

## Summary of Required UO Employee Reporting Responsibilities

	Child Abuse & Neglect	University Crimes – Clery Act	Discrimination and Sexual Harassment, including Sexual Assault, Dating and Partner Violence, and Gender-Based Stalking and Bullying
Who must report	All university employees	Campus security authorities; designated staff with student contact	All university employees
Where to report	<ul style="list-style-type: none"> <li>• Local law enforcement</li> <li>• Department of Human Services</li> <li>• UOPD - for incidents related to UO authorized activities</li> </ul>	<ul style="list-style-type: none"> <li>• UOPD</li> <li>• 9-1-1 (Crimes in progress)</li> </ul>	<ul style="list-style-type: none"> <li>• Supervisor</li> <li>• Office of Affirmative Action and Equal Opportunity</li> </ul>
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For More Information	<a href="http://hr.uoregon.edu/policies-leaves/general-information/mandatory-reporting-child-abuse-and-neglect">http://hr.uoregon.edu/policies-leaves/general-information/mandatory-reporting-child-abuse-and-neglect</a>	<a href="http://police@uoregon.edu">http://police@uoregon.edu</a>	<a href="http://aaeo.uoregon.edu/sites/aaeo.uoregon.edu/files/attachments/AAEO%20Booklet%20Color.pdf">http://aaeo.uoregon.edu/sites/aaeo.uoregon.edu/files/attachments/AAEO%20Booklet%20Color.pdf</a> and <a href="http://aaeo.uoregon.edu/policy-prohibiting-sexual-harassment-including-sexual-assault-intimate-partner-relationship-violence">http://aaeo.uoregon.edu/policy-prohibiting-sexual-harassment-including-sexual-assault-intimate-partner-relationship-violence</a>

### Mandated Reporting of Child Abuse and Neglect

- Effective January 1, 2013, employees of Oregon higher education institutions are explicitly included in the law as mandatory reporters of child abuse and neglect
- Higher education employees include all University of Oregon faculty and staff, student workers, graduate teaching fellows (GTFs) and temporary employees
- A “child” is any “unmarried person who is under 18 years of age.” Some UO students qualify under this definition and are covered by the mandatory reporting law
- Your obligations as a mandatory reporter are specific to you as an individual and are not limited to a time period, location or your role at the UO – it’s a 24/7 responsibility
- You must immediately report to the State of Oregon Department of Human Services (DHS) or a local law enforcement agency if you have “reasonable cause to believe” that

any child with whom you come into contact has suffered abuse or that any person with whom you come into contact has abused a child.

- A law enforcement agency is a local police department, county sheriff, county juvenile department, Oregon State Police, or UO Police Department.
- For instances that related to UO-authorized activities, UO employees are expected to make the report immediately to the UO Police Department (541-346-2919).

## **Campus Crime Reporting**

- Campus safety is a shared responsibility.
- Report crimes or security concerns right away.
- Cal 9-1-1- (emergencies or crimes in progress).
- UOPD issues Campus Crime Alerts (CCAs) for certain crimes that happen on or near campus.
- CCAs go to all UO email addresses, and are intended to assist members of the community in planning for their own and others' safety.
- Some employees, those designated as Campus Security Authorities, have specific responsibility to report. Employees who, by virtue of their assigned job responsibilities, are Campus Security Authorities are notified of that status by appropriate university officials, and receive training regarding their reporting responsibilities.
- Campus crime statistics and safety information is published on UOPD's website.

## **Required UO Employee Reporting:**

### **Prohibited Discrimination and Sexual Harassment/Assault**

- All UO employees with credible information that prohibited discrimination or discriminatory harassment, including sexual harassment and any form of sexual violence, is occurring or has recently occurred have a duty to report that information to their supervisor or to the Office of Affirmative Action and Equal Opportunity.
- University of Oregon policy prohibits discrimination on the following bases:

Race	Marital Status
Color	Disability
Sex*	Veteran Status
National Origin	Sexual Orientation
Age	Gender Identity
Religion	Gender Expression

- \* Discrimination on the basis of sex include all forms of sexual harassment, including sexual assault, intimate or dating violence, gender-based stalking,