

OFFICE OF CIVIL RIGHTS INVESTIGATIONS AND COMPLIANCE

Reporting Pathways at OHSU



WHAT IS THE OCIC?



- We **advise and educate** about prohibited discrimination, harassment, retaliation, sexual misconduct, and ADA compliance.
- We **investigate** reports of discriminatory misconduct with a neutral, fact-finding approach.



OUR PURPOSE

educate

- prevention & education

prevent

- prevention & education

listen

- confidential advocacy program & confidential intake specialists

facilitate

- alternative resolution

investigate

- equal opportunity officers

remedy

- directors/VP



WHAT'S THE WHY?

*Creating an effective, respectful
learning & working environment*

AGENDA

- 1) What to report
- 2) Who is required to report
- 3) How to report

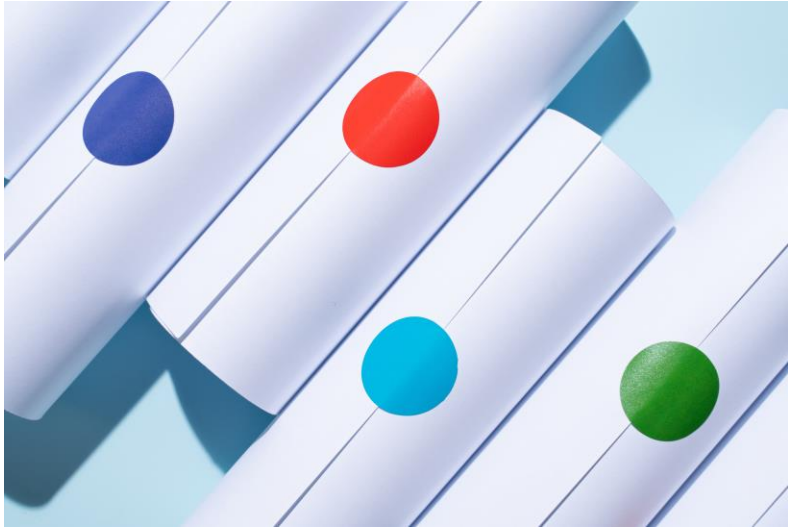
Questions & Resources!



WHAT TO REPORT



OCIC: Responsible for DHR Policy



- Discrimination
- Harassment
- Retaliation

Covered by Titles VII & IX and other civil rights statutes

WHAT TO REPORT: PROHIBITED ACTIVITIES

What is prohibited?

- **Discrimination, harassment, retaliation on a protected characteristic**
- **Sexual harassment, which includes sexual misconduct, sexual assault, domestic violence, dating violence, stalking, and sexual exploitation**

For more info, see the DHR Policy

EXAMPLES OF PROTECTED CHARACTERISTICS

- Race
- Color
- Religion
- National Origin
- Disability
- Citizenship
- Veteran Status
- Age
- Use of Protected Leave
- Use of Worker's Comp
- Sex
- Sexual Orientation
- Gender Identity
- Gender Expression
- Pregnancy or Related Conditions
- Marital or Familial Status
- Ancestry
- Genetic Information (including family medical history)
- Service in Uniformed Services (defined in federal or state law)

**And/or any other status protected by Oregon or Federal law

Discrimination, Harassment, and Retaliation Policy

(03-05-048)

Prohibits any form of misconduct:

- based on a protected characteristic
- sufficiently severe **or** pervasive
- substantially interferes

WHO IS REQUIRED TO REPORT



MANDATORY REPORTERS



All OHSU employees must report:

- child abuse
- elder abuse
- abuse of adults with physical or cognitive disabilities
- individuals who present a harm to others

Report to law enforcement or the
OR Department of Human Services:
855-503-SAFE (7233), 24/7/365

REQUIRED REPORTERS

All employees are required to report instances of:

- discrimination
- harassment
- retaliation
- sexual misconduct

When it relates to a protected characteristic.

This includes what you are told, witness or reasonably suspect.

**OHSU Discrimination, Harassment,
and Retaliation Policy (03-05-048)**

DUTY TO REPORT & REFER:

When you are told, witness, or suspect prohibited activities, you and OHSU have been **put on notice**.

- When **put on notice**, university is **required to respond**.
- Reporting to OCIC ensures compliance with Title IX and ensures support is offered to the impacted person(s) or department(s).

REPORTING EXCEPTIONS

Only Exceptions: Confidential employees or those working in their professional capacity.

WORKING IN A PROFESSIONAL CAPACITY?



When working in your professional capacity, a report is **not** required.



When not working within your professional capacity, a report **is** required.





**IF SOMEONE
DISCLOSES TO
YOU**

If you think someone might disclose, you can gently interrupt them.

- Let them know you are required to report certain types of conduct.
- Let them know that you cannot maintain confidentiality.

IF THEY CHOOSE TO DISCLOSE

Be supportive and believe them, but do not investigate yourself or try to problem solve.

Thank them for trusting you with their experience. Let them know that you will be filing a report on their behalf and that someone will follow up with them.

Let them know that OHSU has many confidential and supportive resources that can be provided to them.



CAPE *The Confidential Advocacy Program for Employees*

CAPE provides **confidential support** to OHSU employees with concerns of bias, harassment, discrimination, and/or retaliation related to a **protected characteristic**.

CAPE is also a confidential resource for employees experiencing **interpersonal violence** such as stalking, intimate partner violence, sexual harassment, and sexual assault.

CAPE works with employees to think through the safety, legal, health, mental wellness, and workplace support they may need and connect them with resources.

CONTACT CAPE

CONNECT WITH AN ADVOCATE:

 [HERE](#) or

GENERAL INQUIRIES: [HERE](#)
(CAP-E@OHSU.edu)

LEARN MORE: [HERE](#)



CAPE SUPPORT

- Confidential space to process concerns related to DHR and interpersonal violence, outlining options including supportive resources and reporting channels.
- Systems navigation, resource connection, and ongoing support for people impacted by IPV, including information on protective orders, financial assistance.
- Safety planning to assist with active participation in work responsibilities and OHSU community offerings.
- Supportive partner through the OCIC reporting and investigations process.

HOW TO REPORT



WHERE TO REPORT:



Integrity Helpline:

- [Report Online](#) or
- [877-733-8313](tel:877-733-8313) (24/7 phone)

Directly to VP/OCIC & Title IX Coordinator for sex or gender-based discrimination:

Angela Fleischer: titleix@ohsu.edu.

Unsure?

- Submit through the [Integrity Helpline](#) or contact OCIC at ocic@ohsu.edu.

Integrity Helpline

How to report a concern

The OHSU Integrity Helpline (formerly the Integrity Hotline) is accessible 24 hours a day, 7 days a week, and can be reached by either:

1. Calling the toll free number: 1-877-733-8313; or
2. Submitting a confidential, anonymous report online.

Report a concern

Contact us

Integrity Department
Phone: 503-494-8849
Email the Integrity Department

Let us know if you suspect someone at OHSU violated our Code of Conduct, our policies, or the law.



Report a concern

Ask a question

Follow up

- Anyone can use this reporting tool, including:
- OHSU employees, students, and health care providers
 - Patients, volunteers and those doing business with OHSU



If you remember one thing from today, let it be that you submit concerns via the Integrity Helpline.

MISTREATMENT AND THE PROHIBITION ON BULLYING (POLICY 03-05-060)

- Harmful interpersonal aggression by words or actions that humiliate, degrade, demean, intimidate, and/or threaten an individual or individuals.
- Must be sufficiently pervasive, persistent, and/or severe that a reasonable person would be excluded from participation in or denied the benefits of OHSU's educational, work programs, or activities.
- All employees should also report general workplace conduct and integrity concerns as outlined in the Code of Conduct. **This is managed by Human Resources, **not** OCIC.**

CLARIFICATION



Students are not required to report **unless** someone discloses to them while they are working for OHSU.



All OHSU Members are encouraged to report Discriminatory Misconduct they experience.



Incidents **not** connected to a protected characteristic will be shared with Human Resources, Student Health and Wellness, or another campus partner.

REMINDER

We handle **discrimination based on protected characteristics**; we don't handle other complaints.

Other departments that work on conflict:

Ombuds: Confidential resources for dealing with conflict

Human Resources: Resources including coaching from HRBPs as well as support from the ACC

CWE: Resources on conflict management available, including coaching

QUESTIONS?



RESOURCES



CONFIDENTIAL RESOURCES



For OHSU Employees:

Confidential Advocacy Program
for Employees (CAPE)

Employee Assistance Program
(EAP)

Employee Mental Health Services
(MHS) through Occupational
Health

School of Medicine Resident and
Faculty Wellness Program

12/16/2024



For Students:

Confidential Advocacy Program
(CAP)

Student Health and Wellness



For All OHSU Members:

OCIC Confidential
Intake Specialists

Ombuds Services

IMPORTANT LINKS:

- [Discrimination, Harassment and Retaliation Policy](#)
- [OCIC Website](#)
- [Integrity Helpline](#)
- [Title IX Info](#)
- [Civil Rights Policies and Resources](#)
- [Respect for All Guide](#)