

**Oregon Tech Policy**  
**OIT-01-010**  
**Violence Free Campus**

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**1. Policy Statement**

Oregon Institute of Technology (Oregon Tech) is committed to creating and maintaining a safe, respectful, and welcoming environment in which to study, live, work, research, and visit. Oregon Tech considers violence and threats of violence to be highly disruptive and contrary to the development and maintenance of a safe, productive, and supportive atmosphere. Such behaviors are prohibited and will not be tolerated. Members of the Oregon Tech Community who exhibit such behaviors will be held accountable under Oregon Tech policy and, as applicable, local, state, and federal law.

**2. Reason for Policy/Purpose**

The purpose of this Policy is to:

- Communicate Oregon Tech's deep commitment to safety and security;
- Assure the Oregon Tech Community understands what is expected of them in their interactions with others; and
- Assure each member of the Oregon Tech Community feels empowered and encouraged to report known or suspected acts or threats of violence.

**3. Applicability/Scope**

This Policy applies to all Oregon Tech students, employees, visitors, volunteers, contractors, and collaborators (collectively, the Oregon Tech Community) on Oregon Tech-owned or controlled property or attendees or participants of Oregon Tech-sponsored events.

This Policy applies to behavior occurring at any Oregon Tech campus or facility, and off-campus during university-sponsored activities and events. In addition, this Policy can apply to conduct occurring off-campus and off-duty, if that conduct generates a reasonable concern for safety at a university campus, related facility, during university-sponsored activities or events, or for the safety of the Oregon Tech Community.

**4. Definitions**

**Relationship Violence:** This is a broad term encompassing dating violence and domestic violence and may also manifest through stalking. It is also sometimes referred to as intimate partner violence. Relationship Violence may also manifest in stalking, although stalking can occur outside of an

intimate relationship. Intimate Partner Violence can include any act of violence or non-physical tactics including a pattern of emotionally or financially abusive behavior that one person uses against a current or former partner in a sexual, dating, spousal, domestic, or other intimate relationship, to gain or maintain power and control over another.

- **Dating Violence:** Means an act of violence committed by a person who is or has been in a social relationship of a romantic, sexual, or intimate nature with the individual that does not fall within the definition of “domestic violence.” Whether the relationship is of a romantic, sexual, or intimate nature is determined by a variety of factors, including the length of the relationship, the type of the relationship, and the frequency of interaction between the persons involved in the relationship. A relationship of a romantic or intimate nature is characterized by ongoing or past physical and/or emotional intimacy between the parties.
- **Domestic Violence:** Means an act of violence committed by any of the following individuals: (1) a current or former spouse or intimate partner; (2) a person with whom the individual shares a child; (3) a person who is cohabitating with or has cohabitated with the individual as a spouse or intimate partner; or (4) a resident or former resident of the individual’s household.
- **Stalking:** Means engaging in a course of conduct that is directed at a specific person or persons that would cause a reasonable person to feel fear for themselves or fear for the safety of others, or to suffer substantial emotional distress. Stalking may be conducted physically, such as following a person from place to place, or electronically (i.e., cyberstalking), such as following a person’s online activities or tracking their whereabouts using electronic methods, or other similar conduct as prohibited by applicable state or federal law.

**Prohibited Conduct:** As used in this Policy, this term includes, but is not limited to: engaging in any act of violence toward a person or property; making a direct, indirect, or conditional threat of harm; engaging in any conduct, including aggression, intimidation, harassment, epithets, belligerence, and disruptive or erratic behavior, that has the purpose or effect of generating a reasonable concern for physical safety; damaging or destroying university or another person’s personal property or equipment, or threatening such harm; engaging in stalking or aggressive behaviors; participating in, or encouraging, a fight; using any instrument to injure, threaten, or intimidate; using or possessing any firearm, explosive, or weapon of any kind in violation of Oregon Tech’s policy regulating Weapons on Campus; and using university resources to engage in threats or violence toward anyone. See also Weapons on Campus policy.

**Reasonable:** In determining whether something is reasonable for purposes of this Policy, Oregon Tech will review the behavior on an objective and subjective basis, meaning, and it will review whether the person that is being subjected to the behavior is experiencing a certain fear or threat and whether a reasonable, similarly situated person would also be experiencing fear or a threat.

**Threat:** Any physical, written, or verbal conduct, whether direct, indirect, or conditional, that conveys intent or is reasonably perceived to convey intent to cause physical harm to property or someone or to place someone in fear of their safety or the safety of others. A threat encompasses the use of technology to commit this behavior.

**Violence:** Includes any intentional or reckless act that physically harms a person or persons or an intentional or reckless act resulting in damage to property.

## 5. Policy

### a. Prohibited Conduct

All members of the Oregon Tech Community are expected to treat others with civility and respect.

On Oregon Tech properties and facilities or during university-sponsored activities or events, Oregon Tech strictly prohibits acts of violence, threats of violence, and any other behaviors that: (1) threaten or harm the safety of any member of the Oregon Tech Community; (2) jeopardize or harm the security at any Oregon Tech campus, property, facility, activity, or event; or (3) raise a reasonable concern for the safety or wellbeing of any member of the Oregon Tech Community.

In the interest of prioritizing safety, Oregon Tech reserves the right to address any behavior when the behavior generates a reasonable concern for the safety or wellbeing of any member of the Oregon Tech Community or the security of property.

### b. Reporting

All students and employees are encouraged to remain alert to, and to immediately report, any known or suspected violations of this Policy.

For emergency assistance, call 911 for local law enforcement. In Klamath Falls, Oregon Tech's on-duty Campus Safety Officer can be reached by calling 541-885-0911.

For non-emergencies, contact Oregon Tech Campus Safety at Cornett Hall 131A; ph 541.885.1111.

Once information is received by Oregon Tech concerning known or suspected behaviors that may constitute violations of this Policy, the appropriate Oregon Tech department will conduct a prompt review, assess the concern, and determine what action should be taken. Oregon Tech Campus Safety is typically responsible for reviewing reports of possible violations of this policy and will frequently collaborate with relevant departments, such as the Office of Human Resources in matters involving employees and the Division of Student Affairs in matters involving students. Local law enforcement agencies are contacted, whenever appropriate.

### c. Relationship Violence & Stalking

Oregon Tech recognizes that some students and employees may experience violence off-campus at the hands of a current or former spouse, domestic partner, dating partner, family member, or friend. Oregon Tech also recognizes that some students and employees may be victims of stalking.

To best assist and protect students or employees who have obtained a protective or restraining order identifying the campus as a protected area, such individuals are encouraged to provide Campus Safety with a copy of the order. It is permissible to redact the sensitive details of the order, so long

as the following information has not been redacted or modified: the name of the individual restrained, the impacted geographic area (i.e., Oregon Tech properties and facilities), the duration of the order, the county where the order was issued, the court docket number, and the issuing judge's name.

Students or employees who experience threatening or violent behavior by an abuser or stalker on Oregon Tech premises, or who believe the abuser or stalker could engage in violence at an Oregon Tech campus, related facility, university-sponsored activity, or event are asked to promptly report that behavior to the local law enforcement. To report incidents, contact Oregon Tech's Campus Safety Office.

Employees who may need to miss work to attend court hearings, meet with law enforcement, meet with attorneys, or other such activities relating to securing or enforcing such an order, should contact the Office of Human Resources for assistance determining whether they may be eligible for special leave under Oregon law. See Leave Required Because of Domestic Abuse, Sexual Assault, or Stalking.

Students who may need similar assistance, but related to missing classes or deadlines, should contact the Office of Student Affairs or the Title IX Coordinator to determine what forms of support, resources, and assistance may help the student.

#### **d. Support Services**

Oregon Tech provides a host of resources to address potential or actual acts of violence and aggression. Generally, students are encouraged to contact the Office of Student Affairs, and employees are encouraged to contact the Office of Human Resources.

#### **e. Non-Retaliation and False Claims**

Oregon Tech adheres to a strict policy of non-retaliation and prohibits retaliation and threats or attempts to retaliate against anyone who makes a good-faith report under this Policy or who participates in, cooperates with, or contributes to efforts to investigate and resolve such reports.

Any individual who believes that they are being penalized for making a report under this Policy, or for participating in, cooperating with, or contributing to efforts to investigate or resolve a report, should immediately contact the Office of Human Resources (if an employee) or the Office of Student Affairs (if a student). See policy on Reporting Misconduct and Prohibited Retaliation.

#### **f. Confidentiality**

Confidentiality of complaints and parties will be preserved to the greatest extent possible, understanding that Oregon Tech may have an obligation to take some action, even if the Complainant is reluctant to proceed.

## **g. Policy Violations**

A violation of this Policy constitutes serious misconduct. Failure to comply with this Policy could result in disciplinary action, up to and including termination for employees and expulsion for students.

Violations of this Policy may also constitute violation of state and/or federal law. Where appropriate, Oregon Tech may pursue criminal and/or civil remedies. Violators may be subject to a temporary or on-going ban from Oregon Tech Premises.

## **6. Links to Related Procedures, Forms, or Information**

### **Policies**

Clery Act (*forthcoming*)

[Leave Required Because of Domestic Abuse, Sexual Assault, or Stalking](#)

[Prohibited Discrimination and Discriminatory Harassment](#)

[Prohibited Sexual Misconduct](#)

[Reporting Misconduct and Prohibited Retaliation](#)

[Weapons on Campus](#)

### **Procedures**

Trespass Warning Procedures

### **Websites**

[Oregon Tech Campus Safety](#)

[Security & Fire Safety Reports](#)

### **Related State and Federal Law**

Family Educational Rights and Privacy Act (FERPA)

Higher Education Act, Section 485

Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act,  
Title IX of the Education Amendments Act of 1972

Violence Against Women Act of 1994 (VAWA)

34 CFR 668.46(m), addressing institutional security policies and crime statistics.

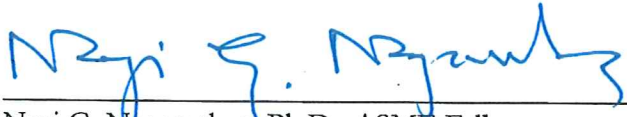
Oregon Senate Bill 577 (Eff. Jan. 1, 2020), amending Oregon Revised Statutes (ORS) 30.198, 30.200, 90.396, 137.225, 137.712, 163.707, 166.155, 166.165, 166.715 and 181A.225

## **7. Policy Review/Consultation/Responsible Officer**

This Policy was adopted pursuant to Oregon Tech's policy review and making process. The Responsible Officer for this Policy is the Director of Campus Safety (ph: 541.885.1117; email: [Edward.Daniels@oit.edu](mailto:Edward.Daniels@oit.edu)).

**8. Policy Approval**

Approved by the President on August 17, 2022.



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Nagi G. Naganathan, Ph.D., ASME Fellow  
President

**Adoption Date**

06/09/22

**Revision Dates**