THE UNIVERSITY of TULSA

ANNUAL CRIME & FIRE SAFETY REPORT

PUBLISHED OCTOBER 1, 2026

Crime and Fire Statistics for Calendar Years 2023, 2024 and **2025**



October 1st, 2026 Issue

Covering Crime and Fire Statistics for Calendar Years 2023, 2024, and 2025

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 Jeanne Clery Campus Safety 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:

Allie Bergeron
Interim Equal Opportunity Officer and Title IX Coordinator
512-480-3216
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: Rights and Responsibilities of Students Using Accommodations; Accommodation Request Policy

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

This report was prepared by The UTulsa Security Department and Office of Risk Management to comply with the Jeanne Clery Campus Safety Act (also known as the Clery Act). 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 Risk Management collaborates with multiple resources, including the UTulsa Security Department, Office of Student Affairs, Title IX, designated Campus Security Authorities, and the Tulsa Police Department. These departments gather and report data throughout the year and the Clery Compliance Officer compiles this data before auditing the data to be aggregated into the annual report. 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 918-631-2572 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 UTulsa 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, UTulsa 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. The UTulsa Security Department is committed to providing our campus community with the highest level of professionalism.

However, ultimately, each member of the community is responsible for their own safety.

The UTulsa Security Department

The UTulsa Security Department is located at 3115 East 8th Street. The department has an authorized full-time force of approximately 20 armed security officers, certified by the Oklahoma Council on Law Enforcement Education and Training (CLEET). Campus Security officers comprise the patrol 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 or other contracted, licensed security to help provide security for large special and athletic events on campus.

TU meets with the Tulsa Police Department officers on a regular basis and performs table-top exercises that establish collaboration on emergency response and crime reports, including off-campus incidents that involve members of the TU community where Tulsa Police provides the law enforcement response on campus. UTulsa 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,
- TU Automotive, 1207 S. Harvard Ave., Tulsa, OK
- West Park Apartment Building, 2504 E. 4th Pl., Tulsa, OK
- 1115 S. Delaware 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
- Zarrow Center 124 E. Brady St., Tulsa, OK
- 101 E Archer Building, 101 E Archer St, Tulsa, OK
- Fab Lab, 501 S Lewis Ave, Tulsa, OK 74104
- Hillel House, 331 S. College Ave., Tulsa, OK 74104
- Boat House - Bird Nest Address 3600 OK-66, Catoosa, OK 74015

REPORTING CRIMES AND EMERGENCIES

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

UTulsa Security can be called directly at 918-631-*5555* or through the Safe UTulsa App.

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

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, pastoral counselors 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. View the Campus Security Authority Policy here.

TU does not publish the names of crime victims or other identifiable information, regarding victims in the Annual Crime and Fire Safety Report, the Campus Hazing Transparency Report, the Daily Crime Log, or in crime statistics. Pursuant to the Clery Act, TU includes statistics about specific offenses in the report, and provides those statistics to the United States Department of Education in a manner that does not include any personally identifying information about individuals involved in an incident.

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

UTulsa Security 918-631-*5555*

Director of UTulsa Security; Clery Compliance Officer, Joseph Canova, 918-631-2572, joc0930@utulsa.edu

University President,, Interim Chief Operating Officer, Stacy Leeds, 918-631-2099, sll9842@utulsa.edu

Vice President of Human Resources and Chief Human Resources, Rachel Steward, 918-631-2592, rachel-steward@utulsa.edu

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

Vice President for Facilities, Campus Services, and Risk Management, Robin Ploeger, 918-631-3170, robin-ploeger@utulsa.edu

Associate Vice President for Risk Management, Matt Polson, 918-631-2233, matt-polson@utulsa.edu

Dean of Students, Deborah Chalmers, 918-631-2067, debbie-chalmers@utulsa.edu

Vice President & Chief Information Officer, Sarah Walker, 918-631-3079, sarah-walker@utulsa.edu

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

Vice President & Director of Athletics, Justin Moore, 918-631-3270, justin-moore@utulsa.edu

When to Report Crimes and Emergencies

The UTulsa Security Department 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 UTulsa 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 same gender and 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 their own room key and TU ID card. Students should immediately report a missing key or ID card to Housing Staff.

Security Equipment, Facility Maintenance & Repair

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 this link.

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 918-631-2245, Monday through Friday, 7:30 a.m. to 4:30 p.m.

For maintenance emergencies occurring between 7:30 a.m. and 4:30 p.m., (flooding, broken locks, broken windows, alarms, and loss of power, etc.) please call 918-631-2245. Any other time, please contact UTulsa 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 UTulsa 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, and Emergency Operations Team, has the ability to send immediate 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.

UTulsa 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 Risk Management, 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 UTulsa Security, or any other staff or faculty member of the University with the understanding that these individuals must report Clery crimes to UTulsa Security or via a Campus Security Authority. View the Campus Security Authority Policy here.

Text Messages and Emails

In the event of a major life safety or public health emergency on campus, UTulsa Security in conjunction with Marketing/Communications will notify and advise students, faculty and staff via its Safe UTulsa Application 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. We encourage all incoming students to download the app promptly on their arrival that the university during orientation.

UTulsa Security, in conjunction with Marketing/Communications, will send high alert emails to the entire campus community providing emergency notifications and instructions. Members of the campus community are strongly encouraged to enroll in the program by downloading and signing in to the app at: https://utulsa.edu/about/offices/utulsa-security/notifications-and-resources/safe-utulsa-app/ Each affiliate at the university is automatically enrolled in the email/text program as long as their contact information is the university database.

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

UTulsa Security can distribute emergency notifications in University buildings via screens across campus.

Local Media

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

UTulsa Security on 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 UTulsa Security Department, in conjunction with the Emergency Operations Team, 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 UTulsa Security Director, Captains and on-duty Supervisors, compromise efforts to assist a victim, contain the emergency, respond to or otherwise mitigate the emergency.

The UTulsa Security Department will gather and analyze reported facts, when appropriate, to verify that a legitimate emergency or dangerous situation exists including alerting local police when necessary. Emergencies include, but are not limited to, severe weather, active shooters, and fires. Timely Warning Policy (includes Emergency Notifications).

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. More information can be found in the Timely Warning Policy.

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 Jeanne Clery Campus Safety Act (also known as the Clery Act). 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.

The Emergency Operations Team (EOT) is responsible for addressing imminent threats and hazards, supporting incident command or on-scene personnel during complex incidents, and staffing the University Emergency Operations Center (EOC) when activated. The EOT exchanges and consolidates information, supports institutional decision making, and coordinates resources. The EOT immediately communicates with the Crisis Management Team (CMT) about an emergency and recommended actions. When a determination has been made that a timely warning or emergency notification is appropriate, UTulsa Security will take action to ensure timely notification of the campus community including immediately contacting the 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 warnings 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 small 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 Vice President for Facilities, Campus Services, and Risk Management 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 Vice President for Facilities, Campus Services, and Risk Management and distributed in appropriate locations throughout the building by the Building Emergency Coordinator. A copy of the building emergency plan can be requested from Robin Ploeger at robin-ploeger@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 records the date and time that the exercise took place, a description of the exercise, and whether the exercise was announced, unannounced, or another usage of the system. TU will release emergency response and evacuation procedures to the Tulsa community that coincide with at least one test per calendar year. This is documented in TU's current notification system.

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. 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.

Emergency Action Plan

Specific information regarding the Emergency Action Plan and the Emergency Operations Team can be found on Policy Stat at this link, or by contacting the Vice President for Facilities, Campus Services, and Risk Management.

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

I. Policy Statement

The University of Tulsa ("university") is committed to maintaining an 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. The University of Tulsa does not discriminate on the basis of sex and prohibits such discrimination, including with respect to recruitment, admissions, employment, retention, and other aspects of the University's operations. In compliance with Title IX of the Education Amendments of 1972, and all other applicable federal and state laws and regulations, this Policy provides a prompt and equitable response to allegations of sex discrimination.

II. Application

This Policy applies to Prohibited Conduct, as defined herein, committed within the United States by or against Students, Employees, or Invitees whenever the conduct occurs:

1. On University property; or
2. 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 in which the University exercised substantial control over both the Respondent and the context in which the Prohibited Conduct occurred. It 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). This Policy can also apply to the effects of off-campus misconduct denies a person's access to the University's Education Programs or Activities.

For disciplinary action to be issued under this Policy, the Respondent must be a University Student or Employee at the time of the report of an alleged violation. If the Respondent is unknown or is not a member of the University community, the Title IX Coordinator will offer to assist the Complainant with available Supportive Measures and/or remedial actions.

III. Definitions

Advisor: A person chosen by a Party to accompany them to interviews and meetings related to the resolution process and to conduct questioning for the Party at a hearing, if any. An Advisor may also be a person appointed by the University at a Party's request to conduct questioning for the Party at a hearing

Appeal Officer: The person who accepts or rejects a submitted appeal request; determines whether an error occurred that substantially affected the investigation or original determination regarding responsibility for a violation of this Policy; and directs corrective action, if applicable

Complainant: An individual who is alleged to have been subjected to conduct that could constitute a violation of this Policy

Confidential Resource: An Employee or external resource who is not required to report potential Prohibited Conduct to the University.

Consent: Knowing, voluntary, and clear permission by word or action to engage in sexual activity. Consent can be withdrawn once given through word or actions. Silence or passivity alone is not valid consent. Sexual access gained through the use of physical violence, direct or implied threats, or unreasonable pressure renders such access non-consensual and/or negates any consent given. The existence of consent is based on the totality of the circumstances evaluated from the perspective of a reasonable person in the same or similar circumstances.

Day: A business day when the University is in normal operation, excluding weekends.

Education Program or Activity: Locations, events, or circumstances over which the University exercise substantial control over both the Respondent and the context in which the sexual harassment and/or retaliation occurs and also includes any building owned or controlled by a student organization that is officially recognized by the University.

Employee: All full-time, part-time, and temporary faculty members, adjuncts, administrative/professional personnel and hourly workers employed by the University. Student workers, whether paid hourly or through a stipend, are not "Employees" under this Policy.

Formal Complaint: A document filed by a Complainant alleging that a Respondent engaged in Prohibited Conduct and requesting that the University investigate the allegations in accordance with applicable procedures. A "document filed by a Complainant" means a document or electronic submission that contains the Complainant's physical or electronic signature or otherwise indicates that the Complainant is the person filing the Complaint. The Title IX Coordinator may also sign a Formal Complaint.

Formal Resolution Process: The administrative process for determining whether this Policy has been violated, including an investigation and live hearing.

Hearing Officer: The person appointed or retained by the University who hears evidence, determines relevance, and makes the final determination of whether this Policy has been violated and assigns sanctions, as applicable.

Incapacity: The physical, mental, and/or legal inability to make informed, rational judgments. An individual may lack capacity if they are disoriented, helpless, asleep, or unconscious for any reason, including due to alcohol or drug consumption.

Incapacitated individuals cannot give valid consent to sexual activity. Incapacitation is determined through consideration of all relevant indicators of an individual's state.

Invitees: Business invitees, vendors, visitors, and guests of any Student or Employee of the University.

Mandatory Reporter: An individual required to share knowledge of Prohibited Conduct with the Title IX Coordinator. All Employees, except Confidential Resources, are Mandatory Reporters. Students working as resident assistants and graduate teaching assistants are also Mandatory Reporters.

Party/Parties: The Complainant(s) and Respondent(s).

Relevant Evidence: Evidence that tends to prove or disprove an issue in a Formal Complaint.

Remedies: Typically, post-resolution actions directed to the Complainant and/or the University community as mechanisms to address safety, prevent recurrence of sexual harassment, and restore access to the University's Education Programs or Activities.

Respondent: An individual who is alleged to have engaged in conduct that could constitute violation of this Policy.

Student: Any individual who has accepted an offer of admission, or who is registered or enrolled for credit or non-credit bearing coursework, and who maintains an ongoing educational relationship with the University.

Title IX Coordinator: An official designated by the University to ensure compliance with Title IX and the University's Title IX program. References to the Title IX Coordinator throughout this Policy may also encompass a designee of the Coordinator for specific tasks. The Title IX Coordinator acts with independence and authority free from bias and conflicts of interest.

IV. Prohibited Conduct

Members of the University community are entitled to an employment and educational environment that is free of discrimination and harassment. The following describes the specific conduct prohibited under University Policy. All offense definitions include actual and/or attempted offenses.

A. Sex Discrimination

an intentional act of disparate treatment on the basis of sex;
a facially neutral act that has a disparate impact on members of one sex; and Sexual Harassment.

B. Sexual Harassment

Sexual Harassment includes conduct on the basis of sex or that is sexual in nature, which satisfies one or more of the following:

1. **Quid Pro Quo**: an Employee of the University,
conditions the provision of an aid, benefit, or service of the University,
on an individual's participation in unwelcome sexual conduct.

2. **Sexual Harassment** (Hostile Environment): unwelcome conduct, determined by a reasonable person, to be so severe, and pervasive, and objectively offensive, that it effectively denies a Complainant equal access to the University's Education Programs or Activities.

3. **Sexual Assault**: Penetration, no matter how slight, of the vagina or anus by of a person, with any body part or object, without the consent of the Complainant, including instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

Oral penetration of a sex organ of the Complainant, or by the Respondent's sex organ, without the consent of the Complainant, including instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

The intentional touching of the clothed or unclothed genitals, buttocks, groin, breasts, or other body parts of the Complainant by the Respondent, without the consent of the Complainant, for the purpose of sexual degradation, sexual gratification, or sexual humiliation OR the intentional touching by the Complainant of the Respondent's clothed or unclothed genitals, buttocks, groin, breasts, or other body parts, without the consent of the Complainant, for the purpose of sexual degradation, sexual gratification, or sexual humiliation.

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.

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.

4. Dating **Violence**: violence committed by a person who is in or has been in a social relationship of a romantic or intimate nature with the Complainant.

The existence of such a relationship shall be determined based on the Complainant'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. For the purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

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

6. Stalking: engaging in a Course of Conduct, directed at the Complainant, 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 Respondent 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 does not necessarily, require, medical or other professional treatment or counseling.

Prohibited Conduct definitions encompass actual and/or attempted offenses. Acts of sexual harassment may be committed by any person upon any other person, regardless of the sex, sexual orientation, and/or gender identity of those involved. This Policy is interpreted broadly to include online manifestations of Prohibited Conduct, when those behaviors occur in or have an effect on the University's Education Programs and Activities and/or when they involve the use of University networks, technology, or equipment.

This Policy is not meant to inhibit or prohibit educational content or discussions inside or outside of the classroom that include germane, but controversial or sensitive subject matter protected by academic freedom. When speech or conduct is protected by academic freedom and/or freedom of speech, it will not be considered a violation of University Policy.

This Policy and its procedures set forth the exclusive process for determining whether alleged conduct constitutes Prohibited Conduct. However, conduct not specifically prohibited by this Policy may nevertheless constitute a violation of other University policies or regulations. The University retains discretion to utilize other applicable policies and regulations in addressing such conduct.

V. Reporting Prohibited Conduct

Reports of sex discrimination, sexual harassment, and/or retaliation may be made using any of the following options:

Report to the Title IX Coordinator at any time in person, by mail, by telephone, or by any other means that results in the Title IX Coordinator receiving the verbal or written report.

Equal Opportunity Officer and Title IX Coordinator
TitleIX@utulsa.edu

Report online using the CaneCares reporting form. Anonymous reports are accepted but can limit the University's ability to respond to affected persons, including the ability to offer/provide Supportive Measures. Measures intended to protect the University community may be enacted.

Individuals are encouraged to utilize Confidential Resources when they are unsure about whether they want to report Prohibited Conduct to the University. Confidential Resources are not obligated to report potential instances of discrimination or harassment to the Title IX Coordinator. Confidential Resources include:

Counseling and Psychological Services (students): 918-631-2200
UTulsa Student Advocate: 918-631-3502
Employee Assistance Program (employees): 1-888-293-6948
Hurricane Health Center: 1-800-993-8244
On-Campus Clergy and Chaplains: 918-631-2546. For a list of Campus Ministries visit utulsa.edu/campus-ministries.

All Mandatory Reporters, as defined herein, are required to report knowledge or disclosures of sex discrimination to the Title IX Coordinator. Mandatory reports will prompt outreach to potential Complainants from the Title IX Coordinator regarding Supportive Measures and the option of filing of a Formal Complaint. 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.

Reports of sex discrimination as well as concerns about the University's application of this Policy may also be addressed to:

Office for Civil Rights (OCR)
U.S. Department of Education
400 Maryland Avenue, SW
Washington, D.C. 20202-1100
Customer Service Hotline #: (800) 421-3481
Facsimile: (202) 453-6012
TDD#: (877) 521-2172
Email: OCR@ed.gov
Web: http://www.ed.gov/ocr

VI. Time Limit on Reporting

There is no time limit on reporting potential 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 from the University 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.

VII. Amnesty

To encourage reporting of potential violations of this Policy, 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 when the disclosure is made in connection with a good faith report of Prohibited Conduct. At the discretion of the University, Employees may be offered amnesty from minor violations of other policies related to a reported incident.

VIII. Supportive Measures

The university will offer and implement appropriate and reasonable Supportive Measures to the Complainant upon notice of alleged sex discrimination, sex-based harassment,

and/or retaliation. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate and reasonably available. They are offered, without fee or charge, to restore or preserve access to the University's Education Programs or Activities, including measures designed to protect the safety of all Parties and/or the University's educational environment and/or to deter sex discrimination, sex-based harassment, and/or retaliation.

Supportive Measures may include, but are not limited to: referral to counseling and/or health care services; academic support, extensions of deadlines, or other course/program-related adjustments; class schedule modifications; implementing No Contact Orders; withdrawals or leaves of absence; altering campus housing assignments; altering work arrangements; safety planning; providing campus safety escorts; financial aid assistance; visa and immigration assistance; education to the institutional community or community subgroups; or any other actions deemed appropriate by the Title IX Coordinator.

The University will provide similar Supportive Measures to Respondents when reasonable and appropriate under the circumstances. The Title IX Coordinator has the discretion to determine the appropriateness of any measure.

Supportive Measures will be implemented in a manner that does not unreasonably burden the other Party. The University will maintain the confidentiality of the Supportive Measures, provided that confidentiality does not impair the university's ability to provide those measures.

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.

IX. Interim Removal and Leave

At any time after receiving a report of Prohibited Conduct, the University may remove a Respondent who is a Student from the University's Education Programs and Activities - partially or entirely - 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. The University will offer an opportunity for the Respondent to challenge the removal in accordance with applicable provisions of the Title IX Procedures.

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 the pendency of a resolution 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.

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

X. Formal Complaints

If the Complainant wishes to proceed with a resolution process, they must submit a Formal Complaint to the Title IX Coordinator. A Complainant must be participating in or attempting to participate in the University's Education Programs or Activities at the time of the filing of the Formal Complaint. Upon receipt of a Formal Complaint, the Title IX Coordinator will be responsible for making the following determinations:

Whether the alleged conduct occurred in the United States and occurred on University property or off University property in a University Education Program or Activity; and
Whether the facts set forth in the Formal Complaint, if substantiated, would constitute a violation of this Policy.
If any factor above is not met, the Title IX Coordinator will dismiss the Formal Complaint in accordance with the dismissal provisions of the Title IX Procedures referenced below. The Complainant will be offered support and, if appropriate, the Complaint may be referred to other University processes for assessment. If all the above factors are met, the Title IX Coordinator has the authority to initiate a resolution process pursuant to this Policy.

Reporting potential Prohibited Conduct carries no obligation to submit a Formal Complaint. However, there are circumstances in which the Title IX Coordinator may be required to sign a Formal Complaint even if a Complainant does not do so, such as when there is a compelling threat to the health and/or safety of the University community. If the Title IX Coordinator files a Formal Complaint, the privacy of the information will be maintained to the greatest extent possible. The Title IX Coordinator has ultimate discretion over whether the University proceeds with a Formal Complaint.

A Formal Complaint may contain allegations that do not meet the jurisdictional requirements of this Policy and/or are not specifically prohibited by this Policy but may implicate other University policies and regulations. The University retains discretion to utilize other applicable policies and regulations to address such conduct.

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 a Counter-Complaint, where the allegations of Prohibited Conduct arise out of the same facts or circumstances. When the investigation and resolution process involves 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.

XI. Applicable Procedures

The University has developed Title IX Procedures to address reports of Sexual Harassment and resolve Formal Complaints

under this Policy. The Title IX Procedures are located here. Disparate treatment and disparate impact sex discrimination complaints are addressed according to the procedures of the Non-Discrimination and Harassment Policy.

XII. Standard of Proof

The University uses the preponderance of the evidence standard of proof . This means that a determination will be made, based upon the available information at the time of the decision, whether it is more likely than not that the Respondent is in violation of the Policy as alleged.

XIII. Sanctions and Remedies

A Student or Employee determined to have committed an act of Prohibited Conduct in violation of this Policy is subject to disciplinary action. Sanctions imposed as a result of a finding of responsibility depends upon such factors as the nature and gravity of the misconduct and/or any record of prior discipline. The range of possible sanctions for a Student includes, but is not limited to reprimand, probation, education, community service, loss of privileges, suspension, or expulsion from the University. The range of possible sanctions for an Employee includes, but is not limited to coaching, written warning, probation, suspension without pay, and termination of employment. To the full extent permitted by federal ale, the Complainant has the right to know any disciplinary sanctions the University imposes on the Respondent, including that those sanctions were enforced by the University and complied with by the Respondent.

If the Respondent is found Responsible for Prohibited Conduct, the University will provide remedies to the Complainant, as appropriate, Remedies are reasonably designed to maintain the Complainant's equal access to Education Programs and Activities.

If a Student withdraws from the University after an investigation of Prohibited Conduct has begun but prior to a resolution, in appropriate circumstances as determined by the University, a notation may be made on the Student's transcript indicating that the Student withdrew with an investigation pending.

If an Employee voluntarily separates from the University after an investigation of Prohibited Conduct has begun but prior to a resolution, in appropriate circumstances as determined by the University, and entry may be made in the Employee's personnel file indicating that employment terminated with an investigation pending.

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.

XIV. False Allegations and Evidence

The University prohibits making deliberately false allegations. This does not include allegations that are made in good faith but are ultimately shown to be erroneous or do not result in a Policy violation determination. Additionally, knowingly providing false evidence, tampering with or destroying evidence, or deliberately misleading an official conducting an investigation, hearing, or informal resolution is also prohibited. Individuals found to have violated this provision can be subject to disciplinary action under applicable University processes.

XV. Non-Retaliation

The University and all members of the University community are prohibited from taking or attempting to take materially adverse action by intimidating, threatening, coercing, harassing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by law or policy, or because the 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 and procedures Disciplinary action under appropriate University processes will be taken with regard to any individual who engages in Retaliation as defined in this Policy or encourages others to retaliate.

XVI. Confidentiality and Privacy

Every effort is made by the University to preserve confidentiality of reports and Formal Complaints. The University will not share the identity of any individual who has made a report of sex discrimination; any Complainant; any individual alleged to have engaged in Prohibited Conduct; any Respondent; or any witness, except as permitted by the Family Educational Rights and Privacy Act (FERPA) or its implementing regulations; or as otherwise required by law.

The University will maintain the privacy of information to the extent possible while fulfilling its obligation to address Prohibited Conduct. In a formal resolution process, information will be shared as necessary with the Parties, Advisors, witnesses, investigators, and the Hearing Officer, but the number of people with whom information is shared will be kept as small as possible to preserve the Parties' rights and privacy.

XVII. Violations of State Law

Conduct that violates this Policy may also violate the laws of the local jurisdiction in which it occurred. An individual can choose to make a report to law enforcement at any time and doing so does not preclude the individual from pursuing a resolution process under this Policy. The University will assist an individual in making a report to law enforcement, if requested.

XVIII. Federal Reporting Obligations and Timely Warnings

The University has a legal duty to report certain crimes, including sexual assault, dating violence, domestic violence, and stalking for federal statistical purposes under the Jeanne Clery Campus Safety Act (Clery Act). All personally identifiable information is kept private, but statistical information must be shared with the campus safety officer regarding the type of incident and its general location for publication in the Annual Security Report and the daily campus crime report.

Under the Clery Act, the University must issue timely warnings for reported incidents that pose a serious or continuing threat of

harm to members of the campus community. The University will ensure that a Complainant's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the potential danger.

XIX. **Related Policies**
Title IX Procedures
Non-Discrimination and Harassment Policy

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 procedures apply to reports and Formal Complaints alleging violations of the Title IX Policy.

NOTIFICATION
Once the Title IX Coordinator receives a report of conduct that may implicate the Title IX Policy, the Title IX Coordinator will 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 written 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 [:] (i) the conduct alleged would not meet the definition of Prohibited Conduct even if proven, or (ii) the conduct alleged did not occur within [the] 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, as applicable, 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 University 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 University obtains the relevant party's voluntary, written consent.

If, in the course of an investigation, the University decides to investigate additional allegations 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 Investigator shall send to any party whose participation is invited or expected written notice of any investigative interviews or meetings with reasonable time for the party to prepare for such interview or meeting. At least ten (10) days prior to finalization of the written investigation report, the parties and their Advisors will be provided with a draft investigation report and any relevant or directly related evidence. The parties shall have ten (10) days to inspect, review, and respond to the draft investigation report and evidence presented. Each party shall receive a copy of any other party's

response. The parties' responses, if any, shall be considered prior to finalization of the written investigation report.

At the conclusion of the investigation, the Title IX Coordinator or investigator shall send, to the parties and their advisors a final investigation 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, but neither may submit a further written response.

INFORMAL RESOLUTION

With the consent of the University, parties may participate in an informal resolution process provided that a Formal Complaint was filed. Where a Student Complainant alleges that an Employee engaged in Prohibited Conduct against the Student, the Title IX Coordinator shall not allow either party to pursue informal resolution.

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 that agreed terms resulting from the informal resolution were enforced by the University and complied with by [the] Respondent.

Informal resolution shall be overseen by the Title IX Coordinator or designee. During the pendency of any informal resolution process, the investigation and hearing processes that would otherwise occur are stayed and all related deadlines are suspended, absent a contrary determination by the Title IX Coordinator.

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 hearing process.

Any agreement reached in informal resolution is subject to approval by the Title IX Coordinator. An agreement reached pursuant to informal resolution, is a final determination of the matter 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 hearing process resume.

LIVE HEARING

Unless a matter is resolved informally, the University shall resolve allegations in a Formal Complaint through a live hearing that provides an equal opportunity for the parties to present witnesses 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 University who shall be responsible for administering the hearing, objectively evaluating all relevant evidence presented at the hearing, and issuing sanctions and remedial measures, if any, 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 hearing phase, as during the investigation, the University shall presume that the Respondent is not responsible for any Prohibited Conduct alleged in the Formal Complaint unless and until the Hearing Officer makes a determination of responsibility based on a preponderance of the evidence.

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

The Hearing Officer shall permit each party's advisor to ask the other party and any witness the relevant 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. All questions and evidence about a Complainant's prior sexual behavior are irrelevant unless such questions and evidence 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.

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 consult with the Title IX Coordinator who will determine whether and to what extent ongoing support and 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 the conclusion 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.

Notice of the Hearing Officer's decision will be provided to the parties simultaneously.

REMEDIES AND SANCTIONS

If the Respondent is found responsible for Prohibited Conduct after the adjudicatory hearing, the University may 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 upon request.

There shall be one (1) Appeal Officer chosen by the University. Appeals shall be filed in writing to the Appeal Officer within five (5) days of receipt of the Hearing Officer's written determination or notice 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 Appeal 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

re-hearing of the matter. The Appeals Officer shall provide the non-appealing party written notice of the appeal, with a copy of the appeal request, and provide the non-appealing party five (5) days to submit a written response. The Appeal 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 Appeal Officer will review the parties' submissions, the hearing record, as necessary, and decide the appeal. The Appeal Officer shall provide to the parties a written notice that explains the outcome of the appeal and rationale. The decision of the Appeal 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, resolution, 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, resolution, and appeal process. The advisor may be, but is not required to be, an attorney.

Except for the questioning of the other party and 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 one, 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.

PRESERVATION OF PHYSICAL EVIDENCE

Both outside of the University's regular business hours and during and based on the nature of the incident, a sexual violence complainant may choose to telephone DVIS as soon as feasible. Their number is 918-7HELPME or 918-743-5763 and request the DVIS counselor to give specific instructions as to the actions to take. Additional information from Domestic Violence Intervention Services (DVIS) can be found at www.dvis.org. The complainant may also choose to seek immediate medical attention by going to the emergency room of a local hospital.

The following are recommended steps to take based on the nature of the sexual violence that occurred: don't bathe; women should not douche and should try not to urinate; don't drink anything, smoke, eat, or brush your teeth if oral contact took place; and if clothes are changed, place them in a paper bag as plastic destroys evidence.

Since it is important to check for internal or other injuries and sexually transmitted diseases in certain instances, complainants who decide not to go to an emergency room are advised to seek attention as promptly as possible from a private physician.

NON- DISCRIMINATION AND HARASSMENT POLICY

I. POLICY STATEMENT

As an institution of higher education, The University of Tulsa is firmly committed to providing equal opportunity for all our community members, irrespective of a person's background. The University strives to maintain a community in which all people respect the rights of other people to live, work, and learn in peace and dignity; to be proud of who and what they are; and to have equal opportunity to realize their full potential as individuals and members of society. As such, the University seeks to create an academic, residential, and working environment for students, faculty, staff, and visitors free from all forms of discrimination and harassment prohibited by law, hate crimes, and issues arising under the Rehabilitation Act and the American with Disabilities Act.

This Policy is consistent with the University's core values of academic freedom and free expression. To that end, the University adopts the University of Chicago's Statement on Academic Freedom, which is incorporated in full here:

From its very founding, the University of Chicago has dedicated itself to the preservation and celebration of the freedom of expression as an essential element of the University's culture. In 1902, in his address marking the University's decennial, President William Rainey Harper declared that "the principle of complete freedom of speech on all subjects has from the beginning been regarded as fundamental in the University of

Chicago" and that "this principle can neither now nor at any future time be called in question."

Thirty years later, a student organization invited William Z. Foster, the Communist Party's candidate for President, to lecture on campus. This triggered a storm of protest from critics both on and off campus. To those who condemned the University for allowing the event, President Robert M. Hutchins responded that "our students ... should have freedom to discuss any problem that presents itself." He insisted that the "cure" for ideas we oppose "lies through open discussion rather than through inhibition." On a later occasion, Hutchins added that "free inquiry is indispensable to the good life, that universities exist for the sake of such inquiry, [and] that without it they cease to be universities."

In 1968, at another time of great turmoil in universities, President Edward H. Levi, in his inaugural address, celebrated "those virtues which from the beginning and until now have characterized our institution." Central to the values of the University of Chicago, Levi explained, is a profound commitment to "freedom of inquiry." This freedom, he proclaimed, "is our inheritance."

More recently, President Hanna Holborn Gray observed that "education should not be intended to make people comfortable, it is meant to make them think. Universities should be expected to provide the conditions within which hard thought, and therefore strong disagreement, independent judgment, and the questioning of stubborn assumptions, can flourish in an environment of the greatest freedom." The words of Harper, Hutchins, Levi, and Gray capture both the spirit and the promise of the University of Chicago. Because the University is committed to free and open inquiry in all matters, it guarantees all members of the University community the broadest possible latitude to speak, write, listen, challenge, and learn. Except insofar as limitations on that freedom are necessary to the functioning of the University, the University of Chicago fully respects and supports the freedom of all members of the University community "to discuss any problem that presents itself."

Of course, the ideas of different members of the University community will often and quite naturally conflict. But it is not the proper role of the University to attempt to shield individuals from ideas and opinions they find unwelcome, disagreeable, or even deeply offensive. Although the University greatly values civility, and although all members of the University community share in the responsibility for maintaining a climate of mutual respect, concerns about civility and mutual respect can never be used as a justification for closing off discussion of ideas, however offensive or disagreeable those ideas may be to some members of our community.

The freedom to debate and discuss the merits of competing ideas does not, of course, mean that individuals may say whatever they wish, wherever they wish. The University may restrict expression that violates the law, that falsely defames a specific individual, that constitutes a genuine threat or harassment, that unjustifiably invades substantial privacy or confidentiality interests, or that is otherwise directly incompatible with the functioning of the University. In addition, the University may reasonably regulate the time, place, and manner of expression to ensure that it does not disrupt the ordinary activities of the University. But these are narrow exceptions to the general principle of freedom of expression, and it is vitally important that these exceptions never be used in a manner that is inconsistent with the University's commitment to a completely free and open discussion of ideas.

In a word, the University's fundamental commitment is to the principle that debate or deliberation may not be suppressed because the ideas put forth are thought by some or even by most members of the University community to be offensive, unwise, immoral, or wrong-headed. It is for the individual members of the University community, not for the University as an institution, to make those judgments for themselves, and to act on those judgments not by seeking to suppress speech, but by openly and vigorously contesting the ideas that they oppose. Indeed, fostering the ability of members of the University community to engage in such debate and deliberation in an effective and responsible manner is an essential part of the University's educational mission.

As a corollary to the University's commitment to protect and promote free expression, members of the University community must also act in conformity with the principle of free expression. Although members of the University community are free to criticize and contest the views expressed on campus, and to criticize and contest speakers who are invited to express their views on campus, they may not obstruct or otherwise interfere with the freedom of others to express views they reject or even loathe. To this end, the University has a solemn responsibility not only to promote a lively and fearless freedom of debate and deliberation, but also to protect that freedom when others attempt to restrict it.

As Robert M. Hutchins observed, without a vibrant commitment to free and open inquiry, a university ceases to be a university. The University of Chicago's long-standing commitment to this principle lies at the very core of our University's greatness. That is our inheritance, and it is our promise to the future.

This Policy is informed by, and should be interpreted in light of, the resolute commitment to uninhibited debate, expressive association, and academic freedom. Exposure to a wide array of ideas, viewpoints, opinions, and creative activity is an integral part of participating in higher education as students prepare for life in a global society. The rights of freedom of speech, expression, petition, religion, and public assembly are basic and essential to an individual's intellectual and social development.

The ideas and perspectives of different community members will frequently and quite naturally be in conflict. However, so long as expression does not violate University policies, it is not the University's role to attempt to shield individuals from ideas and opinions they find disagreeable or even offensive. While the University greatly values and expects civility in discourse, and although all community members are responsible for maintaining a campus climate of mutual respect, concerns about civility and mutual respect cannot be used as a means for

suppressing the discussion of ideas, however disagreeable or offensive those ideas may be to some community members.

II. APPLICATION

This Policy applies to all members of The University of Tulsa community including students, faculty, staff, alumni, volunteers, vendors, contractors, visitors, third parties, and individuals regularly or temporarily employed, conducting business, studying, living, visiting, or having any official capacity with the University or on its property. This means that all such individuals are protected from Discrimination, Harassment, or sexual misconduct and other Prohibited Conduct within the scope of this Policy. This also means that all such individuals may be found responsible and subject to disciplinary sanctions in relation to engaging in any Prohibited Conduct.

The University strongly encourages reporting of Prohibited Conduct regardless of who engaged in the conduct. Even if the University does not have jurisdiction over the Respondent, the University will take prompt action to provide for the safety and well-being of the reporting individual and the broader campus community.

This Policy covers prohibited conduct that occurs on the basis of sex that does not fall within the definitional or jurisdictional requirements of the federal regulations essential to the University of Tulsa's Title IX Policy.

III. DEFINITIONS

Acts of Bias means conduct that is in violation of a University policy, rule, or regulation and that is motivated by discriminatory bias against, or hatred toward, other individuals or groups based on that individual's or groups' protected status.

Appeal Officer means the designated individual who accepts or rejects a submitted appeal request; determines whether and error occurred that substantially affected the investigation or original determination regarding responsibility for a violation of this Policy; and directs corrective action, if applicable.

Days means business days when the University is in normal operation, excluding weekends.

Discrimination is conduct of any nature that unreasonably denies an individual the opportunity to participate in, or benefit from, a University program or activity or that 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 refers to the adverse treatment of a person or persons based on Protected Status. Adverse treatment means actions which have a substantial, unreasonable, and materially negative impact on a student's participation in educational programs, activities, opportunities, or benefits. Minor or trivial actions or conduct, although frustrating or offensive, do not constitute adverse treatment.

Gender-based Harassment 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, pervasive or persistent, and objectively offensive that it unreasonably interferes with or unreasonably limits a person's ability to participate in, or benefit from, the University's education programs or activities.

Harassment is conduct that is sufficiently severe, pervasive or persistent, and objectively offensive 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 refers to unwelcome verbal, physical, or visual conduct, based upon a person or persons' Protected Status, which is sufficiently severe, pervasive or persistent, and pervasive that it: 1) unreasonably interferes with an individual's participation in educational programs, activities, opportunities, or benefits; or 2) creates a hostile or abusive educational environment. A person can commit Harassment without intending to create these outcomes.

In evaluating the severity, pervasiveness, and persistence of the conduct, the University considers whether the target(s) of the conduct, as well as an objectively reasonable person considering the conduct from the perspective of the target(s), would find the conduct to be severe, and pervasive or persistent. In some instances, a single act may be sufficiently severe as to be prohibited by this Policy.

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

Respondent means an individual who is alleged to have engaged in conduct that could constitute violation of this Policy.

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 unwelcome conduct of a sexual nature, including unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, graphic, or physical conduct, 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, pervasive, and objectively offensive that it interferes with or limits a person's ability to participate in or benefit from the University's education 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.

IV. POLICY

A. PROHIBITED CONDUCT

This Policy prohibits Acts of Bias, Discrimination, Harassment (including Gender-based and Sex-based Harassment), and Retaliation (collectively, "Prohibited Conduct").

B. 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:

Equal Opportunity Officer/Title IX Officer
TitleIX@utulsa.edu

Reports to the Equal Opportunity Officer may also be made through the CaneCares online reporting platform.

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

Any person who wishes to make a complaint of Discrimination and/or harassment that also constitutes a crime—including hate crimes, assault, or property offenses—is encouraged to make a complaint with the UTulsa 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 UTulsa Security (918-631-5555). A victim may decline to notify such authorities.

2. Content of the Complaint

In order for the University to have 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 Equal Opportunity 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.

C. 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.

D. 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.

E. 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 law.

V. PROCEDURES FOR INVESTIGATING AND RESOLVING COMPLAINTS

A. 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.

B. 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 Respondent will also 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.

C. INTERIM MEASURES

At any time during the investigation, the University may determine that interim remedies or protections for the involved parties or witnesses are appropriate. These interim remedies may include separating the parties, placing limitations on contact between the parties, suspension, or living, academic, or workplace adjustments. 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 University Policy.

D. FINDINGS OF THE INVESTIGATION

Upon completion of the investigation, the University will inform the Complainant and the Respondent (as applicable) 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 reoccurrence 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 should report this reoccurrence immediately.

E. APPEALS

The University offers 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;
There is newly discovered evidence that was not reasonably available at the time the determination was made 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 Equal Opportunity Officer or their designee within five (5) days of the date the appealing party was notified of the outcome of the investigation. The Equal Opportunity 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 Equal Opportunity Officer or 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 designee.

The Appeal Officer for matters with faculty and postdoctoral scholar/fellow Respondents is the Vice Provost for Academic Initiatives & Faculty Affairs or designee.

The Appeal Officer for matters with student Respondents is the Dean of Students or designee.

The Appeal Officer for all other Respondents is the Vice President of Facilities, Campus Services, & Risk Management or designee.

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 Equal Opportunity Officer regarding matters of procedure, as appropriate.

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

F. 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 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 expulsion. Discipline shall be imposed by the Dean of Students (or designee) pursuant to the Student Code of Conduct.

VI. RELATED POLICIES

Disclosure of Wrongful Conduct and Protection from Retaliation 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 UTulsa 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 UTulsa 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 UTulsa Security Department, 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. See the Drug & Alcohol Abuse Prevention Program contained within the Student Handbook.

Crime Prevention Help

A UTulsa 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 UTulsa Application

Safe UTulsa is a smart phone app that any student or staff member can download and use for free. This App will connect you directly to UTulsa Security should you need our assistance or emergency support while you are on campus. Safe UTulsa 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 Safe UTulsa areas, the app provides you with immediate access to UTulsa Security. To learn more about the Safe UTulsa App please visit: https://utulsa.edu/about/offices/utulsa-security/notifications-and-resources/safe-utulsa-app/

Emergency Phones

Emergency phones (Blue Towers) are located around all major buildings around campus and in elevators.

Safety Escort Service

UTulsa 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

UTulsa 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 UTulsa Security at least seven (7) business days in advance of their event.

Special Event Security Form:

https://utulsa.edu/about/offices/utulsa-security/notifications-and-resources/#special-event-security

Monitoring Off-Campus Crime

The UTulsa Security Department 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. UTulsa 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 UTulsa Security Department 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.

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.

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 UTulsa 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 UTulsa 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

<u>On Campus</u>

- Whether alone or in a group, remain alert and aware of your surroundings while walking at night. If needed, contact the UTulsa Security Department 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.

<u>At Home</u>

- 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.

<u>In Social Situations</u>

- 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.

<u>Social Networking Sites</u>

- 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.

<u>Avoiding Identity Theft</u>

- 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 UTulsa 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, UTulsa 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.

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 has access to multiple ADA trainings year-round.

Mandatory Online Sexual Assault Training

All students participate in an online mandatory 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.

Campus Security Authority Training

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

Online Training specific to Title IX and VAWA

Bystander Intervention – Every Choice & Refresher
Clarifying Consent
Intimate Partner Violence (VAWA)
Sexual Harassment and Stalking (Refresher)
Sexual Harassment: Staff-to-Staff
Sexual Violence Prevention Essentials for:
Undergraduates, Athletes, Campus Organizations, Sororities, Graduate Students, Non-Traditional Students
Verbal Defense and Relationships

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.
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 UTulsa Security Department 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.

SEX OFFENDER REGISTRATION

Students or employees who are required to register as sex offenders or violent offenders must promptly register in person with The UTulsa Security Department 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 UTulsa Security at 918-631-5555. Individuals can search

for registered sex offenders at: https://sors.doc.ok.gov/ords/svorp/sors/r/sors/disclaimer

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 Campus Services, in partnership with the Department of UTulsa Security, and the Office of the Dean of Students to actively investigate any report of a missing resident 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 via the Annual Security Report.

Each student, upon enrollment, is instructed to identify the name and contact number of the individual(s) to be contacted in case of an emergency, including in the event of the resident being reported missing for a period of no more than 24 hours. This information is stored confidentially in Colleague. For any student under the age of 18, and not an emancipated individual, the institution is required to notify a custodial parent or guardian immediately when the time the student is determined to be missing by the Department of UTulsa Security and university staff.

If a member of the TU community has reason to believe that a resident 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, calling cell phone numbers, checking the student's room/apartment, class schedule and attendance, contacting the roommate, RA, professors, or others who may know the student, reviewing ID card access, reviewing social media presence, meal plan utilization, and locating the student's vehicle.

If upon investigation by UTulsa Security officers and Housing and Residence Life staff the resident student is determined missing for no more than 24 hours, the Dean of Students will contact the student's designated emergency contact or custodial parent or legal guardian. The Department of UTulsa Security will continue to investigate in collaboration with the Dean of Students, staff from Student Affairs, and Campus Services. TU Security will also coordinate its efforts with outside law enforcement agencies in full compliance with legal obligations and good faith practice.

Reporting a Missing Student

To report a suspected missing resident student, immediately contact Department of UTulsa Security through the Safe UTulsa app or at 918-631-5555. If TU cannot contact the student or verify that they are using campus services, the student will be classified as missing and the institution will immediately take action on the following:

- Upon receipt of an official missing person's report to TU Security, an investigation will be conducted and if it is determined the resident student has been missing for no more than 24 hours, Dean of Students will make contact with the designated confidential emergency contact person. If he or she is under 18 years of age, TU Security will immediately coordinate contact with the student's custodial parent or legal guardian via the Dean of Students. TU Security will also coordinate its efforts with outside law enforcement agencies in full compliance with legal obligations and good faith practice.

DRUG FREE SCHOOLS AND COMMUNITIES ACT POLICY

The University of Tulsa, through compliance with the requirements of the Drug-Free Schools and Communities Act of 1990, forbids the use of illegal drugs and controlled substances. This policy covers all full-time, part-time, regular, or temporary students and employees. The policy governs use and possession of alcoholic beverages of any kind and all controlled substances and illegal drugs. Student involvement in such activities is considered gross misconduct and, therefore, is subject to disciplinary action up to and including immediate dismissal.

This policy was adopted by The University of Tulsa on September 5, 1990, and stands in addition to all other existing drug policies, including those for athletes and employees.

GENERAL POLICY

At a time when our society faces enormous substance abuse problems, our purpose in developing this policy is to provide a drug-free environment for all University of Tulsa students, faculty, and staff. This policy covers all full-time, part-time, regular, or temporary students and employees, and represents The University of Tulsa's efforts to achieve compliance as a federal contractor with the Drug-Free Schools and Communities Act of 1990. The following substances are covered by this policy:

- Alcoholic beverages of any kind.
- Controlled substances and illegal drugs, which include all forms of narcotics, hallucinogens, depressants, stimulants, and other drugs, the use, possession, or transfer of which is restricted or prohibited by law.

ACTIVITIES PROHIBITED BY THE UNIVERSITY OF TULSA

The University of Tulsa prohibits employees and students from taking part in the following activities while on University premises or on University business. Employee or student involvement in such activities is considered gross misconduct and is therefore subject to disciplinary action up to and including immediate dismissal. Prohibited activities are as follows:

- Possession and/or distribution of marijuana.
- Possession and/or distribution of other drugs.

- Possession and consumption of alcoholic beverages by anyone under 21 years of age.

- The consumption of alcoholic beverages on campus except as authorized by University policy.

LEGAL SANCTIONS

Federal and state laws impose grave penalties on those who illegally possess, use, or distribute drugs or alcohol. The major penalties may be summarized as follows:

Nature of Offense	Minimum Penalty	Maximum Penalty
Possession of marijuana	$1,000 or 15 days to 1 year	10 years
Possession of other drugs	$1,000 or 15 days to 1 year	20 years
Distribution of marijuana	$25,000 and 4 years-life	$4,000 and life without parole
Distribution of other drugs	$25,000 for 28 gm cocaine, 5 gm cocaine base, 10 gm heroin; add 10 years minimum for amphetamines, $50,000 - $100,000 for 1 gm LSD, $20,000 - $50,000 for PCP	$8,000,000 and mandatory life without parole
Possession of liquor containing over 3.2% alcohol by anyone under 21 years of age	$0 - $100 or 0 to 30 days	100 and 30 days
Possession of liquor containing less than 3.2% alcohol by anyone under 21 years of age	$0 - $100 or 20 hours of community service	100 and 30 days
Furnishing anyone under 21 years of age with liquor containing over 3.2% alcohol	$2,500 or 0 to 5 years	$5,000 and 5 years

Penalties may escalate sharply between the minimums and maximums described, depending on the quantities of drugs involved and whether the individual has had a previous conviction. Minimum penalties vary, depending on the court in which a case is tried. Those listed above are the lesser of the state or federal penalties; thus, a higher minimum penalty may be levied depending on whether the case falls under the jurisdiction of a federal or a state court. Congress or the Oklahoma Legislature may change the penalties described herein after the date of this policy. In addition to the criminal penalties described above, a member of the University community may become liable for personal injuries or property damage that occur because he/she illegally sells or, in some instances, furnishes illegal drugs or alcohol to someone else. This liability may include liability for injuries or death to the person to whom the drugs or alcohol are given or sold, and may include liability to third persons who are injured or suffer property damage because of the actions of the person to whom the drugs or alcohol have been given or sold.

HEALTH RISKS

It is important to understand the very serious risks incurred through the use of drugs or the abuse of alcohol. These risks include addiction to or dependency upon the substance; memory loss; liver and kidney failure; malignancies of the liver and kidneys; personal injuries while under the influence, infectious diseases including AIDS (if needles or other drug delivery devices are shared); injuries to the immune system; heart damage; changes in weight; loss of ability to concentrate or reason; personality changes; insanity; temporary loss of or heightened sensations; hallucinations; delusions; depression; inability to sleep or to remain awake; loss of judgment; and death. The use of drugs or alcohol before or during pregnancy or nursing can lead to severe birth defects or death to the children involved.

AVAILABLE COUNSELING AND REHABILITATION

Various treatment options, both on and off campus, are available to members of the University community who have problems with drugs or alcohol. These options include the following:

Employees and Students — The University's Counseling Center, located in the Hurricane Health Center, provides free counseling and referral services to students on a confidential basis. Any student who has a drug or alcohol problem may seek help through this facility.

Employees — The University's health plans reimburse employees for part or all of drug and alcohol counseling and treatment, off campus, under the conditions of each plan. Employees should review their summary plan descriptions to determine the specific treatments that are available and the conditions for reimbursement.

Self-Referrals — Many local agencies permit self-referrals for treatment of substance abuse. A list of these providers is available on a confidential basis through the Counseling Center or Personnel Services. Some community services are provided free or at very little cost. If an employee uses this approach to treatment, they should ask their immediate supervisor for a medical leave of absence. In most cases, the request for such a leave will be granted, and the employee may return to their job upon completion of the treatment plan. For acute situations,

hospitals with emergency rooms near the University campus include:

Hillcrest Medical Center, 1120 S. Utica
St. John's Medical Center, 1923 S. Utica, and
OSU Regional Medical Center, 744 W. 9th St.

SANCTIONS ON STUDENT EMPLOYEES
Violations of this **policy** by students will be treated under the provisions of the University's conduct process and may lead to dismissal from the University. Violations of this **policy** by employees will be handled as described in The University of Tulsa's Controlled Dangerous Substances Policy with respect to drugs and under similar procedures with respect to alcohol violations. Various forms of discipline may be imposed, including suspension, required treatment programs, and termination of employment.

DESIGNATION OF COORDINATING COMMITTEE
The Drug Free Schools and Communities Act Committee, chaired by the Compliance Officer for Campus Safety, shall coordinate and implement this **policy**. The University will review this **policy** and program biennially to determine its effectiveness, to make needed changes, and to review the consistency of the **policy**'s enforcement and the imposition of required sanctions. University employees or students are asked to cooperate with the committee.

AVAILABILITY OF THIS POLICY
This policy shall be distributed annually to each student and employee and shall be available for inspection by any student or employee and by any representative of the Secretary of Education.

EDUCATIONAL AND AWARENESS PROGRAMS
The Office of Compliance, in partnership with the Office of the Dean of Students, Student Affairs, Human Resources and UTulsa Security create and distribute educational programs and materials with respect to drug and alcohol abuse that are consistent with University policies, budgets, and procedures. Orientation programming regarding the university policies on alcohol and drugs, awareness, and safety around the legal consumption of alcohol are assigned to students. Additional programs are available online for students and employees who wish to further their education regarding the effects of alcohol and drugs and specific, tailored programming is available to all students and employees upon request.
Interpretation

This **policy** shall be interpreted consistently with the Drug-Free Schools and Communities Act Amendments of 1989. The University of Tulsa is an educational community dedicated to maintaining a healthy and safe environment that reflects high standards of academic excellence and responsible social behavior. This document outlines The University of Tulsa's student policy on those substances identified as illegal by the laws of the United States and/or the State of Oklahoma, as well as the responsible use of alcohol in moderation by persons of legal drinking age in accordance with the law and these regulations.

In summary, *the law states that the legal minimum age for the consumption of alcoholic beverages is 21.* Thus, it is a violation of the law and this policy for anyone under the age of 21 to possess or consume alcohol. It is also a violation of the law and this policy for anyone of any age to provide alcohol to someone under the age of 21. Moreover, the use or possession of any other substance declared illegal by the laws of the United States and/or the State of Oklahoma by anyone of any age is a violation of the law and this policy.

Access the Social Host Policy for Students.

Alcohol and Other Drugs (Basic and Refresher) course designed to educate students on the risks of the abuse of alcohol and other drugs, and to teach successful strategies for handling dangerous situations related to these substances. The course features four modules: Your GPA, Your Brain, Your Peers and Your Life. Each section provides extensive, research-backed evidence of the detrimental effects alcohol and other drugs can have, and how social skills and interactions can help reduce harm associated with these substances. (Featuring Not Anymore content)

First Aid – Alcohol and Drug Overdose in this course, you'll learn some common types of drugs that can be overdosed on, symptoms of alcohol and drug overdoses, best practices for interacting with someone who's overdosed on alcohol or drugs, and first aid to help the person who's overdosed.

Alcohol and Other Drugs – Sanctions course designed for students in need of additional training on these topics. This course helps students better understand why they struggle with alcohol and/or other drugs, and suggests avoidance strategies and other tactics that fit their personalities. Students will also better understand the negative effects these substances can have on academic performance, physical and mental health, as well as their social lives now and after college. (Featuring Not Anymore content)

Prescription Misuse – Opioids, Stimulants & Depressants is a reality-driven course designed to help address student abuse of prescription drugs, including stimulants ("study drugs" such as Adderall, Ritalin, and Vyvanse), depressants (such as Xanax, Ambien, and Valium) and opioids. Featuring personal insights from numerous former users and abusers of these drugs, the dangerous reality of abuse is presented, along with key advice for avoiding or dealing with addiction to and/or abuse of these substances. (Featuring Not Anymore content)

WEAPONS, AMMUNITION, FIREWORKS, AND EXPLOSIVES POLICY

Purpose and Scope
Students, faculty, and staff at the University of Tulsa (TU) can best learn, work, and live in an environment free from dangers and constraints, both physical and psychological, which can arise from unauthorized weapons, firearms, ammunition, fireworks, explosives, and dangerous chemicals on the campus. Similar

items used for decorative purposes or rendered inoperable are included in this policy.

Definitions

Campus: real property, buildings, other structures, or improvements owned or controlled by the University of Tulsa.

Firearm: any device capable of discharging a projectile by gunpowder, gas, or other means of propulsion. By way of example and without limitation, firearms shall include shotguns, rifles, handguns, pellet guns, BB guns, flare guns, Airsoft-type guns, and other similar devices, loaded or unloaded.

Weapon: any object with the potential to inflict injury or harm if used in a threatening, aggressive, or careless manner. By way of example and without limitation, weapons shall include firearms, archery equipment, slingshots, martial arts devices, clubs, blackjacks, loaded canes, batons, hand chains, metal knuckles, swords, cane swords, bayonets, daggers, bowie knives, dirk knives, switchblade knives, and any other knives having a blade which opens automatically by hand pressure applied to a spring, button, or other device in the handle of the knife. Weapons do not include devices used solely for defensive purposes such as tasers, pepper spray, mace, electronic control devices, small pocket or kitchen knives, and other similar devices.

Fireworks: any combustible or explosive composition, or any substance or combination of substances, or article, prepared for the purpose of producing a visible or an audible effect by combustion, explosion, or detonation. By way of example and without limitation, fireworks shall include firecrackers, torpedoes, skyrockets, roman candles, and other similar devices, whether commercially produced or homemade.

Ammunition: any device containing gunpowder, or any other substance designed to propel a projectile, intended for use in a firearm.

Explosives and dangerous chemicals: any substance whose chemical properties make them inherently dangerous. By way of example and without limitation, explosives and dangerous chemicals shall include dynamite, blasting caps, plastic explosives, detonation cord, gunpowder, flammable liquids and solvents such as gasoline, kerosene, and propane, and any other combination of compounds/chemicals designed to produce an explosive effect. Nothing contained in this policy shall be deemed to prohibit the use of chemicals in the normal conduct of classes, facilities maintenance functions, or operation of equipment or motor vehicles.

Certified police or peace officer: persons employed by municipal, county, tribal, state, or national agencies who comply with the statutory requirements for certification as a police or peace officer.

Policy

Except as expressly provided in this policy, no person is allowed to possess, display, or use firearms, weapons, ammunition, fireworks, explosives or dangerous chemicals on campus at any time.

To the extent required by Oklahoma law, a lawfully possessed and stored handgun 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.

Procedures and Exceptions

1. Police and peace officers, as well as armed security officers employed by TU and those who have been called by TU to assist or perform law enforcement duties on campus may possess or use firearms, ammunition, or weapons in a manner consistent with professional standards which prevail in the State of Oklahoma.

2. Police and peace officers, who, in their official on-duty capacities and in the performance of their duties find it necessary to come on campus, may possess firearms. Off-duty police and peace officers are not permitted to possess firearms on campus, subject to this policy.

3. Police and peace officers who have been invited to demonstrate or lecture to a class may carry a firearm, ammunition, or weapon on campus. TU employees responsible for extending these invitations should advise the Department of UTulsa Safety and Security concerning these visits.

4. With the exception of Tulsa Security Officers, police and peace officers who are students shall not be permitted to possess or display firearms, ammunition, or weapons in class or on university property.

5. Certain classes and activities, both on campus and off, involve the use of dangerous chemicals. Authorization and conditions for these classes and activities and other appropriate exceptions are approved via the respective academic advisors and faculty in conjunction with the Associate VP of Environmental Health and Safety.

6. The use of fireworks on campus by unauthorized parties is prohibited.

7. Except as specified above, all exemptions to this policy must be approved by the University President.

8. 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.

9. Individuals may possess or store a firearm on any property set aside for the use of parking of a vehicle, whether attended or unattended, provided the firearm is carried or stored as required by law and the firearm is not removed from the vehicle.

HAZING POLICY

Policy Statement
The University of Tulsa is committed to promoting an environment in which all members of our community may participate in experiences and activities without compromising their health, safety, and/or rights. In furtherance of this commitment, and in accordance with state law and the federal Stop Campus Hazing Act, the University strictly prohibits all hazing activity by any group.

Application
This Policy applies to University students, student organizations, student groups, and employees. This policy applies to both on and off campus activities.

Definitions
Hazing: Any act, whether voluntary or not, committed in connection with initiation, admission, affiliation, or continued membership in a student organization that intentionally or recklessly causes or contributes to a substantial risk of physical injury, mental harm, emotional distress, or personal degradation, regardless of intent or consent.

Member: Any student in the process of joining a student organization, or any active or inactive participant in any student organization.

Student Organization: An organization at the university, where two or more members are enrolled students, whether or not the organization is established or recognized by the university.

Prohibited Actions and Activities
Participation in hazing is prohibited and consent to being hazed is not an acceptable defense. Actions and activities explicitly prohibited by The University of Tulsa include but are not limited to the following:

- *Alcohol & food*: Forcing, requiring or endorsing members to drink alcohol or any other substance and/or providing such alcohol or other substance; the unauthorized or illegal use of alcohol in any form or quantity during a new member activity; dropping anything edible or non-edible into the mouth; requiring the consumption of undesirable substances (e.g. spoiled food, unusual food combinations, and noxious fluids);
- *Creation of excessive fatigue*: Requiring member-related activities between the hours of midnight and 8 a.m. or awaking members during these hours; permitting less than eight continuous hours of sleep for members each night; conducting activities which do not allow adequate time for study during pre-initiation or initiation periods;
- *Deception/power dynamics*: Expecting member participation in an activity that not all initiated members will participate in that is outside of the nationally approved Ritual and/or new-member education program;
- *Humiliation*: Carrying items that are designed to punish or embarrass the member; publicly wearing apparel which is conspicuous and not "normally" in good taste; calling members demeaning and/or derogatory names; requiring members to engage in public stunts of behavior that is degrading and/or humiliating; running personal errands (servitude);
- *Line-ups*: Requiring members to line up in an environment that could reasonably be considered intimidating or causes personal indignity by reducing someone's status and agency - including but not limited to berating, group interrogations, or requiring individuals to "march" in formation;
- *Mental harm*: Playing extremely loud music, music repeated over extended periods of time, or any other audible harassment; yelling and screaming at members; not permitting members to talk for extended periods of time; requiring or encouraging members to talk for extended periods of time; forced or coerced social isolation, use or limitation of social media, or restriction of communication devices;
- *Nudity:* Requiring forced nudity or partial nudity of members;
- *Physical harm*: Branding, paddle swats, pushing, shoving, tackling, or any other physical abuse; members purposely disorganizing the chapter house or a room for the members to clean; requiring members to disorganize the chapter house and/or other personal or private property; forced calisthenics, such as sit-ups, push-ups and runs; throwing anything (whipped cream, garbage, water, paint, etc.) at an individual; placing one in fear of bodily harm;
- *Violation of policy/law*: Forcing, requiring or endorsing individuals to violate any University or national/international fraternity and sorority policy or any local, state, or federal law;
- *Transportation & quests*: Engaging in unauthorized activity which involves compelling an individual or group to remain at a certain place or transporting anyone anywhere (road trips, kidnaps, etc.); conducting unauthorized quests, string hunts, treasure hunts, scavenger hunts, paddle hunts;
- *Vandalism/Theft*: Theft of property under any circumstances; assigning or endorsing "pranks" such as stealing or harassing other organizations; defacement or vandalism of trees, grounds, buildings, or other university, city, or private property.

Reporting
Students are strongly encouraged to report any actual or potential hazing to the university. All university employees are expected to report actual or potential hazing activities.
If you experience or witness hazing, or suspect it has occurred, please immediately submit a Cane Cares report, or contact any of the following resources.

If you are a victim of hazing or suspect others may be victims of hazing, please immediately contact any of the following resources for assistance:

- Campus Security: 918-631-5555
- Dean of Students Office: 918-631-2326
- Campus Housing: 918-631-2516
- Tulsa Police Department (non-emergency line): 918-596-9222
- Emergency (off campus): 911

Victims of hazing may also seek confidential support from the following:

- Counseling and Psychological Services
- TimelyCare
- TU Advocate: 918-631-3502

Behavior that violates this policy may also violate state or federal law. An individual can choose to report hazing to external law enforcement at any time and doing so does not preclude the individual from making a report to the University.

Adjudication

Hazing in any form is strictly prohibited for students, university employees, student organizations, and student organization affiliates. All reports of hazing or suspected hazing will be investigated according to the Student Code of Conduct or other applicable university disciplinary process. Violation of this policy will result in disciplinary action for the responsible individuals or groups as well as exposure to the penalties as provided under the law.

A. Students

Members will be sanctioned per the Student Code of Conduct and the Dean of Students.

B. Student Organizations

All student organizations will be sanctioned by the University through the Office of the Dean of Students.

C. Employees

Employees are subject to the disciplinary provisions of the Employee Handbook or *Statement on Academic Freedom, Responsibility, and Tenure* (the "Blue Book"), as applicable.

Hazing Prevention

A fundamental component of effective anti-hazing efforts is research-informed training for the entire university community. Students will receive training through an online course to gain an understanding of recognizing, avoiding, and responding to hazing. Employees will also receive training on hazing prevention.

A. Training

Online training modules are accessible at any time through Vector Solutions and offer a comprehensive curriculum focused on hazing awareness and prevention. Available courses include Hazing Awareness and Prevention for Athletes, Hazing Awareness and Prevention for Students, as well as related topics such as bystander intervention, alcohol and other drug education, mental well-being for student organizations, and digital wellness. These modules include interactive assessments to reinforce learning and support a safer, healthier campus community.

Applicable Laws

Oklahoma Hazing Law [Okla. Stat. tit. 21, § 1190]
Stop Campus Hazing Act [Pub. L. No. 118-173 (2024)]

CRIME AND FIRE LOG INFORMATION

DEFINITIONS OF REPORTABLE CRIMES & DISCLOSURE OF CRIME STATISTICS

The Jeanne Clery Campus Safety 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 UTulsa Security website at: https://utulsa.edu/about/offices/utulsa-security/.
Upon request, a paper copy of this report can be made available by contacting the UTulsa Security Department 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 UTulsa Security to publish a Daily Crime and Fire Log that reports all crimes and fires reported to UTulsa Security that occurred on all University owned or controlled properties. The crime and fire log includes all Clery Act crimes, non-Clery Act crimes, and fires reported to UTulsa 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 UTulsa 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 (excluding holidays or campus closures) or viewed online at: https://incidents.utulsa.edu/daily-crime-log/

Definitions of Reported Crimes

The following definitions are crimes that Federal Law requires institutions to report:
Arson: 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 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: The 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** - 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** (**also referred to as "Criminal Sexual Contact"**) - 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** - Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law (determined by state law).

d) **Statutory Rape** - 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.

a) **Course of Conduct** – Two or more acts, including but not limited to, acts in 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.

b) **Reasonable Person** – A reasonable person under similar circumstances and with similar identities as the victim.

c) **Substantial Emotional Distress** – Significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Arrests and Referrals for Disciplinary Action: Institutions must report arrests and referrals for disciplinary action for liquor law violations, drug abuse violations, and weapons law violations.

a) **Arrests** – Persons processed by arrest, citation, or summons

b) **Referred for Disciplinary Action** – The referral of any person to any campus official who initiates a disciplinary action of which a record is kept and which may result in the imposition of aa sanction.

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.

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. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); cannabis; synthetic narcotics – manufactured narcotics which can cause true addiction (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

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 (Rape, Fondling, Incest, Statutory Rape); 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.

Hazing: Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

a) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and

b) causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including:

1) whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;

2) causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;

3) causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
4) causing, coercing, or otherwise inducing another person to perform sexual acts;
5) any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
6) any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
7) any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

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 [above in] 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, with an organized program of study (such as courses 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

On Campus Resources

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

Office of the Provost
Collins Hall, Room 2125, 918-631-2854,
https://utulsa.edu/about/leadership/provost/

Dean of Students
Hardesty Hall Holmes Student Center, 2nd Floor, 918-631-2067,
dean-of-students@utulsa.edu
Click here to access the Student Code of Conduct

Survivor Advocate
Hardesty Hall Holmes Student Center, 2nd Floor, 918-631-3502,
TUAdvocate@utulsa.edu

Counseling and Psychological Services
Hurricane Health, 918- 631-2200, caps@utulsa.edu
- 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

Director of Resilience and Belonging
918-631-2222,
https://utulsa.edu/about/offices/belonging/
- Cultural and educational programing, 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, 918 631-2067, 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 https://utulsa.edu/student-life/student-resources/canecares/ to fill out a CaneCares report.

Campus Services: Housing and Residence Life
Allen Chapman Student Union, 918 631-2516
Campus Living - The University of Tulsa (utulsa.edu)

Campus Access
https://accessibility.utulsa.edu/
To request services: https://sierra.accessiblelearning.com/utulsa/

ADA Campus Map:
https://utulsa.edu/wp-content/uploads/2024/01/24016_ADA_CampusMap_4jan.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 – 512-480-3216
titleix@utulsa.edu Link to Title IX Homepage

Deputy TIX Coordinator and ADA Officer
Tawny Rigsby, Hardesty Hall, 918-631-2334

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

CRIME STATISTICS FOR 2023-2024-2025

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

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

The following crime statistics are provided by The University of Tulsa to prospective students, matriculating students and employees. They reflect incidents reported over the last three-year period to The UTulsa Security Department, University administrators and various Law Enforcement agencies, through various means of data collection.

	ON CAMPUS- Main, North, Oxley									NON-CAMPUS			PUBLIC PROPERTY		
REPORTING YEAR	2023			2024			2025			2023	2024	2025	2023	2024	2025
	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	10	2	**12**	3	1	**4**	3	1	**4**	**0**	**0**	**0**	**0**	**0**	**0**
FONDLING	0	1	**1**	3	1	**4**	2	0	**2**	**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	0	**0**	**0**	**0**	**0**	**0**	**0**	**0**
AGGRAVATED ASSAULT	2	0	**2**	0	0	**0**	0	1	**1**	**0**	**0**	**1**	**0**	**0**	**0**
BURGLARY	4	4	**8**	2	4	**6**	2	3	**5**	**1**	**0**	**1**	**0**	**0**	**0**
MOTOR VEHICLE THEFT	0	10	**10**	0	24	**24**	0	24	**24**	**0**	**0**	**0**	**0**	**1**	**0**
ARSON	0	0	**0**	0	0	**0**	0	1	**1**	**0**	**0**	**1**	**0**	**0**	**0**
DOMESTIC VIOLENCE, DATING VIOLENCE AND STALKING OFFENSES (VAWA)															
DOMESTIC VIOLENCE	1	1	**2**	1	0	**1**	2	1	**3**	**0**	**0**	**0**	**0**	**0**	**0**
DATING VIOLENCE	3	0	**3**	1	2	**3**	3	1	**4**	**0**	**0**	**0**	**0**	**0**	**0**
STALKING	2	2	**4**	0	4	**4**	2	3	**5**	**0**	**0**	**0**	**0**	**0**	**0**

HAZING															
HAZING	0	0	**0**	0	0	**0**	0	1	**1**	**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**	**0**	**0**	**0**
WEAPONS CARRYING REFERRAL	0	0	**0**	0	0	**0**	0	0	**0**	**0**	**0**	**0**	**0**	**0**	**0**
DRUG LAWS VIOLATIONS ARRESTS / REFERRALS															
ARREST	0	0	**0**	0	1	**1**	3	0	**3**	**0**	**0**	**0**	**0**	**0**	**0**
REFERRAL	8	1	**9**	11	6	**17**	13	4	**17**	**0**	**0**	**4**	**0**	**0**	**0**
LIQUOR LAWS VIOLATIONS ARRESTS / REFERRALS															
ARREST	0	0	**0**	0	2	**2**	0	0	**0**	**0**	**0**	**0**	**0**	**0**	**0**
REFERRAL	15	2	**17**	36	3	**39**	23	2	**25**	**0**	**0**	**2**	**0**	**0**	**0**
HATE CRIMES															
Zero Hate Crimes reported for 2023-2024-2025															
UNFOUNDED CRIMES															
Zero crimes unfounded for 2023-2024-2025															
NON-CLERY INCIDENTS															
LARCENY	**44**			**45**			**63**			**0**	**0**	**4**	**0**	**0**	**0**

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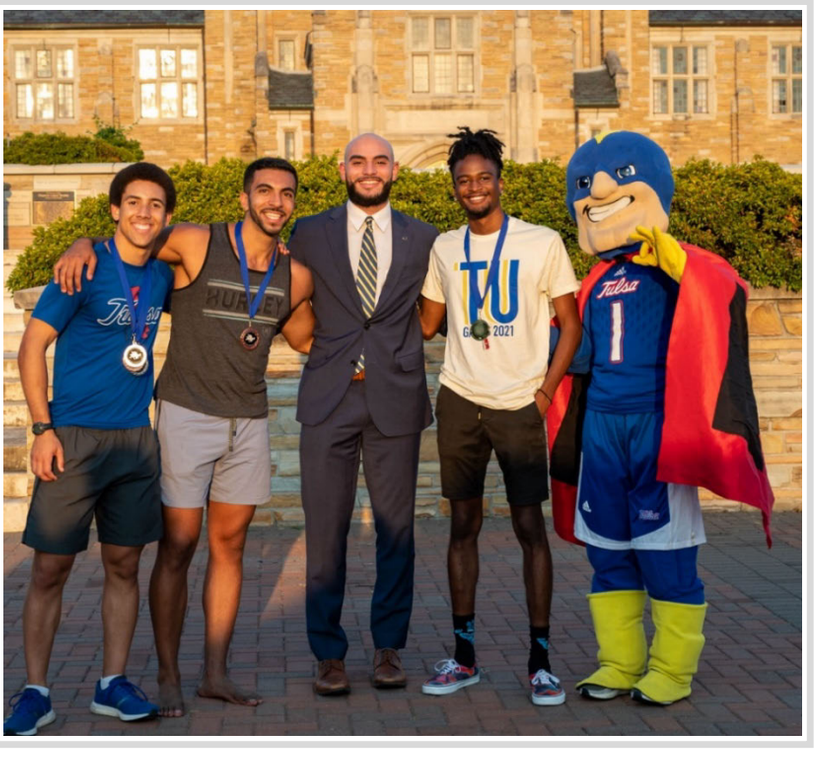
ANNUAL FIRE SAFETY REPORT FOR 2023-2024-2025

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. UTulsa Security is committed to report and eliminate any potential fire hazards and ensure the fire and life safety systems located in all campus buildings are functioning properly. Fire safety plans are reviewed 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, incidents, and other fire safety information can be found on The UTulsa Security Department. website: https://incidents.utulsa.edu/daily-crime-log/

Mandatory Fire Drills & Fire Reporting

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. 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 UTulsa Security Department at 918-631-5555. It is critical to document all reports of residential fires in the annual report.

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 flameproof. Please purchase only UL- or FM-approved material that is labeled flame proof or flame retardant.

- 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.
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Combustibles

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

ANNUAL FIRE SAFETY REPORT FOR 2023-2024-2025

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.

2025 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	1
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

2025 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

2025 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	1
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

2025 FIRES IN RESIDENTIAL/ON CAMPUS FACILITIES

CAMPUS RESIDENCE FACILITIES	NUMBER OF FIRES	CAUSE OF FIRE	DEATHS	INJURIES	PROPERTY DAMAGE VALUE RANGE
2831 E. 4th Pl 900 Building – Norman Village	1	OUTDOOR - CANDLE	0	0	$1000-$9999
2850 E. 8th St 3600 building – Mayo Village	1	COOKING	0	0	$1000-$9999
E. 8th St IVO 3110 E. 8th St – HA Chapman Stadium	1	COOKING	0	0	$0-$99
1204 S. Harvard Ave – Henneke Building	1	ARSON - ATTEMPTED	0	0	$100-$999
2821 E. 8th St – Fisher Hall; Pat Case Dining	1	ELECTRICAL	0	0	$100-$999
312 S. Evanston Ave 400 Building – Norman Village	1	COOKING	0	0	$0-$99

2024 FIRES IN RESIDENTIAL/ON CAMPUS FACILITIES

CAMPUS RESIDENCE FACILITIES	NUMBER OF FIRES	CAUSE OF FIRE	DEATHS	INJURIES	PROPERTY DAMAGE VALUE RANGE
2831 E 4th Pl 900 Building Norman Village	1	COOKING	0	0	$100-$999
2405 E. Pl West Park Apartments	1	INDOOR – CANDLE	0	0	$1000-$9999
2807 E 5th Pl John Mabee Hall	1	OUTDOOR - TRASH	0	0	$0-$99
3123 E 7th Street Pi Kappa Alpha	1	OUTDOOR - MULCH	0	0	$0-$99
3208 E 8th Street Donald W. Reynolds Center	1	INDOOR-UNKNOWN	0	0	$0-$99
2808 E 6th St – Lottie Jane Mabee Hall	1	ELECTRICAL	0	0	$0-$99
441 S Gary Ave – Keplinger Hall	1	INDOOR – CELL PHONE	0	0	$0-$99
2846 E 8th St 3500 building - Mayo	1	COOKING	0	0	$0-$99
440 S Florence Ave - Newman Center	1	UNKNOWN	0	0	$0-$99

2023 FIRES IN RESIDENTIAL/ON CAMPUS FACILITIES

CAMPUS RESIDENCE FACILITIES	NUMBER OF FIRES	CAUSE OF FIRE	DEATHS	INJURIES	PROPERTY DAMAGE VALUE RANGE
Brown Village-5100 3206 E. 4th Pl.	1	COOKING	0	0	$100-$999
Mayo Village – 3600 2850 E. 8th Ave.	1	OUTDOOR-UNKNOWN	0	0	$100-$999
Norman Village – 600 327 S. Delaware Ave.	1	COOKING	0	1	$1000-$9999
Lorton Village – 4000 3002 E. 8th St.	1	OUTDOOR BREEZEWAY	0	0	$1000-$9999
Keplinger Hall* 441 S. Gary Ave.	1	LABORATORY	0	0	$100-$999
Lorton Village – 4500 3022 E. 8th St.	1	OUTDOOR-HVAC	0	0	$100-$999
Uni. Square West – 1500 424 S. Delaware Ave.	1	COOKING	0	0	$1000-$9999
Lorton Village – 4000 3002 E. 8th St.	1	OUTDOOR-VEHICLE	0	0	$1000-$9999



FINAL NOTES:

Thank you for your review of the 2026 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 UTulsa Security 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/daily-crime-log/

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 Clery Compliance Officer, at (918) 631-2572 or clery@utulsa.edu.


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