**Appendix C: INTERIM Sexual Misconduct, Discrimination, and Harassment Policy**

This Appendix is to the Interim Sexual Misconduct, Discrimination, and Harassment Policy (“Policy”) adopted by Cameron University (“Institution” or “CU”) on August 14, 2020. The University of Oklahoma and Rogers State University entered into a Memorandum of Understanding, effective August 14, 2020 which sets forth the how the two institutions will coordinate to investigate violations of the Policy.

CU has adopted this Sexual Misconduct, Discrimination, and Harassment Policy and “University” as used herein refer to the institution unless stated otherwise below.

References to the University of Oklahoma’s Office of Institutional Equity are to Cameron University Equal Opportunity Office, Other policy references are as follows:

1. References to the University of Oklahoma Student Rights and Responsibilities Code are to Cameron University Student Code of Conduct.
2. References to the Staff and Faculty Handbook refer to Employee Handbook or Faculty Handbook.
3. The title of “University’s Chief Human Resources Officer” is updated to Human Resources Director in the following:

Article IV (E)

Article V(C)

Article VII (C)(2)

1. The title “Director of Student Conduct” is updated to Director of Student Development in the following:

Article IV(F)

Article VII(C)(2)

1. The titles “Associate Title IX Coordinator” is updated to Title IX Co-Coordinators/EO Officers in the following:

Article I

1. The title of “Interim Institutional Equity Office” or “Associate Equity Office” is updated to Equal Opportunity Officer in the following:

Article VI (A)

1. The reference to “University of Oklahoma” is update to Cameron University in the following:

Article VI (A)

1. The following language in Article 1 is updated to provide University specific contact information:

To raise any concern involving bias or conflict of interest, or reports of misconduct or discrimination by the Title IX Coordinator, contact

President John McArthur

2800 W Gore Blvd.

Administration Building Room 220

Lawton, OK 73505

580-581-2201

jmcarthur@cameron.edu

1. The language in Article II is updated to provide University specific contact information:

Complaints or notice of alleged policy violations, or inquiries about or concerns regarding this policy and procedures, may be made internally to:

Christi Williams/Keith Vitense

Title IX Co-Coordinator/EO Officer

580-581-6712

eo-tix@cameron.edu

1. The following language in Article IV is updated to provide University specific information:
	1. Section B:

Employees with questions regarding accommodations during pregnancy are encouraged to contact the Office of Human Resources (www.cameron.edu/hr), students and visitors with questions regarding accommodations during pregnancy are encouraged to contact the Office of Student Development

 [www.cameron.edu/student-development](http://www.cameron.edu/student-development)

* 1. Section I:

The Consensual Sexual Relationships Policy may be found here: [www.cameron.edu/policies](http://www.cameron.edu/policies)

1. The following language is Article VI is updated to provide University specific contact information:
	1. Section A:

Supervisors, managers and faculty members with administrative duties or student supervisory duties are responsible for taking all appropriate action to prevent sex discrimination and harassment, and to stop and correct it when it occurs, and are expected to report it to the Interim Institutional Equity Officer and Title IX Coordinator or any of the University’s Title IX Co-Coordinators at 580-581-6712

* 1. Section C:

Counseling Resources

* Student Wellness Center (Cameron)- North Shepler, Room 101, 580-581-6725
* Office of Equal Opportunity (Affirmative Action/Title IX Compliance)- eo-tix@cameron.edu ; 580-581-6712
* CU Office of Public Safety - South Shepler, Room 108, 580-581-2237 or 580-581-2911
* Office of Student Development (conduct)- North Shepler, Room 314, 580-581-2209
* **Comanche County Memorial Hospital's Emergency Room -** [3401 W Gore Boulevard or call (580) 355-8620](https://www.google.com/maps/place/Comanche%2BCounty%2BMemorial%2BHospital/%4034.6130958%2C-98.4505817%2C14z/data%3D%214m5%213m4%211s0x0%3A0x7495d5ef4ddc7592%218m2%213d34.609917%214d-98.434188?hl=en-US)
* **Taliaferro Community Mental Health Center -** [602 SW 38th St or call (580) 248-5780](https://www.google.com/maps/place/602%2BSW%2B38th%2BSt%2C%2BLawton%2C%2BOK%2B73505/%4034.6033039%2C-98.438092%2C17z/data%3D%214m5%213m4%211s0x87ad1f0805de43b9%3A0xc6e787764a27d033%218m2%213d34.6025974%214d-98.4397335)
1. References to are updated to reflect University specific contacts in Appendix B

Employees must take an approved training course every 2 years during their career, with the initial training in their first 30 days of service at the University (https://cameron-ok.safecolleges.com/login). Employees may be required to be recertified on demand. Failure to have a certification of this required training may result in appropriate disciplinary action. Additional in-person trainings are also offered periodically and on request. Where University employees are also students, they will be required to also take the mandatory online training provided to students. For those without access to a computer or in need of additional assistance, please contact the University’s Human Resources Department to take the training in an alternate format. Please see the types of training offered below. For more information on training resources or to view copies of training resources, visit the Equal Opportunity Office website.

* **For students, the University offers:**

• Mandatory training for students is completed through UNIV 1001/1113 which is required for all first year students.

• Annual spring on-campus campaign concerning the policy and appropriate behaviors regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.

• Informational website and brochures devoted to educating students at https://www.cameron.edu/oeo.

• OU Advocates available 24/7 to discuss all available resources on and off campus: (405)615-0013. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763.

1. **For employees, the University offers:**

• Mandatory online training for employees through: https://cameron-ok.safecolleges.com/login.

• In-person and virtual training on mandatory reporting through new employee orientations, foundations in management, and other periodic training opportunities and upon request.

• Annual spring on-campus campaign concerning the policy and appropriate behaviors regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.

• Informational website and brochures devoted to educating employees at: https://www.cameron.edu/oeo.

• OU Advocates available 24/7 to discuss all available resources on and off campus confidentially: 405-615-0013. For Tulsa-based programs (8 a.m. – 5 p.m.): (918) 660-3163 or after hours (918) 743-5763.

1. **Other resources available to the University community:**

• OU Advocates (24/7): (405) 615-0013 - provides advocates and referrals to other resources on-campus and off-campus. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763

• CU Office of Public Safety: emergencies 580-581-2237 or 580-581-2911

• Employee Assistance Program: (800) 327-5043 - confidential resources for HSC and Norman employees; (918) 587-9471 for OU-Tulsa employees

• Lawton Police Department: 911 for emergencies; 580-581-3271 non-emergencies - provides law enforcement support

* Comanche Nation Women’s Shelter 580-492-3590
* New Directions Women’s Shelter 580-357-8127
* Comanche County Memorial Hospital 580-355-8620
* Southwestern Medical Center 580-531-4700
* Taliaferro Community Mental Health Center 580-248-5780