



Reporting and Resources

Discrimination, Harassment, and Sexual Misconduct

Including Sexual Assault, Relationship Violence, and Stalking

As part of the Buckeyes STEP UP commitment, Ohio State will:

- Respond promptly and effectively to discrimination, harassment, and sexual misconduct including sexual assault, relationship violence, and stalking.
- Provide supportive measures as necessary.
- Provide confidential and non-confidential support resources.
- Provide a prompt, fair, impartial, and equitable investigation process.
- Provide remedies as appropriate.

Ohio State considers the safety of our campus community to be our highest priority. This brochure is intended to identify places where you can get help. There are many other resources and sources of information available at equity.osu.edu.

If you need any assistance accessing these resources, contact us at equity@osu.edu.

If you have experienced sexual misconduct, discrimination, or harassment:

Consider the following steps, if applicable:

Immediately

- Go to a safe place.
- **Call someone you trust.** In the case of an emergency, you have the option to call 9-1-1.
- **Preserve evidence.** After a sexual assault, try not to shower until you have considered whether or not to have a no-cost forensic sexual assault examination at the hospital. Also, try to avoid using the restroom and eating, drinking, or smoking while considering an exam. Save the clothes you were wearing (unwashed) in a paper bag. For all incidents, including sexual assault, consider taking photos of any damage or injury and preserving communication records (e.g., emails, text messages, social media posts, etc.). This information can also be helpful in obtaining a protection order.

Within 96 hours

- **Seek medical attention.** A medical provider can assess and treat physical injuries, sexually transmitted infections, and pregnancy. A report does not need to be made to receive medical attention. Seeking a forensic sexual assault examination is ideal within four days of the assault.

At any time

- **Seek out confidential support.** You are not alone. Campus and community resources can help you understand your options and provide support. It may be helpful to seek confidential support more immediately to help make decisions about how you want to move forward.
- **Consider making a report.** Reporting does not mean you have to participate in any investigation. You can decide how you want to interact with OIE, including filing a formal complaint to initiate an investigation. Retaliation for filing a report or participating in an investigation is not tolerated at OSU.
- **Request supportive measures.** At any point, supportive measures are available through OIE, regardless of if you participate in an investigation.

Supportive Measures

Your immediate safety and equal access to the university's education or activity, which includes employment, are Ohio State's priority. The university can assist by requesting supportive measures to help you, including, but not limited to:

- Mutual no contact directives;
- Extensions of deadlines or other course-related adjustments;
- Work-Related adjustments
- Modification of class schedules;
- Housing assistance/ relocation;
- Change in reporting relationship;
- Consideration of leave requests;
- Referral to campus and community resources for advocacy, counseling, disability services, financial aid services, health services, immigration services, safety and transportation services.

For more information on supportive measures, please visit equity.osu.edu.

Protection Orders

A protection order is granted by a judge and orders the alleged to stay away from you, the victim/survivor. The alleged should not enter your home or approach you at your place of work or school. If the alleged violates the protection order, a charge could be filed and the alleged could be arrested.

Although a judge may grant the protection order, it does not guarantee your safety. It is important to take steps to ensure your safety as much as possible. Resources outlined in this brochure, such as SARNCO, CHOICES, OSUPD, OIE, and others can assist with safety planning.

For information on protection orders in Columbus, please visit <https://city-attorney.columbus.gov/prosecution-guidetoprotection.aspx>. For other jurisdictions, consider contacting local law enforcement, the city attorney, or other agencies that can assist with protection orders.

Reporting Options

Victims/survivors have the right to report without further participation in any investigation or other university resolution. If a victim/survivor chooses to report, the university can assist. The university will make available supportive measures, regardless of whether the victim/survivor chooses to report to the university or police. You can decline to make a report yourself; however, the university may be required by law to make a report to law enforcement, children's services, or elder services on your behalf.

University Report

Office of Institutional Equity
equity@osu.edu
Online reporting form at
equity.osu.edu
614-247-5838

Anonymous University Report

Anonymous reporting line
866-294-9350
ohio-state.ethicspoint.com

Criminal Report

OSU Police or local police
911 (emergency)
614-292-2121 (OSU non-emergency)
dps.osu.edu/police

Increasing Safety

Crimes are never the fault of the victim/survivor. We remind you to increase overall safety by being cautious and looking out for one another, being aware of your surroundings and looking assertive, and walking with a trusted friend or co-worker when possible. If a situation makes you feel uncomfortable or unsafe, choose an alternative. Please use transportation services when possible and take advantage of our additional safety resources such as the Lyft Ride Smart program.

For more information, please visit dps.osu.edu.

Resources

(24/7) designates 24/7 assistance | (SM) designates sexual misconduct-specific resources

Resources for students

Confidential

Counseling and Consultation Service ccs.osu.edu
614-292-5766 (24/7)

Student Legal Services
studentlegal.osu.edu
614-247-5853

Confidential Medical

Office of Student Life Wilce Student Health Center
shs.osu.edu
614-292-4321
1875 Millikin Rd

Non-Confidential

Resident advisors and hall directors in Residence Life
housing.osu.edu
614-292-3930 or building front desk (24/7)

Resources for employees

Confidential

Employee Assistance Program - Offers counseling, legal assistance, and more.
osuhealthplan.com/eap
614-292-4472 or 800-678-6265 (24/7)

Non-Confidential

Integrated Absence Management and Vocational Services (IAMVS)
<https://hr.osu.edu/services/>

Resources for all members of OSU community

Non-Confidential

Office of Institutional Equity Civil Rights Intake Coordinators Title IX Coordinator (SM) Melissa Mayhan
equity.osu.edu or titleIX.osu.edu
614-247-5838
Office at 1501 Neil Ave., Columbus, OH

Resources for anyone

Confidential

Sexual Assault Response Network of Central Ohio (SARNCO) (SM)
ohiohealth.com/sarnco
614-688-2518 (on campus)
614-267-7020 (24/7)

CHOICES for Victims of Domestic Violence (SM)
<https://issnetworkofhope.org/choices/>
614-224-4663 (24/7)

Domestic Violence/Stalking Unit Advocates (SM)
Columbus City Attorney
<https://city-attorney.columbus.gov/dv.aspx>
614-645-6232

Buckeye Region Anti-Violence Organization (BRAVO)
<http://bravo.equitashealth.org/>
1-866-862-7286
614-633-1907 (text line)

Stress, Trauma, and Resilience Program (STAR)
go.osu.edu/STAR-TRC
614-293-7827

Confidential Medical
OSU Wexner Medical Center (24/7)
wexnermedical.osu.edu
614-293-8333

OSU Hospital East (24/7)
181 Taylor Avenue, Columbus
614-257-3000

Nearest Emergency Room (24/7)
9-1-1 (emergencies)

Non-Confidential
Office of Institutional Equity Civil Rights Intake Coordinators
equity.osu.edu
614-247-5838

OSU Police (24/7)
dps.osu.edu
614-292-2121 or 9-1-1

Local law enforcement (24/7)
9-1-1 (emergencies)

Additional resources, including identity-group specific resources, are available at: <https://equity.osu.edu/> and <https://titleix.osu.edu/>

Confidentiality

While a victim/survivor's conversation with any university employee will be kept private (will not be shared unnecessarily with others), only a conversation with a confidential resource can be kept confidential, which means it will not be shared with anyone without the express consent of the victim/survivor or as provided by applicable law.

Ohio Revised Code generally does not permit the university to promise confidentiality to those who report crimes to anyone except for the following during client or patient instances, as provided by law: 1. counselors at the Counseling and Consultation Service or the Employee Assistance Program, 2. physicians at the Student Health Center or a hospital or other health-care providers, under certain circumstances, 3. clergy or pastoral counselors, or 4. lawyers. Reports that are confidential by law will not be considered for issuance of a public safety notice or reported to the university for inclusion in the annual crime statistics report.

Under Ohio law, confidential resources are required to report information to law enforcement or other authorities under some circumstances. For example, medical professionals are required to report certain types of injuries. This does not require the victim/survivor to report to law enforcement or participate in future criminal investigation.

Resolution Options and Disciplinary Procedures

The Office of Institutional Equity investigates and adjudicates allegations of harassment, discrimination, and sexual misconduct. Options for resolution include investigative resolution (outlined below), informal resolution, and other resolutions (e.g. educational conversations). To better understand your options, consult OIE or reference the OIE policies.

Upon receipt of a report, OIE will share information about the signed complaint process with the complainant, including consideration of complainant's request not to proceed with the investigation and adjudication. Upon receipt of a signed complaint, the university will provide written notice to the parties who are known.

A typical investigation will follow the timeline as outlined in the policies and Investigative Resolution Standards. Other factors may impact one or more parts of the time frame, including complexity, severity, extent of conduct, or other extenuating circumstances.

- Conducting the investigation, which includes interviewing parties (including complainant, respondent, and pertinent witnesses) and collecting and reviewing evidence (90 business days), which includes but is not limited to:
 - Providing parties an equal opportunity to inspect and review evidence (10 business days);
 - Providing parties opportunity to submit a written response to the preliminary investigative report (10 business days);
- Hearing (if applicable) and written determination issuance (45 business days);
- Appeals (30 business days).

For full disciplinary procedure information, including information on student and staff procedure differences, advisors, hearings, and appeals, please review the Investigative Resolution Standards at <https://equity.osu.edu/policies-and-standards>.

Important Definitions

More definitions can be found in the [Non-Discrimination, Harassment, and Sexual Misconduct](#) policy located on policies.osu.edu.

- **Sexual assault:** Any sexual act directed against another person, without the consent of the complainant including instances where the complainant is incapable of giving consent. Sexual assault is an umbrella term that includes: **non-consensual sexual contact, non-consensual sexual penetration, incest, and statutory rape.**

- **Relationship violence:** Dating violence and domestic violence.
 - **Dating violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant.
 - The existence of such a relationship will 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.
 - For the purposes of this definition—
 - 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:** Conduct that would meet the definition of 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, by a person who is cohabitating with or has cohabitated with the complainant as a spouse or intimate partner, by a person similarly situated to a spouse of the complainant under the domestic or family violence laws of the jurisdiction receiving grant monies, 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 the jurisdiction.
- **Stalking:** A course of conduct directed at a specific individual that would cause a reasonable person under similar circumstances and with similar identities to the complainant to fear for their own or others' safety, or to suffer substantial emotional distress. A course of conduct includes two or more acts, including but not limited to, those in which the alleged perpetrator directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about the complainant, or interferes with the complainant's property.

When stalking is not based on sex or gender, it may violate other university policies including but not limited to the [Code of Student Conduct](#) or the [Workplace Violence 7.05 policy](#).

- **Consent:** Permission that is clear, knowing, voluntary, and expressed prior to engaging in and during an act. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent. Consent can be given by words or actions, as long as those words or actions create mutually understandable clear permission regarding willingness to engage in (and the conditions of) sexual activity.
- **Protected Class:** Protected class is defined by federal law/executive order, federal agencies, or Ohio State policy. The protected classes include: age, ancestry, color, disability, ethnicity, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, race, religion, sex, gender, sexual orientation, pregnancy, veteran status, or any other bases under the law.
- **Discrimination:** Discrimination (disparate treatment and disparate impact) occurs when an adverse action is taken under university authority against a university community member in an educational program or activity and the action is based upon one's **protected class** status. Disparate treatment occurs when one suffers less favorable treatment than others because of their protected class status. Disparate impact occurs when a university policy or practice, although neutral on its face, adversely impacts persons in a protected class.
- **Harassment:** In the employment context, harassment is unwelcome verbal or physical conduct based on a protected class that unreasonably interferes with an individual's work performance or creates an intimidating, hostile, or offensive work environment. In the education context, harassment is unwelcome, verbal or physical conduct based on a protected class that interferes with, denies, or limits an individual's ability to participate in or benefit from the university's educational programs and activities. Harassment can take two forms: power differentials (quid pro quo) or hostile environment. There are also Title IX and University definitions of sexual harassment (see policy).