



# Reporting Pathways Faculty Development Friday

OFFICE OF CIVIL RIGHTS INVESTIGATIONS AND COMPLIANCE

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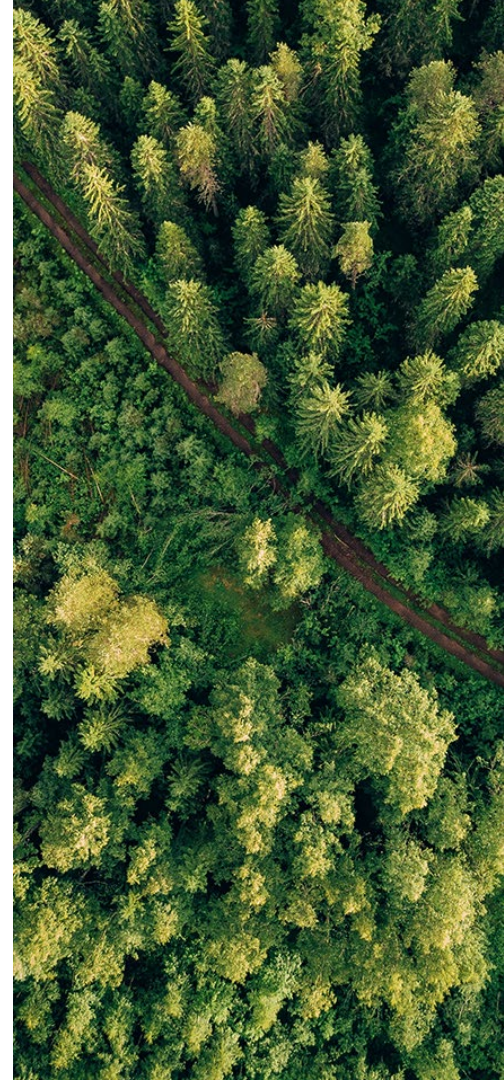


# What is OCIC?

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

# Agenda

1. What is prohibited discrimination at OHSU
2. Who is required to report and how to report
3. What could happen during an investigation
4. Options for informal resolution
5. Questions & resources



# Discrimination, Harassment, & Retaliation Policy (03-05-048)

## What is prohibited?

- Discrimination, harassment and retaliation based on protected characteristics as defined by
- Sexual harassment as defined by Title IX



# Discrimination, Harassment & Retaliation Policy (03-05-048)

Prohibits any form of misconduct:

- Based on a **protected characteristic**
- Sufficiently **severe** or **pervasive**
- **Substantially** interferes

# 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)

# Sexual Harassment

**Title IX Coordinator:**  
**Angela Fleischer**  
titleix@ohsu.edu

## Sexual Harassment prohibited by Title IX:

- sexual misconduct
- sexual assault
- domestic violence
- dating violence
- stalking
- sexual exploitation
- retaliation

# Retaliation

- Examples of retaliation include a reprimand, discipline, or demotion.
- Adverse action **does not include** petty slights or trivial annoyances.

Adverse actions  
against someone  
because they  
engaged in a  
protected activity



# Reporting Requirements

All employees are required to report instances of:

- **Discrimination, harassment, and retaliation**
  - when it relates to a protected characteristic
- **Sexual misconduct**
  - as defined by Title IX

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

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



# What It Means to Be a Required Reporter

## State of Oregon Mandatory Reporter:

If you suspect child or elder abuse or abuse of someone with a disability, required to report to DHS.

## OHSU Employee Required Reporter:

If you witness, are told about, or reasonably suspect misconduct, required to report to OCIC.

\*\*You are **NOT** required to investigate, collect evidence, interview witnesses, etc..

# 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**, a university is **required to respond**.

- Reporting to OCIC ensures:
  - compliance with Title IX
  - support is offered to the impacted person(s)



# Reporting Exceptions

- Confidential employees
- Those working in their professional capacity

# Working in a Professional Capacity?



When working in your professional capacity with a patient or client, a report to OCIC is **not** required.



When working with employees, a report **is** required.

**If someone  
discloses to  
you...**

**Let them know you are:**

- required to report certain types of conduct
- cannot maintain confidentiality

# Interruption Example

“I think you may be about to share something that would require me to make a report to OCIC. There are confidential resources on campus that can help you understand what options and supports you have here at OHSU and in the community.

“What would you like to do? I will support whatever you decide.”

# If Someone Discloses to You...

- Be supportive
- Believe them
- Thank them for trusting you
- Let them know you need to report
- Let them know resources are available



# Response Example

“Thank you for sharing this with me. I’m sorry you are going through this. I am required to report incidents like this to OCIC as part of OHSU’s policies. If you want, we can submit the report together.

“I also want to make sure you know support resources that are confidential and respect privacy. You will receive outreach from one of our campus partners. They will be able to share resources and discuss options.”



## What happens when a report is made?

- Confidential Intake Specialist reaches out to impacted person(s)
- Provides campus and community-based resources
- Offers supportive measures
- Informs of possible next steps

# Supportive Measures

- CAPE, CAP
- Referrals
- EAP/Wellness
- Changes (schedule/shift)
- Campus escorts
- No contact orders

... and others based on situation



# What Happens Next

If there's a formal complaint:

**The Director of Investigations will decide whether the reported behavior, if substantiated, could constitute a policy violation.**

Based on that, either:

[Investigation](#)

- OR -

**Alternative resolution**

# Investigation Process

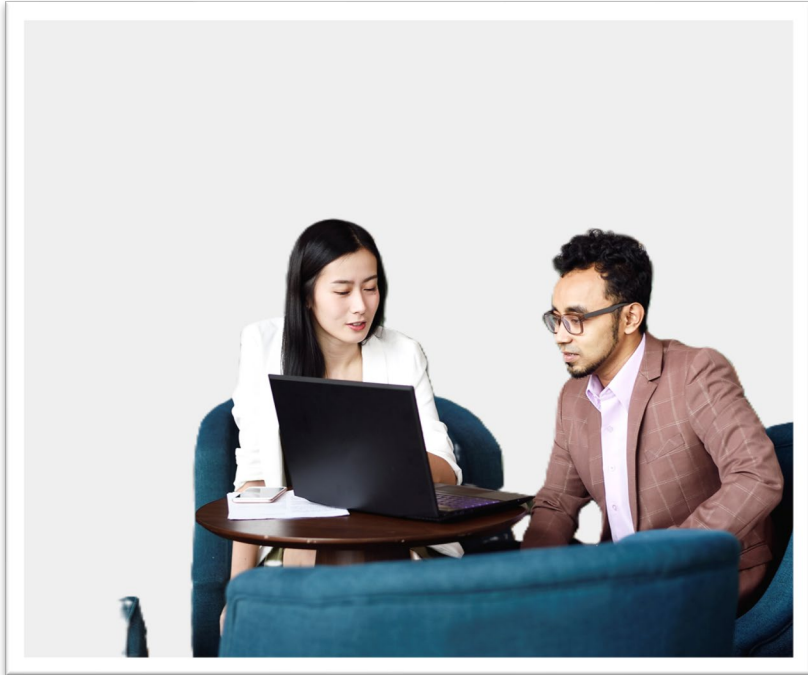
Equal  
Opportunity  
Officer is  
assigned  
report

Conducts  
investigation

Each party  
allowed equal  
opportunity  
to present  
evidence

Director  
determines if  
there's a  
policy  
violation and  
recommends  
action

# Throughout the Process



People can have a support person/advisor with them

# Informal Resolution Process

Might be suggested by Director of Investigation

Facilitated dialogue or mediation with OCIC facilitators or partners

Process is voluntary

Aims to repair relationship and aid ability to work together peacefully



## Respondent: What happens?

A **notice of investigation** is issued and OCIC will follow up.



# How to Report

## **Integrity Helpline:**

- Report Online
- 877-733-8313 (24/7 phone)

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

Angela Fleischer: [titleix@ohsu.edu](mailto:titleix@ohsu.edu)

## **Unsure?**

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



Integrity Department

Audit and Advisory Services

Central Integrity

Integrity Booster

Integrity Foundations

Integrity Helpline >

Integrity Helpline Reporting Metrics

# 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



## Integrity Helpline

English

Home

Code of Conduct

Policies

Resources

FAQs

Call the Integrity Helpline (877) 733-8313

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.



# After You Report

## **Not the impacted person?**

- Create a PIN # and then log back in to check on your report

## **Impacted person?**

- Confidential Intake Specialist will reach out to you

# More on Reporting Requirements



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.

# Scenarios

We are going to discuss some scenarios now!

# Scenario 1

A resident comes to you about recent feedback they received. The resident reports that after morning rounds, her attending was critical of her patient presentation. The resident states that “it wasn’t just about the case, it felt personal.” You ask the resident to give you specific details about what was said. ***The learner reports that the attending provided her the following feedback:***

“Your presentation was 'lazy' and 'disorganized.' You must be distracted by your personal life and are not taking the time to properly prepare for your cases. You should stop letting your emotions get in the way of your work. If you can’t properly prepare for the day, maybe you should take a leave of absence or maybe this isn’t the right career path for you.”

The resident reports to you that they felt harassed and targeted. The resident also says they felt the comments were gender related because the male residents on her team also made some mistakes, but didn’t receive similar feedback.

# Scenario 1: Questions

1. Is this prohibited discrimination? If so, what kind?
2. Does this situation need to be reported? If yes, where/who do you report it to?
3. What do you say to this resident?
4. What support, if any, should you give to this resident?

# Scenario 2

A resident asked to talk to you about an encounter they witnessed a few days ago. They reported that while in the operating room, an attending was talking poorly to a resident colleague and said things like, *“did you even go to medical school?”* *“how did you get into this program?”* *“how could you forget that simple step?”* and then told the resident to leave the room and not come back to their OR until they *“were able to actually take care of patients.”* The resident said they talked to their colleague and the colleague said they *“didn’t want to make a big deal about it”* and asked them to keep it private – between the two of them.



# Scenario 2: Questions

1. Is this prohibited discrimination? If so, what kind?
2. Does this situation need to be reported? If yes, where/who do you report it to?
3. What do you say to this resident?
4. What support, if any, should you give to this resident?

# Scenario 3

A resident you are working with tells you that another resident continues to ask her to go out for a drink even though she has made it clear she is not interested. He keeps chatting her through Teams and waiting for her after her shift. She feels uncomfortable.

# Scenario 3: Questions

1. Is this prohibited discrimination? If so, what kind?
2. Does this situation need to be reported? If yes, where/who do you report it to?
3. What support, if any, should you give to this resident?

# Scenario 4

You are chatting with a white physician and a Black resident. The physician says, "I love your hair" and reaches out to touch the resident's hair.

# Scenario 4: Questions

1. Is this prohibited discrimination? If so, what kind?
2. How do you respond?
3. What support, if any, should you give to this resident?

# Scenario 5

One resident hates another resident. This resident starts sending emails to the group about how incompetent the other is. The resident has kept important information from the one she dislikes. She is rude to him and purposely excludes him from opportunities.

# Scenario 5: Questions

1. Does this situation need to be reported? If yes, where/who do you report it to?
2. What do you say to this resident?
3. What support, if any, should you give to this resident?

# The Confidential Advocacy Program for Employees

## Bookings Link:

<https://tinyurl.com/OHSUCAPE>

## CAPE Email:

[CAP-E@ohsu.edu](mailto:CAP-E@ohsu.edu)



**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](mailto: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.



# Confidential OHSU 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



## For Students:

Confidential Advocacy Program  
(CAP)

Student Health and Wellness



## For All OHSU Members:

OCIC Confidential  
Intake Specialists

Ombuds Services

# Other Departments

## OCIC navigates discrimination based on protected characteristics.

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

# Important Links

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

Post Session  
Feedback:



For questions or to schedule a training,  
please contact:

JANELLE WILSON: [WILSJANE@OHSU.EDU](mailto:WILSJANE@OHSU.EDU)

BETH LIFSON: [LIFSON@OHSU.EDU](mailto:LIFSON@OHSU.EDU)



**Thank You!**