based on characteristics such as age, ancestry, color, disability or handicap, genetic information, national origin, political belief, race, religion, creed, sex, sexual orientation, gender identity, or veteran status.

While Acts of Bias violate University policy (e.g., incidents may violate the Student Code of Conduct), some bias incidents may be considered protected speech or expression. The University protects free expression of ideas, even if they are unpopular, because this is vital in promoting learning in an educational setting. Freedom of speech can sometimes protect controversial ideas and sometimes even offensive and hurtful language; however, it does not protect personal threats, discriminatory conduct, vandalism, or other acts of misconduct that violate the Student Code of Conduct, other University policies or relevant federal, state and local laws.

Days means business days and excludes any Saturday, any Sunday, and any day on which the University is closed.

Discrimination is conduct of any nature that denies an individual the opportunity to participate in or benefit from a University program or activity, or otherwise adversely affects a term or condition of an individual's employment, education, or living environment, because of the individual's Protected Status. Discrimination in employment can be defined, generally, as an adverse employment action directed at a specific individual or a group of identifiable individuals based on that individual's or group's Protected Status. Discrimination in education can be defined, generally, as materially adverse conduct that, based on an individual's or group's Protected Status, subjects that individual or group to treatment that adversely affects their ability to enjoy a full right to educational opportunities, including participation in academics, and/or the University's other educational programs and activities.

Gender-based Harassment is a type of Harassment that is verbal, nonverbal, graphic, or physical aggression, intimidation, or hostile conduct based on sex, sex-stereotyping, sexual orientation or gender identity, but not involving conduct of a sexual nature, when such conduct is sufficiently severe, persistent, or pervasive that it interferes with or limits a person's ability to participate in or benefit from the University's education or work programs or activities. (For example, persistent disparagement of a person based on a perceived lack of stereotypical masculinity or femininity.)

Harassment is conduct that is sufficiently severe or pervasive such that it substantially interferes with an individual's employment, education or access to University programs, activities or opportunities and would detrimentally affect a reasonable person under the same circumstances. Harassment in employment can be defined, generally, as unwelcome conduct that is based on a Protected Status, where enduring the offensive conduct becomes a condition of continued employment, or the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Harassment in education can be defined, generally, as conduct motivated by an individual's Protected Status that is sufficiently severe, persistent or pervasive so as to interfere with or limit the ability of an individual to participate in or benefit from the educational programs or activities.

Protected Status means an individual's race, color, national origin, ancestry, religion, creed, sex, sexual orientation, gender, gender identity, pregnancy, pregnancy-related conditions, age, genetic information, disability, veteran status, marital or family status, or any other legally-protected class.

Retaliation means materially adverse actions taken against an individual or group of individuals for having engaged in protected conduct. Retaliation can take many forms, including but not limited to, adverse action or violence, threats, and intimidation that would discourage a

reasonable person (under similar circumstances) from making a good faith report.

Sex-based Harassment is a type of Harassment that is unwelcome conduct of a sexual nature, including unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, graphic, or physical conduct of a sexual nature, when: (1) submission to or rejection of such conduct is made either explicitly or implicitly a condition of an individual's employment or academic standing or is used as the basis for employment decisions or for academic evaluation, grades, or advancement (quid pro quo); or (2) such conduct is sufficiently severe, persistent, or pervasive that it interferes with or limits a person's ability to participate in or benefit from the University's education or work programs or activities (hostile environment).

Information regarding issues of sex-based harassment specifically, including definitions and information about the University's procedures for reporting and processing such incidents, can be found in University's Title IX Policy. After an initial assessment of the facts, the Title IX Coordinator will determine if the alleged Prohibited Conduct falls under the guidelines of Title IX. If not, the matter will be subject to this Policy.

University Community means all faculty, staff, employees, students, trustees, vendors, contract workers, business invitees, applicants for admission or employment, volunteers, visitors and guests at all times and places in any connection with this institution, whether on or off campus.

Policy

Prohibited Conduct

This Policy prohibits Acts of Bias, Discrimination, Harassment (including but not limited to Gender-based and Sex-based Harassment), and Retaliation (collectively, "Prohibited Conduct").

Reporting Prohibited Conduct

The University encourages all members of the University Community to promptly report any behavior they believe may constitute discrimination and/or harassment. Many incidents of discrimination and/or harassment can be effectively addressed with a minimum of disruption to the affected parties if promptly reported. Failure to report perceived discrimination and/or harassment on a timely basis may make it difficult for the University to take effective corrective action.

Reports of Prohibited Conduct should be made to the Responsible Officer:

Kathleen Smith
Equal Opportunity Officer
The University of Tulsa
Fisher West, Suite 203
800 S Tucker Dr.

Tulsa, OK 74104
918-631-2321
kathleen-smith@utulsa.edu

1. *Conduct that Poses an Ongoing Safety Threat or Constitutes a Crime*

Any person who wishes to make a complaint of discrimination or harassment that also constitutes a crime—including hate crimes, assault, or property offenses—is encouraged to make a complaint with the Campus Security (918-631-5555) or local law enforcement (Emergencies: 911; Non-emergencies: 918-596-9222). If requested, the University will assist the complainant in notifying the appropriate law enforcement authorities.

In the event of an emergency, or there is ongoing danger to person or property, please contact 911 and Campus Security (918-631-5555). A victim may decline to notify such authorities.

2. *Content of the Complaint*

So that the University has sufficient information to investigate a complaint, the complaint should include: (1) the date(s) and time(s) of the alleged conduct; (2) the names of all person(s) involved in the alleged conduct, including possible witnesses; (3) all details outlining what happened; and (4) contact information for the complainant so that the University may follow up appropriately.

3. *Timing of the Complaint*

The University encourages persons to make complaints of discrimination and harassment as soon as possible because late reporting may limit the University's ability to investigate and respond to the conduct complained of.

4. *Anonymous Complaints*

While anonymous complaints will be accepted, the University may be limited in its ability to investigate or resolve anonymous complaints. If the anonymous complaint contains sufficient information regarding the conduct, the University will take reasonable steps to address the concerns in coordination with any relevant department or division.

In addition to reporting to the Responsible Officer, anonymous complaints may be submitted using the University's online Ethics Point reporting system or by calling the Ethics Point Hotline at 1-866-384-4277.

5. *Bad-Faith Complaints*

While the University encourages all good-faith

complaints of discrimination and harassment, the University has the responsibility to balance the rights of all parties. Therefore, if the University's investigation reveals that a complaint was knowingly false, the complaint will be dismissed, and the person who filed the knowingly false complaint may be subject to discipline.

Retaliation

It is a violation of this policy to retaliate against any member of the University Community who reports or assists in making a complaint or who participates in the investigation of a complaint in any way. Persons who believe they have been retaliated against in violation of this policy should report such alleged retaliation to the Equal Opportunity Officer.

Investigation and Confidentiality

All complaints of discrimination and harassment will be investigated in accordance with this policy, and the University will take disciplinary or other action where it deems appropriate. The University will take efforts to preserve an individual's privacy and protect the confidentiality of information when investigating and resolving a complaint; however, the University cannot guarantee confidentiality to those who make complaints.

In the event a complainant requests confidentiality or asks that a complaint not be investigated, the University will take steps to investigate and respond to the complaint consistent with the request for confidentiality or request not to pursue an investigation. If a complainant insists that his or her name not be disclosed to the alleged perpetrator, the University's ability to respond may be limited. The University reserves the right to initiate an investigation and take action despite a complainant's request for confidentiality in limited circumstances involving a potential crime, serious or repeated harassment or where the alleged perpetrator may pose a continuing threat to the University Community.

Free Expression and Academic Freedom

The University is committed to its long-standing traditions of academic freedom and free expression. The University is an institution whose members may express themselves, while protecting and respecting the rights of others to learn, to do research, and to carry out the essential functions of the University free from interference or obstruction. When addressing complaints of violations of this policy, the University will take all permissible actions to respond appropriately while respecting the rights of free expression and academic freedom. The offensiveness of a particular expression, course content, subject of academic inquiry, or research topic, as perceived by some, standing alone, may not be sufficient to constitute a violation of this policy.

Faculty members and students should be aware that conduct occurring in the context of educational instruction may exceed the protections of free expression and academic freedom if it meets the definition of Discrimination or Harassment and is not germane to academic subject matter, lacks a pedagogical purpose, advances the personal interest of a faculty member or student without relating to the learning process or legitimate academic objectives, causes material adverse action against a person, reveals confidential information about a person, is defamatory or libelous, threatens physical harm or imminent violence, and/or constitutes some other category of speech that is unprotected by the U.S. Constitution or other law.

Procedures for Investigating and Resolving Complaints; Commencing the Investigation

When a complaint is made, the Equal Opportunity Officer and/or their designee ("Investigator") will commence an investigation of the complaint. The purpose of the investigation is to determine whether it is more likely than not that the alleged behavior occurred and, if so, whether it constitutes a violation of this policy. Some complaints may involve a preliminary inquiry into whether the matter falls under this Policy or requires referral for treatment under a different policy.

In some circumstances, the investigation may commence even if the Complainant requests that the matter not be pursued. In such a circumstance, the University will endeavor to investigate and respond to the matter in a manner that is informed by the Complainant's articulated concerns.

The Content of the Investigation

During the investigation, Complainants will have the opportunity to describe their allegations and identify supporting witnesses or other evidence. The individual accused of wrongdoing (Respondent) will have the opportunity to respond to the allegations and identify supporting witnesses or other evidence. The Investigator will review the evidence and, depending on the circumstances, may interview others with relevant knowledge, review other documentary materials, and take any other action they deem appropriate to gather and consider information relevant to the complaint. All parties and witnesses involved in the investigation are expected to cooperate and provide complete and truthful information.

Interim Measures

At any time during the investigation, the University may determine that interim remedies or protections for the parties involved or witnesses are appropriate. These interim remedies may include separating the parties, placing limitations on contact between the parties, suspension, or making alternative living, class-placement,

or workplace arrangements. Supervisors, staff advisors, and other University employees may be notified of interim measures if their notification is necessary to ensure the interim measures are appropriately observed. Failure to comply with the terms of these interim remedies or protections may constitute a separate violation of this Policy.

Findings of the Investigation

Upon completion of the investigation, the University will inform the Complainant and the Respondent of the results of the investigation and, to the extent appropriate, any remedial action to be taken.

If it is determined that the terms of this Policy have been violated, the University will take steps designed to prevent re-occurrence of the offending conduct, including potential disciplinary action against the offending party.

The University recognizes that in some cases, despite an investigation, it may be impossible to determine whether the alleged violations of this policy have in fact occurred. In such cases, the University may take non-disciplinary action designed to reinforce the effectiveness of this policy and to prevent future violations.

Once the University has addressed concerns raised with respect to discrimination and/or harassment, it will assume that the problem is not continuing in nature unless it is informed otherwise. Members of the University Community who believe they have again been discriminated against and/or harassed in violation of this policy must report this re-occurrence immediately pursuant to this Policy.

Appeal Rights of Parties

The University offers to both parties appeal rights from a determination regarding responsibility. Appeals must be grounded in one or more of the following rationales:

- Procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination regarding responsibility was made has come to light that could affect the outcome of the matter; and/or
- The Investigator(s), or decision-maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the individual parties in particular, and that bias affected the outcome of the matter.

Appeals must be submitted in writing to the Responsible Officer or their designee within five (5) business days of the date the appealing party was notified of the outcome of the investigation. The Responsible Officer or their

designee shall provide notice of the appeal to the non-appealing party, who has five (5) days to submit a written response to the appeal which addresses solely the ground(s) alleged for the appeal. The non-appealing party shall be limited to one and only one written response to the appeal.

Upon receipt of the non-appealing party's response to the appeal, the Responsible Officer or their designee will submit the appeal and the non-appealing party's response to the Appeal Officer, who shall not be the same individual who issued the Finding of Responsibility.

- The Appeal Officer for matters with staff Respondents is the Chief Human Resources Officer or their designee.
- The Appeal Officer for matters with faculty and postdoctoral scholar/fellow Respondents is the Vice Provost for Faculty Affairs or their designee.
- The Appeal Officer for matters with student Respondents is the Dean of Students.
- The Appeal Officer for all other respondents is the Vice President and Chief Compliance Officer.

The Appeal Officer's review will be based only on the written record and will not include meetings or discussions with the parties or personnel directly involved in the investigation. Therefore, the appealing party should include any supporting documents with their written appeal. The Appeal Officer may consult with the Responsible Officer regarding matters of procedure, as appropriate.

The Appeal Officer will issue a final written decision to both parties and the Responsible Officer describing the result of the appeal and the rationale for the result. The decision of the appeal officer is final.

Disciplinary Action

Any employee who is determined, after the investigation and any appeal, to have engaged in discrimination and/or harassment in violation of this policy will be subject to discipline, up to and including termination of employment pursuant to the Progressive Discipline Policy. Discipline of a member of the resident faculty will be initiated through the disciplinary procedures specified in Sections VII and VIII of the Statement on Academic Freedom, Responsibility, and Tenure (the "Blue Book"). Discipline of all other employees, including staff, will be imposed pursuant to the University's Progressive Discipline Policy. Any student who is determined, after an investigation, to have engaged in discrimination and/or harassment in violation of this policy will be subject to discipline, up to and including expulsion. Discipline shall be imposed by the Dean of Students (or designee).

Miscellaneous

Related Policies

Pregnancy and Parenting Non-Discrimination Policy

Student Code of Conduct

The Statement on Academic Freedom Responsibility and Tenure

Title IX Policy

Progressive Discipline Policy

This policy is not a contract. The University of Tulsa reserves the right to modify, revise, rescind or grant exceptions to this policy.

CAMPUS SAFETY MEASURES, RISK REDUCTION, PREVENTION AND AWARENESS PROGRAMS

Access to Campus Facilities

Instructional and administrative facilities are open to the public year-round during business hours, but Campus Safety and Security is called upon to allow access to some campus facilities when they are closed to the public. TU does not authorize access without the approval of Campus Safety and Security as verified by a person with legitimate control of the facility.

Buildings and Grounds

The Facilities Management Department staff maintains the University buildings and grounds with a concern for safety and security. They inspect campus facilities regularly and respond to reports of potential safety and security hazards such as broken windows and locks. The Facilities Management staff makes sure the campus is well-lit, and additional lighting is installed as needed.

All campus buildings, grounds and properties are routinely inspected by Security Officers and Facilities Management employees to ensure that all lights are functioning.

Safety Awareness Programs

The Office of Student Affairs, the Department of Campus Safety and Security, Housing and Residence Life and other University organizations hold safety awareness programs on a wide range of topics, including personal safety awareness, rape prevention, and the prevention of burglary and vandalism before the beginning of each fall semester and upon request as available.

These programs are designed to inform students and employees about Campus Safety and Security procedures and practices, encourage them to be responsible for their own security and the security of others, and inform them about the prevention of crimes.

Information on safety and security is provided to students and employees at orientation, seminars, through the

student newspaper, crime alert bulletins, and the campus television station. Please call 918-631-5555 for more information on these programs.

Alcohol and Drug Awareness

The abuse of, and dependency on, alcoholic beverages are issues of concern to the TU community as well as society at large. To this end, education becomes the responsibility of the entire campus community and includes an individual's peers, and any organization sponsoring an event where alcoholic beverages are served. All students have access to on-line Drug & Alcohol Education Programs during their tenure at TU. More information is available at <https://utulsa.edu/alcohol-and-drug-policy/#administration-of-alcohol-policy>.

Crime Prevention Help

A Campus Safety and Security Officer is available to address departmental, group or other on-campus security information needs. This includes assistance in security planning and programming as well as risk or security analyses of specific facilities or operations. Our officers can be contacted at 918-631-5555.

Safe Zone Application

SafeZone is a smart phone app that any student or staff member can download and use for free. This App will connect you directly to TU Campus Safety and Security should you need our assistance or emergency support while you are on campus. SafeZone uses the latest GPS technology to give you peace of mind wherever your experiential learning takes you. It's free for all TU students, faculty, and staff. Inside the designated SafeZone areas, the app provides you with immediate access to TU Campus Safety and Security. To learn more about the SafeZone App please visit: <https://utulsa.edu/campus-security/services/>

Emergency Phones

Emergency phones are located indoors in buildings around the campus and in elevators.

Safety Escort Service

Campus Safety and Security Officers provide a free safety escort service for persons who must travel around campus alone at night. This service also is extended to those persons with permanent or temporary disabilities. Please call 918-631-5555 to access the safety escort service.

Special Event Security

Campus Safety and Security is required at various University functions, athletic events and other special events. Individuals and groups that require officers for

their events should complete an event security request form and submit it to Campus Safety and Security at least seven (7) business days in advance of their event.

Event Form: <https://utulsa.edu/campus-security/services/>

Monitoring Off-Campus Crime

The Department of Campus Safety and Security maintains liaison with federal, state and local law enforcement agencies who keep the University well informed of off-campus crimes, crime trends and situations that may impact the safety of the campus community. Campus Safety and Security also works closely with the City of Tulsa Police Department in preventing crime in our surrounding neighborhood and, when necessary, making arrests and investigating crimes. There are no University-recognized non-campus locations of student organizations as of this publication.

General Safety and Security Tips

The Department of Campus Safety and Security recommends the following safety tips for all members of the TU campus community. For more information, please follow the link to our Housing Health and Safety [page](#).

- Use the safety escort service when moving about campus at night.
- Keep resident hall and apartment doors locked at all times, even when occupied.
- Do not leave purses, wallets, credit cards or identification cards (including campus ID and driver's license) or other personal possessions unattended in public areas.
- Place bicycles in racks and secure them with U-bolt or sturdy cables and locks.
- Record serial numbers, when available, and store them separately.
- Lock vehicles at all times and remove valuable items.
- Report any unusual activity, suspicious individuals or malfunctioning equipment to residence life staff and/or security.
- In the event of a weather alert, act responsibly and take cover as needed.
- Observe all campus rules and regulations.

Being an Effective Prosocial Bystander

Bystanders play a critical role in the prevention of sexual, gender- based and intimate partner violence. They are individuals who observe violence or witness the conditions that precipitate and perpetuate violence. They are not directly involved but can choose to intervene, speak up, or do something to help the situation.

We want to promote a caring community where bystanders are actively engaged in the prevention of violence. We may not always know what to do even when we want to help. If you or someone else is in immediate danger, dial 911. Trust and follow your instincts when considering direct intervention or calling emergency services.

Below is a list of some ways to be an effective bystander.

- Be a prosocial bystander. If you observe someone who seems to be in distress, see if they need help. Ask them if they are ok. If they are incapacitated or ask for help, get them the aid they need.
- We all have barriers to intervening, but we have options, and can find the best way for us to get involved. Think through different ways to get others who might be helpful involved. Even a quick phone call to Campus Safety and Security can bring a positive resolution to an incident.
- You can safely confront individuals by getting your friends to help you get the person to safety, finding a friend of the individual to get them to safety, creating a distraction by asking them to accompany you to the bathroom or outside away from others so you can ask if they are okay.
- Call Campus Safety and Security when you observe someone trying to take advantage of an individual, cause a distraction to diffuse the situation, create a delay so that you have more time to get help. It can be as simple as asking for directions or asking for help to look for a lost item.
- If you become aware of someone making plans to incapacitate an individual or group of individuals, safely confront them or call the authorities.

If someone confides in you that they were the victim of sexual or gender-based harassment, sexual assault, sexual exploitation, stalking, intimate partner violence, or retaliation, encourage them to report the incident and refer them to The University of Tulsa resources and assistance listed in this document.

COMMUNITY RESPONSIBILITY

On Campus

- Whether alone or in a group, remain alert and aware of your surroundings while walking at night. If needed, contact the Office of Campus Safety and Security at 918-631-5555 to arrange for a safety escort.
- In parking lots, have your car keys out and ready for entry as you approach your car.

- Try to park in a well-lit area close to your destination after dark.
- Keep car doors locked and windows rolled up. Never leave valuables within view in your car.
- If you feel threatened or a situation seems suspicious, immediately go to an open building where there are other people or find one of the “blue light” emergency phones on campus.
- Never leave personal items unattended or unlocked.

At Home

- Keep apartment and residence hall room doors/windows locked, even when home. Take keys with you when you leave the residence.
- Do not let strangers in your residence and do not lend out your keys or leave them lying around.
- Don’t advertise your absence, especially on a voicemail greeting or social networking sites such as Facebook and Twitter.

In Social Situations

- When dating someone you don’t know well, ask people you trust about your date.
 - Socialize in groups — not alone with one person.
 - Drive yourself and carry extra money in case you need to get home alone.
 - Follow your instincts if you feel uncomfortable or uneasy about a situation. You are allowed to leave situations if you feel uncomfortable. Your safety is more important than politeness.
 - Remember that alcohol impairs both your decision-making processes and your ability to communicate.
 - Keep all drinking glasses, bottles, or other open containers in sight at all times. When accepting a drink from someone else, make sure you are the one to open the container.
- Be aware that ice cubes could also contain harmful substances.
- If you drink, under no circumstances are you justified to drive. Call a friend, taxi, or car service (such as Uber or Lyft) to return home safely.

Social Networking Sites

- Don’t give out information simply because it is requested.
- Giving out birthdates, full names, addresses, phone numbers, Social Security numbers, bank or credit card account number other personal information can lead to identity theft and cyber stalking. Be mindful about posting your location.
- Protect your passwords.
- Take caution when posting photos of you or your friends online.

- Remember that online photos are easily archived, so once information is posted, removing photos may not permanently delete them from the internet.
- Remain cautious when arranging personal meetings with new online acquaintances.
- Only post information you are comfortable with others seeing such as parents, potential employers and instructors.

Avoiding Identity Theft

- Only enter personal information on trusted sites.
- Immediately contact your credit card company about unfamiliar credit card charges.
- Research why your card was unexpectedly denied.
- Shred receipts, bills and other documents that might contain personal information.
- Review your credit card report on a routine basis.

In the event of suspected fraudulent activity, file a report with Campus Safety and Security and keep this report or its report number on file. Also, notify one of the three credit reporting agencies to enact a fraud alert. Finally, file a report with the Federal Trade Commission at 1-800-IDTHEFT.

- Don't share passwords with anyone, even family or close friends.
- Don't ignore calls from creditors about charges.
- Don't reply to emails that request personal information. These messages are most likely the act of identity thieves.
- Don't leave paperwork lying around that contains personal information.

Resources and Information on Prevention Training
In conjunction with this policy, the University website contains detailed information on Title IX, sexual misconduct prevention training as well as additional campus and community resources available to persons who have experienced sexual misconduct.

Sexual assault prevention programming is offered throughout the year by the Office of Violence Prevention, Advocacy Alliance, Campus Safety and Security, the Office of Student Affairs, the Counseling and Psychological Services Center, the Student Association, the Residence Life staff, and during orientation. All students and employees are encouraged to attend programs and become familiar with University policies, procedures, and services.

The University provides numerous educational means by which students can be informed about these issues. The entire University community must be alerted to and

conscious of sexual violence and the impact such behavior has upon complainants and the University community at large.

Educational programs are an essential part of prevention.

Students new to the University are urged to participate in a program on sexual violence and bystander intervention while attending new student orientation.

The University provides resources and updated information for faculty, staff, students, visitors, and the community at large regarding safe and positive options for bystander intervention, training opportunities that are available, and information to promote risk reduction.

Student organizations are encouraged to collaborate with the Office of Violence Prevention to develop their own educational programs to be presented to their members. The University offers a broad range of consultants and presenters who will be prepared to assist organizations in the design and delivery of their programs. Students are referred to the Office of Violence Prevention for assistance in this area.

Advocacy Alliance

<https://utulsa.edu/sexual-violence-prevention-education/>

- Campus-wide committee that develops programming and training and assessment to educate the TU community on topics related to sexual violence and assault

Title IX and Harassment Training for all Employees

Every employee completes a mandatory Title IX and Harassment training annually, our University Title IX Policy is included in this training.

Americans with Disabilities Act (ADA) Training

Every employee completes a mandatory ADA training annually.

Mandatory Online Sexual Assault Training

All students participate in an online mandatory interpersonal violence training program during their first semester of their first and second years at TU with booster trainings occurring in the following years.

Orientation Programs

All students participating in orientation receive education on consent and behavioral expectations during a 40-minute workshop and subsequent discussion with their peer mentors. They are also made aware of on and off campus resources during this program.

Bringing in the Bystander

This program is evidence-based and developed by researchers at the University of New Hampshire who specialize in sexual assault prevention. It is designed to engage prosocial, third-party bystanders to reduce instances of violence. This program is offered at various times during the year to any students wishing to participate. Resident Assistants and Peer Mentors are trained in this program on a yearly basis. In the Beginning in the fall of 2020 the Office of Violence Prevention offered the Bringing in the Bystander programs to all incoming undergraduate students virtually via their First Year Experience Class. This program continues to be offered throughout the year and any student or employee groups who wish to sign up are encouraged to contact the Office of Violence Prevention at prevention@utulsa.edu, to receive more information. The Office of Violence Prevention works closely with student and employee leaders, athletics teams, fraternities and sororities, and The Student Alliance for Violence Education to ensure programming is useful and available to all campus members.

Safe Zone Program

The mission of this program is to provide a network of safe and supportive allies to the LGBTQ+ community. This program educates individuals on vernacular and terminology that is respectful and supportive of students with LGBTQ+ identities and gives trainees resources to educate themselves on respectful language as a part of the ongoing learning process.

Healthy Relationships and Consent Workshops

These workshops are provided during new student orientation, but can also be tailored to a discussion style format for students on campus who want more training at later times. The Office of Violence Prevention, listed below, works with student groups to decide what programming approach would be most helpful for them. These programs are designed to meet students where they are, to answer questions for them concerning red flags in relationships, how to foster effective communication, and what consent looks like in their respective relationships.

Reporting and Disclosure Training

This training focuses on attendees learning how to receive a disclosure of a sexual assault and also informs trainees what the reporting process looks like on our campus. Resources are outlined during training and attendees are encouraged to ask questions to foster discussion during this training.

This training can also be tailored for students who want to focus on a particular area of material.

Campus Security Authority Training

Each of our Campus Security Authorities (CSAs) receive annual training regarding their CSA status and responsibilities.

Student Alliance for Violence Education

This student group was designed to raise awareness of interpersonal violence by hosting events, creating social media presence and linking articles about sexual assault and other forms of interpersonal violence, providing resources to pages where students may go to read about and inform themselves of what the new research is and what is happening on larger scale around the U.S. and in the world.

The Clothesline Project

This annual event brings awareness to the number of victims and survivors, and the violence they have experienced. They display messages written by those individuals, and anyone affected by interpersonal violence, on a clothesline that is displayed at the University for a certain number of days. Resources are provided at the exhibit site, and there is always a member of the Advocacy Alliance there to answer questions.

Take Back the Night, Denim Day

This is an annual event that takes place in April, Sexual Assault Awareness Month, on campus where all campus members show support for survivors of violence by wearing denim and participating in an on campus march.

V Ensler's The Breaking Ground Monologues

Each February campus partners put on Eve Ensler's play The Breaking Ground Monologues to raise funds for our local domestic violence intervention service and to educate our community through the stories of real women.

Pop Culture and Trauma Event Series

Each semester The Office of Violence Prevention, Advocacy Alliance, the Student Alliance for Violence Education, and other offices on and off campus to create educational programs that help students make connections utilizing current film, literature, and other mediums that demonstrate different forms of interpersonal violence.

SEX OFFENDER REGISTRATION

Students or employees who are required to register as sex offenders or violent offenders must promptly register in person with The Department of Campus Safety and Security as well as any other required authorities. Failure to promptly register is a felony and only offenders convicted after November 1999 will be included in the sex offender registries. For more information, please contact Campus Safety and Security at 918-631-5555. Individuals can search for registered sex offenders at:

<https://sors.doc.state.ok.us/svor/f?p=119:1:>

All members of the TU campus community are responsible for making TU a better, safer place. Faculty, students and staff can report hazards and request services or repairs by calling the Department of Campus Safety and Security at 918-631-5555. Members of the University community are encouraged to call immediately if there is a question of suspicious persons or behavior.

Students, faculty and staff can assume responsibility for their own personal safety and the security of their belongings by following these simple, common-sense precautions.

MISSING STUDENT POLICY

In compliance with the Missing Student Notification Policy and Procedures 20 USC 1092 C; (Section 488 of the Higher Education Opportunity Act of 2008), it is the policy of the Department of Housing and Residence Life to actively investigate any report of a missing student who is enrolled at TU as either a full- or part-time student. Each resident will be notified of the missing students' policy and procedures in the event they are reported missing.

Each resident upon checking into their assigned room is requested via the Resident Student Check-In Card (RSCC) to identify the name and contact number of the individual(s) to be contacted in case of an emergency, including identifying a separate contact person (if desired) in the event the resident is reported missing for a period of no more than 24 hours, if the student has been determined missing by the Office of Campus Safety and Security or local law enforcement. For any resident under the age of 18, and not an emancipated individual, the institution is required to notify a custodial parent or guardian no later than 24 hours after the time the resident is determined to be missing by the Office of Campus Safety and Security and University staff. Emergency contact information will be kept confidential and accessible only to authorized campus officials and will not be disclosed, except to law enforcement to further the missing person investigation.

If a member of the TU community has reason to believe that any student is missing, all efforts will be made immediately (no waiting period) to locate the student to determine his or her state of health and wellbeing. These efforts include, but are not limited to: checking the resident's room, class schedule, friends, ID card access, contacting the Office of Campus Safety and Security, locating the resident's vehicle and calling cell phone numbers.

If upon investigation by the Office of Campus Safety and Security and Housing and Residence Life staff the resident is determined missing for at least 24 hours, the Dean of Students will contact the resident's designated emergency contact or custodial parent or legal guardian. This action is justified if the student is under the age of 18 or has failed to designate an emergency contact. Any missing student report must be referred immediately to TU's Office of Campus Safety and Security. The Office of Campus Safety and Security will continue to investigate in collaboration with staff from Student Affairs and Housing and Residence Life. Campus Safety and Security will also coordinate its efforts with outside law enforcement agencies in full compliance with legal obligations and good faith practice. Regardless of whether the student has identified a contact person, is above the age of 18, or is an emancipated minor, Campus Safety and Security will notify local law enforcement within 24 hours of the determination that the student is missing, unless local law enforcement was the entity that made the determination that the student is missing.

When a University student is thought to be missing from the campus, campus officials (Dean of Students, Campus Safety and Security) should be promptly notified. All potential missing student reports will be referred to local police for investigation. A person also may be suspected of being missing if an inquiry about that individual comes to the t to a University official or campus security authority from a parent, legal guardian, law enforcement agency or staff member who has been unable to contact the student or verify the student's presence on campus by email or phone call.

Reporting a Missing Student

To report a suspected missing student, **immediately** contact Campus Safety and Security, 918-631-5555, located in Mabee Gym 3115 E. 8th St., Tulsa OK. Campus Safety and Security will contact the offices of Student Affairs, Housing and Residence Life Staff and Tulsa Police to coordinate the search effort.

All students and University employees must obtain an official identification card from Parking and Card Services. The TU ID Card must be carried at all times when on campus and presented to University officials upon request. Anyone who fails or refuses to show their card may be asked to leave the campus. While this requirement may seem restrictive, it is designed to serve the needs of all members of the campus community.

TU ID Cards are required for admission to the University libraries, computer labs, fitness center and residence halls, for access to many campus activities, and for check cashing identification at the business office.

TU ID Cards can also be used as a cash card on campus for purchase of food and other items, and some off-campus locations.

ALCOHOL AND DRUG POLICY **STATEMENT**

The University's policy on alcoholic beverages and use of drugs or illegal substances is in compliance with state and federal laws. The University of Tulsa is an educational community dedicated to maintaining a healthy and safe community that reflects high standards of academic excellence and responsible social behavior.

Alcohol: The law states that the legal minimum age for the consumption of alcoholic beverages is 21 years. Thus it is a violation of the law and this policy for anyone under the age of 21 years to possess or consume alcoholic beverages. It is also a violation of the law and this policy for anyone of any age to provide alcoholic beverages to someone under the age of 21 years.

Drugs: Possession and/or use of any Federally Illegal Drug, prescription drug or other controlled substance not under the direction of a licensed physician, marijuana and medical marijuana, is prohibited on campus in all circumstances.

The University provides for the sale of alcoholic beverages in certain locations and under certain circumstances, including through organizational activities (with prior approval).

In keeping with University policy respecting the rights of students as adult citizens, students are legally responsible and liable for the consequences of their actions. Status as a University student does not make students exempt from otherwise applicable laws.

The abuse of, and dependency on, alcoholic beverages are issues of concern to the TU community as well as society at large. To this end, education becomes the responsibility of the entire campus community and includes an individual's peers, and any organization sponsoring an event where

alcoholic beverages are served. In addition, any sponsoring organization that intends to conduct events where alcoholic beverages will be consumed will be required to register the event in advance and:

1. All executive officers of any/each organization must attend the following prior to registering an event:
 - a. Alcohol awareness training
 - b. Bringing in the Bystander training
 - c. Plan and conduct a University-approved alcohol education seminar for its entire membership once a year. Failure to comply with this policy will result in an organization being unable to hold approved alcohol events.
 - d. Additionally, a range of other educational programs are provided by various departments and organizations throughout the academic year.
2. All freshman students will take an online Drug & Alcohol Education Program either prior to/or during Orientation or during a Freshman Year Experience class.
3. All students who violate the Drug & Alcohol Policy at The University of Tulsa will be subject to sanctions that may include viewing the on-line education program "Not Anymore- Alcohol and Other Drugs" as directed by The Office of Student Affairs.

Employees and students are made aware of the Alcohol and Drug Policy via email and upon their arrival as a student or employee of the University.

Campus Safety and Security Officers are authorized to turn over anyone violating federal, state or local laws to authorities and/or refer them to the Offices of Student Affairs, Provost or Human Resources for violations of the Alcohol and Drug Policy, including underage drinking. **The full Alcohol and Drugs Policy can be accessed at:** <https://utulsa.edu/alcohol-and-drug-policy/#drug%E2%80%90free-schools-and-communities-act-policy>

WEAPONS POLICY

Firearms, Air Rifles, Weapons, Explosives and Fireworks Policy Firearms, air-soft rifles, weapons (including knives with blades longer than four inches), explosives and fireworks are not permitted in any University building, on the campus grounds, or in vehicles on campus (except as provided herein) unless authorized by the University President (or their designee) or as required by law.

To the extent required by Oklahoma law, a lawfully possessed and stored handguns may be kept in vehicles

parked in University parking spaces. Effective November 1, 2019, to the extent required by Oklahoma law, a lawfully possessed and stored firearm, machete, blackjack, loaded cane, hand chain or metal knuckles may be kept in vehicles parked in University parking spaces. Such weapons may not be removed from the vehicle.

Firearms are strictly prohibited in on-campus housing. Violation of this policy will result in a minimum \$250 fine and disciplinary action.

Firearms, air rifles, weapons (including knives with blades longer than four inches), explosives and fireworks are not permitted in any University building, on the campus grounds, or in vehicles on campus (except as provided herein) unless authorized by the University President (or their designee) or as required by law.

Effective November 1, 2019, to the extent required by Oklahoma law, a lawfully possessed and stored firearm, machete, blackjack, loaded cane, hand chain or metal knuckles may be kept in vehicles parked in University parking spaces. Such weapons may not be removed from the vehicle.

Firearms are strictly prohibited in on-campus housing.

Concealed Weapons

Consistent with Title 21 Oklahoma Statutes sections 1277(F) and 1290.22, it is prohibited for anyone to carry a concealed weapon on The University of Tulsa's campus, except: under specified conditions as set out in University of Tulsa policy, if authorized by the University President (or their designee), or as required by law.

Violation of The University of Tulsa's policies pertaining to concealed weapons will result in a minimum \$250 fine and disciplinary action. Please contact the Office of Human Resources or the Office of Student Affairs for questions or additional information. The full policy can be accessed at: <https://utulsa.edu/campus-security/policies/#weapons-policy>.

CRIME AND FIRE LOG INFORMATION

DEFINITIONS OF REPORTABLE CRIMES & DISCLOSURE OF CRIME STATISTICS

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) is a federal law requiring all institutions of higher education receiving federal financial assistance under the programs authorized under Title IV of the Higher Education Act of 1965 to disclose certain timely and annual information about campus crime and security policies. This report is distributed to all students and employees as well as prospective students and employees. It can be viewed on

the TU Campus Safety and Security website at: <https://utulsa.edu/safe>.

Upon request, a paper copy of this report can be made available by contacting the Office of Campus Safety and Security or the Office of Student Affairs at The University of Tulsa at 800 S. Tucker Drive, Tulsa, OK 74104 or 918-631-2000.

The Clery Act requires Campus Safety and Security to publish a Daily Crime and Fire Log that reports all crimes and incidents reported to Campus Safety and Security that occurred on all University owned or controlled properties. The crime and fire log includes all Clery Act crimes and non-Clery Act incidents reported to Campus Safety and Security. The institution maintains a written, easily-understood crime and fire log that records, by the date reported, any fire that occurs in an on-campus student housing facility. Fires are recorded by the date they are reported and the log is updated daily. An annual review of the policy and procedures for fire safety is also conducted. The crime and fire logs can be viewed at the Campus Safety and Security Office (Mabee Gym), 3115 E. 8th St., Tulsa, OK 74104 during normal business hours 8:00 a.m.-5:00 p.m., Monday-Friday or viewed online at: <https://utulsa.edu/campus-security/crime-reports>

Definitions of Reported Crimes

The following definitions are crimes that Federal Law requires institutions to report:

Arson: Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Murder and Non-negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

Manslaughter by Negligence: The killing of another person through gross negligence.

Robbery: The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

Burglary: The unlawful entry of a structure to commit a felony or a theft.

Motor Vehicle Theft: theft or attempted theft of a motor vehicle.

Sexual Assault Offenses: Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.

The Clery Act requires reporting for the following Sexual Assault Offenses:

a) **Rape** is the 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. This offense includes the rape of both males and females.

b) **Fondling** is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

c) **Incest** is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

d) **Statutory Rape** is sexual intercourse with a person who is under the statutory age of consent.

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Domestic Violence: A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress.

Weapon Law Violation: The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.

Drug Law Violation: The violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs.

Liquor Law Violation: The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness.

Hate Crimes: A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For Clery Act purposes, Hate Crimes include any of the following offenses that are motivated by bias: Murder and Non-negligent Manslaughter; Sexual Assault; Robbery; Aggravated Assault; Burglary; Motor Vehicle Theft; Arson; Larceny-Theft; Simple Assault; Intimidation; and Destruction/Damage/Vandalism of Property. The Clery Act requires hate crime reporting for the following biases: Race; Religion; Sexual Orientation; Gender; Gender Identity; Ethnicity; National Origin; and Disability

Unfounded Crimes

A crime is considered unfounded for *Clery Act* purposes only if sworn or commissioned law enforcement personnel make a formal determination that the report is false or baseless.

Definition of On-Campus

Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

Definition of On-Campus Student Housing

Any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility.

Definition of Separate Campus

Institution owned or controlled site that is not reasonably geographically contiguous with the main campus. This site has an organized program of study leading to a degree, certificate, or other recognized credential with at least one person on site acting in an administrative capacity.

Definition of Non-Campus

Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Definition of Public Property

All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

RESOURCES

Multiple offices on campus provide programs and services designed to promote safety, wellness, academic success and global citizenship through co-curricular activities and development programs.

Violence Against Women Act Resource Booklet

<https://35ht6t2ynx0p1ztf961h81r1-wpengine.netdna-ssl.com/wp-content/uploads/2022/05/VAWA-handbook-2022.pdf>

On Campus Resources

Human Resources

Fisher Hall East, 918-631-2259, human-resources@utulsa.edu

Office of the Provost

Collins Hall, Room 2125, 918-631-2554, <https://utulsa.edu/provost/contact/>

Dean of Students

Hardesty Hall Holmes Student Center, 3rd Floor, 918-631-742, dean-of-students@utulsa.edu

Click here to access the [Student Code of Conduct](#)

Survivor Advocate

Hardesty Hall Holmes Student Center, 3rd Floor, 918-631-2965, TUAdvocate@utulsa.edu

Office of Violence Prevention

Fisher Hall 203, 918-631-2324
prevention@utulsa.edu

Counseling and Psychological Services

Hardesty Hall Third Floor, 918-631-2200

- Confidential, personal counseling services

Greek Life

Student Union, 918-631-2559, <https://utulsa.edu/greek-life>

- Six IFC fraternities, six NPC sororities, one National Panhellenic sororities and fraternities

Diversity Officer and Multicultural Student Programs

918-631-2966,

<https://utulsa.edu/multicultural-student-programs>

- Cultural and educational programming, mentoring and advising

New Student Programs and Services Orientation

Student Union, 2nd Floor, 918-631-2707,

<https://utulsa.edu/new-student-programs>

- Coordinates New Student Orientation, Parent & Family Weekend and the Parent & Family Organization

Student Activities

Student Union, 918-631-2585, <https://utulsa.edu/student-activities>

- Student government, 160+ clubs and organizations, co-curricular transcripts and entertainment

Behavioral Intervention Team

Hardesty Hall, 918 631-2327, <https://utulsa.edu/student-affairs>

- Develop support plans to promote student health, well-being and successful academic experiences; and promotes campus safety through an active process of threat assessment and behavioral intervention. Representatives from various campus offices meet to share information and develop action plans. This committee also seeks information from and consults with faculty and staff to identify problematic behaviors.

If you or someone you know needs assistance in a situation that is NOT AN EMERGENCY please go to

www.utulsa.edu/student-affairs/canecares to fill out a CaneCares report.

Campus Services: Housing and Residence Life

Fisher Hall, 918 631-2516

<https://utulsa.edu/housing-dining/>

Campus Access

<https://accessibility.utulsa.edu/>

To request services:

<https://sierra.accessiblelearning.com/utulsa/>

ADA Campus Map:

<https://35ht6t2ynx0p1ztf961h81r1-wpengine.netdna-ssl.com/wp-content/uploads/2019/09/ADA-Campus-Map.pdf>

Information Technology at TU

<https://utulsa.edu/information-technology/>

For more information and resources please visit:

<https://utulsa.edu/student-experience/>

Title IX Coordinator and Equal Employment Opportunity Officer

Kathleen Smith, Fisher West, 203, 918-631-2321

titleix@utulsa.edu [Link to Title IX Homepage](#)

Deputy TIX Coordinator for Students

Dean of Students, Michael McClendon, Hardesty Hall, 918-631-2742, dean-of-students@utulsa.edu

Deputy TIX Coordinator for Student-Athletes and Athletic Department Employees

Associate Athletic Director, Crista Troester, Mabee

Gymnasium, 918-631-3507, crista-troester@utulsa.edu

Deputy TIX Coordinator for Faculty

Senior Vice Provost for Faculty and Academic Affairs,

Jennifer Airey, 918-631-2854, jennifer-airey@utulsa.edu

Deputy TIX Coordinator for Administrative/Professional and Hourly Staff

Associate VP of Human Resources, Tricia Rahal, 918-631-2250,

tricia-rahall@utulsa.edu

Deputy TIX Coordinator for Study Abroad Programs

Laura Semenow, 918-631-3226, laura-semenow@utulsa.edu

OFF CAMPUS RESOURCES

Domestic Violence Intervention Services of Tulsa – 24 hour: 918-743-5763

All services at DVIS are offered free of charge (with the exception of offenders programs) and are available in both Tulsa and Creek Counties. The list below is not all-inclusive, but does cover many of our programs and services.

- Advocacy and counseling services
- Safety planning both in person and over the phone

- Crisis intervention
- Referrals to other community resources
- Shelter and safe housing
- Legal assistance (within certain financial guidelines) and court advocacy
- Offenders programming
- Community outreach and educational services
- Sexual assault services including SANE exam advocacy

The Family Safety Center: 918-742-7480 The Family Safety Center is a site in downtown Tulsa that provides a one-stop-shop to victims of interpersonal violence including domestic violence, dating violence, sexual assault, and stalking. Services are available to people of all ages and a number of offices have representatives present at the Family Safety Center.

- Emergency protective order filings
- Law enforcement reporting options
- Chaplain services
- Childcare during filing and court hearings
- Civil legal assistance and advice
- DA staff on site for consultation
- Medical forensic exams
- Safety planning/education
- Referrals to various community resources/partners

Oklahomans For Equality (OkEq): 918-743-4297

Oklahomans for Equality (OkEq) seeks equal rights for Lesbian, Gay, Bisexual, and Transgender (LGBT) individuals and families through advocacy, education, programs, alliances, and the operation of the Dennis R. Neill Equality Center. For members of the LGBT community OkEq can provide targeted resources and support in a comforting environment.

- Supportive community of staff and volunteers
- Rainbow library and art gallery
- Support groups
- Counseling services
- Targeted services for transgender persons, LGBT youth, LGBT older adults, and others
- Equality Business Alliance
- Services specifically for children and families

Oklahoma Coalition Against Domestic Violence and Sexual Assault: 405-524-0700 The Oklahoma Coalition Against Domestic Violence and Sexual Assault is an organization devoted to supporting programs across the state of Oklahoma that address domestic violence and sexual assault.

- Provide training and resources to DV/SA programs
- Referrals to local DV/SA programs in communities across the state of Oklahoma

A variety of groups offer pastoral care and a community of faith to address individual needs. For a list of Campus Ministries and Churches or for more information, please contact Sharp Chapel at 918-631-2546.

Oklahoma Resources

24-hour Safeline: 1-800-522-SAFE (7233) provides assistance with safety planning, crisis intervention, emergency shelter and advocacy to victims of domestic violence, sexual assault, stalking

Abuse Hotline

1-800-522-3511

Address Confidentiality Program

1-866-227-7784

Communication Services for the Deaf

1-866-845-7455

Elder Abuse Hotline

1-800-522-3511

Victims Impact Panel of Oklahoma, Inc.
(405) 216-9556

VINE - Criminal Tracking & Victim Notification

1-877-654-8463

[Office of the Oklahoma Attorney General](#)

<https://oag.ok.gov/victim-services-citizen-resources>

[Rape, Abuse & Incest National Network Hotline](#)

RAINN (Rape, Abuse & Incest National Network) is the nation's largest anti-sexual violence organization. RAINN's prevention and education efforts include working with the entertainment industry, the media, colleges and local communities to help raise awareness about issues related to sexual assault. Call 1-800-656-4673 (HOPE).

www.rainn.org

[Oklahoma Coalition Against Domestic Violence & Sexual Assault](#)

The Oklahoma Coalition Against Domestic Violence and Sexual Assault is to organize and mobilize member programs to prevent and eliminate sexual and domestic violence and stalking in the State of Oklahoma and in Indian Country. www.ocadvsa.org

[Not Alone](#) Not Alone was launched in connection with the White House Task Force to Protect Students from Sexual Assault. The Task Force was established on January 22, 2014 – and since then, thousands of people have shared their stories and ideas about how best to eliminate sexual assault on our campuses and schools. This website provides information for students, schools, and anyone interested in finding resources on how to respond to and prevent sexual assault on college and University campuses and in our schools.

www.notalone.gov

[Mental Health Association of Oklahoma](#) free online groups

National Domestic Violence Hotline 800-799-7233 or TTY 800-787-3224 or CHAT at thehotline.org

741-741 (text START to be connected via chat to a professional counselor)

<https://www.nsvrc.org/find-help>

CRIME STATISTICS FOR 2019-2020-2021

The following information relating to crime statistics is provided by The University of Tulsa to prospective students, matriculating students and employees. Crime statistics for the most recent three-year period which, reflect the incidents reported to The Department of Campus Safety and Security, University administrators and the City of Tulsa Police Department, are reported below. The following crime statistics are gathered through an annual web-based data collection.

THE UNIVERSITY OF TULSA – MAIN CAMPUS

REPORTING YEAR	ON CAMPUS									NON-CAMPUS			PUBLIC PROPERTY		
	2019			2020			2021			2019	2020	2021	2019	2020	2021
	RES.	OTHER	TOTAL	RES.	OTHER	TOTAL	RES.	OTHER	TOTAL						
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MANSLAUGHTER BY NEGLIGENCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RAPE	3	0	3	1	0	1	6	2	8	0	0	0	0	0	0
FONDLING	0	0	0	0	0	0	4	0	4	0	0	0	0	0	0
INCEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STATUTORY RAPE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
BURGLARY	14	1	15	6	13	19	13	0	13	2	0	1	0	0	0
MOTOR VEHICLE THEFT	0	10	10	0	3	3	0	16	16	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DOMESTIC VIOLENCE, DATING VIOLENCE AND STALKING OFFENSES (VAWA)															
DOMESTIC VIOLENCE	0	0	0	0	0	0	1	0	1	0	0	0	1	0	0
DATING VIOLENCE	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
STALKING	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
WEAPON LAWS VIOLATIONS ARRESTS / REFERRALS															
WEAPONS CARRYING ARREST	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
WEAPONS CARRYING REFERRAL	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
DRUG LAWS VIOLATIONS ARRESTS / REFERRALS															
ARREST	2	0	2	1	0	1	0	0	0	0	0	0	0	0	0
REFERRAL	28	3	31	34	3	37	12	1	13	0	0	0	0	0	0
LIQUOR LAWS VIOLATIONS ARRESTS / REFERRALS															
ARREST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
REFERRAL	56	5	61	104	25	129	24	25	49	0	0	0	0	0	0
HATE CRIMES															
Zero Hate Crimes reported for 2019-2020-2021															
UNFOUNDED CRIMES															
Zero crimes unfounded for 2019-2020-2021															
NON-CLERY INCIDENTS															
LARCENY	95			34			58			0	0	0	0	0	0

CRIME STATISTICS FOR 2019-2020-2021

THE UNIVERSITY OF TULSA – NORTH CAMPUS

REPORTING YEAR	ON CAMPUS			NON-CAMPUS			PUBLIC PROPERTY			TOTALS		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
MURDER/NON-NEGLIGENT	0	0	0	0	0	0	0	0	0	0	0	0
MANSLAUGHTER BY NEGLIGENCE	0	0	0	0	0	0	0	0	0	0	0	0
RAPE	0	0	0	0	0	0	0	0	0	0	0	0
FONDLING	0	0	0	0	0	0	0	0	0	0	0	0
INCEST	0	0	0	0	0	0	0	0	0	0	0	0
STATUTORY RAPE	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0
DOMESTIC VIOLENCE, DATING VIOLENCE AND STALKING OFFENSES (VAWA)												
DOMESTIC VIOLENCE	0	0	0	0	0	0	0	0	0	0	0	0
DATING VIOLENCE	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0
WEAPON LAWS VIOLATIONS ARRESTS / REFERRALS												
WEAPONS CARRYING ARREST	0	0	0	0	0	0	0	0	0	0	0	0
WEAPONS CARRYING REFERRAL	0	0	0	0	0	0	0	0	0	0	0	0
DRUG LAWS VIOLATIONS ARRESTS / REFERRALS												
ARREST	0	0	0	0	0	0	0	0	0	0	0	0
REFERRAL	0	0	0	0	0	0	0	0	0	0	0	0
LIQUOR LAWS VIOLATIONS ARRESTS / REFERRALS												
ARREST	0	0	0	0	0	0	0	0	0	0	0	0
REFERRAL	0	0	0	0	0	0	0	0	0	0	0	0
HATE CRIMES												
Zero Hate Crimes Reported for 2019-2020-2021												
UNFOUNDED CRIMES												
Zero crimes have been unfounded for 2019-2020-2021												
NON-CLERY INCIDENTS												
LARCENY	0	0	0	0	0	0	0	0	0	0	0	0

CRIME STATISTICS FOR 2019-2020-2021

THE UNIVERSITY OF TULSA – OXLEY COLLEGE OF HEALTH SCIENCES

REPORTING YEAR	ON CAMPUS			NON-CAMPUS			PUBLIC PROPERTY			TOTALS		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0
MANSLAUGHTER BY NEGLIGENCE	0	0	0	0	0	0	0	0	0	0	0	0
RAPE	0	0	0	0	0	0	0	0	0	0	0	0
FONDLING	0	0	0	0	0	0	0	0	0	0	0	0
INCEST	0	0	0	0	0	0	0	0	0	0	0	0
STATUTORY RAPE	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0
DOMESTIC VIOLENCE, DATING VIOLENCE AND STALKING OFFENSES (VAWA)												
DOMESTIC VIOLENCE	0	0	0	0	0	0	0	0	0	0	0	0
DATING VIOLENCE	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0
WEAPON LAWS VIOLATIONS ARRESTS / REFERRALS												
WEAPONS CARRYING ARREST	0	0	0	0	0	0	0	0	0	0	0	0
WEAPONS CARRYING REFERRAL	0	0	0	0	0	0	0	0	0	0	0	0
DRUG LAWS VIOLATIONS ARRESTS / REFERRALS												
ARREST	0	0	0	0	0	0	0	0	0	0	0	0
REFERRAL	0	0	0	0	0	0	0	0	0	0	0	0
LIQUOR LAWS VIOLATIONS ARRESTS / REFERRALS												
ARREST	0	0	0	0	0	0	0	0	0	0	0	0
REFERRAL	0	0	0	0	0	0	0	0	0	0	0	0
HATE CRIMES												
Zero Hate Crimes Reported for 2019-2020-2021												
UNFOUNDED CRIMES												
Zero crimes have been unfounded for 2019-2020-2021												
NON-CLERY INCIDENTS												
LARCENY	0	0	0	0	0	0	0	0	0	0	0	0

FIRE SAFETY AND EMERGENCY EVACUATIONS

The City of Tulsa Fire Marshal is actively involved in the planning, review and inspection process of every new and remodeled project located on TU-owned or controlled properties. Members from the Department of Facilities Management cooperate with the Fire Marshal on a routine basis to conduct inspections of every existing facility TU owns or controls. Campus Safety and Security is committed to report and eliminate any potential fire hazards and ensuring the fire and life safety systems located in all campus buildings are functioning properly. The fire safety plans will be review and revised annually.

The Tulsa Fire Department is responsible for responding to any fires on campuses and determining their cause and origin. The University recognizes the importance of Fire Safety to promote a safe living and work environment for the TU community. The University has developed multiple fire safety policies to ensure this standard is met. Additional information on fire safety policies, guidelines, and other fire safety information can be found on TU's Department of Campus Safety and Security website.

Mandatory Fire Drills

Each year, the University Residence Life staff conducts mandatory fire drills and provides fire safety training to residents and residential staff twice a year in an effort to familiarize the campus community with critical procedures.

Evacuation Procedures in an Emergency

If the fire alarm sounds, all occupants in residence halls must meet at the emergency evacuation safe location designated by resident assistants. In the case of an actual fire or other life-threatening situation, residents will be moved to a designated area or shelter until they are notified that it is safe to return to the building.

What to do in the event of an alarm

- Move quickly to the exit in your area and remain calm. Proceed to the designated waiting area for additional instructions in an orderly fashion.
- Wear appropriate clothing and carry a towel or blanket in case of smoke. Don't forget keys and your ID.
- If not occupying your room when the alarm sounds, continue to the nearest exit without returning to your room.



- Always use stairways — never use elevators.
- Fire Prevention Rules
- Fireworks or explosives are prohibited.
 - Candles are prohibited along with open flame devices such as lanterns, potpourri pots or warmers that use votive or canned fuel.
 - All appliances must be approved by housing.
 - Smoking in the residence halls is prohibited.
 - Incense burning is prohibited.

Combustibles

The combustibles used in room decorating, including fabrics, cardboard and other materials, must be flame proof. Please purchase only UL- or FM-approved material that is labeled flame proof or flame retardant.

Fire Reporting

Per federal law, The University of Tulsa is required to annually disclose statistical data on all fires that occur in on-campus housing facilities. In the event of an actual fire, you should immediately call 911. To report fires that have already been extinguished, or if you find evidence of such a fire in an on-campus student housing facility, contact the Department of Campus Safety and Security at 918-631-5555. It is critical to document all reports of residential fires in the annual report.

ANNUAL FIRE SAFETY REPORT FOR 2019-2020-2021

The Annual on-campus Housing Fire Safety Report is required by the Higher Education Opportunity Act (HEOA) for any Title IV institution that maintains an on-campus student housing facility. Per HEOA, an institution that maintains an on-campus student housing facility must collect fire statistics, publish an Annual Fire Safety Report and keep a fire log.

The Annual Fire Safety Report will be published and distributed with the Annual Crime and Fire Safety Report by October 1st, of every year. TU provides notice of the availability of the report to all prospective students and employees.

The Annual Fire Safety and Security Report can also be viewed and printed by visiting the University's website.

2021 FIRE CONTROL SYSTEMS FOR ON-CAMPUS RESIDENCE HALLS

CAMPUS RESIDENCE HALL	FIRE SAFETY CONTROL SYSTEM	SPRINKLERS LOCATIONS	ALARM TYPES	FIRE DRILLS
SIGMA NU	- MAC SYSTEMS TO SECURITY DEPARTMENT COMMUNICATION CENTER	COMMON AREAS AND INDIVIDUAL ROOMS	PULL STATIONS WATER FLOW ACTIVATION LOCAL SMOKE DETECTORS	2
FISHER SOUTH	- MAC SYSTEMS TO SECURITY DEPARTMENT COMMUNICATION CENTER	COMMON AREAS AND INDIVIDUAL ROOMS	PULL STATIONS WATER FLOW ACTIVATION LOCAL SMOKE DETECTORS	2
FISHER WEST SUITES	- MAC SYSTEMS TO SECURITY DEPARTMENT COMMUNICATION CENTER	COMMON AREAS AND INDIVIDUAL ROOMS	PULL STATIONS WATER FLOW ACTIVATION LOCAL SMOKE DETECTORS	2
HARDESTY HALL	- MAC SYSTEMS TO SECURITY DEPARTMENT COMMUNICATION CENTER	COMMON AREAS AND INDIVIDUAL ROOMS	PULL STATIONS WATER FLOW ACTIVATION LOCAL SMOKE DETECTORS	2
JOHN MABEE HALL	- MAC SYSTEMS TO SECURITY DEPARTMENT COMMUNICATION CENTER	COMMON AREAS AND INDIVIDUAL ROOMS	PULL STATIONS WATER FLOW ACTIVATION LOCAL SMOKE DETECTORS	2
LOTTIE JANE MABEE	- MAC SYSTEMS TO SECURITY DEPARTMENT COMMUNICATION CENTER	COMMON AREAS AND INDIVIDUAL ROOMS	PULL STATIONS WATER FLOW ACTIVATION LOCAL SMOKE DETECTORS	2
LAFORTUNE HOUSE	- MAC SYSTEMS TO SECURITY DEPARTMENT COMMUNICATION CENTER	COMMON AREAS AND INDIVIDUAL ROOMS	PULL STATIONS WATER FLOW ACTIVATION LOCAL SMOKE DETECTORS	2

2021 FIRE CONTROL SYSTEMS FOR ON-CAMPUS APARTMENTS

APARTMENT COMPLEX	FIRE SAFETY CONTROL SYSTEMS	SPRINKLERS LOCATIONS	ALARM TYPES	Fire Drills
BROWN VILLAGE	- MAC SYSTEMS TO SECURITY DEPARTMENT COMMUNICATION CENTER - LOCAL SMOKE DETECTOR TO APARTMENT	ALL ROOMS	- WATER FLOW ACTIVATION - LOCAL SMOKE DETECTOR	0
LORTON VILLAGE	- MAC SYSTEMS TO SECURITY DEPARTMENT COMMUNICATION CENTER - LOCAL SMOKE DETECTOR TO APARTMENT	ALL ROOMS	- WATER FLOW ACTIVATION - LOCAL SMOKE DETECTOR	0
MAYO VILLAGE	- MAC SYSTEMS TO SECURITY DEPARTMENT COMMUNICATION CENTER - LOCAL SMOKE DETECTOR TO APARTMENT	ALL ROOMS	- WATER FLOW ACTIVATION - LOCAL SMOKE DETECTOR	0
NORMAN VILLAGE	- MAC SYSTEMS TO SECURITY DEPARTMENT COMMUNICATION CENTER - LOCAL SMOKE DETECTOR TO APARTMENT	ALL ROOMS	- WATER FLOW ACTIVATION - LOCAL SMOKE DETECTOR	0
UNIVERSITY SQUARE WEST	- MAC SYSTEMS TO SECURITY DEPARTMENT COMMUNICATION CENTER - LOCAL SMOKE DETECTOR TO APARTMENT	ALL ROOMS	- WATER FLOW ACTIVATION - LOCAL SMOKE DETECTOR	0
UNIVERSITY SQUARE SOUTH	- MAC SYSTEMS TO SECURITY DEPARTMENT COMMUNICATION CENTER - LOCAL SMOKE DETECTOR TO APARTMENT	ALL ROOMS	- WATER FLOW ACTIVATION - LOCAL SMOKE DETECTOR	0
WEST PARK	- SILENT NIGHT PANEL (MAC SYSTEMS) TO DEPARTMENT COMMUNICATION CENTER - LOCAL SMOKE DETECTOR TO APARTMENT	ALL ROOMS	- WATER FLOW ACTIVATION - LOCAL SMOKE DETECTOR	0

2021 FIRE CONTROL SYSTEMS FOR ON-CAMPUS SORORITY HOUSES

HOUSE	FIRE SAFETY CONTROL SYSTEMS	SPRINKLERS LOCATIONS	ALARM TYPES	FIRE DRILLS
CHI OMEGA SORORITY	- MAC SYSTEMS TO SECURITY DEPARTMENT COMMUNICATION CENTER - SYSTEM MONITORED SMOKE DETECTOR	- COMMON AREAS & LOUNGES - BEDROOMS - HALLWAYS - STAIRWAYS	- WATER FLOW ACTIVATION - PULL STATIONS - MONITORED SMOKE DETECTOR	1
DELTA DELTA DELTA SORORITY	- MAC SYSTEMS TO SECURITY DEPARTMENT COMMUNICATION CENTER - SYSTEM MONITORED SMOKE DETECTOR	- COMMON AREAS & LOUNGES - BEDROOMS - HALLWAYS - STAIRWAYS	- WATER FLOW ACTIVATION - PULL STATIONS - MONITORED SMOKE DETECTOR	2
DELTA GAMMA SORORITY	- MAC SYSTEMS TO SECURITY DEPARTMENT COMMUNICATION CENTER - SYSTEM MONITORED SMOKE DETECTOR	- COMMON AREAS & LOUNGES - BEDROOMS - HALLWAYS - STAIRWAYS	- WATER FLOW ACTIVATION - PULL STATIONS - MONITORED SMOKE DETECTOR	1
KAPPA DELTA SORORITY	- MAC SYSTEMS TO SECURITY DEPARTMENT COMMUNICATION CENTER - SYSTEM MONITORED SMOKE DETECTOR	- COMMON AREAS & LOUNGES - BEDROOMS - HALLWAYS - STAIRWAYS	- WATER FLOW ACTIVATION - PULL STATIONS - MONITORED SMOKE DETECTOR	1
KAPPA ALPHA THETA SORORITY	- MAC SYSTEMS TO SECURITY DEPARTMENT COMMUNICATION CENTER - SYSTEM MONITORED SMOKE DETECTOR	- COMMON AREAS & LOUNGES - BEDROOMS - HALLWAYS - STAIRWAYS	- WATER FLOW ACTIVATION - PULL STATIONS - MONITORED SMOKE DETECTOR	1
KAPPA KAPPA GAMMA SORORITY	- MAC SYSTEMS TO SECURITY DEPARTMENT COMMUNICATION CENTER - SYSTEM MONITORED SMOKE DETECTOR	- COMMON AREAS & LOUNGES - BEDROOMS - HALLWAYS - STAIRWAYS	- WATER FLOW ACTIVATION - PULL STATIONS - MONITORED SMOKE DETECTOR	1

2021 FIRES IN RESIDENTIAL FACILITIES

CAMPUS RESIDENCE FACILITIES	NUMBER OF FIRES	CAUSE OF FIRE	DEATHS	INJURIES	PROPERTY DAMAGE VALUE RANGE
Lorton Village-3200 3026 E. 8th St.	1	DUMPSTER	0	0	\$100-\$999
Mayo Village – 3700 2857 E. 8th St.	1	COOKING	0	0	\$1000-\$9999
Norman Village-600 327 S. Delaware Ave.	1	DUMPSTER	0	0	\$100-\$999

2020 FIRES IN RESIDENTIAL FACILITIES

CAMPUS RESIDENCE FACILITIES	NUMBER OF FIRES	CAUSE OF FIRE	DEATHS	INJURIES	PROPERTY DAMAGE VALUE RANGE
Brown Village - 5000 3210 E. 4th Pl.	1	Unknown - Trash	0	0	\$0-\$99
Lorton Village – 4000 3014 E. 8 th St.	1	Accidentally tried to microwave a metal mug causing a fire.	0	0	\$100-\$999
Norman Village- 600 327 S. Evanston Ave.	1	Small grease fire that set off sprinkler	0	0	\$1000-\$9999

2019 FIRES IN RESIDENTIAL FACILITIES

CAMPUS RESIDENCE FACILITIES	NUMBER OF FIRES	CAUSE OF FIRE	DEATHS	INJURIES	PROPERTY DAMAGE VALUE RANGE
Brown Village-5300 3201 E. 4th Pl.	1	COOKING	0	0	\$0-\$99
University Square West – 1500 424 S. Delaware Ave.	1	COOKING	0	0	\$0-\$99
Lorton Village-4000 3018 E. 8th St.	1	COOKING	0	0	\$1000-\$9999



FINAL NOTES:

Thank you for your review of the 2021 Annual Crime and Fire Safety Report.

We urge The University of Tulsa community to use this report as a guide and resource. The University of Tulsa sends an e-mail to every enrolled student and current employee on an annual basis to notify that this report is available to be viewed. The e-mail includes a summary of the contents of this report and the web address for the website where the Annual Crime and Fire Safety Report can be found. <https://utulsa.edu/campus-security/>

Remember, if you would like to receive a hard copy of the Annual Security and Fire Safety Report which contains this information, you can email the Officer of Campus Safety at Clery@utulsa.edu and request that a copy be mailed to you.

The Daily Crime Log and Fire Log can be accessed online at:

<https://incidents.utulsa.edu/>

NOTE: The Annual Crime and Fire Safety Report provides you with many resources and links to online material, which were current as of the time of the release of this report. Due to upgrades and changes to websites, links may change over time. If so, please refer to The University of Tulsa's main web page. Unless otherwise noted the information and policy statements provided in the Annual Crime and Fire Safety Report is applicable to all University of Tulsa campus sites listed in our geography section.

Any questions with this report please contact the Officer of Campus Safety, Office of Compliance, at (918) 631-2324.

