

2024

Annual Security Report





About OHSU

As the state’s only academic health center, OHSU is the place where healing, teaching and discovery come together.

OHSU educates and trains the health care professionals that Oregon communities need and provides care to those Oregonians with the most difficult health challenges. OHSU is a unique resource for Oregonians where OHSU faculty work every day discovering new ways to help save lives. The university provides a unique combination of services, care, economic influence and knowledge leadership by:

- Addressing health care workforce shortages by training and educating Oregon’s future providers.
- Providing high quality health care and specialty services available nowhere else in Oregon.
- Aligning research scientists with physicians to conduct clinical trials on the cutting edge of medical advances.
- Serving Oregon’s communities statewide — urban and rural areas, large and small businesses, the uninsured and the underinsured, training other health care providers.
- Successfully leveraging state resources to meet the needs of all Oregonians. OHSU educates many of Oregon’s future health professionals and scientists and partners with other Oregon colleges and universities to train pharmacists and allied health practitioners. OHSU is the only institution in the state that grants doctoral degrees in medicine and dentistry.

There is no place in Oregon doing more than OHSU to create and advance knowledge about health. With physicians and scientists working side by side, OHSU quickly brings new laboratory discoveries to the care of its patients. Many of the clinical and diagnostic services provided are unique to the state, enabling Oregonians to stay close to home for complex medical treatments.

OHSU encompasses:

- Schools of dentistry, medicine, nursing, pharmacy and public health.*
- Two hospitals.
- Numerous clinical care practices.
- Dozens of research institutes and centers.
- More than 200 community service programs that serve every county in the state.

** The School of Pharmacy is a shared program between OHSU and Oregon State University. The OHSU PSU School of Public Health is also a collaboration between two Oregon universities.*

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OHSU's discoveries, patient care and teaching are offered for the benefit of all.

OHSU is a safe, respectful and welcoming place for people of all ages, cultures, abilities, ethnicities, genders, national origins, races, colors, religions and sexual orientations.

About the report

For more information about the Jeanne Clery Act, please visit the Department of Education's Campus Security website: www.ed.gov and search for "Clery Act" using the search function.

Report preparation and distribution

This report was created to educate patients, visitors, students, employees and the public about OHSU's various safety programs. Portions of this report are also provided in compliance with the Higher Education Opportunity Act (Title 20 U.S. Code Section 1092 Disclosure of Campus Security Policy and Campus Crime Statistics) known as the Jeanne Clery Act or the Clery Act.

The Jeanne Clery Act requires universities and colleges to annually disclose crime statistics and certain policies related to safety and security. It is intended to provide both enrolled and prospective students and their families with accurate, complete and timely information about safety on campus to aid in making informed decisions.

Portions of this report are provided in compliance with the federal Drug-Free Schools and Communities Act (20 U.S. Code Section 1145g) and the federal Student Right-to-Know and Campus Security Act (20 U.S. Code Section 1092).

Portions of this report are provided in compliance with The Violence Against Women Reauthorization Act which amended the Jeanne Clery Act to afford additional rights to campus victims of sexual assault, domestic violence, dating violence and stalking.

The OHSU Department of Public Safety is primarily charged with compiling and publishing this Annual Security Report (ASR), working with the university and several other law enforcement agencies to collect information. The process includes gathering crime statistics from campus security authorities and local law enforcement agencies as appropriate. Campus crime, arrest and referral statistics include those reported to Public Safety, campus security authorities and local law enforcement agencies.

Our goal is to publish an accurate and complete report for distribution to currently enrolled and prospective students, faculty and employees as well as prospective employees through various outlets.

Online: This report is posted on our website: www.ohsu.edu/public-safety/clery-information

Print: You can obtain a copy of this report by emailing pubsafe@ohsu.edu, by contacting Public Safety's Community Safety Coordinator (503-494-4598), or by visiting our department.

Visit our department: We are located on Marquam Hill in the Physical Plant Building, 3310 S.W. U.S. Veterans Hospital Road, Room 228, Portland, OR 97239.

How we share the report

We email an announcement and link to the report to all enrolled students after the report is published. Faculty and staff receive similar notification through email, the intranet and by communicating directly with managers and supervisors. All prospective employees may obtain a copy from Human Resources, located in the Marquam Plaza building (MP 110), by calling 503-494-8060, or by reaching out to Public Safety directly. All prospective students may obtain a copy through our website, the Provost's Office, or the various schools' deans' offices.

Reporting criminal incidents and other emergencies

OHSU takes the safety of students, staff, patients, other community members and guests seriously and encourages people to promptly report to us any of the following:

- Criminal incidents
- Accidents
- Other emergencies or public safety-related incidents

Please call us any time for either of the following situations:

- Non-emergency and/or requesting services: 503-494-7744
- Emergency: 503-494-4444

Come to our department

Individuals can also report incidents at our main office located in the Physical Plant Building, 3310 S.W. U.S. Veterans Hospital Road, Portland, OR 97239.

On-location calls

OHSU has installed multiple emergency two-way call boxes (emergency phones) throughout campus for emergencies. (See maps at the back of this report.). In addition to Public Safety, OHSU community members may also report incidents to any of the Campus Security Authorities (see definition below) listed below:

- Academic Affairs
- Deans of all OHSU schools
- Office of Civil Rights Investigations and Compliance (OCIC)
- Director of Ambulatory Services
- Directors of Human Resources
- Director of Oregon National Primate Research Center
- Integrity Office/Corporate Compliance
- Office of the Provost
- Student Health
- Student Life – Assistant Vice Provost
- Title IX Coordinator

Note: OHSU does not have an on-campus housing or an athletic department.

The Clery Act defines “campus security authorities” as:

(I) A campus police department or a campus security department of an institution.

(II) Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department under paragraph (i) of this definition, such as an individual who is responsible for monitoring entrance into institutional property.

(III) Any individual or organization specified in an institution’s statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.

(IV) An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings. If such an official is a pastoral or professional counselor as defined below, the official is not considered a campus security authority when acting as a pastoral or professional counselor.

For Clery purposes, an official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.

For example, a dean of students who oversees student housing, a student center, or student extra-curricular activities has significant responsibility for student and campus activities. Similarly, a faculty advisor to a student group also has significant responsibility for student and campus activities. A single teaching faculty member is unlikely to have significant responsibility for student and campus activities, except when serving as an advisor to a student group. A physician in a campus health center or a counselor in a counseling center whose only responsibility is to provide care to students is unlikely to have significant responsibility for student and campus activities. Also, clerical staff are unlikely to have significant responsibility for student and campus activities. All crime reports or reports of other serious incidents received by Public Safety will be assessed to determine if immediate action is required or if a follow-up investigation is warranted. All reports filtered to a Campus Security Authority and/or an off-campus local law enforcement agency will be assessed at the time that report is shared with OHSU Public Safety.

OHSU police officers are trained to mitigate emergent situations and will work with other first responders, as needed, to address the situation. If a follow-up investigation is required, Public Safety will investigate or will work with the local police to determine a course of action.

The OHSU community and visitors are encouraged to report all crimes to Public Safety and/or to a Campus Security Authority to ensure timely warning notices to the community (if needed), and for inclusion in the annual crime statistics.

Any OHSU Member or department that becomes aware of Criminal Conduct Affecting OHSU should immediately (promptly) report the incident to Public Safety or other authorized report recipient as accurately as possible. Emergencies may be initially reported to Public Safety for issues occurring on Marquam Hill or South Waterfront Campuses, or to local law enforcement via 911 or by other means as appropriate. Any Criminal Conduct Affecting OHSU that was not initially reported to Public Safety should be reported to Public Safety or other authorized report recipient as soon as practical.

Nothing in this policy requires a crime victim to report their involvement or the circumstances to OHSU. Rather, this policy seeks to encourage such disclosure by any OHSU Member with knowledge of the conduct in order to provide support and resources, and allow OHSU to appropriately address institutional concerns such as the safety of the OHSU campus and community. In other words OHSU encourages the accurate and prompt reporting of all crimes to the campus police or appropriate police agency, when the victim of the crime elects to make such a report. If the victim chooses, they may report

voluntarily and confidentially. (See Voluntary Confidential Crime Reporting for more information.) The OHSU Code of Conduct specifically prohibits retaliation for reporting in good faith.

Reporting criminal conduct affecting OHSU to Public Safety or other authorized report recipient per this policy does not mean that a criminal investigation or any adverse consequences to those involved will necessarily follow. This policy seeks to encourage the reporting of criminal conduct affecting OHSU to ensure OHSU Members involved are supported, information may be escalated to an appropriate level for institutional decision-making, and, if warranted, investigations are consistently and appropriately conducted. Reporting also allows accurate data to be collected in order to drive prevention, safety and improved processes. OHSU Investigation of Potential Criminal Conduct Policy No 07-30-025.

See page 49 of this report for more about Timely Warnings at OHSU.

Voluntary confidential crime reporting

OHSU Public Safety department's policy Report Preparation (311) addresses how anonymous reporting allows victims of crimes who do not want to pursue action within the university system or the criminal justice system to report anonymously. Specifically it is the policy of the department to allow a victim of a crime to report voluntarily and confidentially the circumstances of the incident without disclosing their identity by remaining anonymous. Officers will document the statement in a police report for potential future use. All voluntary, confidential reports will be included in the annual disclosure of crime statistics per the regulations. You may also file an anonymous report through the Integrity Department online resources found at www.ohsu.edu/integrity-department

Or you can call the toll free hotline: 877-733-8313

Additionally, the Confidential Advocacy Program provides support services to victims and survivors of sexual harassment, sexual assault, dating violence, domestic violence and stalking. Advocates can offer emotional support, information about the different options and services available to survivors, assist in navigating the Title IX, criminal justice and civil systems and support survivors decision-making. With the exception of child abuse disclosures, services provided are confidential and privileged, and advocates cannot share a survivor's information without a written release. The Confidential Advocacy Program can be reached at 1-833-495-2277, 503-494-3256 or CAPsupport@ohsu.edu.

The purpose of this type of report is to comply with your wish to keep the matter confidential while taking steps to ensure the future safety of yourself and others. Protective measures and accommodations provided will be kept as confidential as the law allows if you do not wish to disclose your identity. Please understand that it might be necessary to disclose all or part of the threat to our community, as not disclosing the known threat(s) might put others at risk.

With the threat information, the university can keep an accurate record of the number of incidents, determine where there is a pattern of crime in regard to a particular location, method, or assailant, and alert the campus community to any potential danger in a timely manner. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution following the Clery requirements for disclosure.

About the Department of Public Safety

Please call us anytime for either of the following situations:

Emergency 503-494-4444

Non-Emergency 503-494-7744

The OHSU Police Department is the primary law enforcement and public safety resource for OHSU. Our mission is to provide responsive, collaborative and professional policing that results in a safe environment for all members of OHSU's community. Our agency receives its police powers under the Oregon Revised Statutes (Section 353.125). Police officers commissioned under this section may enforce criminal laws and any administrative rules and policies adopted by the university and have all the authority and immunity of a peace officer or police officer of this state which includes having the authority to make arrests. There had been a long-standing public safety agency on campus, but the 2007 mass shooting at Virginia Tech drove OHSU to create a task force that ultimately concluded an armed police presence on campus was necessary not only to respond to a similar incident, but also to continue to perform all services required for campus and community safety at a premier academic health center. The Department of Public Safety certified its first police officer in February 2012, and we now have an agency of over 30 state-certified police officers.

OHSU Police Officers are the primary law enforcement resource for all emergency and non-emergency response for both the Marquam Hill and South Waterfront campuses. The Department of Public Safety works cooperatively with the Portland Police Bureau and Hillsboro Police Department to provide and/or supplement any response to emergency and non-emergency services when needed. In other OHSU locations off our campuses within other police jurisdictions, the appropriate police agency provides both emergency and non-emergency assistance as requested and appropriate. Although we work cooperatively with other law enforcement agencies, OHSU does not have any written memorandum of understanding or any other written agreement with any law enforcement agencies for any purpose including the investigation of alleged criminal offenses.

Public safety training and policy programs continue as an ongoing effort to ensure that input from every level of the institution is incorporated and are specifically directed at customizing OHSU's approach to public safety to the health care, research and academic environments. Delivery of content and intended outcomes are based on what is most important to the OHSU community, including trauma-informed care, the ability to verbally de-escalate confrontations and collaborate with the healthcare workforce, use of force decision-making, empathetic and culturally responsive policing, interacting with persons in a mental health crisis, and disengagement options. The Department of Public Safety has also built systems with wide institutional representation for reviewing policies, training and any force incidents.

In short, Public Safety is dedicated to developing, delivering and continuously improving public safety and law enforcement services and personnel that genuinely reflect the best expectations of, and interact positively with, the community they serve.

A unique model for police officer training customized for OHSU

As part of the decision associated with arming OHSU police officers, in 2014, the Department of Public Safety — in partnership with OHSU and surrounding communities and relying on the input of relevant experts, including mental health professionals — undertook a rigorous process to develop hiring principles and customized police officer training.

Broadly, the department seeks to hire officers who demonstrate skills that will be highly effective within OHSU's unique environment. Potential recruits are evaluated for their existing expertise and experience, or their potential to become experts, in strategies related to crisis communication, de-escalation, interactions with persons in a behavioral health crisis, trauma-informed care, cultural responsiveness and other elements related to OHSU's environment.

The OHSU police officer training is comprised of four parts

1. Upon hiring, OHSU police officers complete the identical 16-week State of Oregon Basic Police Academy required of all police officers in Oregon.
2. OHSU police officers complete additional training customized to OHSU's unique health care and academic setting and focused on strategic disengagement and de-escalation as primary modes of engagement. At its core, the OHSU training teaches that every physical intervention that cannot be avoided should be preceded by an attempt at non-physical de-escalation unless doing so would unnecessarily risk the safety of the officer, the public or the individual.

This customized OHSU training exceeds Oregon's legal requirements for de-escalation and force decisions, providing by policy a higher standard than state and federal law. Additionally, the customized training introduced by the OHSU Department of Public Safety was among the first in Oregon to include a formal policy acknowledging that police intervention is not always in the best interest of those involved, and to require efforts to disengage and de-escalate or rely on other resources.

For example, the training demonstrates how an officer may yield distance to allow an agitated person the chance to calm down and comply, may use time given to gauge a person's behavior, or may gather information from available staff before approaching. Similarly, an officer is trained to provide a person with time to reconsider their actions or wait for additional support resources to arrive in order to avoid a physical confrontation.

3. After Oregon's Basic Police Academy training and the customized OHSU training are completed, OHSU Police Officers complete an approximately six-month field training program, located at OHSU. The field training program requires new OHSU police officers to demonstrate practical proficiency not only with the skills required of all Oregon police officers but also with the disengagement and de-escalation principles of the customized OHSU training.

Under the guidance and mentorship of existing officers, this training provides a period when new officers learn incrementally and experientially how to interact with the unique missions at OHSU. Officers are also encouraged to build relationships with the OHSU community members they will be interacting with throughout their careers.

4. OHSU police officers are required to participate in annual training to ensure that officer competency is continuously improving.

A review of OHSU police officers' use of force, stop and arrest record

During the ten years since the 2014 decision to arm OHSU police officers, a firearm has never been discharged on duty at any person by any officer. In that same ten year period, OHSU police officers have also not used batons or pepper spray on any person.

While most police agencies only require documentation when a firearm is discharged or pointed at a person, OHSU's policy goes beyond this legal requirement and requires data collection on two additional metrics: 1) when a firearm is unholstered but not pointed at a person and 2) when an officer "unlocks" one of the four "locks" on the holster required to release the firearm. OHSU police officers utilize the most secure holster available to ensure retention and control of their firearm.

Actions constituting deadly force under Oregon law or OHSU policy, defined as “force that under the circumstances in which it is used is readily capable of causing death or serious physical injury.

2014 – 2023: 0 incidents

2023: Use of a firearm, Taser, pepper spray or baton (other other impact weapon) on another person

Firearm: 3 Incidents

Taser: 5 Incidents

Pepper Spray: 0 Incidents

Baton or Impact Weapons: 0 Incidents

Actions and reason for interaction with a firearm

2023: 3 incidents

3 Incidents - Firearm pointed at person during high risk traffic stops

Actions and reason for interaction with a Taser

2023: 5 incidents

1 Incident - Taser pointed at person after throwing a table into a wall and angrily approaching healthcare staff area

1 Incident - Taser deployed on person after attacking and tackling officer and healthcare staff

2 Incidents - Taser deployed on persons after fighting with and attempting to strike officers

1 Incident - Taser pointed at person after picking up a pedestal and threatening to hit officers with it

In 2023, OHSU police officers made 169 arrests. The people arrested were documented to be 74% White, 18% Black, 3% Hispanic, 3% Asian, 1% Pacific Islander and 1% American Indian. The people arrested were documented as 71% male, 28% female, and less than 1% persons who do not identify as male or female.

Stop data for all Oregon law enforcement agencies, including OHSU Police Officers, are tracked through the Oregon Statistical Transparency of Policing Program and periodically published to the public. Information can be found at www.oregon.gov/cjc/stop.com.

Complaints and/or discipline of OHSU Officers

Complaints are always considered and reviewed, including whether provided anonymously or whether reported directly to the Department of Public Safety or received through other OHSU stakeholders (such as Office of Civil Rights Investigations and Compliance (OCIC), the Integrity Hotline, Patient Advocate’s Office, etc.). Additionally, complaints can be initiated by Public Safety command staff in the routine review of incidents, stops, arrests and uses of force.

Complaints that are classified as general or serious performance concerns are tracked and reviewed on an annual basis. In 2023, there were two such complaints that were investigated by the Department:

- One complaint was determined to be sustained.
- One complaint was determined to be not sustained.

Oversight of the Department of Public Safety and police

The OHSU Department of Public Safety and OHSU police officers report to the OHSU Vice President of Campus Services who reports to the OHSU General Counsel.

OHSU has established the Critical Incident Committee (CIC) for ongoing oversight and to review all reportable use of force by OHSU police officers on a regular basis. The fifteen-member committee has broad campus-wide representation.

The CIC is authorized to impose a number of outcomes, including investigation or recommendation of discipline, amending policies and procedures, recommending training in certain areas, or individualized coaching. As needed, the committee is empowered to stand as a review board for an individual incident.

The Department of Public Safety maintains a formal complaint process available to any member of the public and includes formal guidelines for the reporting, investigation and disposition of complaints. Additionally, the department conducts an informal monthly survey of customer satisfaction directed to members of the OHSU community that have interacted with OHSU police officers during a call for service.

**ONE CANNOT IN THE NATURE OF THINGS
EXPECT A LITTLE TREE THAT
HAS BEEN TURNED INTO A CLUB
TO PUT FORTH LEAVES.**

— Martin Buber



Crime: statistics and definitions

Public Safety, in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, prepares and distributes statistics annually on all reported occurrences of the offenses below.

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (The Clery Act), 20 U.S.C. 1092(f), requires the annual publication of crime statistics for the previous three calendar years. The crime statistics include reports of arrests and disciplinary actions arising from selected crimes. Effective with the 1999 calendar year, the Clery Act requires an expanded reporting that includes crimes and arrests occurring in certain off-campus locations.

In 2013, the Violence Against Women Reauthorization Act of 2013 (VAWA) was signed and amended the Clery Act, requiring institutions to compile crime statistics in regard to sexual assault, domestic violence, dating violence and stalking.

Statistics collection

Public Safety collects and records crime statistics in a central records system which assists with gathering data for their annual report. Public Safety also requests crime statistics from the various police departments or law enforcement agencies by sending a communication requesting crime statistics for the last calendar year in regard to OHSU non-campus properties used for educational purposes.

The communications are sent to the appropriate police chiefs, sheriffs and record managers.

For the calendar year of 2021, the following departments received a request to provide crime statistics: Albany, Ashland, Astoria, Baker County Sheriff, Beaverton, Bend, Boardman, Burns, Central Point, Corvallis, Coos Bay, Enterprise, Eugene, Fairbanks (Alaska), Florence, Forest Grove, Gilliam County Sheriff, Gold Beach, Grant County Sheriff, Grants Pass, Gresham, Harney County Sheriff, Hillsboro, Hermiston, Hood River, John Day, Josephine County Sheriff, Klamath Falls, La Grande, Lake Oswego, Lincoln County Sheriff, Linn County Sheriff, Madras, Marion County Sheriff, McMinnville, Medford, Monmouth, Morrow County Sheriff, North Bend, Pendleton, Ontario, Oregon State Police, Port Orford, Prineville, Redmond, Roseburg, Salem, Scappoose, Springfield, Richland (Washington), The Dalles, Tillamook County Sheriff, Tualatin, Walla Walla (Washington), Wheeler County Sheriff, Yamhill County Sheriff. Portland Metro area crime statistics were gathered by queries conducted in the Regional Justice Information Network, which is the multi-agency shared records management system sponsored by the Portland Police Bureau.

For the calendar year of 2022, the following departments received a request to provide crime statistics: Albany, Ashland, Astoria, Baker City, Beaverton, Bend, Central Point, Condon, Coos Bay, Corvallis, Enterprise, Eugene, Eureka (California), Douglas County Sheriff, Eastern Oregon University Campus Safety & Security, Fairbanks (Alaska), Forest Grove, Gold Beach, Grants Pass, Gresham, Harney County Sheriff, Hermiston, Hines, Hillsboro, Jefferson County, Josephine County Sheriff, Klamath Falls, La Grande, Lincoln City, Madras, McMinnville, Medford, North Bend, Ontario, Oregon Institute of

Technology Campus Safety (regarding Klamath Falls, Wilsonville locations), Port Orford, Prineville, Redmond, Rockaway Beach, Roseburg, Salem, Scappoose, Southern Oregon University Campus Public Safety, Springfield, The Dalles, Tillamook County Sheriff, Tualatin, University of Oregon Police, Umatilla, Umatilla County Sheriff, Walla Walla (Washington), Warm Spring Tribal Police, Warrenton, Western Oregon Campus Public Safety, and Wilderville. Portland Metro area crime statistics were gathered by queries conducted in the Regional Justice Information Network, which is the multi-agency shared records management system sponsored by the Portland Police Bureau. Warm Springs Tribal Police did not respond to multiple requests for crime statistics.

For the calendar year of 2023, the following departments received a request to provide crime statistics: Albany, Ashland, Astoria, Beaverton, Bend, Central Point, Coos Bay, Corvallis, Eastern Oregon University Campus Safety & Security, Enterprise, Eugene, Fairbanks (Alaska), Florence, Gold Beach, Grants Pass, Gresham, Hammond, Hillsboro, Klamath Falls, La Grande, Madras, McMinnville, Medford, Monmouth, North Bend, Port Orford, Oregon Institute of Technology Campus Safety (regarding Klamath Falls, Wilsonville locations), Portland State University Campus Public Safety, Portland, Prineville, Redmond, Rockaway Beach, Roseburg, Salem, Scappoose, Southern Oregon University Campus Public Safety, Springfield, Tualatin, Warm Springs Tribal Police, Warrenton, Western Oregon University Campus Public Safety. Portland Metro area crime statistics were gathered by queries conducted in the Regional Justice Information Network, which is the multi-agency shared record management system sponsored by the Portland Police Bureau. No response was received from Eastern Oregon University Campus Safety & Security, Enterprise, Fairbanks (Alaska), Prineville, Redmond, Southern Oregon University Campus Safety & Security, Warm Springs Tribal Police.

Crime statistics OHSU

	MURDER/NON-NEGLIGENT MANSLAUGHTER			NEGLIGENT MANSLAUGHTER			SEX OFFENSE, RAPE		
PROPERTY TYPES	2021	2022	2023	2021	2022	2023	2021	2022	2023
ON CAMPUS	0	0	0	0	0	0	1	1	1
RESIDENTIAL FACILITIES	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NON CAMPUS	0	0	1	0	0	0	1	3	2
PUBLIC	0	0	0	0	0	0	0	0	0

	SEX OFFENSE, FONDLING			SEX OFFENSE, INCEST			SEX OFFENSES, STATUTORY RAPE		
PROPERTY TYPES	2021	2022	2023	2021	2022	2023	2021	2022	2023
ON CAMPUS	19	6	4	0	0	0	0	0	0
RESIDENTIAL FACILITIES	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NON CAMPUS	4	2	4	0	0	0	0	0	0
PUBLIC	0	0	0	0	0	0	0	0	0

	ROBBERY			AGGRAVATED ASSAULT			BURGLARY		
PROPERTY TYPES	2021	2022	2023	2021	2022	2023	2021	2022	2023
ON CAMPUS	1	0	0	1	2	2	11	16	20
RESIDENTIAL FACILITIES	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NON CAMPUS	1	2	1	14	7	4	3	1	8
PUBLIC	0	0	0	0	0	0	0	0	0

	MOTOR VEHICLE THEFT, NOT THEFT FROM A MOTOR VEHICLE			ARSON			LIQUOR LAW VIOLATION, ARRESTS ONLY		
PROPERTY TYPES	2021	2022	2023	2021	2022	2023	2021	2022	2023
ON CAMPUS	9	25	18	0	1	1	0	0	0
RESIDENTIAL FACILITIES	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NON CAMPUS	25	35	28	0	2	2	0	0	0
PUBLIC	0	1	0	0	0	0	0	0	0

PROPERTY TYPES	LIQUOR LAW VIOLATION, REFERRALS FOR DISCIPLINARY ACTION			DRUG LAW VIOLATIONS, ARRESTS ONLY			DRUG LAW VIOLATIONS, REFERRALS FOR DISCIPLINARY ACTION		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
ON CAMPUS	0	0	0	2	1	3	0	0	0
RESIDENTIAL FACILITIES	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NON CAMPUS	0	0	0	8	1	8	0	0	0
PUBLIC	0	0	0	1	0	0	0	0	0

PROPERTY TYPES	ILLEGAL WEAPON POSSESSION, ARRESTS ONLY			ILLEGAL WEAPON POSSESSION, REFERRALS FOR DISCIPLINARY ACTION			DOMESTIC VIOLENCE, VAWA		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
ON CAMPUS	2	3	6	0	0	0	3	3	16
RESIDENTIAL FACILITIES	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NON CAMPUS	2	0	5	0	0	0	1	2	0
PUBLIC	1	0	0	0	0	0	0	0	0

PROPERTY TYPES	STALKING, VAWA			DATING VIOLENCE, VAWA		
	2021	2022	2023	2021	2022	2023
ON CAMPUS	2	1	2	0	0	0
RESIDENTIAL FACILITIES	N/A	N/A	N/A	N/A	N/A	N/A
NON CAMPUS	1	0	1	0	0	0
PUBLIC	0	0	0	0	0	0

HATE CRIME	UNFOUNDED CRIMES
2021: Zero (0) hate crimes reported.	2021: Six (6) unfounded crimes.
2022: Two (2) hate crimes reported in total. One (1) intimidation, on campus with a gender bias. One (1) intimidation, non campus with a race bias.	2022: Zero (0) unfounded crimes.
2023: One (1) hate crime reported. One (1) harassment, on campus with a race bias.	2023: Two (2) unfounded crimes.

Campus security authorities

University officials who have significant responsibility for student and campus activities are also sent communications (generally emails) requesting crime statistics. This communication requests information from the last calendar year. Campus security authorities also have been given a “Crime Incident Report” form to submit reported crimes closer to the time of occurrence to encourage timely reporting in order that we may issue timely notifications as appropriate.

OHSU has no student residence facilities; therefore, no statistics are recorded for residence halls.

Property considerations

Generally, on-campus property includes all buildings and property on the Marquam Hill campus, as well as OHSU properties and buildings on the South Waterfront.

Non-campus property includes the West Campus, which houses Oregon National Primate Research Center, clinics located throughout the state and business offices such as the Market Square Building, Marquam Plaza I and II and other locations not associated with, or being contiguous to, the Marquam Hill and South Waterfront campus. This includes all owned and controlled as well as leased spaces that support the institutional educational purposes.

There are a number of considerations in regard to reporting requirements for each type of property. For example, non-campus locations do not have the same reporting requirements for crimes on campus or even crimes on public property. Also, the ownership of a property, as opposed to the leasing of a property affect reporting requirements. Please note that not all considerations and all properties and their type are listed here as the list is long. If you have questions regarding the statistics published here or how specific property is classified, please contact the OHSU Department of Public Safety and request to speak with staff responsible for Clery.

On campus – residential facilities only is a sub-category of On Campus showing the number of on-campus crimes that took place in dormitories or other residential facilities for students on campus 34 CFR 668.46(c)(4)(ii). NOTE: OHSU does not have residential facilities or a residential population.

Effective from the 1999 calendar year, the Clery Act requires the reporting of crime statistics for an expanded area beyond OHSU’s campus. The law and accompanying regulations also require these statistics to be shown in specific geographic categories (or venues) as defined below.

Federal regulations define “on campus” as 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 said area and 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 vendors) 34 CFR 668.46(a). This category includes information provided by the Portland Police Bureau and/or RegJin. For additional information on crime statistics in the tri-county area, please call the Portland Police Bureau at 503-823-0097 or go to its website at: www.portlandoregon.gov/police.

Public property is defined as all public property, including thoroughfares, streets, sidewalks and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus 34 CFR 668.46(a). This category includes information provided by the Portland Police Bureau and/or RegJin. For additional information on crime statistics in the tri-county area, please call the Portland Police Bureau at 503-823-0097 or go to their website at: www.portlandoregon.gov/police.

Non-campus building or property is defined as 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 34 CFR 668.46(a) This category includes information provided by the Portland Police Bureau and/or RegJin. As well as the other local law enforcement agencies that have law enforcement jurisdictional authority for city or county areas where these properties are located.

Reasonably contiguous refers to a building or property owned or controlled (by OHSU) that is in a location OHSU or the students consider to be, and treat as, part of the campus.

For additional information on crime statistics in the tri-county area, please call the Portland Police Bureau at 503-823-0097 or go to its website at: www.portlandoregon.gov/police.

Non-Campus buildings/property with Clery reportable crimes for the 2021 calendar year include the following locations:

- Adventist Medical Center, 10123 SE Market Street, Portland, OR 97216
- Asante Rogue Regional Medical Center, 2825 Barnett Road, Medford, OR 97054
- Bay Area Hospital, 1775 Thompson Road, Coos Bay, OR 97420
- Columbia Memorial Hospital, 2111 Exchange Street, Astoria, OR 97103
- Crossroads Plaza - Scappoose Family Health Center, 51377 Old Portland Road, Scappoose, OR 97056

- Good Samaritan Medical, 1130 NW 22nd Avenue, Portland, OR 97210
- Good Samaritan Regional Medical Center, 3600 NW Samaritan Drive, Corvallis, OR 97330
- Legacy Good Samaritan Medical Center, 1015 NW 22nd Avenue, Portland, OR 97210
- Legacy Mt. Hood Medical Center, 24988 SE Stark Street, & 24800 SE Stark Street, Gresham, OR 97030
- Marshall High School, 3905 SE 91st Avenue, Portland, OR 97266
- OHSU Creekside Pharmacy, 8300 SW Creekside Place, Beaverton, OR 97008
- OHSU Health Hillsboro Medical Center, 335 SE 8th Avenue, Hillsboro, OR 97123
- Oregon State Hospital, 2600 Center Street NE, Salem, OR 97301
- Peace Health Sacred Heart Medical Center at Riverbend, 3333 Riverbend, Drive, Springfield, OR 97477
- Riverbend Height Apartments, 1976 Wallace Rd NW, Salem, OR 97304
- School of Nursing at La Grande, One University Blvd., La Grande, OR 97850
- School of Nursing at Oregon Institute of Technology (OIT), Dow Building 2, 3201 Campus Drive, Klamath Falls, OR 97601
- Salem Health, 890 Oak Street SE, Salem, OR 97301
- Sky Lakes Medical Center, 2865 Daggett Avenue, Klamath Falls, OR 97601
- St. Charles Bend, 2500 NE Neff Road, Bend, OR 97701
- St. Charles Surgical Specialties, 1253 NW Canal Blvd, Redmond, OR 97756
- St. Mary Medical Center, 401 W Poplar Street, Walla Walla, WA 99362
- The Balcony Building, 630 Main Street, Klamath Falls, OR 97601

Non-Campus buildings/property with Clery reportable crimes for the 2022 calendar year include the following locations:

- Neff Building, 2500 Neff Road, Bend, OR 97701
- Good Samaritan Regional Medical Center, 3600 NW Samaritan Drive, Corvallis, OR 97330
- Ducks Village Building, 3225 Kinsrow Avenue, Eugene, OR 97401
- Legacy Mt. Hood Medical Center, 24800 SE Stark Street, Gresham, OR 97030
- OHSU Health Hillsboro Medical Center, 333 SE 7th Avenue, & 335 SE th Avenue, Hillsboro, OR 97123
- Asante Medical Arts, 691 Murphy Road, Suite 200, Medford, OR 97056
- Asante Rogue Medical Center, 2528 East Barnett Road, Medford, OR 97056
- Adventist Medical Center Pavilion, 10000 SE Main Street,

Portland, OR 97216

- Legacy Good Samaritan Medical Center, 1015 NW 22nd Avenue, Portland, OR 97211
- OHSU Intercultural Psychiatric Clinic, 2214 Lloyd Center, Portland, OR 97232. Located in the Lloyd Center Shopping Center, 2201 Lloyd Center, Portland, OR 97232
- Providence St. Vincent Medical Center, 9205 Barnes Building, Portland, OR 97225
- Broadway Medical Clinic, 4212 NE Broadway, Portland, OR 97213
- OHSU Primary Care Clinic, 51377 Old Portland Road, Scappoose, OR 97056
- Peace Health Sacred Heart Medical Center at RiverBend, 3333 Riverbend Drive, Springfield, OR 97477

Non-Campus buildings/property with Clery reportable crimes for the 2023 calendar year include the following locations:

- Adventist East Pavillion, 10000 SE Main Street, Portland, OR 97216
- Adventist Health Portland, 10123 SE Market Street, Portland, OR 97216
- Asante Rogue Medical Center, 2528 East Barnett Road, Medford, OR 97056
- Broadway Medical Clinic, 4212 NE Broadway Street, Portland, OR 97213
- Good Samaritan Regional Medical Center, 3600 NW Samaritan Drive, Corvallis, OR 97330
- Legacy Good Samaritan Medical Center, 1015 NW 22nd Avenue, Portland, OR 97210
- Legacy Meridian Park Medical Center, 19300 SW 65th Avenue, Tualatin, OR 97062
- Legacy Mount Hood Medical Center, 24800 SE Stark Street, Gresham, OR 97030
- Neff Building, 2500 Neff Road, Bend, OR 97701
- Northwest Compounding, 8505 Creekside Place, Beaverton, OR 97008
- OHSU Clinics Beaverton, 15700 SW Greystone Court, Beaverton, OR 97006
- OHSU Health Hillsboro, Medical Center, 335 SE 8th Avenue, Hillsboro, OR 97123
- PSU Vanport Bldg, 1810 SW Fifth Avenue, Portland, OR 97201
- Salem Health, 875 Oak Street SE, Salem, OR 97301
- Samaritan Pharmacy Services, 3521 NW Samaritan Drive, Corvallis, OR 97330
- Sky Lakes Medical Center, 2865 Daggett Avenue, Klamath Falls, OR 97601
- Walla Walla University, 10355 SE Market Street, Portland, OR 97216

Crime definitions

These definitions conform to the requirements of the implementing regulations of the Clery Act (ref. 34 CFR 668.46(c)). For the purposes of counting and disclosing Criminal Offense, Hate Crime, arrest and disciplinary referral statistics under the Clery Act all definitions are based on those provided by the Federal Bureau of Investigation's Uniform Crime Reporting (UCR) Program. The definitions for murder, rape, robbery, aggravated assault, burglary, motor vehicle theft, arson, weapons carrying, possessing, etc. law violations, drug abuse violations, and liquor law violations are from the Summary Reporting System User Manual from the FBI's UCR Program.

The definitions of fondling, incest and statutory rape are from the FBI's National Incident-Based Reporting System Data Collection Guidelines edition of the UCR. Hate Crimes are classified according to the FBI's Uniform Crime Reporting Hate Crime Data Collection Guidelines and Training Manual. Note that, although the law states that institutions must use the UCR Program definitions, Clery Act crime reporting does not have to meet all of the other UCR Program standards. For the categories of domestic violence, dating violence and stalking, the Clery Act specifies that the definitions provided by the Violence Against Women Act of 1994 be used when counting and classifying those offenses.

Criminal homicide

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

Negligent manslaughter: The killing of another person through gross negligence.

Sex offenses

Rape: (Except statutory 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.

Fondling: 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 unable to give consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory rape: Sexual intercourse with a person who is under the statutory age of consent.

OHSU Policy Discrimination Harassment and Retaliation (Policy 03-05-048) defines consent as follows: Consent is a free and clearly given yes, not the absence of a no, and cannot be received when a person is incapacitated by alcohol or drugs.

ORS 163.315 definition:

1. A person is considered incapable of consenting to a sexual act if the person is:
 - a. Under 18 years of age
 - b. Mentally defective
 - c. Mentally incapacitated
 - d. Physically helpless
2. A lack of verbal or physical resistance does not, by itself, constitute consent but may be considered by the trier of fact along with all other relevant evidence.

Note: The Violence Against Women Act (VAWA) specified the term, "sexual assault" to mean: An offense that meets the definition of rape, fondling, incest or statutory rape as used in the uniform crime reporting system of the Federal Bureau of Investigation. All reports of sexual assault under VAWA are included in the crime statistics for sex offenses.

Other sex offense definitions

The Oregon Revised Statute defines rape as follows:

163.355 Rape in the third degree.

1. A person commits the crime of rape in the third degree if the person has sexual intercourse with another person under 16 years of age. Rape in the third degree is a Class C felony.

ORS 163.365 Rape in the second degree.

1. A person who has sexual intercourse with another person commits the crime of rape in the second degree if the other person is under 14 years of age.
2. Rape in the second degree is a Class B felony.

ORS 163.375 Rape in the first degree.

1. A person who has sexual intercourse with another person commits the crime of rape in the first degree if:
 - a. The victim is subjected to forcible compulsion by the person;
 - b. The victim is under 12 years of age
 - c. The victim is under 16 years of age and is the person's sibling, of the whole or half blood, the person's child or the person's spouse's child.
 - d. The victim is incapable of consent by reason of mental incapacitation, physical helplessness or incapability of appraising the nature of the victim's conduct.
2. Rape in the first degree is a Class A felony

Other crimes

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

Aggravated assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by a means likely to produce death or great bodily harm. For reporting purposes it is not necessary that injury result from an aggravated assault when a gun, knife or other weapon is used that could and probably would result in serious personal injury if the crime were successfully completed. Aggravated assault includes poisoning (date rape drug, etc.).

Burglary: The unlawful entry of a structure to commit a felony or a theft. For reporting purposes, this definition includes: unlawful entry with intent to commit a larceny or a felony, breaking and entering with intent to commit a larceny, housebreaking, safe-cracking, and all attempts to commit any of the aforementioned acts.

Motor vehicle theft: The theft or attempted theft of a motor vehicle. A motor vehicle is self-propelled and runs on land surface and not on rails. Motorboats, construction equipment, airplanes, and farming equipment are specifically excluded from this category. (Motor vehicle theft is classified as any case where an automobile is taken by a person not having lawful access, even if the vehicle is later abandoned, including joy riding).

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

Hate crimes: The Clery Act requires separate reporting, by category of prejudice, of any crime reported in the classifications above and any other crime involving bodily injury that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For the purposes of this section, the categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin and disability.

Violence Against Women Act offense definitions

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. For reporting purposes, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

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. 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.

For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

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.

For the purposes of this definition:

Course of conduct means 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.

Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Other offenses

Liquor law violations: 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.

Drug abuse violations: 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.

Weapon law violations: 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.

Unfounded crimes: An institution may withhold, or subsequently remove, a reported crime from its crime statistics in the rare situations where sworn or commissioned law enforcement personnel have fully investigated the reported crime and, based on the results of this investigation and evidence, have made a formal determination that the crime report is false or baseless and therefore “unfounded.” Crime reports can be determined baseless only if the allegations reported did not meet the elements of the offense or were improperly classified as crimes in the first place. For Clery purposes only sworn or commissioned law enforcement personnel may “unfound” a crime report for purposes of reporting under this section and when the totality of available information specifically indicates that the report was false or baseless. The recovery of stolen property, the low value of stolen property, the refusal of the victim to cooperate with the prosecution, and the failure to make an arrest do not “unfound” a crime report.

In other words, only Clery Act crimes that occurred on Clery Act geography, and were thoroughly investigated by sworn or commissioned law enforcement personal and found through investigation to be false or baseless, meaning that the crime did not occur and was never attempted are reported as unfounded.

Hierarchy Rule: When counting multiple offenses, you must use the FBI’s UCR Hierarchy Rule. Under this rule, when more than one Criminal Offense was committed during a single incident you should only count the most serious offense. A single incident means that the offenses were committed at the same time and place. That is, the time interval between the offenses and the distance between the locations where they occurred were insignificant. Beginning with the most serious offense, the following list shows the hierarchy for Clery Act reporting:

- Murder and non-negligent manslaughter
- Manslaughter by negligence
- Sexual assault
- Robbery
- Aggravated assault
- Burglary
- Motor vehicle theft

There are exceptions to using the Hierarchy Rule when counting offenses. They apply to arson, sexual assaults, hate crimes and VAWA offenses. The Hierarchy Rule does not apply to VAWA Offenses. Therefore, for any criminal offense, hate crime, or arrest for weapons, drug or liquor law violations that is also a VAWA offense, the statistics will reflect the original offense and the VAWA offense. For example, if an aggravated assault is also domestic violence, include the incident as one aggravated assault in the criminal offenses category and as an incident of domestic violence in the VAWA offenses category.

**LISTEN WITH EARS OF TOLERANCE.
SEE THROUGH THE EYES OF COMPASSION.
SPEAK WITH THE LANGUAGE OF LOVE.**

— Jalaluddin Rumi



Access to campus facilities, unlawful entry and trespassing

For more information, please refer to

VISIT OHSU
www.ohsu.edu/visit

VISITATION GUIDELINES
www.ohsu.edu/health/patients-and-visitors
or call 503-494-8311

FOR DIRECTIONS AND CAMPUS MAPS
www.ohsu.edu/visit/locations-and-directions

Access to the grounds and buildings of OHSU on its main campuses and its locations throughout the state are open to visitors who are furthering OHSU's missions of patient care, education and research. People invited to OHSU premises include students, employees, volunteers, patients, mission-related visitors and organizations and individuals with which OHSU does business.

Specified plazas and sidewalks are the only areas where non-OHSU activities are permitted. Individuals and organizations (including both private entities and public agencies) with questions about entering OHSU for purposes or activities not sponsored by OHSU or its units should contact the Department of Public Safety at 503-494-7744 for more information.

Campus educational/research building exteriors are generally open 6 a.m. to 6 p.m. Monday through Friday. Health care buildings hours are 5 a.m. to 9 p.m. After hours and weekends, buildings are secured by the Department of Public Safety by manually locked doors and/or electronic access control. OHSU Campus Services personnel conduct periodic checks of the grounds to ensure campus facilities are safely maintained. This includes campus lighting, landscaping, and walkway access as well as regular and ongoing checks of emergency phones located throughout the various locations.

Illegal or attempted illegal entry of university-owned, controlled property is prohibited. OHSU reserves the right to limit access to patients and their visitors based upon the care needs of the patient as well as the unique situations which exist within specific health care units and/or clinic areas which the patient or visitor is accessing.

Policy statement addressing counselor confidentiality

As a result of the negotiated rule-making process which followed the signing into law, the 1998 amendments to 20 U.S.C. Section 1092 (f), clarification was given to those considered to be campus security authorities. Campus "pastoral counselors" and campus "professional counselors," when acting as such, are not considered to be a campus security authority and are not required to report crimes for inclusion into the annual disclosure of crime statistics. Counselors are encouraged, if and when they deem appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for investigation and/or inclusion into the annual crime statistics.

Counselor definitions

Pastoral Counselor: An employee of an institution associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.

Professional Counselor: An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution's community and who is functioning within the scope of his or her license or certification. OHSU has a number of other options for confidential reporting and anonymous reporting that are outlined under the Campus and Community Resource section on page 46.

Campus safety programs and crime prevention

OHSU Department of Public Safety is known for its community service orientation, effectiveness at preventing crime through campus community involvement, and for providing a safe working environment for the promotion of education, research and health care. To request any of the services on the following pages, please call DPS at 503-494-7744.

Other topics and programs offered in regard to campus safety programs and crime prevention include but are not limited to, the following:

Safety escorts

OHSU Police Officers may provide safety escorts for employees, visitors, patients and students to all locations within the Marquam Hill and South Waterfront campuses if there is a concern for personal safety. Anyone requiring an escort should call Public Safety at 503-494-7744 or 4-7744. Depending on staffing levels and priority incidents, there may be a short delay.

Emergency phone number 4-4444 or 503-494-4444

OHSU has an emergency phone number for the Marquam Hill, and South Waterfront campuses. If emergency assistance is required on any of these locations, please use the emergency number to reach Public Safety without delay.

Other emergency phones

OHSU has emergency phones on Marquam Hill Campus, West Campus areas, and the South Waterfront Campus. For maps for each location and various pictures of what the phones look like at each location, please go to the Public Safety website at www.ohsu.edu/public-safety/safety-campus

Maps can be found at the end of this report as well.

Emergency code phrase – Dr. Strong

Emergency dispatchers will recognize this phrase as a request for emergency assistance and send officers to assist. Dr. Strong should only be used when it is unsafe for you to share incident details with the emergency dispatcher. Please note that if you are calling from a cell phone or a non-OHSU phone you will need to provide your location. After dispatching an officer to your location, the dispatcher will attempt to gather more information about what is occurring. Please stay on the line if it is safe to do so.

Physical security consultation and assessment

Public Safety staff is available to assess security needs for all OHSU facilities. Upon request, Public Safety will schedule an appointment to review physical security concerns (e.g., locks, doors, access control, parking areas, lighting, etc.), personal security concerns, and any other topic related to the safety and security of our community. To make an appointment or consult with Public Safety, call us and request a safety assessment for either physical security or personal safety.

Workplace violence prevention

Public Safety staff is available to conduct training for both individuals and groups on the identification and prevention of workplace violence. OHSU also offers online training in Workplace Violence Prevention and Response through the Compass training system. This course is an excellent introduction to the key elements for preventing and responding to workplace violence both in a clinical and non-clinical setting and meets the requirements of ORS 654.414(c), Safety of Health Care Employees. The course is mandatory for all hospital employees and must be updated on a regular and ongoing basis for those employees. However, the course is also available to all OHSU employees and students. The OHSU Workplace Violence Policy requires all actual or potential workplace violence situations to be immediately reported to Public Safety.

Emergency management course and refresher

Both the emergency management course and refresher course are available on Compass. All OHSU community members should log into Compass to access both courses which provides information on how OHSU prepares for and responds to disasters and other emergencies.

It describes resources available to you, including notification systems and procedures, so that you know what to do should an emergency occur. The course covers “RUN, HIDE, FIGHT” response to an active shooter situation. For more information on the notification systems and procedures please see the section regarding Timely Warning Notifications and Emergency Notifications on page 49.

Public Safety training

Education is available in regard to de-escalation and trauma informed principles through the Occupational Health Office. Video training on how to survive an active shooter scenario is available to all OHSU community members. An active shooter safety guide is also available. These educational materials are accessible on the OHSU intranet O2 only and can be found on the following web page:

o2.ohsu.edu/public-safety/in-an-emergency/active-shooter-on-campus.cfm

Threat triage team (T3)

T3 is an ad-hoc team with Public Safety in the lead and at least two other members, and it can be convened within minutes to assess a developing threat. Both the Threat Assessment Team and the T3 uses professional assessment tools. Also available to these groups is an extensive list of safety planning options, many of which can be implemented immediately. Public Safety staff is empowered to take safety planning measures immediately, when necessary.

Threat Assessment Team

OHSU has a multidisciplinary team with professional expertise in threat assessment. Members represent Public Safety, Psychiatry, Student Health, Human Resources, Legal, Risk Management, Clinical Operations, Academic Affairs, and other units as necessary. This team has unfettered access to the information it needs to assess threats and can be activated 24 hours a day, 7 days a week, 365 days a year.

Emergency codes

Hospital and ambulatory areas generally can receive messages via overhead paging. (Note this type of communication is limited at OHSU and should not be relied upon in non-hospital and ambulatory areas such as research or university areas.) Emergency codes that are used at OHSU can be found in the Emergency Response Resource Guide (Appendix 1) of this document at page 55.

OHSU identification

All employees, students, contractors, volunteers and others doing business at OHSU must have an OHSU photo identification card issued by the OHSU Transportation and Parking Customer Service Center in the Physical Plant building on Marquam Hill or in the Rood Family Pavilion on the South Waterfront Office (SE corner of building). West Campus staff may obtain a badge by contacting the facilities staff via email onprcfacilities@ohsu.edu. IDs must be worn conspicuously at all times while on OHSU owned and controlled property.

IDs are the property of OHSU and must also be presented and relinquished upon request by a Public Safety officer.

Do NOT loan your ID to anyone as it has been assigned to you and you will be held responsible for how it is used.

Report all lost or stolen IDs to Public Safety immediately as these cards also grant access to parts of campus via an electronic access control system. IDs can be disabled if lost or stolen to avoid unauthorized use by others.

See OHSU Identification Cards, Policy 07-15-001 for more information; o2.ohsu.edu/policies-and-compliance/ohsu-policy-manual/chapter-7-facilities-management-support-services/ohsu-policy-07-15-001.cfm

Theft prevention

All employees and students are encouraged to own your space and to confirm the identity of anyone in your area that is unknown. If there is an individual in your area who is not known, please engage them and see how you can assist them. Call Public Safety when someone does not have business in the area and they seem suspicious. Always remember to lock up purses, wallets, keys or other valuables, taking keys with you when you leave. All are also encouraged to lock offices when unoccupied, even for a short time.

Vehicles and interior property can be targets of theft on the OHSU campuses. We encourage those who bring vehicles to our property to not leave the vehicle idling and unattended, to lock the vehicle and take keys with them, to keep valuables out of sight, and to use an anti-theft device such as vehicle alarms or a club, which locks the steering wheel and prevents it from being turned. For more information on how to keep your belongings safe, a personal/property safety brochure is available at the external OHSU Department of Public Safety website www.ohsu.edu/public-safety/safety-campus.

ID theft prevention and reporting

All employees and students are encouraged to guard their personal information and to protect their identity by shredding all unneeded papers or documents that contain any personal or financial information, including name, address, date of birth, or social security number. All are also encouraged to opt out of receiving pre-screened credit card offers, to annually review their credit report, to use a post office box or locking mailbox at home, and to keep a list of all account numbers and telephone numbers in case of loss or theft of credit cards. It is also important to keep that list in a safe place and immediately report all loss or theft to both the appropriate law enforcement agency as well as the credit card companies.

All education in regard to the above campus safety programs, crime prevention and personal safety consultation is available upon request to all OHSU organizations and departments. Other OHSU departments such as Environmental Health and Radiation Safety, Student Health and the Integrity Office also offer information in regard to some of these matters.

Public Safety also provides safety information and handouts that are available around campus and during community events. They are also available on the OHSU Public Safety's website www.ohsu.edu/public-safety/ohsu-police.

Orientation: new student and new employee

Employees and students both receive information about campus security procedures, practices and crime prevention during their orientations. Since 2020 new employee orientation has been offered virtually and has four parts.

1) Administrative tasks required the first few days of employment include completing HR paperwork, receiving an identification badge, and confirming Occupational Health requirements.

2) Training courses are delivered as self-paced, virtual learning modules. Human Resources automatically assigns five modules, one of which is a New Employee Orientation module, via Compass - the OHSU learning management system. Additional training may be required depending on the new employee's role at OHSU.

3) OHSU Now Onboarding emails communicate to new employees information to support the onboarding process. There are a series of six emails new employees receive during their first three months.

4) Department onboarding orients new employees to the specifics of their work and processes within OHSU. <https://o2.ohsu.edu/onboarding/>

Student orientation is required for all OHSU students and is offered on the first day of the summer and fall terms. Information about student resources can be found at https://www.ohsu.edu/sites/default/files/2023-04/NSO%20Resource%20Guide_AY24.pdf

During these orientations, employees and students receive information in regard to crime on campus and in surrounding neighborhoods as well as how to request assistance and report crimes or security issues. Employees and students are encouraged to be responsible for their own security and the security of others.

They receive general safety tips such as walking with a buddy, avoiding shortcuts and using well-lit paths. Crime prevention information, such as not leaving belongings unattended, how to own your workspace and when to call Public Safety is also shared.

Monitoring and recording off-campus student activity or facilities

OHSU has no off-campus student organizations nor does it have fraternities or sororities. OHSU police officers will help local law enforcement with OHSU student issues when requested, but officers do not actively monitor off-campus, non-university-sponsored activities or individuals' conduct.

Rules and policies regarding possession, use and sale of alcohol, drugs, and tobacco

Around 1,100 colleges and universities have joined together to form the Network of Colleges and Universities Committed to the Elimination of Drug and Alcohol Abuse. As part of that consortium, OHSU has made a commitment to prevent the use of illicit drugs and abuse of alcohol on campuses across the country. We care about each member of the community, especially in difficult times. If you, your colleagues, friends, or family are struggling with drug or alcohol dependency or substance use disorder we encourage you to reach out, report a concern, share resources or seek support. It is important to know that treatment options are available and can be very effective.

The Drug-Free Schools and Campuses Act, the Drug-Free Workplace Act of 1988, and OAR 580-19-001 require the distribution of the information contained below to each student and employee. This information can also be downloaded from the OHSU O2 intranet site:

o2.ohsu.edu/integrity-department/all-ohsu/integrity-booster/drug-and-alcohol-abuse.cfm

and/or

o2.ohsu.edu/human-resources/documents/upload/ohsu-alcohol-and-drug-guide-employees-and-students.pdf

Standards of Conduct

OHSU is based on a culture of ethics, integrity, transparency and safety. That includes a commitment to maintaining a drug-free institution. The OHSU Code of Conduct outlines expectations and responsibilities. All members of the OHSU community—employees, students and volunteers—have to behave in accordance with these principles.

We perform our duties and protect others in the OHSU community by using sound safety practices, including coming to OHSU free from the influence of alcohol or any illegal drugs. The unlawful manufacture, distribution, dispersal, possession or use of illicit drugs by university students or employees in the workplace is prohibited.

OHSU-wide policies

The OHSU Policy Manual contains alcohol and drug related policies for employees and students. The primary policy that applies to all OHSU members is as follows:

Serving of Alcohol

Policy No. 07-90-025

General rule | No use without approval

No alcohol shall be served or consumed:

1. On OHSU owned or controlled property, whether at an OHSU sponsored event or not, or
2. At an OHSU sponsored event, held on premises not owned or controlled by OHSU, unless approved by the division or department head (or equivalent) and responsible Unit Leader of the sponsoring group. An event held on premises not owned or controlled by OHSU shall not be considered an OHSU sponsored event if no institutional funds or resources are used and attendance is not required by OHSU management.

Requirements

Except for events at the President's residence or events approved by the Provost, no event shall be approved under section 1(A) for use of alcohol, unless:

1. It is sponsored by a unit or division of OHSU or by an organization or group which is recognized and associated with OHSU through its programs of education, research, patient care or community service; and
2. The sponsoring group abides by and observes the OHSU Alcohol Use Risk Control Plan described below, which Plan shall automatically apply to any event approved under Section 1(A); and
3. Applicable Oregon Liquor Control Commission permits or licenses have been procured or will be procured prior to the final approval of the event.
 - a. Events at which attendees are required to pay for alcohol, either directly or indirectly (e.g., there is a charge for the event which helps cover beverage costs) will require the sponsoring organization to obtain a license from the Oregon Liquor Control Commission. One day or special event licenses are available.
 - b. Events for which there is no charge, either directly or indirectly, for beverages will not require the sponsoring organization to obtain a license from the Oregon Liquor Control Commission.

Alcohol Use Risk Control Plan

Where alcohol is to be served, the following rules and guidelines must be observed:

- No alcohol may be served to or by anyone not of legal drinking age.
- No alcohol may be served to anyone who is visibly intoxicated or any OHSU employee who the server knows, or has reason to believe, has not completed their normal work schedule.
- Non-alcoholic beverages and food must be available throughout the event.
- All servers (vendors or others) who will be serving alcohol at the approved event must, prior to serving, be aware of and agree to abide by all requirements of the alcohol use risk control plan and other applicable OHSU policies.
- Alternative transportation options must be available for anyone who has been served alcohol. Sponsors shall see that information about such options is made available to attendees at the event.
- The amount of time alcohol will be available should be limited to a reasonable time frame and should cease at least 30 minutes prior to the conclusion of the event. Unless a meal, or the equivalent of a meal, is provided, serving should be restricted to ninety (90) minutes.
- OHSU employees attending OHSU sponsored functions shall not consume alcohol unless they have fully completed their normal work schedule (see [Policy No. 03-30-095](#), prohibition on being under the influence).
- OHSU employees shall not act as servers at an event.
- Alcohol shall be served by an approved vendor chosen from a list of approved vendors maintained by Protocol and Events or by a commercial hosting facility licensed to serve alcohol when the event is held at such facility.
- Sponsors must ensure that all applicable rules, laws, and other requirements, such as liquor licensing requirements, are met.

Public Safety personnel

For events on OHSU-owned or controlled property, the sponsoring group shall complete an electronic notification on the Protocol and Events intranet page at least five (5) business days prior to the event. If the Director of Public Safety determines that Public Safety personnel need to be on site or available, the sponsoring group shall be responsible to pay the cost of providing Public Safety personnel for the event.

Payment for alcohol

Except as the Provost or OHSU policy provides otherwise (see [Policy No. 06-60-010](#)), institutional funds may not be expended to purchase alcoholic beverages.

Sanctions

As is true for violations of OHSU policies generally, failure to follow these policies may result in disciplinary action up to and including dismissal. Further, failure to abide by these requirements may result in confiscation of the misused substance or other penalties, including personal liability for the employee involved for any fines, litigation or other costs involved as a result of such failure.

Drug and Alcohol Use

Policy No. 03-30-095

Prohibitions

No person shall be under the influence of any unlawful drug, any alcohol, or misused prescription drug while in the workplace, while on duty, or while operating a vehicle or equipment owned or leased by OHSU. An unlawful drug is any drug that is illegal under federal, state or local law and this includes marijuana. Please see the section entitled 'Marijuana legalization' in Oregon on page 6 for more information. Employees suspected of being under the influence in violation of this prohibition may be required to submit to a drug or alcohol test in accordance with Policy No. 03-10-015.

No person shall unlawfully use, possess, sell, manufacture, distribute or dispense alcoholic beverages or drugs on property owned or controlled by OHSU.

Sanctions

Employees who violate this prohibition will be disciplined in accordance with applicable bargaining agreements and applicable University procedures. Actions include, but are not limited to, required participation in a substance use disorder assistance or rehabilitation program, oral or written reprimand, suspension or termination and/or referral of the matter for prosecution.

Reporting of convictions

Employees must notify their supervisor, and by phone or in writing to the Vice President for Human Resources, of any criminal drug statute conviction for a violation occurring in the workplace or in the course of their job duties within five days of the conviction. Additionally, any OHSU member shall report to the Director of Public Safety any criminal conviction (except a traffic offense) within 15 days of the conviction (Policy No. 03-10-011). Further, the University is required by law to notify the appropriate government agency of such a conviction within ten days of receiving the conviction notice.

Drug and Alcohol Testing (Employees)

Policy No. 03-10-015

Drug and alcohol free workplace

To promote the health, safety and productivity of employees, and the health and safety of the individuals we serve, it is the policy of OHSU to provide a drug and alcohol free workplace. To support this goal, OHSU has established a testing program consisting of pre-employment testing of applicants for employment in specified positions and “reasonable suspicion” testing of employees who are suspected of being impaired by drug or alcohol use while at work. An unlawful drug is any drug that is illegal under federal, state or local law.

Reasonable suspicion drug and alcohol testing

Any employee may be required to submit to a drug or alcohol test if there is reasonable suspicion the employee is under the influence of drugs or alcohol while at work. Reasonable suspicion testing of classified employees is governed by the applicable collective bargaining agreement.

Behavior and physical signs indicating substance indicating prohibited substance use may include but not be limited to:

- Observed impairment of job performance;
- Abnormal conduct or erratic behavior;
- A serious workplace accident or number of minor workplace accidents;
- Evidence of drug tampering in the employee’s workplace; or
- Abnormal physical conditions including but not limited to bloodshot eyes, slurred speech, lethargy or drowsiness, lack of coordination and odor of alcohol on breath.

Requirements

- If an employee’s behavior and/or physical condition cause reasonable suspicion of prohibited substance use a supervisor shall contact the department head and request that a drug or alcohol screen be performed. The department head may require the employee to submit to drug testing for reasonable suspicion. The suspicious behavior and/or physical condition shall be documented and placed in the employee’s personnel file.

- The employee to be screened shall be relieved of their duties, and arrangements shall be made for testing and for transportation home as appropriate, following the test. Refusal to submit to the test or failure to report to the testing site is cause for disciplinary action.
- Should an employee test positive during a reasonable suspicion drug test, OHSU’s intention is to make sure the person receives intervention and treatment whenever reasonable and possible. However, in accordance with policy 03-30-095, it is important to be aware that the employee may be subject to sanctions. If you have additional questions or concerns before reporting reasonable suspicion concerns, please contact your HR business partner.

Marijuana legalization in Oregon

In 2014, Oregon Measure 91 legalized the recreational use of marijuana. OHSU’s practices did not change as a result of the measure. As a recipient of federal funds, OHSU is required to comply with federal laws and regulations regarding marijuana possession and use, including the Drug-Free Workplace Act of 1988.

OHSU’s Drug and Alcohol Use policy continues to prohibit being under the influence or in possession of any unlawful drug, misused prescription drug or any alcohol while in the workplace, while on duty, or while operating a vehicle or equipment owned or leased by OHSU. The policy has been updated to clarify that “an unlawful drug is any drug that is illegal under federal, state or local law.”

OHSU’s Drug and Alcohol Testing policy also provides for pre-employment testing of applicants for specified positions and reasonable suspicion testing of employees who are suspected of being under the influence of unlawful drugs or alcohol while at work. The drug test panel for both pre-employment and reasonable-suspicion testing includes THC, which remains illegal under federal law. This policy was also updated to clarify that “an unlawful drug is any drug that is illegal under federal, state or local law.”

Employees with a professional license should keep in mind that many professional licensing boards have their own requirements regarding drug and alcohol use.

Conduct Relating to Students - Proscribed Conduct

Policy No. 02-30-010

No student shall engage in conduct proscribed by an applicable school or program or by OHSU or its Board of Directors, including but not limited to the OHSU Code of Conduct. Engaging in proscribed conduct shall subject a student to sanctions ranging from oral or written reprimand to dismissal, according to written procedures administered by the student's school or program.

Proscribed conduct related to alcohol and drug use:

- Illegal use, possession, manufacture, diversion, sale, dispensation, or distribution of drugs or controlled substances, including being under the influence or impaired, on institutionally owned or controlled property (absence of criminal penalties is not considered express authorization).
- Inciting others to engage in any of the conduct or to perform any of the acts prohibited herein. Inciting means that advocacy of proscribed conduct that calls on the person or persons addressed for imminent action and, coupled with a reasonable apprehension of imminent danger to the functions and purposes of OHSU, including the safety of persons, and the protection of its property.

Specific Proscribed Conduct

Without limiting the generality of the above, the following conduct is proscribed by OHSU:

- Conviction of a felony, a class A misdemeanor or of a crime involving moral turpitude (which shall include, but not limited to, sex or drug related crimes) while attending OHSU.

Reporting Proscribed Conduct Related to Drug and Alcohol Violations

School or program officials must report to Public Safety whenever a student is either arrested or referred for disciplinary action for:

- Liquor Law Violations
- Drug Law Violations

Student Drug and Alcohol Testing

Policy No. 02-01-003

To promote the health and safety of all students and patients in their care, OHSU has established a drug testing program consisting of pre-matriculation testing, pre-clinical experience testing and “reasonable-suspicion” testing for any student suspected of being under the influence of lawful and/or unlawful drugs or alcohol during their course of study.

Pre-Matriculation Testing

All students accepted into educational programs with a clinical component shall be offered conditional admission pending the results of a pre-matriculation drug test. Failure of a pre-matriculation drug test may result in denial of admission into the academic program. Individual school policy shall dictate the timing of such tests, ensuring at a minimum, students are tested before their initial clinical experience.

Clinical and Safety Sensitive Placement Testing

Students participating in clinical or safety sensitive activities shall be made aware that drug testing may be required dependent upon individual placements. Students that are unable to pass testing for individual clinical placements or safety sensitive activities may be subject to disciplinary action.

“Reasonable-Suspicion” Drug and Alcohol Testing

Behavior and Physical Conditions Giving Rise to Reasonable Suspicion

Behavioral and physical signs giving rise to reasonable suspicion for testing may include but not be limited to:

1. Observable phenomena, such as direct observation of drug use or possession and/or the physical signs and symptoms of being under the influence of a drug or alcohol;
2. Abnormal conduct or erratic behavior;
3. A serious accident or number of minor accidents during any experience in which the student participates;

4. Evidence of student involvement with drug tampering or evidence that the student tampered with a previous drug test;
5. Abnormal physical conditions including but not limited to bloodshot eyes, slurred speech, lethargy or drowsiness, lack of coordination, and odor of alcohol on breath.

Should a student test positive during a reasonable suspicion drug test, OHSU’s intention is to make sure the person receives intervention and treatment whenever reasonable and possible. A failed test or refusal to take a test may result in disciplinary action in accordance with school or program policies, OHSU Policy No. 02-30-010 Conduct Relating to Students - Proscribed Conduct, and OHSU Policy No. 02-30-050, Student Suspension, Dismissal and Appeal. If you have additional questions or concerns before reporting reasonable suspicion concerns, please contact the Office of Student Affairs at StudentAffairs@ohsu.edu.

Student Suspension, Dismissal and Appeal

Policy No. 02-30-050

A sanction of suspension or dismissal shall be imposed only after a hearing on the matter is conducted in accordance with school policies and procedures and advice from the OHSU Legal Department.

A student may be suspended on an interim basis if the Provost determines that the Student has violated the OHSU Code of Conduct and/or their continued presence (physical or virtual) on the OHSU Campus or continued active participation in the program poses a significant risk of serious harm to self or another person or is actively disrupting or interfering with the normal operations of OHSU. Interim Suspension may become effective immediately without prior notice and includes suspension of physical and virtual access to sites and resources at OHSU (including courses) and its academic and clinical partners. A hearing will be scheduled in accordance with the school/college level policies and practices as soon as is practicable. Students will remain on Interim Suspension until at least the conclusion of the disciplinary proceedings.

Health Risks

There are numerous health risks associated with alcohol and illicit drug use. The substances covered in this guide include:

- Tobacco and nicotine
- Alcohol
- Cannabis (marijuana, hashish, hashish oil, tetrahydrocannabinol)
- Inhalants (nitrous oxide, amyl nitrite, butyl nitrite, chlorohydrocarbons, hydrocarbons)
- Cocaine
- Stimulants (amphetamines, methamphetamines)
- Depressants (barbiturates, methaqualone, tranquilizers)
- Hallucinogens (PCP, LSD, mescaline, peyote, psilocybin)
- Narcotics (heroin, methadone, codeine, morphine, meperidine, opium)
- Designer drugs (analogs of fentanyl, analogs of meperidine, MDMA, ecstasy, analogs of PCP)
- Anabolic steroids

Tobacco and nicotine

Smokers are more likely than nonsmokers to contract heart disease. Lung, larynx, esophageal, bladder, pancreatic, and kidney cancers also occur in smokers at increased rates. Thirty percent of cancer deaths are linked to smoking. Chronic obstructive lung diseases, such as emphysema and chronic bronchitis, are 10 times more likely to occur among smokers than among nonsmokers. Smoking during pregnancy also poses risks, such as spontaneous abortion, pre-term birth, and low birth weights. Fetal and infant deaths are more likely to occur when the pregnant woman is a smoker. Nicotine is both psychologically and physically addictive.

Alcohol

Small amounts significantly impair the judgment and coordination needed to operate vehicles, and can also lower inhibitions. Moderate to large amounts cause marked impairments in higher mental functions and loss of memory and the ability to learn and remember information. Large amounts cause respiratory depression and death. Long-term consumption, particularly when combined with poor nutrition, can also lead to dependence and permanent damage to vital organs such as the brain and the liver. If combined with other depressants of the central nervous system, much lower amounts of alcohol will produce the effects just described. Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and intellectual disabilities.

Cannabis (marijuana, hashish, hashish oil, tetrahydrocannabinol)

Physical effects of cannabis include increased heart rate, bloodshot eyes, dry mouth and throat, and increased appetite. Use of cannabis may impair or reduce short-term memory and comprehension, alter sense of time, reduce ability to perform tasks requiring concentration and coordination, and impair driving ability. Motivation and cognition may be altered, making the acquisition of new information difficult. Marijuana, hashish, THC, etc., can also produce paranoia and psychosis. Long-term use may result in possible lung damage, reduced sperm count and sperm motility and may affect ovulation cycles. Cannabis can also be psychologically addictive. Chronic use of marijuana by males can reduce the levels of testosterone. Marijuana freely crosses the placenta, leaving the developing brain susceptible to marijuana substances. Even greater risk is associated with the concomitant use of other fetotoxic drugs. During pregnancy the use of marijuana should be avoided.

Inhalants (nitrous oxide, amyl nitrite, butyl nitrite, chlorohydrocarbons, hydrocarbons)

Immediate effects of inhalants include nausea, sneezing, coughing, nosebleeds, fatigue, lack of coordination, and loss of appetite. Solvents and aerosol sprays also decrease the heart and respiratory rates and impair judgment. Amyl and butyl nitrite cause rapid pulse, headaches, and involuntary passing of urine and feces. Long-term use may result in hepatitis or brain damage. Deeply inhaling vapors, or using large amounts over a short time, may result in disorientation, violent behavior, unconsciousness, or death. High concentrations of inhalants can cause suffocation by displacing oxygen in lungs. Long term use can cause weight loss, fatigue, electrolyte imbalance, muscle fatigue, and permanent damage to the nervous system.

Cocaine

Cocaine stimulates the central nervous system. Its immediate effects include dilated pupils and elevated blood pressure, heart rate, respiratory rate, and body temperature. Occasional use can cause nasal irritation; chronic use can ulcerate the mucous membrane of the nose. Crack or freebase rock is extremely addictive. Physical effects include dilated pupils, increased pulse rate, elevated blood pressure, and insomnia, loss of appetite, tactile hallucinations, paranoia, and seizures. The use of cocaine can cause death by cardiac arrest or respiratory failure. During pregnancy cocaine is fetotoxic. It causes indirect effects by its actions on the mother's blood vessels and direct effects by crossing the placental barrier. Because of the wide spectrum of both kinds of effects on the unborn, the syndrome is not as well defined as fetal alcohol syndrome.

Stimulants (amphetamines, methamphetamines)

Stimulants cause increased heart and respiratory rates, elevated blood pressure, dilated pupils, and decreased appetite. Users may experience sweating, headache, blurred vision, dizziness, sleeplessness, and anxiety. Extremely high doses can cause rapid or irregular heartbeat, tremors, loss of coordination, and physical collapse. Amphetamine injection creates a sudden increase in blood pressure that can result in stroke, very high fever, or heart failure. In addition to physical effects, feelings of restlessness, anxiety, and moodiness can result. Use of large amounts over a long period of time can cause amphetamine psychosis that includes hallucinations, delusions, and paranoia. The use of amphetamines can cause physical and psychological dependence. Infants born to women abusing methamphetamine show lower birth weights, slower growth, cognitive deficits, behavioral maladjustment, and increased risk of intracerebral hemorrhage. Its use during pregnancy is not recommended.

Depressants (barbiturates, methaqualone, tranquilizers)

Small amounts can produce calmness and relaxed muscles, but somewhat larger doses can cause slurred speech, staggering gait, and altered perception. Large doses can cause respiratory depression, coma, and death. Combination of depressants and alcohol can multiply effects of the drugs, thereby multiplying risks. Babies born to mothers who misuse depressants during pregnancy may be physically dependent on the drugs and show withdrawal symptoms shortly after birth. Birth defects and behavioral problems may also result. The use of depressants can cause both physical and psychological dependence.

Hallucinogens (PCP, LSD, mescaline, peyote, psilocybin)

Phencyclidine (PCP) interrupts the functions of the neocortex, the section of the brain that controls intellect and instinct. PCP blocks pain receptors, and users can have violent PCP episodes resulting in self-inflicted injuries. Lysergic acid diethylamide (LSD), mescaline, and psilocybin cause illusions and hallucinations. The physical effects may include dilated pupils, elevated body temperature, increased heart rate and blood pressure, loss of appetite, sleeplessness, and tremors. These drugs and the designer drugs below are sometimes classified as psychedelic drugs for useful classification of effects on perception, cognition, and mood. Because of indirect effects on the fetus and potential impairment of judgment of the mother, these drugs should not be taken during pregnancy.

Narcotics (heroin, methadone, codeine, morphine, meperidine, opium)

Narcotics initially produce a feeling of euphoria that often is followed by drowsiness, nausea, and vomiting. Users may experience constricted pupils, watery eyes and itching. Overdoses may produce respiratory depression, clammy skin, convulsions, coma, and death. Addiction in pregnant women can lead to premature, stillborn, or addicted infants who experience severe withdrawal symptoms. Use of narcotics can cause physical and psychological dependence.

Designer drugs (analogs of fentanyl, analogs of meperidine, MDMA, ecstasy, analogs of PCP)

Many “designer drugs” are related to amphetamines and depressants and have stimulant and depressant properties. Use can produce severe neurochemical damage to the brain. Narcotic analogs can cause symptoms such as those seen in Parkinson’s disease: uncontrollable tremors, drooling, impaired speech, paralysis, and irreversible brain damage. Analogs of amphetamines and methamphetamines cause nausea, blurred vision, chills or sweating, and faintness. Psychological effects include anxiety, depression, and paranoia. Analogs of PCP cause illusions, hallucinations, and impaired perception.

Anabolic steroids

Steroid users subject themselves to more than 70 side effects, ranging in severity from acne to liver cancer, including psychological as well as physical reactions. The liver and cardiovascular and reproductive systems are most seriously affected by use. Use can cause withered testicles, breast reduction, sterility, and impotence. Psychological effects include very aggressive behavior, known as “roid rage”, and depression. While some side effects appear quickly, others, such as heart attacks and strokes, may not show up for years.

Resources: Substance Use Disorder Prevention and Recovery

The world has faced major challenges in recent years, and some of these uniquely impact people working in the healthcare field. The added stressors for healthcare professionals are unprecedented and can increase vulnerability to addiction and other mental health concerns. If you are struggling, please know that you are not broken or alone. Please seek help. The following resources are a good place to start.

OHSU employee resources

Through Spark Wellness, an Employee Assistance Program (EAP) provides benefit-eligible employees and their dependents 24/7 access to confidential counseling to help address issues such as relationships, substance use disorder, financial hardship and general stress or depression. The EAP is available 24/7 by calling or texting 1-800-433-2320.

Faculty who are concerned about students who may be affected by alcohol or drug use are encouraged to consult with a director at the Student Health and Wellness Center by calling 503-494-8665.

OHSU student resources

Any OHSU student, postdoctoral fellow and their adult dependents who have personal concerns about the misuse of alcohol or drugs may contact the Student Health and Wellness Center for confidential consultations, assessments, educational materials and referrals for treatment. Visit Student Health and Wellness Center on the web at www.ohsu.edu/student-health or call 503-494-8665.

Accommodations and leave

OHSU will reasonably accommodate a recovering employee's substance use disorder or treatment in accordance with the federal Americans with Disabilities Act and Oregon state law. Please read our workplace accommodations notice [here](#). An accommodation is meant to help an employee perform the essential functions of their position and may consist of, but is not limited to: protected medical leave (see family medical leave information below), leave from work to attend treatment or medical appointments and/or modification of an employee's schedule. Employees may contact OHSU's Office of Civil Rights Investigations and Compliance (OCIC) office to request a reasonable accommodation. OCIC will determine employee eligibility and assess what reasonable accommodations are available. To submit a request, please use the [Reasonable Accommodation Request Form](#) or contact OCIC at 503-494-5148.

The Family and Medical Leave Act (FMLA) of 1993 is a federal law designed to help preserve an employee's job and benefits when they need time off from work to deal with serious health situations involving themselves or their family. This means employees can take time off to attend to critical life events without losing employment and health insurance coverage. As of Jan. 1, 2016, the Oregon Family Leave Act (OFLA) also provides job protection as

well as continuation of health benefits while on leave, similar to FMLA. Eligible employees may request family medical leave by contacting The Standard 24/7 at 1-800-378-2390. The Standard is OHSU's partner for FMLA and OFLA administration.

Students may contact the OHSU Office for Student Access to request a reasonable accommodation. Students may request a leave of absence in accordance with policy 02-70-030 Voluntary Leave of Absence, Excused Absence, and Withdrawal.

Alcohol dependency support and recovery

Alcoholics Anonymous meetings are available to support individuals to achieve and maintain sobriety.

For meeting locations and a comprehensive calendar of AA meetings in the Portland Metro area, visit www.pdxaa.org.

There are more than 900 AA group meetings in the state of Oregon. Visit www.aa-oregon.org for meetings by district and access to resources.

Al-Anon offers support for friends and family of problem drinkers. Attendance at meetings is confidential and anonymous. Meetings are free and easily accessible.

In Oregon: www.oregonal-anon.org

In Portland: www.al-anonportlandoregon.org.

Lines for Life offers substance abuse crisis support and education at www.linesforlife.org or 1-800-273-8255

Residential and outpatient treatment programs

Hazelden offers assessment and treatment for alcohol and drug rehabilitation at two locations in the Portland area.

Visit www.hazeldenbettyford.org for information.

The Newberg location is a residential campus providing tailored treatment to meet each individual's unique needs. Clinicians may recommend primary care or, to address more complex situations, extended care to address special issues including mental health complications, relapse prevention, and sober living skills.

Hazelden Springbrook Campus

1901 Esther St.
Newberg, OR 97132
1-866-831-5700

The Beaverton location is an outpatient clinic that offers chemical dependency, mental health and pain management services.

Hazelden Addiction Treatment Center

6600 S.W. 105th Ave., Suite 120
Beaverton, OR 97008
1-866-275-3494

Violations and Sanctions

OHSU sanctions

In addition to any penalties under federal and state law, employees or students found to be in violation of OHSU policies may be subject to disciplinary sanctions consistent with applicable provisions of state and federal laws, regulations and policies (including applicable Oregon Administrative Rules, administrative rules, the Oregon Health & Science University Code of Conduct, applicable collective bargaining agreements and applicable OHSU policies).

If imposed, sanctions will include appropriate action up to and including dismissal and/or termination of employment and referral for prosecution and may require participation in an approved substance use disorder assistance or rehabilitation program.

State of Oregon sanctions

Alcohol

Minor in possession: Any attempt to purchase or acquire alcoholic beverages by a person under 21 years is a violation (up to a \$1,000 fine). A minor is not in violation of, and immune from prosecution for, minor in possession if the person contacted emergency medical services or a law enforcement agency in order to obtain medical assistance for another person who was in need of medical assistance due to alcohol consumption and the evidence of the violation of this section was obtained as a result of the person's having contacted emergency medical services or a law enforcement agency; or the person was in need of medical assistance due to alcohol consumption and the evidence of the violation of this section was obtained as a result of the person's having sought or obtained the medical assistance.

Providing liquor to a minor: Class A misdemeanor (up to one year in jail and a fine, plus restitution and community service) Mandatory minimums: First conviction: \$500; second conviction: \$1,000; third or subsequent conviction: \$1,500 and 30 days.

Driving under the Influence of Intoxicants: Driving a vehicle while under the influence of intoxicants is a class A misdemeanor with a penalty of up to one year in jail and a \$10,000 fine and suspension or revocation of driving privileges. For purposes of Motorist Implied Consent Laws, a person under 21 years of age with any amount of alcohol in the blood constitutes being under the influence of intoxicating liquor.

In Oregon, penalties for possession and distribution are determined by the controlled substance schedule upon which the drug appears. Examples from the drug schedules appear below. (Note: Most drugs appear on the same federal and state schedule.)

Schedule I: Heroin, LSD, marijuana (federal law), peyote, mescaline, psilocybin, methamphetamine (Oregon law)

Schedule II: Opium, cocaine, methamphetamine (federal law), marijuana (Oregon law)

Schedule III: Amphetamine, depressants, PCP

Schedule IV: Various prescription drugs

Schedule V: Other less dangerous prescription drugs and small amounts of certain drugs

Marijuana

Unlawful Delivery to minor by adult 21+: Class C felony (up to 5 years in prison and up to \$125,000 fine plus twice the value of any resulting gain of property or money).

Unlawful Delivery/Manufacture within 1000' of a school (above no consideration homemade delivery allowance): Class A felony (up to 20 years in prison and up to \$375,000 fine plus twice the value of any resulting gain of property or money).

Unlawful Delivery (above no consideration homemade delivery allowance): Class A misdemeanor (up to 1 year in jail and up to \$6,500 fine plus twice the value of any resulting gain of property or money).

Unlawful Delivery not for consideration (non-homemade less than one ounce leaves, stems and flowers): Class A violation (up to \$2,000 fine).

Unlawful Delivery not for consideration (non-homemade less than five grams leaves, stems and flowers): Violation (Presumptive fine \$650).

Unlawful Manufacture Adult (4+ plants): Class B misdemeanor (up to 6 months in jail and up to \$2,500 fine)

Unlawful Manufacture Adult (8+ plants, 16+ ounces solid product, 72+ ounces liquid product, extract): Class C felony (up to 5 years in prison and up to \$125,000 fine).

Unlawful Manufacture under 21 years old: Class C felony (up to 5 years in prison and up to \$125,000 fine).

Unlawful Possession under 21 years old (one ounce or less leaves, stems and flowers): Violation (Presumptive fine \$650)

Unlawful Possession under 21 years old (1+ ounce to 8 ounces leaves, stems and flowers, less than 16 ounces solid product, less than 72 ounces liquid product): Class B misdemeanor (up to 6 months in jail and up to \$2,500 fine).

Unlawful Possession under 21 years old (8+ ounces leaves, stems and flowers, 16+ ounces solid product, 72+ ounces of liquid product): Class A misdemeanor (up to 1 year in jail and up to \$6,500 fine).

Unlawful Possession adult (1+ ounce in public, 8+ ounces leaves, stems and flowers, 16+ ounces solid product, 72+ ounces liquid product, 1+ ounce extract): Up to 2x allowable amount - Violation (fine up to \$1000), 2x up to 4x allowable amount - Class B misdemeanor (up to 6 months in jail and up to \$2,500 fine), 4x+ allowable amount - Class A misdemeanor (up to 1 year in jail and up to \$6,500 fine).

Schedule I drugs

Manufacture or distribution (except marijuana): Class A felony (up to 20 years in prison and up to \$375,000 fine plus twice the value of any resulting gain of property or money).

Unlawful possession: Class A misdemeanor (up to 364 days in jail and a fine of up to \$6,250) for larger amounts.

Personal Possession (smaller amounts) of a Schedule I controlled substance: Class E violation (\$100 fine).

Schedule II drugs

Manufacture or distribution: Class A misdemeanor (up to 364 days in jail and a fine of up to \$6,250) for larger amounts.

Unlawful possession: Class C felony (up to 5 years in prison and up to \$125,000 fine) for larger amounts.

Personal Possession (smaller amounts) of a Schedule II controlled substance: Class E violation (\$100 fine).

Schedule III drugs

Manufacture or distribution: Class C felony (up to five years in prison and up to \$125,000 fine plus twice the value of any resulting gain of property or money).

Unlawful possession: Class C felony (up to 5 years in prison and up to \$125,000 fine) for larger amounts.

Personal Possession (smaller amounts) of a Schedule III controlled substance: Class E violation (\$100 fine).

Schedule IV drugs

Manufacture or distribution: Class B misdemeanor (up to six months in jail and up to \$2,500 fine plus twice the value of any resulting gain of property or money).

Unlawful possession: Class E violation (\$100 fine).

Schedule V drugs

Manufacture or distribution: Class C misdemeanor (30 days jail and up to \$1,250 fine plus twice the value of any resulting gain of property or money).

Unlawful possession: Violation (\$250 fine).

It is unlawful for a person to manufacture or deliver a schedule I, II, or III controlled substance within 1,000 feet of the real property comprising a public or private elementary, vocational or secondary school attended by minors (Class A felony, penalty of up to 20 years in prison and \$375,000 fine).

In addition, the court may order the defendant to pay

the cost of prosecution, and the defendant's vehicle used in the crime may be forfeited to the state. Finally, the defendant may forfeit any property used in the crime to the county in which the crime occurred.

Federal sanctions

The federal system establishes sanctions for possession and distribution of controlled substances based on the schedule of the drug and the amount involved. The statutory sanctions for possession and distribution are also subject to the "Sentencing Guidelines for U.S. Courts," though imposition of the guidelines may lead to higher offense levels and, thus, stricter penalties than otherwise indicated. Courts must make adjustments in the offense level for victim-related considerations, the defendant's role in the offense, multiple counts, obstruction and acceptance of responsibility. Finally, the guidelines establish sentences for each offense based on the defendant's criminal history. The range of federal penal sanctions is: thirty years to life in prison (regardless of the defendant's criminal history) for the manufacture, distribution or trafficking of large amounts of heroin, cocaine, PCP, methamphetamine, Schedule I and II hallucinogens, marijuana, hashish, or any of their derivatives; zero to four months in prison for possession of any Schedule III or IV drug if defendant has lowest level of criminal history. Further, if serious injury or death results from the crime, minimums of up to 10 years in prison (serious injury) and 20 years in prison (death), plus fines of up to \$4 million may be added. These penalties may be doubled for defendants with past felony drug convictions. Finally, penal sanctions in the federal system are "real time," with reductions in sentences only for good behavior.

Sexual misconduct and assault prevention and response

Oregon Health & Science University is committed to maintaining and strengthening an environment in which students, faculty and staff can study and work in an atmosphere that is open, healthy, safe and unhampered by discrimination. Consistent with this commitment and in keeping with federal and state law requirements, it is the policy of the university that sexual assault, dating violence, domestic violence, stalking and sexual exploitation will not be tolerated. (See page 18–20 for definitions of these crimes)

What is sexual misconduct?

Sexual misconduct incorporates a range of behaviors including sexual assault (which includes any kind of nonconsensual sexual contact), sexual harassment, intimate partner violence, stalking, voyeurism, and any other conduct of a sexual nature that is nonconsensual, or has the purpose or effect of threatening, intimidating, or coercing a person. Much sexual misconduct includes nonconsensual sexual contact, but this is not a necessary component. For example, threatening speech that is sufficiently serious to constitute sexual harassment will constitute sexual misconduct.

Definition of sexual consent

Sexual activity requires consent, which is defined as positive, unambiguous and voluntary agreement to engage in specific sexual activity throughout a sexual encounter. Consent cannot be inferred from the absence of a “no”; a clear “yes”, verbal or otherwise, is necessary. Consent to some sexual acts does not constitute consent to others, nor does past consent to a given act constitute present or future consent. Consent must be ongoing throughout a sexual encounter and can be revoked at any time. Consent cannot be obtained from someone who is asleep or otherwise mentally or physically incapacitated, whether due to alcohol, drugs or some other condition. A person is mentally or physically incapacitated when that person lacks the ability to make or act on considered decisions to engage in sexual activity. See pages 18–20 for more definitions in regard to sexual crimes.

Educational resources

OHSU educates the student community about sex and gender discrimination and harassment, including sexual assault. Education is available to them through new student orientation each fall and/or at the beginning of each new education cycle. Public Safety also offers education and information to all students and employees upon request. Copies of resource information such as reporting options and where to find counseling services on campus can be found outside the Public Safety main office location or by calling Public Safety and asking to speak with the Community Safety Coordinator. OHSU provides online training regarding prohibited discrimination and harassment. The course, entitled “Respect at the University,” is mandatory for all employees, students, volunteers and others who closely work with OHSU. www.ohsu.edu/xd/about/services/integrity/training

Information can also be found at www.ohsu.edu/office-of-civil-rights-investigations-and-compliance

OHSU is committed to fostering an environment free of violence. While the materials listed above also include risk mitigation strategies and ways to enhance personal safety, OHSU recognizes that perpetrators of harassment, discrimination and any other violent conduct are solely responsible for their actions. OHSU Public Safety is available 24 hours a day to support any victim or survivor on campus.

Bystander intervention

Defined as safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking. This intervention includes recognizing situations of potential harm, understanding institutional structures and cultural condition that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking actions to intervene. Bystander information can be found on the web at:

- www.rainn.org/articles/your-role-preventing-sexual-assault
- <https://www.nsvrc.org/publications/nsvrc-publications-online-special-collections/bystander-intervention-resources>

Risk reduction strategies

Designed to raise awareness and provide options for protection that may help mitigate the risks of becoming a victim. The only people who can prevent sexual violence are those who perpetrate it, never the victim. Prevention can only occur when the initiator of these acts stops their behaviors that victimize others.

Protection strategies

- Stay alert and pay attention to others around you. Consider not using earbuds or headphones that hinder hearing what is happening around you.
- Walk with others and use well-lighted paths, avoiding shortcuts.
- Carry a cell phone within reach for emergencies. Other items to consider are a flashlight, personal alarm, whistle, taser.
- Consider not posting your location on social media.
- Know your boundaries and own your personal space.
- Have a plan if going to a social event. Go with trusted people and plan to leave together. If plans change, touch base with others in your group. Avoid leaving others alone or leaving alone if possible.
- Protect your beverage from unnoticed additions by others and know your limits with alcohol.
- Always have a Plan B. How will you get home safely if your friends leave without you? If the buses stop running? If you lose your phone? Carry cash for a taxi or have a ride-share app, for example.

Accessing resources

Written material or in-person presentations are available on request. Call Public Safety, 503-494-7744 and you will be directed to a subject matter expert in this area. Note: Options for support services and resources both on and off-campus for employees and students can also be found at the end of this section.

If you have experienced sexual misconduct, every situation is unique, but you might consider taking the following steps:

- Ensure your own safety. If you are in danger or feel unsafe, Public Safety has police officers available 24 hours a day, 7 days a week, 365 days a year.
- Seek medical help. Call a friend or someone you trust for support and seek medical treatment, as all injuries are not readily apparent. If you are in need of urgent medical attention, on campus call: 503-494-4444 or off campus call 911.
- Seek emotional support. Student Health and Wellness at: 503-494-8665. Confidential Advocacy Program at 1-833-495-2277. Students outside the Portland area please call your local student health center and/or Call to Safety. Both staff and students can seek support by calling, Call to Safety as they offer assistance 24/7 at 503-235-5333 or 1-888-235-5333 or online www.calltosafety.org or at www.oregonsatf.org
- Consider taking action. Any of the resources listed in this section can assist.

University resources for dealing with sexual misconduct

- Title IX Coordinator/The Office of Civil Rights Investigations and Compliance (OCIC), 503-494-5148, e-mail ocic@ohsu.edu or online at www.ohsu.edu/title-ix
- Confidential Advocacy Program (CAP), Call us at 503-494-3256 or 833-495-CAPS (2277), www.ohsu.edu/confidential-advocacy-program
- Public Safety, Non-Emergency 503-494-7744, Emergency 503-494-4444, e-mail pubsafe@ohsu.edu or online www.ohsu.edu/public-safety

Filing a report with an OHSU Police Officer will not obligate the victim to prosecute, nor will it subject the victim to scrutiny. Filing a police report will:

- Ensure that a victim of sexual assault receives the necessary medical treatment and tests, at no expense to the victim.
- Provide the opportunity for collection of evidence helpful in prosecution which cannot be obtained later (ideally a victim of sexual assault should not wash, use the toilet, or change clothing prior to a medical/legal exam). Time is a critical factor for evidence collection and preservation. Do not wash

sheets or other bed coverings where critical DNA evidence may be found. Preserving this evidence is important, it can aid your case if you decide to press charges and may be helpful in obtaining a protective order.

- Ensure the victim has access to free confidential counseling from counselors specifically trained in the area of sexual assault crisis intervention. Or, access to the Confidential Advocacy Program at 1-833-495-2277, 503-494-3256, or CAPsupport@ohsu.edu. These advocates provide support services to victims and survivors of sexual harassment, sexual assault, dating violence, domestic violence and stalking. Advocates can offer emotional support, information about the different options and services available to survivors, assist in navigating the Title IX, criminal justice and civil systems and support survivors decision-making. With the exception of child abuse disclosures, services provided are confidential and privileged and advocates cannot share a survivor's information without a written release.

Procedures for campus disciplinary action in cases of an alleged sexual misconduct

- Accuser and accused must have the same opportunity to have others present.
- Both parties shall be informed of the outcome of any disciplinary proceeding.
- Victims shall be informed of their options to notify law enforcement.
- Victims shall be notified of counseling services.
- Victims shall be notified of options for changing academic and living situations.

The victim of sexual misconduct may choose for an investigation to be pursued through the criminal justice system, a school's Office of the Dean, only the latter, both or neither.

OHSU policies and procedures, as well as special proceedings for cases involving sexual misconduct, can be found on the Office of Civil Rights Investigations and Compliance (OCIC) web page, <https://www.ohsu.edu/office-of-civil-rights-investigations-and-compliance/policies-and-resources>. Other helpful information as well as a Sexual Harassment and Discrimination Response and Resource Guide for students can be found on the Title IX web page. www.ohsu.edu/title-ix/what-title-ix

You are encouraged to inquire directly with your school or program for more information about how your specific program handles disciplinary proceedings.

www.ohsu.edu/education/academics-and-admissions

OHSU will, upon request, disclose to the victim of a crime of violence, or a sex offense, the results of any disciplinary hearing conducted by OHSU against a student who is the alleged perpetrator of the crime or offense. If the victim is deceased as a result of the crime or offense, the results will be provided to the victim's next of kin, if so requested.

A student found guilty of violating the university sexual misconduct policy (or policies) could be criminally prosecuted in the state courts and may be suspended, expelled, required to withdraw, or be terminated from the university for the first offense.

Considering filing a report or complaint?

Public Safety strongly advocates that a victim of sexual misconduct report the incident in a timely manner. On-campus incidents should be reported directly to Public Safety. However, if the victim wishes to pursue off-campus actions, OHSU will assist the victim in notifying the appropriate off-campus authority. An off-campus incident should be reported to the local law enforcement agency where the incident occurred. Remember you may report to law enforcement, the university, only the latter, both or neither.

If you are dealing with sexual misconduct and need help understanding your options or simply need to talk to someone, please review the below resources that can offer support.

If you are considering filing a report or complaint, below are your OHSU resources:

- Public Safety, 503-494-7744
 - » Full service Police Department servicing the OHSU campuses
 - » Conducts criminal investigations
 - » Offers assistance and services to victims, including providing information about obtaining and/or enforcing a protective/restraining order through the criminal justice system.
- OHSU Integrity Office and Integrity Hotline, 1-877-733-8313 or find additional information at www.ohsu.edu/integrity
 - » Report a concern online or by phone to submit a confidential, anonymous report
- Any Campus Security Authority defined on page 5.
- OHSU Title IX Coordinator/Office of Civil Rights Investigations and Compliance, 503-494-5148
- OHSU Ombuds 503-494-5397, the OHSU Ombuds is a service open to all faculty, staff, administrators, students, post-doctoral fellows, trainees and volunteers, offering a safe, confidential place to discuss any campus-related experience. The Ombuds work within guidelines of confidentiality (except

in situations of imminent threat or mandatory legal reporting such as child abuse), making no records of conversations and not revealing identities or details to any other entity. Ombuds will listen, and review policy; help identify options; and if mutually determined, make inquiries and referrals as appropriate; and/or facilitate resolutions in an impartial manner. Located in Gaines Hall Room 117. www.ohsu.edu/xd/about/services/ombudsman

- Confidential Advocacy Program (CAP) at Portland: 833-495-CAPS (2277), Monmouth: 833-963-CAPS, Ashland: 833-913-CAPS, Klamath Falls: 833-981-CAPS, La Grande: 833-992-CAPS, or CAPsupport@ohsu.edu. All five campus hotlines are staffed 9 a.m. – 5 p.m. by CAP staff and after hours calls are answered by the local community-based advocacy agency in the appropriate geographical area. These advocates provide support services to victims and survivors of sexual harassment, sexual assault, dating violence, domestic violence and stalking. Advocates can offer emotional support, information about the different options and services available to survivors, assist in navigating the Title IX, criminal justice, and civil systems and support survivors decision making. With the exception of child abuse disclosures, services provided are confidential and privileged and advocates cannot share a survivor’s information without a written release. The partnering agency advocates are not mandatory reporters even in regard to child abuse disclosures.

Note: You may file a petition in the county where you live or in the county where the abuser lives for any type of protection order. All protection orders are free of charge.

OHSU will enforce all applicable protection orders.

Orders of Protection are also an option for victims of dating violence, domestic violence and stalking. Orders of protection are lawful orders issued by the courts and include but are not limited to the following types;

Family Abuse Prevention Restraining Order (FAPA) – intended to provide for protection from abuse by a family member, household members, or someone with whom you have had a sexual relationship. The abuse must have been committed within the last 180 days.

Stalking Protective Order (SPO) – intended to protect you and/or a family member from stalking. Stalking is usually characterized by a pattern of intentionally, knowingly or recklessly alarming or coercing another person, or engaging in unwanted and repeated contact.

Sexual Abuse Protection Order (SAPO) – intended to protect you from the person who hurt you, and have that person leave you, your children and your family alone.

Extreme Risk Protection Order (ERPO) – can be applied for when the respondent presents a risk in the near future, including an imminent risk, of suicide or of causing physical harm injury to another person.

Accommodations, safety measures, and additional resources

If you have experienced sexual misconduct, OHSU will take steps to minimize the impact of the incident and to provide a safe educational and work environment. OHSU can provide accommodations and interim protective measures that are responsive to your needs and reasonably available, such as no-contact orders, temporary suspensions, or changes to working or academic arrangements and transportation options. These accommodations and protective measures are provided at the request of the victim, regardless of whether the victim chooses to report the crime to campus police or local law enforcement. Students who may need to change their living situation due to sexual misconduct are encouraged to work with the appropriate school official in regard to options. The Title IX Coordinator or someone from OCIC will assist in facilitating these measures in collaboration with Public Safety, Human Resources, and other OHSU departments as applicable.

Campus and community resources

OHSU Integrity Phone Hotline (toll free) 24/7
877-733-8318

<https://www.ohsu.edu/integrity-department> or
secure.ethicspoint.com/domain/media/en/gui/18915

Student Health and Wellness Center (for learners and postdoctoral fellows)

Free, confidential telehealth counseling available. 503-494-8665
www.ohsu.edu/education/student-health-and-wellness

Resident and Faculty Wellness and Peer Support Programs

Free, confidential telehealth counseling, coaching, medication evaluation, and management services for School of Medicine residents, fellows, and full-time faculty. Schedule via email by directly contacting any of the providers listed at
<https://www.ohsu.edu/school-of-medicine/our-clinical-team>.
For urgent consultation, page 10975 for clinician on duty.
www.ohsu.edu/school-of-medicine/graduate-medical-education/resident-and-faculty-wellness-program-gme

Confidential Advocacy Program

Portland: 833-495-CAPS (2277)
Monmouth: 833-963-CAPS
Ashland: 833-913-CAPS
Klamath Falls: 833-981-CAPS
La Grande: 833-992-CAPS
CAPSupport@ohsu.edu

OHSU Ombud

503-494-5397

Privileged Advocate

503-494-3443

The Spark Employee Assistance Program (EAP) 24/7 counseling and support services (for all benefits-eligible OHSU employees and their families)

1-800-433-2320

o2.ohsu.edu/spark/index.cfm or

<https://www.sparkworklife.com/>

Counselors are available who identify as BIPOC and offer treatment for race-based trauma/stress.

Occupational Health

503-494-5271

o2.ohsu.edu/occupational-health

Campus Reporting Options

www.oregonsatf.org

Sexual Assault Resource Center

503-640-5311 (24 hour crisis line), 1-888-640-5311

www.sarcoregon.org

Call to Safety (formerly Portland Women's Crisis Line)

1-888-235-5333 (24 hour crisis line), 503-235-5333

www.calltosafety.org

Proyecto UNICA (24-hour hotline for Spanish speaking survivors of domestic violence and sexual assault)

503-232-4448

National Domestic Violence Hotline

1-800-799-SAFE (7233)

1-800-787-3224 (TTY)

www.thehotline.org

OHSU Office of International Affairs (Visa and immigration assistance)

503-418-0825

oia@ohsu.edu

www.ohsu.edu/international-affairs

Mental Health Crisis Line (Multnomah County)

503-988-4888, 1-800-716-9769

multco.us/mhas/mental-health-crisis-intervention

Rape Victim Advocates (for assistance with rape evidentiary exams and court proceedings):

Multnomah County 503-988-3222

Clackamas County 503-655-8616

Washington County 503-640-5311

Clark County, WA 360-696-0167

Portland Men's Resource Center

503-235-3433

Oregon Department of Justice Crime Victims Assistance

1-800-503-7983

Oregon Coalition Against Domestic and Sexual Violence

503-230-1951

www.ocadsv.org/

Portland Police Bureau Women Strength Program

503-823-0260

Sex offender registration

In accordance with the Campus Sex Crimes Prevention Act of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, the Jeanne Clery Act and the Family Educational Rights and Privacy Act of 1974, the OHSU Department of Public Safety is providing a link to the State of Oregon Sex Offender Inquiry System on the OHSU Public Safety website.

This act requires higher education institutions to issue a statement advising the campus community where state law enforcement information concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a state to provide notice of each higher education institution in that state at which the person is employed, carries on a vocation, or is a student.

As provided in the Wetterling Act, any person required to register under a state sex offender registration program must notify the state regarding each higher education institution in the state at which the person is employed, carries on a vocation, or is a student. He or she must also alert the state of any change in enrollment or employment status.

Under current state law, computerized sex offender information can be obtained through local law enforcement agencies and the Oregon State Police through its sex offender registration information line at 503-378-3720, extension 4429. This computerized database can access sex offender information by name, address, zip code or county. For additional information about sex offender registration, please contact the following government services:

Oregon State Police, Sex Offender Registration

3565 Treslad Ave SE, Salem, OR 97317

503-934-1258

www.oregon.gov/osp/programs/SOR/Pages/default.aspx
sexoffenders.oregon.gov

Multnomah County, Dept. of Community Justice, Sex Offender Supervision

421 S.W. 5th Ave, Portland, Oregon 97204

503-988-3136

multco.us/dcj-adult/sex-offender-supervision

Washington County, Sheriff's Sex Offender Registration Unit Law Enforcement Center

215 S.W. Adam, Hillsboro, OR 97123

Sheriff's Office East Precinct

3700 SW Murray Boulevard, Beaverton, OR

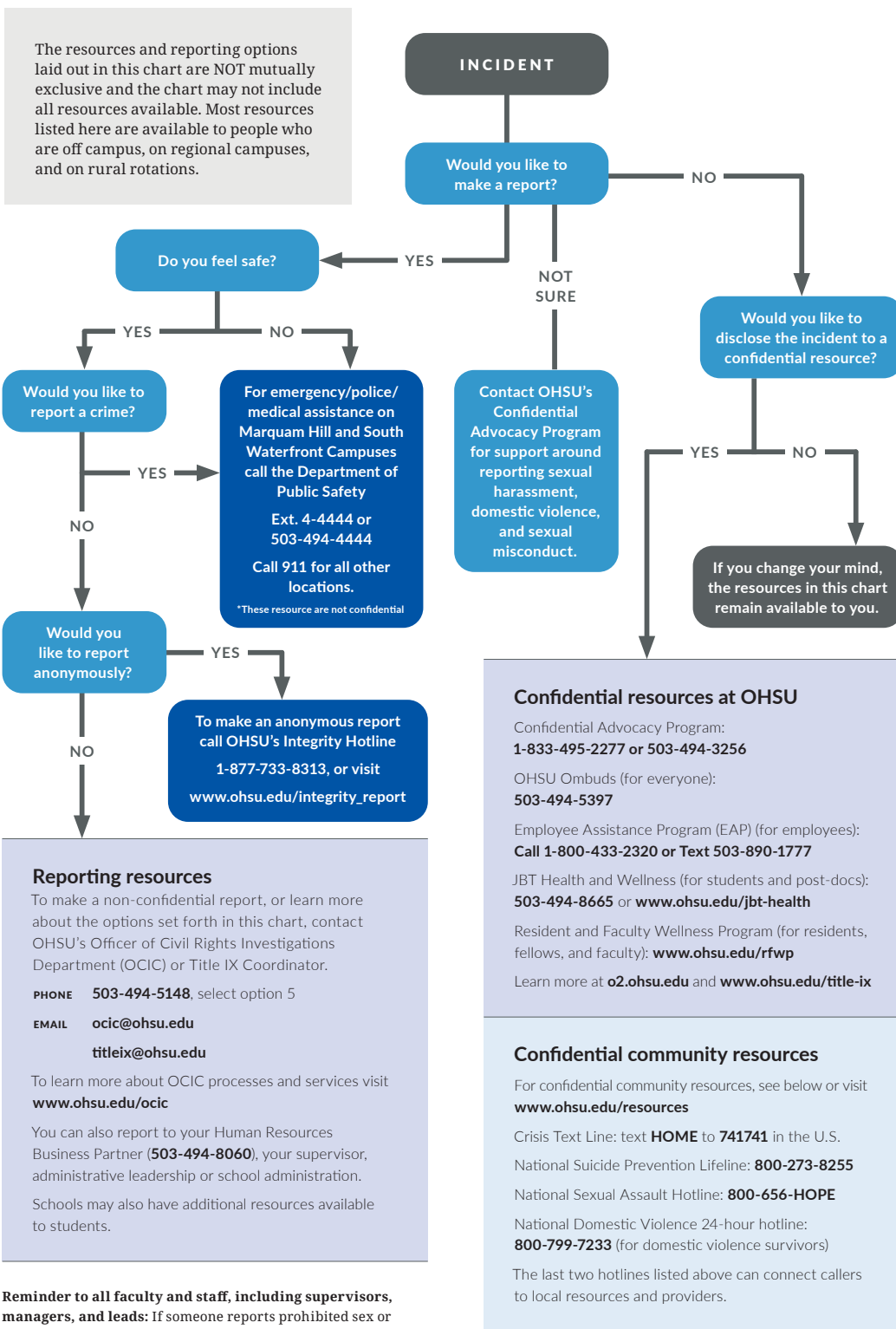
503-378-3725 ext. 44429

<https://www.washingtoncountyor.gov/sheriff/investigations/sex-offender-registration>

RESPECT FOR ALL.



Reporting options and resources for anyone who experiences, witnesses or hears of prohibited bias, discrimination, harassment, sexual assault or retaliation.



Reminder to all faculty and staff, including supervisors, managers, and leads: If someone reports prohibited sex or gender discrimination or harassment, including sexual violence, to you, you must report the incident(s) to OCIC or the Title IX Coordinator. Please contact OCIC with any questions.

Need help with a different workplace problem?
o2.ohsu.edu/people-problems-at-work.cfm

Responding to emergencies and evacuation procedures

OHSU is involved in and committed to continuing crisis management planning and emergency preparedness. OHSU utilizes FEMA's National Incident Management System and Incident Command System to respond to crises and emergencies on campus.

In the event of a critical incident involving the community and affecting safety, the attention of OHSU's Public Safety, the Research and Academic Affairs Emergency Management Committee and Executive Leadership will be focused on taking the necessary steps to protect the campus community.

The Research and Academic Affairs Emergency Management Committee has been created to take the lead on prevention, education, notification and coordination activities on the academic campus. This subcommittee is part of OHSU's overall enterprise-wide emergency preparedness system and operates in conjunction with the Health Care Emergency Management Committee, the West Campus Emergency Management Committee and the Emergency Preparedness Advisory Group. OHSU maintains strong liaisons with emergency management community partners, law enforcement and external agencies.

Communication

Emergency telephones are located prominently throughout the campuses and provide a direct line to Public Safety. Although these emergency phones are clearly indicated on various maps available both here (pages 58–59) and on the Public Safety website (www.ohsu.edu/sites/default/files/2019-08/Emergency%20Phones%20MH%20%26%20SW.pdf) students, faculty, and staff should familiarize themselves with the locations and various appearances of emergency phones on the multiple campuses.

Public Safety will evaluate the need for additional emergency phones at the request of groups on campus. Dialing 4-4444 (503-494-4444) from any campus telephone reaches DPS's emergency dispatch.

Missing student notification

The Higher Education Opportunity Act requires universities with on-campus student housing to disclose policies and procedures around missing students who reside in on-campus housing. OHSU does not have on-campus student housing therefore OHSU does not have policies or procedures about this.

Timely warnings, notices and emergency notifications

OHSU issues timely warnings for all Clery crimes or information in or around our community considered by the institution to pose a serious or continuing threat to the OHSU community. These warnings are disseminated by the OHSU Strategic Communications department and/or Public Safety. Dissemination options vary and include but are not limited to: OHSU Now alerts, broadcast email, broadcast voice-mail, Vocera message, pop-up and/or log-in messages on OHSU electronic health records system, messages distributed through the OHSU Alert System (text-enabled devices for imminent threats), posting on the OHSU intranet, messages on the OHSU (telephone) Alert Line, posting(s) on the internal blogs, updates to the Public Safety webpage, posting fliers in appropriate areas, pager group alerts, hand delivery, and overhead paging. Supervisors and managers are also asked to review these types of warnings with their employees. Past warnings are available at the Public Safety office. Anyone with information that might warrant a timely warning or an emergency notification described below should report the circumstances to Public Safety by phone 503-494-7744 (within OHSU phone system use 4-7744) or in person at the Public Safety office in the Physical Plant building PP 228.

Emergency mass notification system: the OHSU Alert

The e-notify is a comprehensive system including, but not limited to, the OHSU Alert system, which allows a broadcast message to be sent to OHSU pagers, text-enabled cellular phones, and email addresses that are registered in SmartWeb (OHSU on-line phone book).

OHSU also has other means of communicating with the campus community that could also be utilized in the event of an emergency to reach the broadest audience. These include OHSU Now, the OHSU Alert informational telephone line, the O2 web page, overhead paging, broadcast and narrowcast email groups, broadcast voicemail, EPIC log-on messages, student portal, external speaker messages, and DPS vehicle external speakers.

Upon confirmation of a significant emergency or dangerous situation involving an imminent threat to the health or safety of patients, visitors, students, faculty or staff, an emergency mass notification shall be sent using one or more of these systems to immediately notify the campus community, unless issuing a notification will compromise efforts to contain the emergency, assist the victim, hamper an investigation or mitigate the emergency.

OHSU tests the alert system several times a year by running drills that are both announced and unannounced and are designed for the evaluation and improvement of the system. All tests/drills are followed by other communication to employees and students to help evaluate, assess and address any shortcomings in the system and its capabilities. The follow-up communication also allows OHSU to determine what if any follow-through activities need to occur. Additional tests may be conducted as part of drills, exercises, or as necessary to selected target groups. Any tests will be clearly identified as such in the OHSU Alert message.

The Hazardous Emergency Assessment Team (HEAT) is responsible for confirmation of a significant emergency or dangerous situation and activation of the Mass Emergency Notification. HEAT's purpose is to rapidly assess hazards and emergencies that present significant threats to the OHSU community and/or its resources, facilities, and/or capabilities to perform its missions, and to initiate the appropriate level of institutional response to hazards and emergencies.

Members of HEAT include personnel from Emergency Management, Risk Management, Public Safety, Health Care Administrator on Call, Administrator on Duty, Ambulatory Services, Facilities, Environmental Health and Safety, Strategic Communications, Information Technology Group, West Campus, Research/Academics, Campus Access and Commute Services (Transportation & Parking).

HEAT may use a number of methods to confirm a significant emergency or dangerous situation including witnessing an event, receiving reports from source(s) that are considered credible and reliable, and collaboration with other agencies with access to information about the situation. Activation is message dependent but should include notification to OHSU's President or designee. If the threat is imminent, the Director of Public Safety, or designee, is authorized to send the notification immediately. If the threat is not imminent, approval by HEAT or the Incident Commander is required.

HEAT members will also help determine the content of the notification, based on the relevant information available, which should include OHSU Alert header, a location, some direction about action and where more information can be found. Messages are deliberately short, 80 characters or less, to accommodate most text devices.

Notifications can be sent via one or more communication systems, such as OHSU Alert, by an OHSU Operator, Public Safety Dispatch, and/or Strategic Communications, and will be sent to OHSU community members who may be at risk in any given situation, usually depending on the location of the event compared to the location of the receiving community members.

For example, if an event has the potential to only affect those community members located at the West Campus location, they will be the main target audience as well as any OHSU community member identified as having access to that location during the time of the situation.

Strategic Communications uses [OHSU News](#), Marketing Cloud, FlashNews, and our primary (OHSU News) and ancillary (e.g., Doernbecher) social media accounts on Facebook, Instagram, Twitter, and LinkedIn to disseminate emergency information to the larger community.

More information about OHSU Alert can be found at:

- o2.ohsu.edu/emergency-management
- o2.ohsu.edu/emergency-management/alerts
Click on "Sign up for Alerts" to be taken to the web portal to sign up. Please note you must be signed in using your OHSU credentials to access this web page and portal.

Activation of the OHSU Alert occurred on Oct. 27, 2019 for an active threat exercise (drill). The drill started at approximately 11 a.m. and ended between 3 and 3:30 p.m. The activation indicated this was only an exercise (drill) as OHSU participated in a full-scale active shooter simulation exercise along with Portland Fire and Rescue, American Medical Response, and Portland Police. OHSU Now notified the OHSU community on Oct. 25, 2019 via OHSU Now and an email announcement making this an announced exercise.

Emergency Management canceled all drills and exercises in 2020 and 2021 due to COVID-19. However, OHSU tested the OHSU Alert on 12/02/2022 at 2:00 p.m.. The activation indicated this was only a drill to test the OHSU Alert system, and no other action occurred. OHSU Now notified the OHSU community on 11/25/2022 via the OHSU Now and an email announcement making this an announced drill.

Activation of the OHSU Alert occurred on 07/17/2021 for a Code Silver (a person with a weapon threatening harm in a noted area). The Code Silver was an actual life event and not a drill or test, with the initial activation occurring at 8:26 a.m. and included instructions to avoid Medical Research Building (MRB), Lamfrom Biomedical Research Building (LBRB), Mackenzie Hall (MAC), Baird Hall (BH). The All Clear was issued at 12:03 p.m.

Activation of the OHSU Alert occurred on 09/14/2022 at 12:00 p.m. The activation indicated this was only a drill to test the OHSU Alert system, and no other action occurred. OHSU Now notified the OHSU community on 09/13/2022 via OHSU Now and an email announcement making this an announced drill.

Evacuation Procedures

OHSU's Emergency Management Program plans for an organized and effective response to emergencies. The objective is to maximize the preservation of life, property and operational abilities during emergencies. Information about evacuation procedures during different emergencies can be found in the Emergency Response Resource Guide online: o2.ohsu.edu/emergency-management/resources/books.cfm. The guide book is also attached as Appendix 1 to this document and can be found on page 53.

Crime log

Public Safety maintains a crime log containing specified information regarding all crimes reported to the department. The log is compiled and posted in the lobby of the Public Safety office in the Physical Plant Building, Room 228. The crime log aims to record all criminal and alleged incidents reported to Public Safety within OHSU's Clery geography. The log includes the nature, date, time and general location of each crime and the disposition of the complaint if known. Federal regulations allow the institution to make an entry or an addition to an entry within two business days of the report being made to Public Safety unless disclosure is prohibited by law or would jeopardize the victim's confidentiality. Regulations also allow institutions to withhold information if clear and convincing evidence indicates that the release of the information would jeopardize an ongoing criminal investigation or the safety of an individual, cause a suspect to flee or evade detection, or result in the destruction of evidence. The Hierarchy Rule does not apply to the crime log. If multiple criminal offenses are committed during a single incident, all of the offenses are recorded in the log. To obtain a copy of the most recent log, please call 503-494-7744 or come to the office and request a copy. Logs older than 60 days may be obtained within two business days by calling and requesting to speak with the Community Safety Coordinator or their designee. Copies of available reports can be obtained by submitting a request to the Public Records Coordinator via the online public record request form: <https://ohsu.nextrequest.com/>

For assistance with this form you can contact the office directly at:

Public Records Coordinator

OHSU Strategic Communications

Mail Code: BTE355

3181 S.W. Sam Jackson Park Road

Portland, OR 97239 or by email publicrecords@ohsu.edu.

Weapons and firearms

OHSU prohibits the possession or use of firearms, explosives, dangerous chemicals or other dangerous weapons or instrumentalities on institutionally owned or controlled property, unless expressly authorized by law, the Board or OHSU policies. See Policy No. 07-30-010 or o2.ohsu.edu/policies-and-compliance/ohsu-policy-manual/chapter-7-facilities-management-support-services/ohsu-policy-07-30-010.cfm

No individual, other than those identified in the OHSU policy, shall possess on OHSU property any other weapon if it creates a security concern or is disruptive to OHSU operations or the OHSU work, learning or health care environment. See Policy 02-30-010 or o2.ohsu.edu/policies-and-compliance/ohsu-policy-manual/chapter-2-student-affairs/ohsu-policy-02-30-010.cfm

Campus fire safety right-to-know act

Included as part of the reauthorization of the Higher Education Opportunity Act is the requirement that colleges with on-campus student housing facilities report statistics concerning the numbers of fires, the cause of fires, injuries and death related to fire, as well as the value of property damage due to the fire. OHSU does not have on-campus student housing.

This document provides the guidelines and expectations for conducting business on behalf of OHSU and has been adopted as policy. All OHSU members are held to its standards. As with other OHSU policies, those who violate the Code of Conduct are subject to disciplinary actions (see below for sanctions).

OHSU's Code of Conduct

OHSU's code of conduct can be downloaded from the OHSU website:

o2.ohsu.edu/integrity-department/code-of-conduct

Student Handbooks also guide behavior and performance measures for students and can be found at the following website:

o2.ohsu.edu/student-central

www.ohsu.edu/education

Emergency Response Resource Guide

v.4 / 2023

Code Blue (medical emergency)

503-494-8222 (Marquam Hill and CHH Complex)

503-494-4444 (all other Marquam Hill and South Waterfront locations)

911 (West Campus)

Rapid Response

503-494-7777

**Public Safety
Emergency**

Marquam Hill and South Waterfront: 503-494-4444

West Campus: Call 911 first, then call 503-346-5555

All other locations: 911

Non-emergency

503-494-7744 (non-emergency dispatch for all OHSU locations)

Emergency Maintenance

503-494-7744

OHSU Alert Line

503-494-9021 (see page 7 for more info)

OHSU Operator

503-494-8311

Media Requests

503-494-8231

Utilities Failure and Equipment Problems

If you smell natural gas, lose power, have a ventilation issue or if there is waste water, call Public Safety's non-emergency line first (503-494-7744)

Red Phones (if applicable)

If OHSU phones are down, and you have access to a Red Phone, please use the following:

Code Blue 503-725-9499

Rapid Response/ED Comm/Transfer Center 503-725-8611

Campus Operators 503-725-9500

Public Safety 503-725-8630

There is an index of Red Phone numbers in the Cap Emergency Operations Plan (Command Staff version) and in the Healthcare Unit emergency operations plan.

Emergency/important OHSU phone numbers

Response:

- Do not move a seriously injured person.
- Phone the correct emergency number and give any details (adult/pediatric, type of incident).
- Begin CPR or stabilizing treatment, as necessary, if comfortable or trained to do so.
- Get nearest AED or Code Cart and defibrillator.
- Clear the area of furniture and people.
- Reassure patients, visitors, employees and family members.
- Give information to the code/rapid response team or emergency medical personnel.
- Call the OHSU Emergency Department (503-494-7551) to notify if patient is being transported there.

Reporting:

All injuries, exposures, “near misses” and unsafe conditions affecting patients, visitors, employees, students or volunteers must be reported via the following methods:

- Patients and visitors: the Patient Safety Intelligence Event Report
- Workers and students: the Worker and Student Injury Reporting System

Both systems can be found on O2 homepage > Shortcuts > Safety reporting.

Medical emergency and injury

If you smell natural gas, lose power, have a ventilation issue or there is waste water, call Public Safety's non-emergency line first (503-494-7744)

If there is a waste water/sewer issue:

1. Assess immediate needs.
2. Discontinue using toilets, sinks, showers, etc. Do not bathe, shower, wash hands or use toilet.
3. Use approved hand-washing alternatives (alcohol-based hand rub or towelettes, where appropriate).

Utilities failure and equipment problems

OHSU may be impacted by a major internal or external emergency event that disrupts operations without warning. To ensure that students, employees, patients and visitors are safe, and to minimize the impact of disruptions, the community must be prepared to respond to their work area or to be reassigned to assist in other areas as needed for any such event.

When a major emergency is reported, OHSU will open the Emergency Operations Center (EOC) to manage and coordinate the incident response. During an event the following procedures should be followed.

Employees:

- Return to your work area, if safe to do so.
- Check in with your supervisor or manager and await instructions from him/her.
- Wear your ID badge at ALL times.

Off-duty employees:

- Call to check-in with your manager or supervisor for status reports and instructions. Follow departmental policy for returning to work.
- Buildings may be locked down with limited access to employees and emergency personnel. Therefore, photo ID badges MUST be worn when you return to work.

Supervisors/managers:

- Assess area for immediate safety hazards, injuries and utilities.
- Delegate tasks to staff, as appropriate (e.g. triage/treat injuries, serve as runner, etc.).
- Account for all staff.
- Report status to the EOC at 503-494-1000.
- Assess staffing needs. Request staffing assistance, if needed. Deploy available staff, if requested by the EOC.
- Wait for further instructions from EOC.

Evacuation:

• **Health care**

- The Person in Charge has the authority to initiate an evacuation in the event of an immediate threat to life, such as fire or structural calamity that poses imminent harm.
- If the EOC is activated, the order to evacuate a unit or any part of a patient care area to a safer location is the responsibility of the Administrator on Duty or the EOC.

• **Non-Health care areas**

- Initiate evacuation procedures as indicated. Inform staff of evacuation route and meet at designated emergency assembly area.

Major emergency response

Crimes/incidents may include robbery, theft, assaults or burglary. How OHSU responds to these incidents is critical to ensuring personal safety and reducing overall liability. Crimes/incidents may have just occurred or there may be a delay in learning of an incident.

**Employee's responsibility
(Crime in progress):**

Personal Safety

Do not attempt to apprehend or interfere with a suspect unless it is for your personal safety.

Description

Obtain a detailed description of the suspect (if possible) to include height, weight, sex, color, approximate age, clothing, method and direction of travel, hair, identifying marks, etc.

Call

Call the Department of Public Safety immediately at 503-494-4444 and provide as much information as possible on the incident or crime.

Evidence

Avoid touching or interfering with evidence. Evidence that has been compromised may not be usable in identifying the perpetrator.

**Employee's responsibility
(Crime not in progress):**

Call

Call Public Safety's non-emergency line at 503-494-7744 and provide as much information as possible on the incident or crime.

**Employee's responsibility
(Workplace violence)**

You are required by OHSU policy to call Public Safety if you observe, experience or become aware of any incident at OHSU or anywhere OHSU members work that constitutes violence or that would cause a reasonable person to fear violence.

Crimes, incidents and assaults


All contact with the news media is managed by media relations specialists within Strategic Communications. If you are contacted by a member of the news media during business hours — Monday through Friday, 8:30 a.m. to 5 p.m. — direct them to call 503-494-8231 or email news@ohsu.edu.

Media requests after business hours/weekends/holidays

An OHSU media relations specialist is on call 24/7. If you need immediate assistance after business hours, weekends or holidays, call 503-494-8311 and ask the operator to page the media relations specialist on call.

Media requests during an EOC

If an Emergency Operations Center is activated, all media requests related to the emergency/issue at hand should be directed to the Public Information Officer in the EOC.



How to handle media requests

If you or someone you know needs support

Life can be challenging. If you are struggling, or you know someone who is, there are a number of things you can do. Here at OHSU you have options – your health is important.

Counseling can be a major help

As an OHSU member – a benefitted employee, resident or faculty member, postdoctoral scholar or student – you have access to free counseling support. Take a look at the resources below, and connect with them to gain the support you need.

Student Health and Wellness:

503-494-8665

OHSU Benefitted Employees:

Spark EAP Resources, 24/7 crisis and brief telephone counseling

To access 3 free counseling sessions, call 1-800-433-2320.

SOM Residents, Faculty, and Fellows:

Resident Faculty Wellness Program - www.ohsu.edu/school-of-medicine/resident-and-faculty-wellness-program

Urgent Pager - 10975

Crisis organizations are also available 24/7 for individual support and consultation

You can contact any of the organizations below.

- National Suicide Prevention Lifeline: 988 or 1-800-273-8255
- Crisis Text Line: Text 273TALK to 839863
- Alcohol and Drug Helpline: 1-800-923-4357
- Mental Health Urgent Care: Multnomah County 503-963-2575, Washington County: 503-846-4555, Clackamas County: 503-742-5335

For those who are grieving following the suicide of a loved one, the Suicide Bereavement Support website (<https://afsp.org/ive-lost-someone>) has resources and support.

Find links and resources on o2.ohsu.edu/well-being.

Well-being resources

All spills shall immediately be contained and cleaned up by employees properly trained and equipped to work with chemicals.

Blood and body fluids and infectious biological samples:

In clinical areas, clinical staff and Environmental Services can clean up and disinfect these spills. For additional information, contact Infection Control (503-494-6694 or by paging operator).

In all other areas, qualified personnel, including area custodial staff can clean up and disinfect most of these spills. For questions about large or unusual spills contact Public Safety at 503-494-4444.

Call the appropriate emergency number and tell them what you know.

Chemicals and radioactive (liquid, solid or gas); and unknown or large spills:

If you witness a spill, suspect an exposure, are exposed or come in contact with a hazardous material and you are not trained to clean it up or don't know the details, do the following:

- If it is safe to do so, rescue anyone in immediate danger and clear the area.
- Remove contaminated clothing, and shower/eyewash affected areas of the body.
- Call the appropriate emergency number and tell them what you know.
- Locate the Safety Data Sheet (SDS).
- Close doors to the area and keep people out.

Suspicious mail or packages

If you believe a letter or package is suspicious:

- Do not open it or move it around. Put the item down.
- Leave the area and shut the door.
- Do not allow people to enter the area.
- Call the appropriate emergency number providing your name, number, location and a description and location of the package.
- If you touched the package, immediately wash your hands with soap and water.

Chemical odors

- If odor is too strong and causing discomfort, leave the area.
- Close or secure the area.
- Call the appropriate emergency number.

Incident/exposure reporting:

All hazardous materials exposures at OHSU involving patients, visitors or workforce members must be reported. Ask your supervisor for details.

Report using WSIRS and PSI as appropriate from the O2 homepage > Shortcuts > Safety Reporting

Spills and exposures

Bomb threats normally occur by telephone or via the internet. It is imperative the person receiving a bomb threat obtain as much information as possible.

Responsibility of person receiving information

Obtain Information: Who, what, why, where, when. Have person receiving the call fill out the checklist.

Call: Call Public Safety at 503-494-4444 and provide bomb threat information.

Wait for direction from Public Safety

If an imminent threat is given, evacuate everyone from the building to a designated safe distance. (Never sound the fire alarm, rather perform a room by room notification and advise everyone at your designated location to leave the building immediately for safety purposes.)

If you locate a suspicious object on campus

If you see a suspicious object or device on campus, contact Public Safety immediately at 503-494-4444 via a land line. Do not use your cell phone around the object.

If safe to do so, print the Bomb Threat Checklist from O2 and complete it with all pertinent information.

Remember R.A.C.E.

Rescue and remove anyone in danger, if safe to do so.

Activate the alarm, and call to report details.

Contain the fire by closing doors; clear corridors.

Evacuate/relocate, as trained; extinguish if safe to do so.

- In all Marquam Hill and South Waterfont OHSU locations, call Public Safety at 503-494-4444.
- For all other off-campus locations call 9-911.
- In all Marquam Hill OHSU locations, OHSU first responders will report to the area in alarm.
- Do NOT use elevators during a fire alarm or evacuation. Stairs may be used to move between floors.
- Where available, the fire alarm annunciator panel and overhead paging will provide additional information.

Healthcare Occupancy

If the fire alarm is initiated in your smoke compartment or upon discovery of unwanted or unplanned fire, smoke, or fumes (associated with burning):

Perform R.A.C.E.

If the fire alarm is not initiated in your smoke compartment and no fire, smoke, or fumes are present:

- Remain calm and provide reassurance to patients and visitors, sending a workforce member to any unattended waiting areas. Students, volunteers, visitors and others who are not familiar with response procedures will defer to competent employees.
- Occupants are expected to stay in the area under heightened alert in case a relocation or evacuation is needed.
- Close doors and listen for the overhead page for Code Red location. Fire panels are available to assist staff in identifying and locating the area under alarm. This may provide additional information about exact location.
- Clear corridors of all items in preparation for potential relocation or evacuation.

Business occupancy (outpatient clinics, labs, classrooms, business offices)

Upon discovery of unwanted or unplanned fire, smoke or fumes (associated with burning):

- Perform R.A.C.E.

When you hear the fire alarm:

- Occupants must begin to evacuate the building to the designated muster site.
- Quickly bring activities involving patient care or research to a stopping point that allows for safe and timely evacuation.
- Ensure complete evacuation of the occupied space to the Emergency Assembly Area or Area of Refuge. Not all occupants are capable of leaving the building, so arrange for those who cannot evacuate to get to Areas of Refuge if possible and ensure the Fire Department is notified of the location.

Bomb threats and fires

Active Shooter

Call for help

On the Marquam Hill or South Waterfront campuses, call 503-494-4444 and at all other locations, call 911. Provide information on what is happening, your exact location and give a description of the shooter. Stay on the line until the dispatcher tells you to hang up. If it's unsafe to stay on the line, call back if necessary.

What are your response options?

RUN – escape or evacuate the area

- Quickly determine the best escape route.
- If you have a safe escape route, use it and move quickly away from the sounds of gunfire.
- Move quickly, leaving belongings and items behind.
- Help others to exit and prevent others from entering the area.

HIDE – take shelter

- Find a secure area such as a room that can be locked from the inside. Rooms without windows are ideal.
- Lock all windows and doors, and turn off lights. Blockade doors that don't lock or you can't secure with heavy objects such as desks or tables.
- Remain quiet and still, silence cell phones, pagers and other sources of noise.
- If possible, get everyone down on the floor or hide behind large items such as cabinets or desks.

FIGHT – overpower the shooter

- Commit to your actions to incapacitate the shooter(s) and have a plan.
- Work as a team to increase chances of success.
- Act with physical aggression and use force as necessary.
- Improvise weapons from what is available (fire extinguishers, chairs, etc.).

What is an active shooter?

- Individual(s) actively engaged in killing or attempting to kill, usually with a firearm.
- Victims can be one or many, can be random or specifically chosen, and everyone nearby is in danger.

These situations evolve rapidly, and can move from location to location requiring immediate law enforcement action.

Work with law enforcement

Armed police officers will respond to the last known location of shots fired to stop the active shooter(s). They may be dressed in various uniforms and gear, including vests, helmets, gas masks, armed weapons and other protective equipment that may look frightening.

They will not stop to aid the injured until the shooter(s) has been stopped. Regardless of how the officers appear, you should:

- Keep your hands visible and free of objects.
- Remain calm and do as they tell you following all instructions.
- Tell the officers if you know where a shooter is.

Once the scene is secured

Police officers and emergency medical personnel will treat and remove injured persons. Stay at the assembly point designated by the police until you are released. This will be the safest place until the situation is fully controlled.

You may receive counseling and/or medical treatment. You will need to give your account of what happened to the police.

Go to o2.ohsu.edu/public-safety/in-an-emergency/active-shooter-on-campus to find more info.

● Red

WHAT IS HAPPENING

A fire has been reported. Additional information regarding location will be added as available.

WHAT TO DO

Perform R.A.C.E. and relocate/evacuate as trained.

● Blue

WHAT IS HAPPENING

The Code Team is being paged to an area where a serious medical emergency has been reported.

WHAT TO DO

Yield elevators and stairways to Code Team responders that may be rushing to an emergency.

● Dr. Strong

WHAT IS HAPPENING

Violence is occurring or violence appears to be likely. Request “Dr. Strong” to come to your area. Tell the dispatcher the exact location. Stay on the line if it is safe to do so. Get yourself and your co-workers to safety.

WHAT TO DO

Marquam Hill and South Water Front
Call Public Safety at 503-494-4444.

West Campus dial 9 911.

Get yourself and your co-workers to safety.

● Pink

WHAT IS HAPPENING

An infant is missing. An abduction or kidnapping is possible.

WHAT TO DO

Go to hallways and public areas to watch for suspicious persons or activity, as described in the overhead page, and call Public Safety (503-494-4444) if any noted. Do NOT place yourself in danger.

● Amber

WHAT IS HAPPENING

A child is missing. An abduction or kidnapping is possible.

WHAT TO DO

Go to hallways and public areas to watch for suspicious persons or activity, as described in the overhead page. If you see the child alone, engage them and notify Public Safety (503-494-4444). Do NOT place yourself in danger.

● Walker

WHAT IS HAPPENING

A cognitively impaired person has wandered or is at risk.

WHAT TO DO

Watch for person described in the overhead page. If you see the person, notify Public Safety (503-494-4444).

● Green

WHAT IS HAPPENING

A patient is demonstrating immediate signs of violence to themselves or others.

WHAT TO DO

Call 503-494-4444 and ask for a Code Green, provide unit, location. Stay on the line with the dispatcher while officers are being dispatched. Be ready to provide additional information (patient description, any weapons, behavior being displayed, hospital hold status, etc.). Page primary MD/LIP and other designated support to bedside while other team members are alerted.

● Grey

WHAT IS HAPPENING

A combative or threatening person has been identified in the noted area.

WHAT TO DO

Stay away from the noted area and limit nearby travel until the problem is resolved.

● Silver

WHAT IS HAPPENING

A person with a weapon is threatening harm in the noted area.

WHAT TO DO

Stay away from the noted area and limit movement within the building. Building access may be restricted. Wait for further instructions.

○ All Clear

WHAT IS HAPPENING

The emergency that was announced is now over.

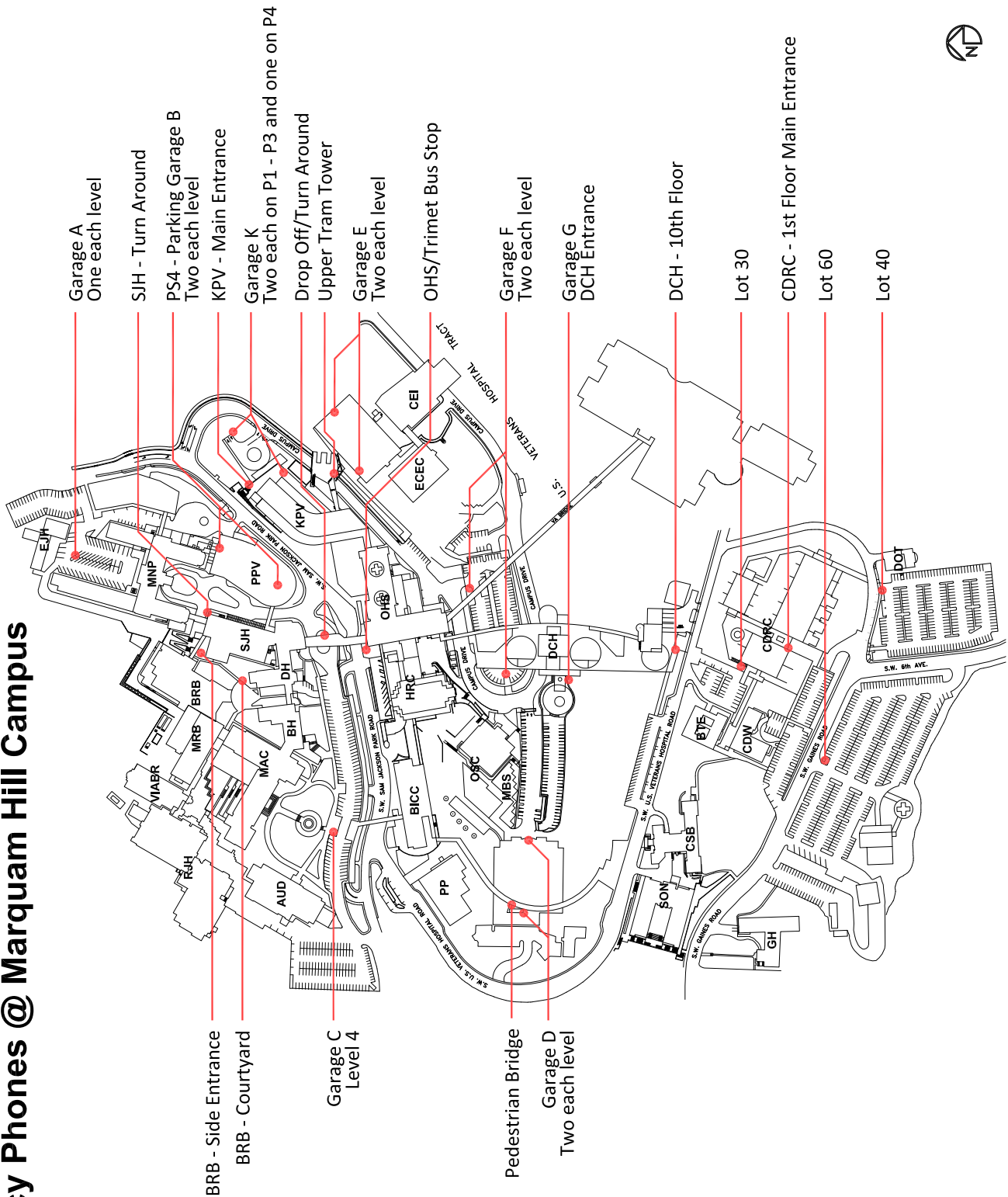
WHAT TO DO

Resume normal activities.

Emergency Phones @ Marquam Hill Campus



Emergency Phone Types*



- Garage A
One each level
- SJH - Turn Around
- PS4 - Parking Garage B
Two each level
- KPV - Main Entrance
- Garage K
Two each on P1 - P3 and one on P4
- Drop Off/Turn Around
Upper Tram Tower
- Garage E
Two each level
- OHS/Trimet Bus Stop
- Garage F
Two each level
- Garage G
DCH Entrance
- DCH - 10th Floor
- Lot 30
- CDRC - 1st Floor Main Entrance
- Lot 60
- Lot 40

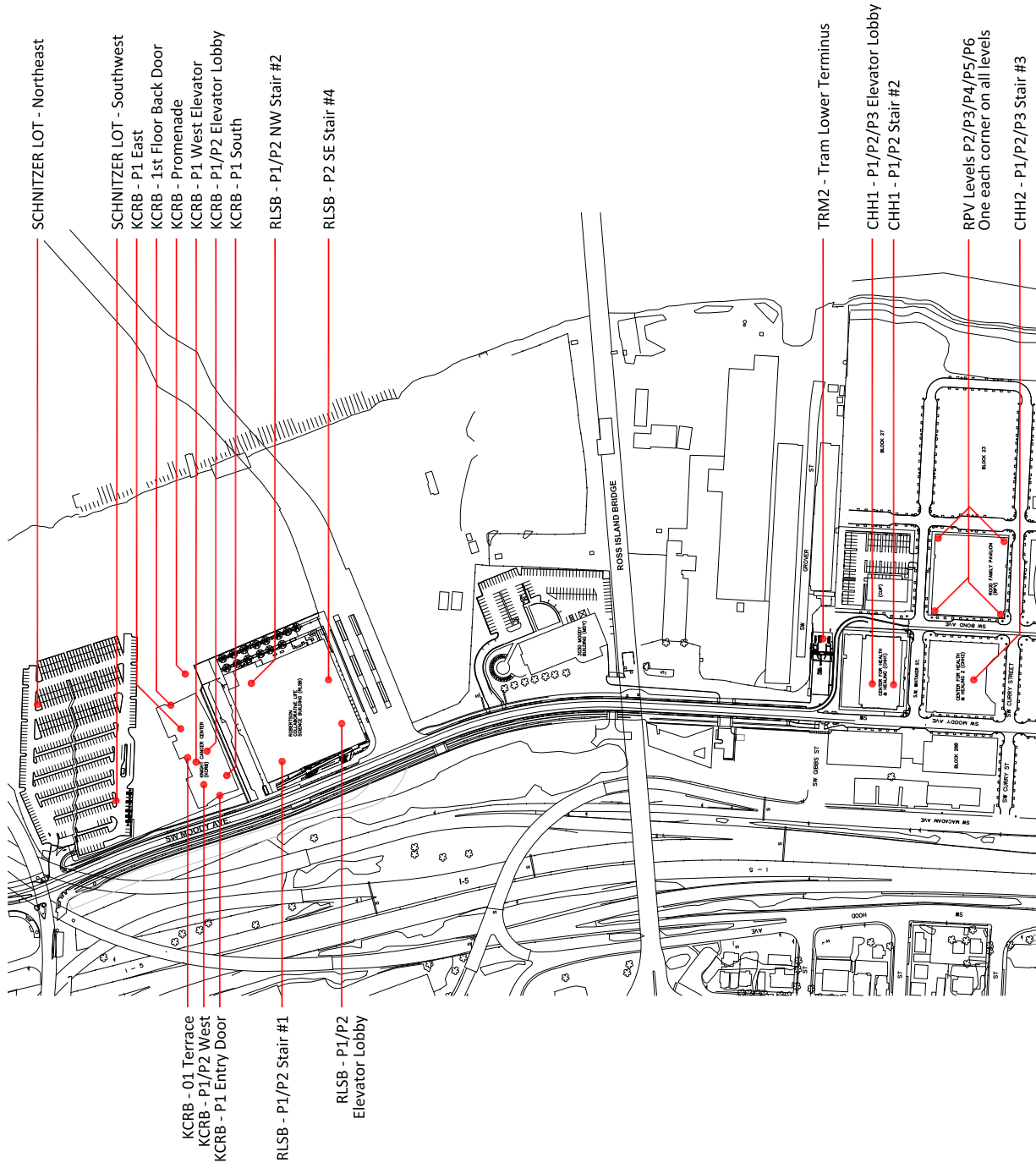
- BRB - Side Entrance
- BRB - Courtyard
- Garage C
Level 4
- Pedestrian Bridge
- Garage D
Two each level



8/14/2019 1:18:10 PM

*These are examples of some of the Emergency Phones found on Campus, actual phone types may vary depending on location.

Emergency Phones @ South Waterfront



Emergency Phone Types*

*These are examples of some of the Emergency Phones found on Campus, actual phone types may vary depending on location.

Where to Report a Concern

If a concern relates to:

<p>OCIC 503-494-5148</p> <p>You may also contact your HR Business Partner</p> <p>503-494-8060</p> <p><i>*For students needing accommodations, see below</i></p>	<p>Disability/request for reasonable accommodation; Title IX; religious accommodation, retaliation, prohibited discrimination or harassment due to a protected status such as (but not limited to):</p> <ul style="list-style-type: none"> • Race/color • National origin • Sex/gender <i>including discrimination based on pregnancy or sexual orientation</i> • Religion • Age • Physical/mental disability • Marital status • Use of workers' compensation • Military status • FMLA/OFLA or other protected leave
<p>Integrity 503-494-8849</p> <p>Integrity Hotline 877-733-8313 24 hours a day, 7 days a week</p> <p>If you want to remain anonymous in reporting a concern, call the Integrity Hotline.</p>	<p>Any perceived violation of the Code of Conduct or other OHSU policy, including but not limited to:</p> <ul style="list-style-type: none"> • Concerns regarding the health system • Research/ scientific misconduct • Conflict of interest • Acceptance of gifts • Compliance with laws, regulations • Whistleblowing • Information privacy/security
<p>Your manager</p> <p>You may also contact your HR Business Partner</p> <p>503-494-8060</p>	<p>Employees and involves:</p> <ul style="list-style-type: none"> • Undesirable workplace behavior from others • A possible Code of Conduct violation • Union contract violation concerns
<p>Public Safety 503-494-7744</p>	<p>Potential or actual workplace violence or criminal activity, including but not limited to:</p> <ul style="list-style-type: none"> • Assault • Threats • Intimidation • Information about criminal conduct • Other related concerns • In addition, it may be appropriate to contact other resources not listed here.
<p>Risk Management 503-494-7189</p>	<ul style="list-style-type: none"> • Workers' compensation • Property damage claim

The Legal Department may become involved in any of the above circumstances.

If you receive notice of a tort claim or a BOLI or EEOC complaint or a lawsuit, contact Legal immediately at 503-494-5222.

**Students with Disabilities: For accommodation requests, contact the Office for Student Access at 503-494-0082.*

OHSU values the dignity of our patients, faculty and staff.
Everyone at OHSU should be treated with respect.

RESPECT FOR ALL.



Oregon Health & Science University
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