

2025 Annual Security and Fire Safety Report

Containing Information for the 2025-2026 Academic Year

**Lawrence, Edwards, KU Hangars, and KU Field
Station Campuses**

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Message from the Chancellor

The mission of the University of Kansas is to lift students and society by educating leaders, building healthy communities, and making discoveries that change the world. As we seek to advance our mission, providing for the health and safety of Jayhawks throughout our community is essential. All members of our community—students, staff, and faculty—can help play a role in this effort to maintain a safe environment. Awareness of potential crimes and criminal activity can help keep you and the entire community safe.

Our annual security report serves as your guide to the safety programs, initiatives, and policies that the University has put in place, and provides information about the crimes that have been reported on campus. That knowledge, along with your active participation in reporting criminal activity or unusual situations as soon as possible, will help provide a safe environment where the entire university community can teach, learn, and grow.

At KU, we are committed to serving our state, the nation, and the world in an environment that is safe for all. Thank you for taking the time to read this report and ensuring that KU remains a safe and welcoming place for our entire community.

Rock Chalk!

Douglas A. Girod
Chancellor



Preparing the Annual Security Report

Crime statistics that are provided in this annual report are based upon incidents reported to the KU Police Department (KUPD), Student Conduct and Community Standards, Office of Civil Rights & Title IX, and the Housing and Residence Life Office. Each year a variety of offices are asked to provide information on the educational and prevention programs conducted during that calendar year.

Housing and Residence Life Office and Student Conduct and Community Standards maintain student disciplinary records for the Lawrence campus. KUPD provides crime statistics for criminal offenses occurring on the Lawrence and Edwards campuses. The Director of Clery Compliance gathers applicable crime statistics for non-campus locations from the law enforcement agencies which have jurisdiction over those locations. The Lawrence Police Department provides crime statistics for crimes reported at fraternities and sororities, as well as crimes reported on public property surrounding campus.

Each year an email notification is sent to all faculty, staff, and enrolled students to inform them of the University's Annual Security Report. It provides the website address to access this report. Annual notice is also given in the electronic news, KU Today. Prospective students and employees are notified in the online application process. Copies of the report may also be obtained at the Office of Civil Rights & Title IX, Room 1082, Dole Human Development Center, 1000 Sunnyside Ave., Lawrence, KS 66045, or by calling **785-864-6414**.

The statements contained in this report apply to the *Lawrence*, *Edwards*, *KU Hangars*, and *KU Field Station* campuses, unless a specific delineation between the campuses is mentioned.

Campus Law Enforcement

Lawrence Campus

The KU Police Department employs commissioned police officers, 911 communications operators, uniformed security officers, emergency management personnel, administrative assistants and student security monitors.

Police

University police officers receive their law enforcement authority from Kansas Statutes Annotated (K.S.A.) 76-726 and patrol campus at all times, even when school is not in session. Officers respond to all emergencies that occur on campus including criminal and non-criminal calls for services, medical emergencies, and fires. They also investigate traffic accidents and enforce traffic ordinances. They are supported by detectives in the Investigations Unit for in-depth investigations.

The police officers employed by the KU Police Department are certified law enforcement officers in the State of Kansas and have full power of arrest. Kansas law (K.S.A. 76-726 and 22-2401a) provides for jurisdictional authority of university police officers to include property owned or operated by the University, endowment association, alumni association, athletic association, or recognized student organizations. It also allows for jurisdictional authority on streets, property, and highways immediately adjacent to campus and within Lawrence when officers are following up on crimes committed on campus.

In addition, the City of Lawrence and the University of Kansas have a jurisdiction agreement that allows university police officers to exercise police authority in areas of the city off-campus when the officer has probable cause to believe a violation of law is occurring. The agreement (pursuant to K.S.A. 22-2401a(c)) authorizes the university police officer to exercise all power and authority as may lawfully be exercised by a Lawrence police officer, until such time as a Lawrence police officer is able to respond.

The KU Police Department is responsible for investigating criminal cases and violations of university rules and regulations, as well as enforcing traffic laws. The officers have the authority to enforce State, Local and Federal laws and University Policies. Completed investigations are presented to either the City of Lawrence Municipal Court or Douglas County District Court for adjudication. Information concerning criminal activity occurring on campus is shared with campus administration when appropriate, including in cases involving sexual violence. Victims and witnesses are strongly encouraged to report criminal activity to the KU Police Department.

Security

The KU Police Department has full-time security personnel. Security personnel are responsible for monitoring entrances, unlocking and locking designated buildings, and

looking for and reporting fire and safety-related problems. Security personnel also patrol buildings and campus grounds to report suspicious activity and unsafe conditions. Security personnel can detain suspects until police arrival but have no power of arrest. Security personnel have the authority to enforce University policies. The Security personnel have jurisdiction to operate on KU owned or controlled property, but not outside of KU property.

Community Service

The KU Police Department also operates a Community Engagement Section that provides educational programs, materials, and services on an on-going basis and on demand for the entire campus community. These include KU Crime Stoppers, equipment engraving, and personal safety educational programs. Information on specific campus crimes and overall crime statistics are made available and published in campus and area media to make members of the campus community aware of the environment in which they work and study. Based upon this information, students, staff, and faculty are expected to make reasonable decisions about their own security.

Communication Center

The KU Emergency Communications Center provides emergency (911) and non-emergency call taking and dispatching services for the University community, including police, security, maintenance, and parking services. The KU Emergency Communications Center works closely with the Douglas County Emergency Communications Center and communicates with local and state police agencies as needed.

The KU Emergency Communications Center maintains radio and/or telephone contact with all Douglas County Emergency Services agencies: KU Police, Lawrence Police, Douglas County Sheriff's Office, Kansas Highway Patrol, and Lawrence/Douglas County Fire/Medical departments. Personnel working in the KU Emergency Communications Center also handle additional radio traffic for Facilities Services, Parking Services, and the University-wide Security Network.

Interagency Relationships

The KU Police Department works closely with the Lawrence Police Department on a daily basis. In addition to sharing crime information, both departments have the ability to ask for immediate assistance through a shared radio communication system, as well as a direct phone line between the KU Emergency Communications Center and the Douglas County

Emergency Communication Center. Cooperative investigations with and referrals to Lawrence Police are done as appropriate. KU has officially recognized student organizations that own or control housing facilities outside of the KU core campus. The Lawrence Police Department monitors and records criminal activity on public property surrounding campus as well as at fraternities and sororities located on non-campus property and provides this information to the University to be included in its crime statistics, as required by the Clery Act. The University and the Lawrence Police Department also have a written memorandum of understanding relating to training and coordination of investigations in cases involving sexual violence (including rape, sexual assault, non-consensual sodomy, sexual battery, domestic violence and stalking); sharing crime statistics; and coordinating Emergency Notifications and Timely Warnings.

The KU Police Department maintains a working relationship with other local, state, and federal law enforcement agencies including the Douglas County Sheriff's Office, Kansas Bureau of Investigation, Kansas Highway Patrol, and the Federal Bureau of Investigation (Kansas City and Topeka field offices). Administrators with the KU Police Department maintain periodic contact with administrators from other law enforcement agencies, and information is shared with these agencies as needed.

Edwards Campus

Security

The KU Police Department maintains non-commissioned Security Officers on the Edwards campus while academic buildings are open. Security Officers can detain suspects until police arrival but have no power of arrest. KU Security Officers are not commissioned officers, but they have the authority to enforce university policies agreed upon by and in cooperation with Edwards Campus administration. Security Officers document violations of university policy/law and contact local law enforcement agencies to report observed violations of local, state and federal laws. The patrol jurisdiction of Security Officers is limited to any buildings or properties owned or controlled by KU Edwards Campus. They are available to assist with problems or to put students and/or staff in contact with the appropriate emergency response agency dependent on the situation. Security Officers also look for other problems that may exist in the buildings they patrol including potential hazards or other maintenance reports. All Security Officers are radio equipped with direct communication to the KU Emergency Communication Center and Overland Park Emergency Communications.

Communication Center

The Overland Park Police Communication Center provides emergency (911) and non-emergency call taking and dispatching services for the University community. The KU Edwards Security Officers work closely with the Overland Park Police Department and with other local and state police agencies, as needed. The University has closed circuit security cameras located in many areas of campus, including the central academic area and parking lots. Cameras record at all times and are monitored during campus operating hours.

Interagency Relationships

The KU Police Department works closely with the Overland Park Police Department on a regular basis. In addition to sharing crime information, both departments have the ability to ask for immediate assistance through a shared radio communication system. Cooperative investigations with and referrals to local police are done, as appropriate. The Overland Park Police Department monitors and records criminal activity on public property surrounding campus and provides this information to the University to be included in its crime statistics, as required by the Clery Act. There are no written agreements or memorandums of understanding regarding any topics, including the investigation of criminal incidents, between KU Edwards and the Overland Park Police Department. The KU Police Department maintains a working relationship with other local, state and federal law enforcement agencies including the Johnson County Sheriff's Office, Kansas Bureau of Investigation, Kansas Highway Patrol, and Federal Bureau of Investigation (Kansas City and Topeka field offices). Administrators with the KU Police Department maintain periodic contact with administrators from other law enforcement agencies and information is shared with these agencies, as needed.

KU Hangars Campus

The KU Hangars campus does not employ commissioned police officers, communications operators, uniformed security officers, or emergency management personnel. KU Hangars does not have a campus police department, campus security office, or a communication center. The KU Police Department is the primary response for this location.

Interagency Relationships

The KU Police Department and Lawrence Police Department monitors and records criminal

activity on the KU Hangars campus and provides this information to the University to be included in its crime statistics, as required by the Clery Act. The University and the Lawrence Police Department also have a written memorandum of understanding relating to training and coordination of investigations in cases involving sexual violence (including rape, sexual assault, non-consensual sodomy, sexual battery, domestic violence and stalking); sharing crime statistics; and coordinating Emergency Notifications and Timely Warnings.

KU Field Station Campus

The KU Field Station campus does not employ commissioned police officers, communications operators, uniformed security officers, or emergency management personnel. KU Field Station does not have a campus police department, campus security office, or a communication center. The KU Police Department is the primary response for this location.

Interagency Relationships

The 1654-acre reserve spans across three different counties. The KU Police Department, Douglas County, Jefferson County, and Leavenworth County Sheriff's Office monitors and records criminal activity on the KU Field Station campus and provides this information to the University to be included in its crime statistics, as required by the Clery Act. The University does not have a written memorandum of understanding with the Jefferson County and Leavenworth County Sheriff's Office.

Daily Crime Log

Federal law requires that every university maintaining a police or security department of any kind "shall make, keep, and maintain a daily log, written in a form that can be easily understood, recording all crimes reported to such police or security department" to include the nature, date, and time reported and when the crime occurred, general location of each crime, and the disposition of the complaint, if known. The law requires that this initial information be open for public inspection within two business days of the report of the crime unless the release of the information would jeopardize an ongoing investigation, cause a suspect to flee, or result in the destruction of evidence, in which cases the information will be withheld until the adverse effect is no longer likely to occur. New information about entries must be made available within two business days.

Lawrence Daily Crime Log is available for public review at the KU Police Department located at 1501 Crestline Drive, Suite 120, Lawrence.

Edwards Daily Crime Log is available for public review at the Edwards Campus Security Office located in Regents Center 107.

KU Hangars and *KU Field Station* do not keep a daily crime log since they do not have a police/security/public safety department. Crimes at these locations reported to the KU Police Department would be added to the Lawrence Daily Crime Log.

Crime Reporting

The University of Kansas recognizes the importance for an institution of higher learning to develop and maintain a safe and secure environment in which the academic and social pursuits of its members can be fully realized. The University has the utmost concern for the success of each student and endeavors to allow each student maximum freedom to live their life free from interference. With this freedom, however, each student is responsible to be an active participant in the exercise of personal safety. While the University of Kansas strives to provide a safe environment, criminal incidents, and other emergencies may occur despite reasonable efforts. Crimes should be accurately and promptly reported to campus security and the appropriate law enforcement agency, including when the victim elects to, or is unable to, make such a report.

Crimes on or around the *Lawrence*, *KU Hangars*, and *KU Field Station* campuses must be reported to the University of Kansas Police Department **911** or **785-864-5900**, or the Office of the Vice Provost for Student Affairs at **785-864-4060**. Crimes on or around the *Edwards* campus must be reported to the KU Police Department at **911** or **913-897-8700**. Members of the community are helpful when they immediately report crimes or emergencies to the KU Police Department and/or primary Campus Security Authority (CSA) for purposes of including them in the annual statistical disclosure and assessing them for issuing a Timely Warning, when deemed necessary.

The primary CSAs to whom the University would prefer that crimes be reported to are:

Lawrence, *KU Hangars*, and *KU Field Station*

- Nelson Mosley, KUPD Chief of Police, nelsonmosley@ku.edu, **785-864-5900**

- James Druen, KUPD Deputy Chief, jdruen@ku.edu, 785-864-5900
- Tammara Durham, Ed.D., Vice Provost for Student Affairs, tdurham@ku.edu, 785-864-4060
- Katie Treadwell, Ed.D., Assistant Vice Provost for Student Affairs, katie@ku.edu, 785-864-4060
- Lauren Jones McKown, J.D., Associate Vice Chancellor for Civil Rights & Title IX, Lauren_McKown@ku.edu, 785-864-0542
- Nicole Corcoran, Deputy Athletics Director, ncorcoran@ku.edu, 785-864-5999
- Chari Young, Senior Vice Chancellor & Chief Human Resource Officer, cyoung8@kumc.edu, 913-588-8011
- Katie Varner, Director of Employee Relations, kdvarner@ku.edu, 785-864-8374
- Joe Monaco, Associate Vice Chancellor for Public Affairs, jmonaco@ku.edu, 785-864-3615

Edwards

- Nelson Mosley, KUPD Chief of Police, nelsonmosley@ku.edu, 785-864-5900
- James Druen, KUPD Deputy Chief, jdruen@ku.edu, 785-864-5900
- Lauren Jones McKown, J.D., Associate Vice Chancellor for Civil Rights & Title IX, Lauren_McKown@ku.edu, 785-864-0542
- Stuart Day, Dean of the School of Professional Studies, day@ku.edu, 785-864-4903
- Amy Neufeld, Associate Dean of the School of Professional Students, aneufeld@ku.edu, 913-897-8552
- Rhonda Sharp, Director of Operations & Fiscal Services, Edwards Campus, rsharp@ku.edu, 913-897-8603
- Chari Young, Senior Vice Chancellor & Chief Human Resource Officer, cyoung8@kumc.edu, 913-588-8011
- Joe Monaco, Associate Vice Chancellor for Public Affairs, jmonaco@ku.edu, 785-864-3615

Reporting Crime on Campus

No community's security plan can attain maximum effectiveness unless everyone contributes to making it work. Safety and security are both personal and shared responsibilities. The University encourages all crimes to be reported to the KU Police Department. In addition, per University [Crime Reporting](#) policy, the University requires employees to report known or suspected crimes committed by or perpetrated against anyone in the University community,

when such suspected actions occur on property owned or operated by the University or in conjunction with a University-sponsored event or activity.

Employees who do not report criminal activity, as required by this policy, may be subject to appropriate disciplinary action, up to and including termination of employment, in accordance with applicable personnel policies for staff and faculty.

Response to Criminal Reports/Criminal Data Policies

The KU Police Department uses the Kansas Standard Offense Report to: record criminal activity; tabulate and report crimes to the Kansas Bureau of Investigation; and compile the crime statistics necessary for the Annual Security Report.

Lawrence Campus Response

The KU Police Department responds to calls by dispatching officer(s). If assistance is required from the Lawrence Police Department or the Lawrence/Douglas County Fire and Medical Department, the KU Police Department will contact the appropriate unit. If a sexual assault or rape should occur, staff on the scene, including the University police officer, will offer the victim a wide variety of resources, including the presence of a sexual assault advocate.

Edwards Campus Response

KUPD Security Officers respond to calls and notifications when they are received. Security Officers will contact appropriate emergency response agencies as needed (Overland Park Police Department, Overland Park Fire Department, etc.) If a sexual assault or rape should occur, staff on scene, including KUPD Security Officers, will offer the victim a wide variety of resources, including the presence of a sexual assault advocate.

KU Hangars and KU Field Station Campus Response

In response to a call, the KU Police Department or local police agency will take the required action, either dispatching an officer or asking the victim to report to the police headquarters to file an incident report. All reported crimes will be investigated by the KU Police Department or local police agency and may become a matter of public record. The KU Police Department or local police agency investigators will investigate a report when it is deemed appropriate. If assistance is required from the local fire department, the police agency with

jurisdiction will contact the appropriate unit. If a sexual assault or rape should occur, staff on the scene, including the KU Police Department or local police agency, will offer the victim a wide variety of services.

Reporting Crime off Campus

For emergencies, local law enforcement can be reached by dialing **911**.

Lawrence Off Campus Crime Reporting

If a crime happens off the University of Kansas campus, but within the city limits, those crimes are reported to [Lawrence Police Department](#). This includes fraternity and sorority houses. The Lawrence Police Department may be reached at **785-830-7400**.

If a crime happens in Douglas County, but not on campus nor in the city, the [Douglas County Sheriff's Office](#) is called. The Sheriff's Office phone number is **785-841-0007**.

Edwards Off Campus Crime Reporting

If a crime happens off the KU Edwards campus, but within the city limits, those crimes are reported to the Overland Park Police Department at **913-895-6300**.

If a crime happens in Johnson County, but not on campus nor within the city limits, those crimes are reported to the Johnson County Sheriff's Office at **913-715-5800**.

KU Hangars Off Campus Crime Reporting

If a crime happens off the KU Hangars campus, those crimes are reported to the Lawrence Police Department at **785-843-0250**.

KU Field Station Off Campus Crime Reporting

If a crime happens off the KU Field Station campus, those crimes are reported to the Douglas County Sheriff's Office at **785-841-0007**, Jefferson County Sheriff's Office at **785-863-2351** or Leavenworth County Sheriff's Office at **913-724-1313**. The 1654-acre reserve spans across three different counties.

Voluntary Confidential and Anonymous Reporting

Anonymous reporting is allowed at the University. If, for a personal reason, a person does not wish to report an on-campus crime or suspected crime to the police, that person may anonymously report it to KU Police Department Crime Stoppers Program at **785-864-8888**.

Reports filed anonymously to Crime Stoppers are counted and disclosed in the University's annual crime statistics. A visual presentation of reporting options is available here:

<http://sapec.ku.edu/resources>.

The purpose of an anonymous report is to possibly take steps to promote safety. In addition, KU can keep an accurate record of the number of incidents involving students, determine where there is a pattern of crime regarding a particular location, method, or assailant, and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the University.

The KU Police Department encourages anyone who is the victim or witness of any crime to report the incident to the police as soon as possible. The police do not have a voluntary confidential reporting process because police reports are public records under state law, thus the police cannot hold reports of crime in confidence. Confidential reports for purposes of inclusion in the annual disclosure of crime statistics can be made to any Campus Security Authority (CSA). The primary CSAs are identified in the Reporting and Disclosure Procedures above. However, some of the CSAs are also Officials with Authority/Mandatory Reporters under Title IX, and they are obligated to share reported information involving sexual misconduct, domestic/dating violence, and stalking, including information about the identity of the victim and accused, with the Title IX Coordinator. Reports to advocates and professional and pastoral counselors can be kept confidential. Professional and pastoral counselors are encouraged to inform their clients, if and when they deem it appropriate, of the procedures to confidentially report crimes to primary CSAs.

University staff and faculty members are required to inform the Office of Civil Rights & Title IX (the University's Title IX Coordinator) when they have been told of an incident of possible sexual harassment (including rape, sexual assault, domestic violence, dating violence, and stalking).

Crimes Disclosed to Pastoral or Mental Health Counselor

To be exempt from disclosing reported offenses, pastoral or mental health counselors must be acting in their roles of pastoral or professional counselors. This exemption does not relieve counselors of the duty to exercise reasonable care to protect a foreseeable victim from danger posed by the person being counseled or to make reports mandated by law. When speaking to a victim or witness to a crime, counselors are encouraged, if and when they deem appropriate, to inform the individual of procedures to report crimes on a voluntary, confidential basis for inclusion into the annual crime statistics.

A pastoral counselor is a person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling and is functioning within the scope of that recognition as a pastoral counselor.

A mental health counselor is a person whose official responsibilities include providing psychological or mental health counseling to members of the institution's community and who is functioning within the scope of his or her license or certification. This definition applies even to professional counselors who are not employees of the institution but are under contract to provide counseling at the institution.

Security and Access of Facilities

The University of Kansas is committed to maintaining an environment in which students, staff, faculty, and guests can work without interference. The University of Kansas is a public institution and as such access to many areas and facilities of the campus are open to the general public and their use is encouraged during normal business hours. Vehicular access to central campus is limited during business hours by traffic control stations at entry points. Campus buildings are open during regular business hours. Access to some buildings, including student housing units, is limited to those with proper identification. Additional details follow.

Security Considerations Used in the Maintenance of Campus Facilities

Use of University grounds for activities such as assemblies, rallies, or other gatherings is governed by the [Policy on Public Assembly](#). Policies of the Board of Regents also limit the use of campus facilities, including for fund raising and political activity.

The University staffs a Facilities Planning & Development Office, which is responsible for designing and constructing campus facilities in compliance with applicable codes. It also oversees the campus lighting plan as well as the design and construction standards for all KU buildings. The Department of Facilities Services is responsible for maintaining buildings and grounds. Facilities Services' Grounds Crew regularly trims trees, shrubs, and other vegetation to ensure that exterior lights are not blocked. Any exterior doors found to be malfunctioning are reported to KU Operations for immediate attention.

The campus is regularly inspected by the Kansas Fire Marshal's Office as well as KU's Fire Marshal. The KU Department of Environment, Health, and Safety is committed to aiding the campus in the protection of human health, safety, and the environment in a manner that enhances the quality of education, research, and public service on campus.

Lawrence Campus

Use of campus facilities for meetings, speakers, and other events is governed by the Guidelines for University Events and Registered Organizations under the authority of the Student Engagement Center.

Any concerns about or suggestions for campus safety improvement can be submitted to the KU Police Department at **785-864-5900** as well as to the Office of Student Affairs at **785-864-4060**.

Student Senate has a Student Safety Advisory Board that works with the University administration to maintain a safe environment. The Student Senate Safety Advisory Board advises the University on student safety concerns and provides some funding for improvements.

Edwards Campus

Use of campus facilities for meetings, speakers, and other events is governed by the KU Edwards Conference Events Department and guiding KU Edwards policies.

Any concerns about or suggestions for campus safety improvement can be submitted to the KU Police Department at **913-897-8700** as well as to the Assistant Director of Operations and Facility Services at **913-897-8410**.

The KU Edwards administration seeks input from currently enrolled students to inform the campus on student safety feedback and concerns.

KU Hangars and KU Field Station Campuses

Access to campus facilities is accessible to members of the campus community, guests, and visitors during normal hours of business, Monday through Friday. Parking lots and pathways are illuminated with lighting. Campus administrators work closely with Facilities to address burned out lights promptly as well as malfunctioning door locks or other physical conditions that enhance security. Shrubbery, trees, and other vegetation on campus are trimmed regularly. Members of the campus community are helpful when they report equipment problems to Facilities. *KU Field Station* – We try to reduce broad outdoor illumination to minimize disruptions to organisms in nature which may impact research conducted onsite.

Security and Monitoring of University Property

Lawrence

The KU Police Department has full-time security officers. Security personnel are responsible for monitoring entrances, unlocking and locking designated buildings, and looking for fire or safety-related problems. Security personnel also patrol buildings and campus grounds to report suspicious activity and unsafe conditions.

The University has closed circuit security cameras located in many areas of campus, including some academic areas, around many Housing & Residence Life facilities and parking lots. KU Police Department as well as Housing & Residence Life personnel monitor security in the residential facilities and encourage building residents to report suspicious or unusual activity. Cameras are recording at all times and are monitored by student employees when

school is in session. There are more than 70 emergency (blue) phones on campus that upon activation, dial the 911 operators on campus.

Edwards

The KU Police Department maintains a non-commissioned office and security officers on the Edwards campus while the academic buildings are open. KU Security Officers conduct routine patrols of campus buildings to evaluate and monitor security related matters. Additionally, KU Security Officers monitor campus buildings and grounds via closed circuit cameras.

They are available to assist with problems or to put students and/or staff in contact with the appropriate emergency response agency dependent on the situation. Officers also look for other problems that may exist in the buildings they patrol including potential hazards or other maintenance reports. All Security Officers are radio equipped with direct communications to the KU Police Department Emergency Communications Section and to Overland Park Emergency Communications.

KU Hangars and KU Field Station

These campuses do not have a police/security/public safety department. Campus administrators monitor campus buildings and grounds via closed circuit cameras.

Access to Student Housing Buildings

Lawrence

In consideration of and out of respect for residents' privacy, security, and property, all Housing & Residence Life buildings (residence halls, scholarship halls, and apartment buildings) on campus are secured and locked 24 hours a day. Residents may enter their assigned building by using their KU Card at designated card access doors. Visitors should be met by their host at the building entry areas and escorted throughout the duration of their stay.

Sunflower Apartments do not have card access doors, rather each duplex entrance door at Sunflower Apartments has been equipped with a deadbolt lock. Residents should deadbolt their apartments at all times.

Beginning August 2024, Housing & Residence Life entered into master lease agreements with three off campus properties for additional housing spaces: 1) all spaces (504 beds) at Naismith Hall, including full operational control of the building to be fully controlled by KU; 2) 71 units (202beds) at HERE Apartments, about 33% of total site capacity; and 3) all spaces (216 beds) at Hawker Apartments. These buildings are also locked 24 hours a day, and resident access is through an electronic access device provided by the apartment owners as agreed upon in the master lease document with KU.

Edwards, KU Hangars, and KU Field Station

These campuses do not have student housing facilities.

Personal Property Security

Lawrence

Facilities for securing the personal property of students, staff, faculty, and visitors are provided in or near many campus buildings. Examples include lockers in the Ambler Fitness and Recreation Center, Robinson Center, lockers in various libraries, and bicycle racks across the campus.

Edwards

Facilities for securing the personal property of students, staff, faculty, and visitors are provided in the basement level of the Regents Center across from room 21. Bicycle racks are available at most entrances to the Edwards Campus academic buildings.

KU Field Station

There are lockers onsite for securing personal property of students, staff, faculty, and visitors. The user will need to provide their own lock as the lockers do not have permanent locks.

KU Hangars

This campus does not have a procedure for securing personal property.

Housing on Private Property, Including Sorority and Fraternity Housing

Lawrence

Sorority and fraternity houses are located off-campus. These residences are privately owned by alumni/ae associations and/or national organizations. Criminal activity within these units falls under the jurisdiction of the Lawrence Police Department. Houses have building keys or combination locks, and most chapters have a house director in residence. Security and access policies of these off-campus organized living groups are determined by those individual groups. The Interfraternity Council and Panhellenic Association govern fraternities and sororities and set policies on alcohol use and/or other issues. The Office of Sorority & Fraternity Life provides support to these student organizations and can be reached at kusfl@ku.edu or 785-864-4607.

Those students living in private property facilities have varying security measures as determined by the property owner.

Edwards, KU Hangars, and KU Field Station

No private housing is associated to or governed by these campuses.

Monitoring & Recording of Criminal Activity at Student Organization Locations

Lawrence Campus

The KU Police Department does not routinely monitor off-campus activity. The Student Involvement and Leadership Center maintains contact with registered fraternities and sorority organizations. KU Police Department members do not provide law enforcement service to off-campus residences or recognized fraternity and sorority organizations, non-campus locations nor at activities off campus recognized by university authority. Criminal activity at registered fraternities and sororities non-campus residences is monitored and recorded by the Lawrence Police Department. At the discretion of the Lawrence Police Department, the University is notified of incidents. The KU Police Department does make a provision for including confidential reports of crime in this Annual Security Report.

Edwards, KU Hangars, and KU Field Station

These campuses do not have officially recognized student organizations.

Hazing Policies and Prevention Programs

The University of Kansas is dedicated to fostering a safe and respectful environment that recognizes the dignity and rights of all its community members.

Hazing Policy

Engaging in hazing of another person for the purpose of initiation or admission into, affiliation with, or continuation of membership in any organization operating under the sanction of the University is prohibited.

Hazing includes, but is not limited to, any action, activity or situation which recklessly, negligently, or intentionally endangers the mental or physical health, welfare or safety of a person, creates excessive fatigue, sleep deprivation, mental or physical discomfort, exposes a person to extreme embarrassment or ridicule, involves personal servitude, destroys or removes public or private property, or implicitly or explicitly interferes with the academic requirements or responsibilities of a student.

It is presumed that hazing is a forced activity regardless of the apparent willingness of an individual to participate in the activity.

Apathy or acquiescence in the presence of hazing is not neutral; both are violations of this rule.

Full policy can be found in the [Code of Student Rights and Responsibilities Section VI](#)

How to Report

Anyone concerned about hazing can report it to the following office:

Office of Student Conduct and Community Standards

- Complete [online incident report form](#),
- Call **785-864-4060**, or
- Email studentconduct@ku.edu.

University of Kansas' ability to enforce university expectations and protect students from hazing depends on the accuracy and specificity of the information provided. Reporting parties are encouraged to provide as much detailed information as possible so that appropriate action can be taken. In many circumstances, the University may be able to maintain confidentiality, but KU cannot guarantee complete confidentiality.

Reporting parties have the option to report anonymously but understand that absent the University's ability to follow-up with the source of the information, it may be difficult to complete a full investigation and subsequently bring charges against an organization.

Process used to investigate incidents of Hazing

Student Conduct and Community Standards (SCCS) receives a report of potential student organization misconduct. Reports may be received in writing or verbally.

SCCS will gather initial information to determine the credibility of the report. Additional information is gathered, if needed.

If the information gathered indicates that the student organization may have violated the Code of Student Rights and Responsibilities, SCCS will begin an investigation to learn more. The investigation phase is meant to gather information to better understand the initial report. No charges are filed during the investigation.

The following steps of an investigation are:

- Notify the organization's advisor and president.
- Meet with the organization's advisor and president to discuss the report and investigation process.
- Conduct individual interviews with organization members. Interviews may be with all members, new members, or a random selection of members.
- Compile the investigation findings.
- Notify the organization's advisor and president of the investigation findings.
- Meet with the organization's advisor and president to discuss the findings and resolution options.

Full investigation procedures can be found in the [Code of Student Rights and Responsibilities Section VII](#).

Information on applicable local, State, and Tribal laws on Hazing.

K.S.A. 21-5418 Hazing

- (a) Hazing is recklessly coercing, demanding or encouraging another person to perform, as a condition of membership in a social or fraternal organization, any act which could reasonably be expected to result in great bodily harm, disfigurement or death or which is done in a manner whereby great bodily harm, disfigurement or death could be inflicted.
- (b) Hazing is a class B nonperson misdemeanor.

Hazing Prevention and Awareness Programs

Utilizing a Hazing Prevention Framework ¹ and the Social-Ecological Model ², the University of Kansas educates students, staff, and faculty on the definition of hazing, how to report hazing, and primary prevention strategies such as bystander intervention, ethical leadership,

¹ Allan, E. J., Payne, J. & Kerschner, D. (2018). Transforming the culture of hazing: A research-based hazing prevention framework. *Journal of Student Affairs Research and Practice*, 55(4) 412-425.

² Centers for Disease Control and Prevention [CDC]. (2021, March 8). *The Social-Ecological Model*. Violence Prevention 23 | University of Kansas Annual Security and Fire Safety Report – Lawrence, Edwards, KU Hangars, & KU Field Station Campuses

and building healthy relationships within organizations without engaging in hazing behaviors.

Hazing Awareness Campaigns

Written and digital materials distributed at various touchpoints for students, staff, and faculty (orientation/onboarding materials, email correspondence, passive tabling, digital signage, bulletin boards, social media campaigns) that outline the definition of Hazing, provide examples of specific behaviors, warning signs, how to report hazing, and relevant resources for students.

Student Affairs

Student Affairs staff provide training and workshops for students and organizations. Specifically:

- *Hazing Prevention 101*: This training is available for students and organizations. Participants will recognize hazing behavior and relevant policy, common motivations of those who haze, and identify alternative education and team building activities to replace hazing within organizations.
- *Values-Based Decision Making*: This training is available for students and organizations. Participants will identify their values and interpret the role of values and ethical leadership in their decision-making.
- *Jayhawks Give a Flock*: Bystander Intervention Training – All incoming KU students attend Jayhawks Give a Flock during Hawk Week. Participants will gain the knowledge and skills to act when they see concerning behaviors.

The Office of Civil Rights & Title IX (OCRTIX)

- Provides Mandatory Reporter/Responsible Employee Training to employees annually. A Hazing prevention section has been added to this training module that outlines the definition, how to report, investigation procedures, applicable laws, warning signs, myths & facts, and alternatives to hazing.

Crime Prevention and Security Awareness Programs

The University's work on campus safety is not limited to physical improvements. There are numerous programs that promote safe living at the University. A common theme of all

awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others.

Lawrence, KU Hangars, and KU Field Station Campuses

The University offers a variety of programs designed to maintain or increase campus safety awareness and prevention. To learn the most current crime information, University community members are encouraged to read the daily crime log located at the KU Police Department, 1501 Crestline Dr., Lawrence, KS 66045.

The following is a list of some specific programs offered:

1. *The KU Police Department:*

- a. *Active Shooter Presentations:* Provides presentations upon request to students, staff, and faculty on the importance and what to do if an active shooter event occurred on campus.
- b. *Workplace Violence:* Provides training sessions upon request to employees on Workplace Violence that covers a variety of topics including defining workplace violence; statistics; KU and State of Kansas policy issues; conflict management; prevention; and what to do if actually subjected to violence.
- c. *Alcohol Awareness:* Provides training sessions upon request to students on alcohol usage statistics and safety, including possible medical and legal outcomes.
- d. *De-escalation:* Provides training sessions upon request to employees on how to spot a potential issue and what techniques can be used to safely de-escalate the situation.
- e. *Request a KU Security Escort:* KU Security Officers are available upon request for safety escorts from campus facilities to parking lots or to on-campus living facilities by calling **785-864-5900**.

2. *Study Abroad and Global Engagement (SAGE):*

- a. All students participating in education abroad programs participate in three pre-departure workshops in preparation for participation in Study Abroad. Workshops are offered multiple times per semester and in a variety of formats (in-person/online/individual/group). These include:
 - i. A *Travel Health Consultation* (individual appointment or online presentation in collaboration with Watkins Health Services) covering general health concerns for international travelers; immunizations;

traveling with medications; physical and mental health histories and preparing for international travel; sexual health and safety abroad; food/water safety; etc.

- ii. A *general pre-departure orientation* covering cultural adjustment and culture shock; academics abroad, personal safety (including violence and sexual assault prevention); alcohol, drugs, and the legal environment abroad; maintaining physical and mental health abroad; health insurance and evacuation and repatriation coverages; and handling emergencies; and
 - iii. A *program-specific meeting* that addresses the above topics in relation to the specific country and culture to which an individual student will be traveling.
 - iv. Optional “deeper-dive” sessions are offered once per semester on the following topics: first-time travelers, mental health, and technology abroad.
- b. Faculty directors of KU study abroad programs attend a *mandatory orientation* prior to program departure to prepare for issues they may encounter while leading students abroad. Sessions are offered twice per semester and cover student health and well-being abroad; personal and institutional liability and risk mitigation; conditions of participation, student conduct and disciplinary concerns; and emergency management.

3. *Housing & Residence Life*

- a. Following move-in days in August once most residents have moved to a building, Housing & Residence Life hosts building and floor meetings in all communities. Residents meet in groups with their student staff member and are presented information about their hall community, Jayhawk Buddy System, the housing/university alcohol and drug policy, campus alerts system, Late Bus/Police Department Safety Escort, and emergency resources.
- b. All Residence Life, Desk Operations, and Summer Conferences staff receive mandatory reporter and emergency procedure training at the start of their annual employment.

4. *Student Engagement Center (SEC)*

- a. Provides training annually for student organizations at the Student Organization Officer Training Day. Students are provided information about personal safety and risk management, and a video recording can be found on the SEC website [Training Archives](#).

5. *Sorority & Fraternity Life (SFL)*

- a. Sorority and Fraternity Life (SFL) conducts its annual Officers Retreat where SFL leaders receive skills-based training on confronting difficult issues and have critical conversations related to risk management and student safety.
- b. Through the KU SFL Community Standards Program, each registered fraternity and sorority is required to review risk management policies annually and participate in educational programming each semester on topics including, but not limited to, alcohol/substance abuse, hazing, and sexual assault prevention.

6. *The Office of Civil Rights & Title IX (OCRTIX)*

- a. Provides *Mandatory Reporter/Responsible Employee Training* to employees and students annually.
- b. Hosts a variety of presentations across campus for students, staff, and faculty on the OCRTIX process and resources that the office has to provide.
- c. Attend several *Information Fairs* at various campus information fairs for students and provides resources about OCRTIX.
- d. Host *General Awareness Events* for specific groups to explain the Civil Rights and Title IX grievance procedures as well as information about OCRTIX as a resource.
- e. OCRTIX provides annual University-wide required *online training* aimed to educate employees regarding their obligation to report discrimination, harassment, sexual misconduct, and sexual violence.

7. *International Support Services (ISS)*

- a. The topics of campus safety, identity theft and scams, sexual harassment/assault, and appropriate relationships are addressed three times annually during *New International Student Orientation* prior to each semester. Through a variety of sessions with campus partners and in a pre-arrival online course, students are educated on how to stay safe both on and off campus. We introduce students to resources and encourage them to be mindful of their surroundings. Additionally, we inform students about the KU alert system and how to interpret these alerts. If students feel unsafe, we encourage them to call 911 and alert the campus or city police. We also invite Campus Public Safety to present at orientation, in which they outline additional information like the blue emergency phones on campus, how to protect their property, laws of interest, and more. Legal Services for Students (LSS) also offers an engaging session in which they educate students on various types of scams and provide detailed information about their legal rights in the United States. Furthermore, we ensure we inform new international students during our orientation about the ‘Jayhawks Give a Flock’ bystander intervention training each year during Hawk Week provided by the Sexual Assault Prevention and Education Center.

- b. Emails are sent to international students once/semester to inform them about scams and identity theft.

8. *Academic Success*

- a. *UNIV 101* – All instructors receive training on policies and procedures for mandatory reporting. The Office of First-Year Experience regularly shares information with UNIV 101 instructors (weekly email) about awareness and safety programs across campus including those planned and promoted by the Sexual Assault Prevention and Education Center (SAPEC) and Student Affairs.

9. *KU Athletics, Inc. (KAI)*

- a. Student-athletes are provided resources annually on how/when to report crimes, including sexual assault (hard copy and online presence). Social media apps are used to distribute resources and report information to student-athletes.
- b. KAI staff are provided resources annually on how/when to report crimes, including sexual violence.

10. *Sexual Assault Prevention and Education Center (SAPEC)*

- a. Provides unique primary prevention educational and awareness programs annually and frequently. In doing so, the department can engage students, staff, and faculty through in person conversations about how to prevent and reduce violence in their community.
 - i. Annual programming includes: required online sexual harassment awareness training for students; population specific required Prevention is Possible Seminar; student organization specific required primary prevention education; required first year cohort bystander intervention training- Jayhawks Give a Flock; integrated bystander intervention training as a part of new hire onboarding; departmental specific student staff and professional staff prevention and response trainings; signature awareness program “What Were You Wearing?” Survivor Art Installation; signature advanced bystander intervention program BarStander; signature program-Men’s Action Project; and student organization four-part series Read the Room (prevention through environmental design);
 - ii. Frequent programming includes monthly topic specific awareness tabling, weekly social media awareness outreach programming, intentional programming for Intimate Partner Violence Awareness Month, Men’s Mental Health Awareness Month, and Sexual Assault Awareness Month;
- b. Through a Kansas Department of Health and Environment grant, SAPEC administers the Prevention is Possible (PIP) survey to multiple undergraduate

student cohorts. PIP is part of a multi-year, multi-cohort study based on the Center for Disease Control and Prevention's STOPSV technical package to prevent sexual violence. The survey provides the University with vital information on students' attitudes, beliefs, behaviors, and experiences related to sexual violence and its prevention.

- c. Through the Futures without Violence and CATAPULT grant, SAPEC administers primary prevention programming to grow the leadership of college men to end violence through care, connection, and accountability. Tools, trainings, events, and student-centered campaigns open to all KU students regardless of identity, students engage in critical conversations about how they can cultivate healthier versions of themselves and their respective communities on college campuses.
- d. Through the Kansas Department of Health and Environment Grant, SAPEC coordinates the Cultivating Protective Communities (CPC) Through Environmental Design. CPC is multi-year program implementation and efficacy study at the University of Kansas and across four regions in Kansas. This violence prevention through environmental design program is based on research from and in partnership with John Hopkins University and the International Association of Crime Prevention Through Environmental Design.

Edwards Campus

The KU Police Department has a Community Services Section, which maintains a comprehensive crime prevention program that includes presentations, research, and crime prevention literature. Their services are available to all students, staff, and faculty free of charge. Educational presentations topics include Alcohol Awareness, Personal Safety and Self-Protection, response to active shooters, dealing with disruptive persons, identity theft information, and workplace violence. Many programs are collaborative with other University offices. All students enrolled within the University of Kansas system, including the Edwards Campus, participate in the required online sexual harassment awareness training for students, staff, and faculty.

Missing Residential Student Policy and Procedure

The Missing Residential Student Policy describes the process to assist in locating students living in on-campus housing who, based on facts and circumstances known to the University,

are determined to be missing. KU Police Department should be contacted by phone **785-864-5900** to report that a student has been missing for 24 hours. Visit the website to view the full [Missing Residential Student Policy and Procedure](#).

At the beginning of each academic year, KU Housing and Residence Life staff informs each student residing in on-campus housing that:

- The student has the option of identifying an individual to be contacted by the University no later than 24 hours after the time the student has been determined to be missing, in accordance with the notification procedure outlined below. Students may register this confidential contact information by completing and confirming this missing person contact information on the Housing Registration Card. Students are advised, that their contact information will be accessible only to authorized campus officials, and will not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation.
- When the KU Police Department has been notified and makes a determination that a student who is the subject of a missing person report has not returned to campus, the University will initiate the notification of the student's confidential missing person designation, if a contact has been identified; and
- Students are advised that, if the student is under 18 years of age and not emancipated, the University is required to notify a custodial parent or guardian (in addition to any additional contact person designated by the student) no later than 24 hours after the time that the student is determined to be missing.

The following official notification procedure will be followed for a missing student who resides in on-campus housing.

Students, employees, or other individuals should immediately report to the KU Police Department at **785-864-5900**, that a student residing in on-campus housing is missing. In addition to KUPD, concerns for on-campus housing missing students can be referred to Housing and Residence Life at **785-864-4560** or Vice Provost for Student Affairs at **785-864-4060**. Any report that a student has been missing for 24 hours, from whatever source, should be immediately directed to the KU Police Department.

Students are advised that if the KU Police Department, after investigating the report, determines the student has been missing for 24 hours, the KU Police Department will contact

the individual designated by the student, the custodial parent or legal guardian if the student is under 18 and not emancipated, and the appropriate law enforcement agency unless the local law enforcement agency was the entity that made the determination that the student is missing. KU Police Department will notify the student's contact person no later than 24 hours after making a determination that the student is missing for 24 hours. If the student is under the age of 18 and is not an emancipated individual, KU Police Department will notify the student's parent or guardian and any other designated contact person within 24 hours. Regardless of whether the student has identified a contact person, is above the age of 18, or is an emancipated minor, KU will inform the Local PD (or the local law enforcement with jurisdiction) that the student is missing within 24 hours. The KU Police Department will also contact the Office of the Vice Provost for Student Affairs Emergency Phone contact.

In the event a university official reasonably determines or believes that there is justification to investigate the welfare or missing status of a student, the University may use any of the following resources to assist in locating the student. These resources may be used in any order and combination.

- KU Housing & Residence Life, authorized staff may be asked to assist in physically locating the student by entering the student's assigned room and by talking with known associates.
- The KU Police Department and other University staff may search on-campus public locations to find the student (classrooms, library, cafeteria, etc.).
- The KU Police Department may issue a photo identification to assist in identifying the missing student.
- University officials may try to contact known friends, family, or faculty members for last sighting or for additional contact information.
- The Office of the Vice Provost for Student Affairs or academic departments may be contacted to seek information on last sighting or other contact information.
- The KU Police Department may access card access logs to determine last use of the card and track the card for future uses.
- The KU Police Department may access vehicle registration information for vehicle location and distribution to authorities.
- Information Technology may be asked to review email logs for last login and use of the University of Kansas email system.

The *Edwards*, *KU Hangars*, and *KU Field Station* campuses do not have on-campus residential housing.

Response to Sexual Violence and VAWA Policies

The University of Kansas prohibits the crimes of sexual assault, domestic violence, dating violence, and stalking as defined by the Clery Act. Toward that end, the University of Kansas issues this statement of policy to inform the campus community of our programs to address domestic violence, dating violence, sexual assault, and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, which will be followed regardless of whether the incident occurs on or off campus when it is reported to a University official.

In addition, the University of Kansas prohibits discrimination on the basis of race, color, ethnicity, religion, sex, national origin, age, ancestry, disability, status as a veteran, sexual orientation, marital status, parental status, gender identity, gender expression, and genetic information in the University's programs and activities as well as related retaliation. The Office of Civil Rights & Title IX has been designated as the entity to address inquiries regarding the University's non-discrimination policies and procedures. The Office of Civil Rights & Title IX may be contacted at civilrights@ku.edu; 1000 Sunnyside Avenue, Room 1082, Lawrence, KS 66045; **785-864-6414**.

Definitions

Sexual Assault under the Clery Act

An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."

- Rape is defined as 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 is defined as the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- Incest is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

- Statutory Rape is defined as sexual intercourse with a person who is under the statutory age of consent.

Sexual Assault under Kansas State Law

The University has determined, based on good faith research, that Kansas law does not define the term “Sexual Assault.” For purposes of the Clery Act, the term “Sexual Assault” includes the offenses of rape, fondling, incest, and statutory rape. These definitions of sex offenses under Kansas law are set forth in K.S.A. 21-5501 *et seq.*, including but not limited to:

“Rape” (K.S.A. 21-5503):

(1) Knowingly engaging in sexual intercourse with a victim who does not consent to the sexual intercourse under any of the following circumstances:

(A) When the victim is overcome by force or fear; or

(B) when the victim is unconscious or physically powerless.

(2) Knowingly engaging in sexual intercourse with a victim when the victim is incapable of giving consent because of mental deficiency or disease, or when the victim is incapable of giving consent because of the effect of any alcoholic liquor, narcotic, drug or other substance, which condition was known by the offender or was reasonably apparent to the offender.

(3) sexual intercourse with a child who is under 14 years of age.

(4) sexual intercourse with a victim when the victim's consent was obtained through a knowing misrepresentation made by the offender that the sexual intercourse was a medically or therapeutically necessary procedure; or

(5) sexual intercourse with a victim when the victim's consent was obtained through a knowing misrepresentation made by the offender that the sexual intercourse was a legally required procedure within the scope of the offender's authority.

“Fondling”: The University has determined, based on good faith research, that Kansas law does not define the term “Fondling.”

“Incest” (K.S.A. 21-5604(a)):

Incest is marriage to or engaging in otherwise lawful sexual intercourse or sodomy, as defined in K.S.A. 21-5501, and amendments thereto, with a person who is 18 or more years of age and who is known to the offender to be related to the offender as any of the following biological relatives: Parent, child, grandparent of any degree, grandchild of any degree, brother, sister, half-brother, half-sister, uncle, aunt, nephew or niece.

“Aggravated Incest” (K.S.A. 21-5604(b)):

- (1) Marriage to a person who is under 18 years of age and who is known to the offender to be related to the offender as any of the following biological, step or adoptive relatives: Child, grandchild of any degree, brother, sister, half-brother, half-sister, uncle, aunt, nephew or niece; or
- (2) Engaging in the following acts with a person who is 16 or more years of age but under 18 years of age and who is known to the offender to be related to the offender as any of the following biological, step or adoptive relatives: Child, grandchild of any degree, brother, sister, half-brother, half-sister, uncle, aunt, nephew or niece:
 - a. Otherwise lawful sexual intercourse or sodomy as defined by K.S.A. 21-5501, and amendments thereto; or
 - b. Any lewd fondling, as described in subsection (a)(1) of K.S.A. 21-5506, and amendments thereto.

“Statutory Rape”: The University has determined, based on good-faith research, that Kansas law does not define the term “Statutory Rape.”

“Sexual Battery; aggravated sexual battery” (K.S.A. 21-5505):

- (a) Sexual battery is the touching of a victim who is 16 or more years of age and who does not consent thereto, with the intent to arouse or satisfy the sexual desires of the offender or another.
- (b) Aggravated sexual battery is the touching of a victim who is 16 or more years of age and who does not consent thereto with the intent to arouse or satisfy the sexual desires of the offender or another and under any of the following circumstances:
 - (1) When the victim is overcome by force or fear.
 - (2) when the victim is unconscious or physically powerless; or
 - (3) when the victim is incapable of giving consent because of mental deficiency or disease, or when the victim is incapable of giving consent because of the effect of any alcoholic liquor, narcotic, drug or other substance, which condition was known by, or was reasonably apparent to, the offender.

Domestic Violence under the Clery Act

Domestic Violence is defined as *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.

Domestic Violence under Kansas State Law

Pursuant to K.S.A. 21-5111(i), "Domestic violence" means an act or threatened act of violence against a person with whom the offender is involved or has been involved in a dating relationship, or an act or threatened act of violence against a family or household member by a family or household member. "Domestic violence" also includes any other crime committed against a person or against property, or any municipal ordinance violation against a person or against property, when directed against a person with whom the offender is involved or has been involved in a dating relationship or when directed against a family or household member by a family or household member. For the purposes of this definition:

- (1) "Dating relationship" means a social relationship of a romantic nature. In addition to any other factors the court deems relevant, the trier of fact may consider the following when making a determination of whether a relationship exists or existed: Nature of the relationship, length of time the relationship existed, frequency of interaction between the parties and time since termination of the relationship, if applicable.
- (2) "Family or household member" means persons 18 years of age or older who are spouses, former spouses, parents or stepparents and children or stepchildren, and persons who are presently residing together or have resided together in the past, and persons who have a child in common regardless of whether they have been married or have lived together at any time. "Family or household member" also includes a man and woman if the woman is pregnant and the man is alleged to be the father, regardless of whether they have been married or have lived together at any time.

In addition, pursuant to K.S.A. 21-5414, "domestic battery" and "aggravated domestic battery" include:

(a) Domestic battery is:

- (1) Knowingly or recklessly causing bodily harm to a person with whom the offender is involved or has been involved in a dating relationship or a family or household member; or

(2) Knowingly causing physical contact with a person with whom the offender is involved or has been involved in a dating relationship or a family or household member, when done in a rude, insulting or angry manner.

(b) Aggravated domestic battery is:

(1) Knowingly impeding the normal breathing or circulation of the blood by applying pressure on the throat, neck, or chest of a person with whom the offender is involved or has been involved in a dating relationship or a family or household member, when done in a rude, insulting or angry manner; or

(2) Knowingly impeding the normal breathing or circulation of the blood by blocking the nose or mouth of a person with whom the offender is involved or has been involved in a dating relationship or a family or household member, when done in a rude, insulting, or angry manner.

Dating Violence under the Clery Act

Dating Violence is defined as 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.

Dating Violence under Kansas State Law

The University has determined, based on good-faith research that "Dating violence" is not separately defined under Kansas criminal statute. It is included within the crimes of "domestic violence," "domestic battery," and "aggravated domestic battery" cited previously.

Stalking under the Clery Act

Stalking is defined as 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—

- A) *Course of conduct* means two or more acts, including, but not limited to, acts 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.

- B) *Reasonable person* means a reasonable person under similar circumstances and with similar identities to the victim.
- C) *Substantial emotional distress* means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

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 under Kansas State Law

Pursuant to K.S.A. 21-5427(a), "Stalking" is:

- (1) Recklessly engaging in a course of conduct targeted at a specific person which would cause a reasonable person in the circumstances of the targeted person to fear for such person's safety, or the safety of a member of such person's immediate family and the targeted person is actually placed in such fear.
- (2) Engaging in a course of conduct targeted at a specific person with knowledge that the course of conduct will place the targeted person in fear for such person's safety or the safety of a member of such person's immediate family.
- (3) After being served with, or otherwise provided notice of, any protective order included in K.S.A. 21-3843, prior to its repeal or K.S.A. 21-5924, and amendments thereto, that prohibits contact with a targeted person, recklessly engaging in at least one act listed in subsection (f)(1) that violates the provisions of the order and would cause a reasonable person to fear for such person's safety, or the safety of a member of such person's immediate family and the targeted person is actually placed in such fear; or
- (4) Intentionally engaging in a course of conduct targeted at a specific child under the age of 14 that would cause a reasonable person in the circumstances of an immediate family member of such child, to fear for such child's safety.

"Course of Conduct": means two or more acts over a period of time, however short, which evidence a continuity of purpose. A course of conduct shall not include constitutionally protected activity nor conduct that was necessary to accomplish a legitimate purpose independent of making contact with the targeted person. A course of conduct shall include, but not be limited to any of the following acts or combination thereof:

- (A) Threatening the safety of the targeted person or a member of such person's immediate family;
- (B) Following, approaching or confronting the targeted person or a member of such person's immediate family;

- (C) Appearing in close proximity to, or entering the targeted person's residence, place of employment, school or other place where such person can be found, or the residence, place of employment or school of a member of such person's immediate family;
- (D) Causing damage to the targeted person's residence or property or that a member of such person's immediate family;
- (E) Placing an object on the targeted person's property or the property of a member of such person's immediate family, either directly or through a third person;
- (F) Causing injury to the targeted person's pet or a pet belonging to a member of such person's immediate family;
- (G) Utilizing any electronic tracking system or acquiring tracking information to determine the targeted person's location, movement or travel patterns; and
- (H) Any act of communication.

Consent under University of Kansas policy

The University uses the following definition of consent as found in its Title IX Resolution Process. "Consent" is communicated, ongoing, and mutual. This means consent is gained through words or actions that show an active, knowing, and voluntary agreement to engage in mutually agreed-upon sexual activity. It is the responsibility of the initiator, or the person who wants to engage in the specific sexual activity to make sure that the initiator has consent. Consent cannot be gained by force, by ignoring or acting without regard to the objections of another, or by taking advantage of the incapacitation of another, where the accused knows or reasonably should have known of such incapacitation. For example, a person who is intoxicated may not be capable of giving consent. Consent is also absent when the activity in question exceeds the scope of consent previously given or when the person from whom consent is sought is deemed incapable of giving consent under the law of the State of Kansas. A person always has the right to revoke consent at any time during a sexual act. Consent to one act does not constitute consent to another act. Consent on a prior occasion does not constitute consent on a subsequent occasion. Silence, lack of resistance, or failure to say "no" does not imply consent. This specific definition of consent is used within the University of Kansas conduct process when determining if consent is present regarding allegations of sexual assault, domestic violence, dating violence, & stalking.

Consent under Kansas law

"Consent" is not a separately defined term in Kansas criminal statute. However, K.S.A. 21-5503 (Rape) and K.S.A. 21-5505 (Sexual Battery) provide that consent is absent under the following circumstances: (1) an individual is overcome by force or fear; (2) an individual is unconscious or physically powerless; (3) an individual is unable to give consent because of

mental deficiency or disease; or (4) an individual is unable to give consent because of the effect of any alcohol liquor, narcotic, drug or other substance, which condition was known by the offender or was reasonably apparent to the offender.

Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault, or Stalking Occurs

Medical Assistance

After an incident of sexual assault, domestic violence or dating violence, the victim should consider seeking medical attention as soon as possible at Lawrence Memorial Hospital ([Lawrence](#), [KU Hangars](#), and [KU Field Station](#)) and St. Luke's Community Hospital ([Edwards](#)), where a Sexual Assault Nurses Exam (SANE) can be completed. The hospitals have forensic nurses and can assist in physical evidence recovery and collection. In Kansas, evidence may be collected even if you choose not to make a report to law enforcement. Kansas allows victims to not disclose their names when having a Sexual Assault Nurse Exam (SANE) completed. Names are needed for the hospital, for medical care, and to connect any evidence collected to the victim as a person. But victims don't have to report to the police, and they can keep their SANE kit "anonymous." In that option, the SANE kit is given a number and the person gets the number. Their SANE kit is identified by their number, so if they ever decide to report and access an investigation, their number is how that kit is identified.

Preserving Evidence

When sexual violence such as sexual assault, dating violence, domestic violence, or intimate partner violence is alleged, it is important to preserve evidence when possible. Physical evidence is best collected within 120 hours of the assault. Evidence may be preserved by not showering/bathing or laundering your clothing to avoid washing away evidence. Evidence can also be preserved by saving text messages, social media communications, and other information that may be useful for the investigator. The Office of Civil Rights & Title IX provides written information on the importance of preserving evidence. Preserving evidence may assist in proving whether an offense occurred and be helpful in obtaining a protective order from the court.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, they nevertheless could consider speaking with KU Police

Department or other law enforcement to preserve evidence in the event the victim decides to pursue this at a later date. At that time the preserved evidence may assist in proving that the alleged criminal offense occurred or that may be helpful in obtaining a protection order.

Reporting Sexual Violence (including sexual assault, domestic violence, dating violence, and stalking)

CARE Services Office (confidential assistance for students) – **785-864-9255**

Office of Civil Rights & Title IX (file a complaint with the University) – **785-864-6414**

University employees who are “mandatory reporters” are required to report incidents of sexual misconduct and sexual violence to the Office of Civil Rights & Title IX (OCRTIX). OCRTIX may be contacted at civilrights@ku.edu, 1000 Sunnyside Ave, Room 1082, Lawrence, KS 66045, **785-864-6414**. Reports may be submitted online through the University’s [Reporting Form](#). Students and members of the community who are not mandatory reporters can submit reports anonymously through the reporting portal as well.

Once the Office of Civil Rights & Title IX has been informed of an incident, the office reaches out to the complainant directly, or through campus partners as appropriate, to provide information about resources and reporting options. The Office of Civil Rights & Title IX also provides a written explanation of the individual’s rights and options under University policy and the law. The Office of Civil Rights & Title IX will conduct this outreach and provide this information for all reports, regardless of whether the offense occurred on or off campus.

Notification to Law Enforcement Authorities

When making a report to law enforcement, the local police agency will take the required action, either dispatching an officer or asking the victim to report to the police headquarters to file an incident report. All reported crimes will be investigated by the local police agency and may become a matter of public record. The local police agency investigators will investigate a report when it is deemed appropriate. If a sexual assault or rape should occur, staff on the scene, including local law enforcement, will offer the victim a wide variety of services.

Although the University strongly encourages all members of its community to report violations of this policy to local law enforcement it is the victim’s choice whether or not to make such a report. Furthermore, victims have the right to decline to notify law enforcement.

Lawrence Campus

KU Police Department – **911 or 785-864-5900**

Lawrence Police Department – **911 or 785-830-7400**

Douglas County Sheriff's Department – **911 or 785-841-0007**

Edwards Campus

KU Public Safety Office – **911 or 913-897-8700**

Overland Park Police Department – **911 or 913-895-6300**

Johnson County Sheriff's Department – **911 or 913-715-5800**

KU Hangars Campus

KU Police Department – **911 or 785-864-5900**

Lawrence Police Department – **911 or 785-843-0250**

Douglas County Sheriff's Department – **911 or 785-841-0007**

KU Field Station Campus

KU Police Department – **911 or 785-864-5900**

Douglas County Sheriff's Department – **911 or 785-841-0007**

Jefferson County Sheriff's Department – **911 or 785-863-2351**

Leavenworth County Sheriff's Department – **911 or 913-724-1313**

The Office of Civil Rights & Title IX complaint investigation process is independent of any other complaint resolution process. A student, staff, faculty, or guest has the right to file a criminal complaint with the appropriate law enforcement authorities or to choose not to do so. These options may be pursued in addition to or instead of filing a complaint with the Office of Civil Rights & Title IX. The OCRTIX and CARE Services are available to assist with reporting crimes to the appropriate law enforcement agency.

When someone chooses to file a report with KUPD or the appropriate law enforcement jurisdiction, OCRTIX will work in coordination with that office. If the complainant is physically in the OCRTIX and interested in speaking with KUPD, staff members will assist in contacting KUPD to facilitate that introduction or offering to have a KUPD officer take a report in OCRTIX space. The University's CARE Services will accompany a student complainant to a meeting with KUPD and other law enforcement agencies. OCRTIX will be respectful of the criminal

investigation and court processes by acknowledging delays when requested and requesting information when a criminal process has been completed should it be relevant to the OCRTIX process.

Amnesty

The Office of Civil Rights & Title IX recognizes that a student desiring to file a complaint and witnesses who are asked to participate in an investigation may be hesitant to engage in the investigation process for fear of being held responsible for violations of the University's Alcohol and Drug Policy. To eliminate this concern, a student who files a complaint with the Office of Civil Rights & Title IX or witnesses who participate in an investigation will not be subjected to discipline under the Code of Student Rights and Responsibilities for personal consumption of alcohol and/or drugs.

Procedures the University will follow when a crime of Sexual Assault, Domestic Violence, Dating Violence, or Stalking is reported.

The University has procedures in place that are sensitive to victims who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and a respondent, such as changes to housing, academic, protective orders, transportation, and working situations, if reasonably available. The University will make such accommodations or protective measures, if the complainant requests them and if they are appropriate and reasonably available, regardless of whether the complainant chooses to report the crime to the KU Police Department or local law enforcement. If the complainant wishes that a report not be made to the University, but would like supportive measures, students and employees should contact the Ombuds Office and students can contact the KU CARE Services. If the victim consents to a report being made to the University, students and employees can contact the Office of Civil Rights & Title IX and employees can contact KU Human Resources. The OCRTIX will provide support measures like those listed directly above regardless of whether the complainant would like to pursue a Formal Complaint and investigation.

Available resources include:

- KU CARE Services, confidential assistance for students, **785-864-9255**
- KU Office of Civil Rights & Title IX, non-confidential assistance for students, employees, and third parties, **785-864-6414**
- KU Human Resources, non-confidential assistance for employees, **785-864-8374**
- KU Ombuds Office, confidential assistance for students and employees, **785-864-7261**

If a report of domestic violence, dating violence, sexual assault, or stalking is reported to the University, below are the procedures that the University will follow:

Sexual Assault

- 1) Depending on when reported (immediate vs delayed report), the University will assist the complainant with access to medical care. The University will do this regardless of when the incident was reported, but it takes higher priority if the incident is very recent.
- 2) The University will assess the immediate safety needs of the parties and possible witnesses.
- 3) The University will assist the complainant with contacting local police if the complainant requests. The University will provide the complainant with contact information for the local police department and applicable jurisdiction, when appropriate.
- 4) The University will provide the complainant with referrals to on and off campus mental health providers as well as the name and contact information for KU's CARE Services for students.
- 5) The University will assess the need to implement interim or long-term supportive or protective measures, including but not limited to no contact orders or trespass warnings.
- 6) The University will provide the victim with a written explanation of the victim's rights and options, which includes instructions on how to get a Protection Order.
- 7) The University will provide a copy of the applicable policy to the complainant and inform the complainant regarding timeframes for inquiry, investigation, and resolution.
- 8) If an investigation occurs, the University will inform the complainant of the outcome of the investigation, whether or not the respondent will be administratively charged and what the outcome of the hearing is.
- 9) The University will enforce the anti-retaliation provision of the applicable policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation.

Domestic Violence and Dating Violence

- 1) Depending on when reported (immediate vs delayed report), the University will assist the complainant with access to medical care. The University will do this regardless of when the incident was reported, but it takes higher priority if the incident is very recent.
- 2) The University will assess the immediate safety needs of the parties.
- 3) The University will assist the complainant with contacting local police if the complainant requests. The University will provide the complainant with contact information for the local police department and applicable jurisdiction when appropriate.
- 4) The University will provide written information to the complainant on how to preserve evidence.
- 5) The University will assess the need to implement interim or long-term protective measures to protect the complainant, including but not limited to no contact orders or trespass warnings.
- 6) The University will provide the complainant with a written explanation of the victim's rights and options, which includes instructions on how to get a Protection Order.
- 7) The University will enforce the anti-retaliation provision of the applicable policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation.

Stalking

- 1) The University will assess the immediate safety needs of the complainant.
- 2) The University will assist the complainant with contacting local police if the complainant requests. The University will still provide the complainant with contact information for the local police department and applicable jurisdiction, when appropriate.
- 3) The University will provide written information to the complainant on how to preserve evidence.
- 4) The University will assess the need to implement interim or long-term protective measures to protect the complainant, including but not limited to no contact orders or trespass warnings.
- 5) The University will provide the complainant with referrals to on and off campus mental health providers as well as the name and contact information for KU's CARE Services for students.

- 6) The University will provide the victim with a written explanation of the victim's rights and options, which includes instructions on how to get a Protection Order.
- 7) The University will provide a copy of the applicable policy to the complainant and inform the complainant regarding timeframes for inquiry, investigation, and resolution.
- 8) The University will enforce the anti-retaliation provision of the applicable policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation.

Assistance for Victims: Rights & Options

When a student or employee reports to the institution that the student or employee has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, the institution will provide the student or employee a written explanation of the student's or employee's rights and options, as described in [paragraphs \(b\)\(11\)\(ii\)](#) through [\(vi\)](#) of this section. (34 CFR 668.46(b)(11)(vii))

Such written information will include, but not be limited to:

- the procedures victims should follow if a crime of dating violence, domestic violence, sexual assault, or stalking has occurred;
- information about how KU will protect the confidentiality of victims and other necessary parties;
- a statement that KU will provide written notification to students and employees about victim services within the University and in the community;
- a statement regarding the University's provisions about options for, available assistance in, and how to request accommodations and protective measures; and
- an explanation of the procedures for institutional disciplinary action.

Notification of Counseling, Mental Health, or Other Student Services

Employees in the Office of Civil Rights & Title IX or the CARE Services can also help students find and explore options, emotional support, and medical care, both on and off-campus. The CARE Services and Counseling & Psychological Services support students who have experienced a sexual assault or other forms of sexual violence, intimate partner violence, and stalking. Students, staff, and faculty can also receive medical attention through the Watkins Health Services. The University provides written notification to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, visa and

immigration assistance, student financial aid, and other services available for victim-survivors both within KU and in the community.

The Sexual Trauma and Abuse Care Center in Lawrence provides trained advocates 24 hours a day/7 days a week by phone: **785-843-8985**. The Willow Domestic Violence Center in Lawrence provides safe and confidential supportive shelter services 24 hours a day/7 days a week by phone: **785-843-3333**. The Office of Civil Rights & Title IX can help coordinate services available to students on and off-campus.

A list of other services available can be found at [KU's Sexual Assault Prevention & Education Center website](#).

Supportive Measures

The Office of Civil Rights & Title IX (OCRTIX) provides information and written notification about its ability to use supportive measures to assist either party. The University will provide these supportive measures if the party requests them and they are reasonably available, regardless of whether the reporting party chooses to file a criminal complaint or a Formal Complaint with OCRTIX and regardless of whether the reporting party chooses to participate in any type of investigation. Examples of supportive measures include, but are not limited to, contact restrictions (“no contact order”), academic measures such as schedule changes or extension of due dates, alternative housing placement, alternative work schedules/locations, course schedule changes, transportation, legal assistance, student financial aid assistance, health and mental health support, visa and immigration assistance, and course withdrawal/load reductions.

To request changes to academic, living, transportation and/or working situations or protective measures, a victim should contact CARE Services **785-864-9255**, if they wish that a report not be made to the University, or the Office of Civil Rights & Title IX **785-864-6414**.

Campus & Community Support Resources

The University will provide written notification to students and employees about existing assistance with and/or information about obtaining resources and services including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and assistance in notifying appropriate local law enforcement. These resources include the following:

Resources for Sexual & Intimate Partner Violence

Medical

- Watkins Health Services
785-864-9507
- Lawrence Memorial Hospital
785-505-6162
- Willow Domestic Violence Center
785-843-3333
- Sexual Trauma & Abuse Care Center
785-843-8985
- CARE Coordinator
785-864-9255

Reporting

- Office of Civil Rights & Title IX
785-864-6414

Reporting & Safety

- KU Public Safety Office
785-864-5900
- Lawrence Police Department
785-832-7509

Education & Prevention

- Sexual Assault Prevention & Education Center
785-864-5879

Counseling

- Bert Nash Community Mental Health Center
785-843-9192
- Counseling & Psychological Services
785-864-2277
- Student Support & Case Management
785-864-4060

Counseling & Advocacy

Legend:

- = Confidential (Does not report to KU)

Confidential University of Kansas Support Resources (On Campus)

CARE Services	785-864-9255	Advocacy, financial assistance, other services
Counseling & Psychological Services	785-864-2277	Mental health services
Psychological Clinic	785-864-4121	Mental health services
Watkins Health Services	785-864-9507	Health services
Ombuds Office	785-864-7261	Advocacy, other services
Douglas County Legal Aid Society	785-864-5564	Legal assistance
Student Legal Services	785-864-5665	Legal assistance

Non-Confidential University of Kansas Support Resources (On Campus)³

Department of Student Housing	785-864-4560	Housing relocation/assistance
Student Engagement Center	785-864-4350	Advocacy, other services
Student Support and Case Management	785-864-7022	Other services
Office of Student Affairs	785-864-4060	Other services
International Student Services	785-864-3617	Immigration and visa assistance
Human Resources	785-864-4946	Immigration and visa assistance
Office of Civil Rights and Title IX: Impact and Belonging Team	785-864-6705	Other services

Lawrence, KU Hangars, & KU Field Station Community-Based Resources (Off Campus)

Bert Nash Mental Health Center (24/7)	785-843-9192	Mental health
Kansas Suicide Prevention Headquarters	785-841-2345	Mental health
Lawrence Memorial Hospital Emergency Room (24/7)	785-505-5000	Health, forensic exams
Kansas Legal Services	1-800-723-6953	Legal assistance

³ Due to restructuring within the University, some office names have changed, but their contact information remains the same.

The Sexual Trauma and Abuse Care Center (24/7)	785-843-8985	Advocacy, financial assistance, mental health, other services
Willow Domestic Violence Center (24/7)	785-843-3333	Advocacy, financial assistance, other services

Overland Park & Community-Based Resources (Off Campus)

Johnson County Mental Health	913-268-0156	Mental health
Kansas Legal Services	1-800-723-6953	Legal assistance
Kansas Suicide Prevention Headquarters	785-841-2345	Mental health
Health Partnership Clinic	913-648-2226	Health
St. Luke's South Hospital – Overland Park, Leawood, Olathe, Shawnee, Roeland Park, Kansas City	816-932-5100	Health, forensic
Overland Park Regional Medical Center	913-541-5000	Health, forensic exams
Kansas Legal Services	1-800-723-6953	Legal assistance

Student Financial Aid

Sometimes a victim of a crime may feel the need to take a leave of absence from school. If a student is considering a leave of absence based on the circumstances of a complaint, they should understand there may be financial aid implications in taking such leave. This should be discussed with financial aid personnel, and OCRTIX can assist in facilitating this conversation, if desired. Visit the University's [financial aid](#) website for more information.

National Resources

- Suicide and Crisis Lifeline: 988
- National Domestic Violence Hotline: 1-800-799-7233
- National Sexual Assault Hotline: 1-800-656-4673
- Rape, Abuse and Incest National Network ([RAINN](#))
- US Dept. of Justice [Office on Violence Against Women](#)
- [National Coalition Against Domestic Violence](#)
- [National Sexual Violence Resource Center](#)
- [U.S. Citizenship and Immigration Services](#)

- [Immigration Advocates Network](#)

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include: [Department of Education, Office for Civil Rights](#)

Rights of Victims and the University's Responsibilities for Orders of Protection or Similar Lawful Orders

The rights of parties and the institution's responsibilities for orders of protection, "no-contact" orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court or by the institution are as follows: The University does not issue orders of protection but may issue no-contact or no trespassing orders, as appropriate. If a reporting party has a court order of protection or a restraining order, the Office of Civil Rights & Title IX (OCRTIX) can assist in making arrangements to accommodate and to enforce the court order on campus. OCRTIX keeps supportive measures private to the extent it does not impair the University's ability to provide the measures and as permitted by law.

The University complies with Kansas state law in recognizing orders of protection by encouraging people holding the protection order as well as those who have a protection order against them to disclose this information to university officials. University officials can then assist all parties by determining if the parties have classes together and discussing strategies to enjoy campus life successfully without violating the order. The University will also assist parties in negotiating attendance at large scale events. A complainant may then meet with KUPD, KU's CARE Services, or the Office of Civil Rights & Title IX to develop a Safety Action Plan, which is a plan for campus police and the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to: escorts, changing classroom location, or allowing a student to complete assignments from home, etc.

Visit this website for more information on how to obtain [protection from abuse](#).

Visit this website for information about how to obtain [protection from stalking, sexual assault, or human trafficking](#).

For more information and resources, visit the [Kansas Protection Order Portal](#).

Confidentiality & Anonymity

All information shared with the Office of Civil Rights & Title IX is treated with discretion and tact. Nevertheless, certain information provided to OCRTIX may need to be disclosed to other University officials. Those who participate in an investigation are only provided with sufficient information to allow them to respond fairly to the alleged concern. People may request that directory information on file with the University be withheld. Students may contact the [Office of the University Registrar](#) and employees may contact Human Resource Management. The Office of Civil Rights & Title IX or CARE Services can assist parties with this request.

Regardless of whether someone has opted-out of allowing the University to share “directory information,” personally identifiable information (PII) about the victim and other necessary parties will only be shared with persons who have a specific need-to-know, i.e., those who are investigating/adjudicating the report or those involved in providing support services to the victim, including accommodations and protective measures. By only sharing PII with individuals on a need-to-know basis, the University will maintain as confidential any accommodations or protective measures provided to the victim to the extent that maintaining such confidentiality would not impair KU’s ability to provide said accommodations or protective measures.

The University will complete any publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of PII about victims of sexual assault, domestic violence, dating violence, and stalking who make reports of such to the University to the extent permitted by law. The University does not publish the name of crime victims or other identifiable information regarding victims in the Daily Crime Log or in the annual crime statistics that are disclosed in compliance with the Jeanne Clery Campus Safety Act. Furthermore, if a Timely Warning is issued on the basis of a report of sexual assault, domestic violence, dating violence, or stalking, the name of the victim and other personally identifiable information about the victim will be withheld.

Investigation process in cases of alleged sexual assault, domestic violence, dating violence, or stalking.

The Title IX Resolution Process and Discrimination Compliant Process are KU procedures that are used for institutional disciplinary action in cases of alleged sexual assault, domestic violence, dating violence, or stalking.

From initial investigation to final result, the University is committed to providing a prompt, fair, and impartial initial investigation and final resolution process. In all instances, the process will be conducted in a manner that is consistent with university policy and that is transparent to the complainant and the respondent, collectively “the parties.”

Investigators and officials involved in the process receive annual training on investigation and hearing processes that protect the individuals involved, promote accountability, and preserve due process. Investigators receive annual training on issues related to sexual assault, domestic violence, dating violence, and stalking, as well as on how to conduct an investigation and hearing process, in accordance with the law. Training of all incoming employees is required per VAWA §668.46(j), which states that institutions of higher education must have prevention and awareness programs for all incoming employees that cover the following: a) how the institutions prohibits crimes of dating violence, domestic violence, sexual assault, and stalking; b) definitions of those terms and consent; c) options for bystander intervention; d) information on risk reduction; e) information about preserving the evidence, reporting options, and support services/interim measures; f) that we provide a fair, prompt, and impartial process that is conducted by people who have received annual training; g) that both parties are permitted to have an advisor present; and h) that both parties will be informed of the outcome of any investigation, hearing, and/or appeal as well as options available to appeal those decisions.

The Office of Civil Rights & Title IX strives to complete investigations within sixty (60) University working days of receipt of a Formal Complaint. However, this timeframe may be extended based on factors such as, but not limited to, schedule and availability of parties and witnesses, holidays or semester breaks including summer break, and complexity of the complaint. Each grievance procedure allows for extensions of timeframes for good cause with written notice to the parties of the delay and the reason for the delay. The parties will have timely notice for meetings at which the parties (both or either) may be present. The parties and appropriate officials will have timely and equal access to any information that will be used during formal and informal disciplinary meeting and hearings. The institutional grievance procedures will not be conducted by officials who have a conflict of interest or bias for or either party. Parties are encouraged to raise concerns of bias or conflict of interest as soon as they become aware of those concerns.

As part of the investigation and grievance proceedings, the parties have the same opportunities to present information, witnesses, and be accompanied by an advisor of their choice, which may include an attorney. The University may not limit the choice of advisor but

may establish limits regarding the extent to which that advisor may participate in the proceeding, as long as those limits apply equally to both parties.

Receipt of a Report

Upon receipt of all reports, the Office of Civil Rights & Title IX will send an outreach email to the complainant and/or reporter seeking additional information and providing a wide range of resources that are available on and off campus.

Initial Review

After the Title IX Coordinator or their designee reviews the formal report, they will make a decision if the allegations in the report should be referred to a different office because the information provided at that point does not appear to fall within the OCRTIX jurisdiction. The Title IX Coordinator will also review the information to determine if the alleged behavior requires the Title IX Coordinator to file a Formal Complaint on behalf of the University.

Receipt of a Formal Complaint

The complainant has the right to file a Formal Complaint. Upon receipt of which the assigned investigator, in consultation with the Title IX Coordinator, will determine if the complaint falls within the Sexual Harassment/Title IX Resolution Process jurisdiction, which would warrant a case evaluation or referral to the Discrimination Complaint Resolution Process (provided below).

Contact with Complainant

If the investigator did not speak with the complainant at the time that the Formal Complaint was received by the Office of Civil Rights & Title IX, then the investigator will most likely meet or speak with the complainant at the start of the investigation and will maintain communication throughout the investigation as appropriate.

Notice to Respondent

The respondent will be provided with the complaint in writing, and the complainant will be provided with a copy of this notification. The notice will include:

- That the respondent is presumed not to be responsible for the alleged conduct and that a determination will be reached at the end of the investigation.
- The web address where the Title IX Resolution Process, Title IX Hearing Procedures, and/or Discrimination Complaint Resolution Process can be found.
- The alleged conduct constituting a potential violation of university policies.

- The identities of parties and witnesses involved in the alleged incident (if known).
- The specific section of the University's policies allegedly violated.
- The date and location of the alleged incident (if known).
- The respondent's right to an advisor (who may be an attorney) of the respondent's choice.
- The respondent's right to review all evidence gathered prior to the conclusion of the investigation; and
- That University policies prohibit knowingly making false statement or submitting false information during the investigation process.

Respondents will be provided an opportunity to meet with the investigator(s) investigating the complaint, to respond to the allegation, and to meet or speak with the investigator throughout the investigation as appropriate. Respondents may respond in person or in writing within a reasonable time to be determined by the investigator(s). If a respondent chooses not to participate or refuses to answer a complaint, the nonparticipation will not prevent the investigation from proceeding.

Review of Evidence and Preliminary Report

Upon completion of the preliminary investigative report, the Office of Civil Rights & Title IX will provide the complainant and respondent, as well as the advisor of each party, an opportunity to inspect and review all evidence collected during the course of the investigation to include summaries of investigative interviews, physical evidence, inculpatory evidence, exculpatory evidence, and evidence upon which the investigator has collected but does not intend to rely. The investigator will consider the written responses prior to the completion of the final investigative report.

Final Investigative Report

The investigator will objectively evaluate all relevant evidence – including both inculpatory and exculpatory evidence as well as feedback from the preliminary report and review of evidence – and will draft a final investigative report. The investigative report will accurately summarize relevant evidence. A copy of the final investigative report will be provided simultaneously to both parties, as well as the advisor for each party, and to the appropriate administrator(s).

Transfer to Appropriate Administrator

Upon completion of the final investigative report, the report and all evidence directly related to the allegations within the Formal Complaint will be forwarded to the appropriate

administrator(s) for the scheduling of a live hearing. Live hearings will contain, at a minimum, the opportunity to cross exam parties through a party's advisor. If a party does not have an advisor, one will be provided by the University for the live hearing. All live hearings will be subject to the [Hearing Procedures for Complaints of Sexual Harassment](#). The appropriate administrator(s) are:

- Executive Vice Chancellor and Vice Chancellor Respondents: Office of the Chancellor
- Vice Provosts, Deans, and Faculty Respondents: Office of the Provost
- Student Respondents: Office of the Vice Provost for Student Affairs
- Staff and Other Respondents: Human Resource Management

The appropriate administrator will appoint an Administrative Officer who shall thereafter be responsible for coordinating the selection of a Hearing Chair and Hearing Panel, assisting the Hearing Chair in arranging the pre-hearing conference and hearing, and ensuring an appropriate record of the proceedings is made.

Review for Discretionary Dismissal

The Hearing Chair, in consultation with the Office of Civil Rights & Title IX and the Administrative Officer, will review the final investigative report with all evidence directly related to the allegations in the Formal Complaint, and determine whether the Formal Complaint should be dismissed for any of the following grounds:

- The Complainant has provided the Title IX Coordinator written notice that the Complainant wishes to withdraw the Formal Complaint or any discrete allegations therein (in which case those discrete allegations may be dismissed);
- The Respondent is no longer enrolled or employed by the University; or
- Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint, or any discrete allegations therein (in which case those discrete allegations may be dismissed).

In the event the Hearing Chair determines that a Formal Complaint should be dismissed pursuant to this section, the Hearing Chair will provide written notice of dismissal to the parties and advise them of their right to appeal.

Hearing Notice and Written Response to Investigative Report

After the Hearing Chair and Hearing Panel are selected, the Administrative Officer will send written notice to the parties notifying them of the deadline for the parties to submit any

written response to the investigative report; a date for the pre-hearing conference; and a date and time for the hearing.

A party's written response to the investigative report must include:

- To the extent the party disagrees with the investigative report, any argument or commentary regarding such disagreement.
- Any evidence that a party did not have a reasonable opportunity to provide during the Office of Civil Rights & Title IX investigation or that the party believes was improperly excluded by the Office of Civil Rights & Title IX.
- Any argument that evidence should be categorically excluded from consideration at the hearing based on privilege, relevancy, the prohibition on the use of sexual history specified herein, or for any other reason.
- A list of any witnesses that the party contends should be called to attend the hearing pursuant to an attendance notice issued by the Hearing Chair.
- A list of any witnesses that the party intends to bring to the hearing without an attendance notice issued by the Hearing Chair.
- Any request that the parties be separated physically during the pre-hearing conference and/or hearing.
- Any other accommodations that the party seeks with respect to the pre-hearing conference and/or hearing.
- The name and contact information of the Advisor who will accompany the party at the pre-hearing conference and hearing; and
- If the party does not have an Advisor who will accompany the party at the hearing, a request that the University provide an Advisor for purposes of assisting the party in preparing for the hearing and conducting questioning at the hearing can be made.

A party's written response to the investigative report may also include:

- Argument regarding whether any of the allegations in the Formal Complaint are supported by a preponderance of the evidence; and
- Argument regarding whether any of the allegations in the Formal Complaint constitute sexual harassment.

Pre-Hearing Conference

Prior to the hearing, the Hearing Chair will conduct a pre-hearing conference with the parties and their Advisors. During the pre-hearing conference, the Hearing Chair will discuss the hearing procedures with the parties; address matters raised in the parties' written responses

to the investigative report, as the Hearing Chair deems appropriate; discuss whether any stipulations may be made to expedite the hearing; discuss the witnesses the parties have requested be served with notices of attendance and/or witnesses the parties plan to bring to the hearing without a notice of attendance; and resolve any other matters that the Hearing Chair determines, in the Hearing Chair's discretion, should be resolved before the hearing.

Hearing

The purpose of the hearing is for the Hearing Chair and Hearing Panel to receive relevant testimonial and non-testimony evidence; to resolve disputed facts using a preponderance of the evidence standard; and to determine whether the facts so found substantiate one or more of the allegations in the Formal Complaint as a violation of the Sexual Harassment Policy.

- *Statement of the Investigator*

After convening the hearing, the Hearing Chair will call the investigator to give an overview of the investigation process. Thereafter, the investigator will be subject to questioning by the Hearing Chair and Hearing Panel, followed by questioning from each party's Advisor.

- *Statement of the Parties*

The Hearing Chair will then invite the Complainant to provide a statement regarding the events in question and identify and comment on any non-testimonial evidence the Complainant believes is relevant. After the Complainant has made a statement, or waived the right to make a statement, the Complainant will be subject to questioning by the Hearing Chair and Hearing Panel, followed by questioning from the Advisor for the Respondent. After questioning of the Complainant is complete, the Hearing Chair will invite the Respondent to provide a statement to the Hearing Chair regarding the events in question and to identify and comment on any non-testimonial evidence the Respondent believes is relevant. After the Respondent has made a statement, or waived the right to make a statement, the Respondent will be subject to questioning by the Hearing Chair and Hearing Panel, followed by questioning from the Advisor for the Complainant.

- *Testimony of Witnesses*

Then witnesses will be called to testify in the order determined by the Hearing Chair. Witnesses will not be invited to make a statement but, instead, will be subject to questioning from the Hearing Chair and Hearing Panel, followed by questioning from each party's Advisor commencing first with questioning from the Advisor for the Complainant followed by questioning from the Advisor for the Respondent.

- *Investigative Materials*

The Hearing Chair will then provide the parties with a final opportunity to raise any additional objections to inclusion of any other portions of the investigation record into evidence and resolve any such objections. All evidence from the investigation and hearing not specifically excluded by the Hearing Chair shall be deemed admitted into the hearing record and may be considered by the Hearing Chair and Hearing Panel as part of the deliberation.

- *Closing Arguments*

Then the Hearing Chair will invite the Complainant to make a closing argument. After the Complainant has made a closing argument, or waived the right to make a closing argument, the Hearing Chair will invite the Respondent to make a closing argument.

Deliberation

After the hearing is complete, the Hearing Chair and Hearing Panel will privately deliberate over the matter. The deliberation will include an objective evaluation of all relevant evidence collected during the investigation, including both inculpatory and exculpatory evidence, together with testimonial and non-testimonial evidence received at the hearing. The Hearing Panel shall draw no inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions. However, the Hearing Panel may consider in determining the weight of the evidence the extent to which the witness' testimony or other evidence has been subject to cross-examination, particularly on matters that are material to the outcome of the case. In the event the Hearing Chair and Hearing Panel determine that the Respondent is responsible for violating the Sexual Harassment Policy, the Hearing Chair will, prior to issuing a written decision, consult with the appropriate administrator with disciplinary authority over the Respondent and such administrator will determine any discipline to be imposed.

Issuance of Written Decision

After reaching a determination and consulting with the appropriate University administrator and the Title IX Coordinator, the Hearing Chair will prepare a written decision that will include:

- Identification of the allegations potentially constituting sexual harassment made in the Formal Complaint.
- A description of the procedural steps taken by the University upon receipt of the Formal Complaint, through issuance of the written decision, including notification to the parties, interviews with the parties and witnesses, site visits, methods used to

gather non-testimonial evidence, and the date, location, and people who were present at or presented testimony at the hearing.

- Articulate findings of fact, made under a preponderance of the evidence standard, that support the determination.
- A statement of, and rationale for, each allegation that constitutes a separate potential incident of sexual harassment, including a determination regarding responsibility for each separate potential incident.
- The discipline determined by the appropriate University administrator and recommendations for any ongoing support measures or other remedies as determined by the Title IX Coordinator; and
- A description of the University's process and grounds for appeal, as specified herein.

The written determination will be signed by the Hearing Chair on behalf of the Hearing Chair and Hearing Panel. The written determination will then be transmitted by the Administrative Officer to the parties, the Administrative Officer, the Office of Civil Rights & Title IX, and other University officials, as appropriate.

Appeal

Either party may appeal the dismissal of a Formal Complaint or written determination. Appeal is permitted upon one or more of the following grounds:

- A procedural irregularity that affected the outcome.
- There is new evidence that was not reasonably available at the time the determination or dismissal was made, that could have affected the outcome.
- The Title IX Coordinator, investigator, Hearing Chair, or Hearing Panel, as the case may be, had a conflict of interest or bias for or against complainants or respondents generally, or against the individual Complainant or Respondent, that affected the outcome; or
- The party was deprived of a right guaranteed by some other University policy or standard and the deprivation of that right affected the outcome.

The determination of a Formal Complaint becomes final when the time for appeal has passed with no party filing an appeal or, if any appeal is filed, at the point when the University has resolved all appeals, either by dismissal or by transmittal of a written decision from the appellate official. No further review or appeal is permitted beyond appeal to the University Judicial Board as specified herein.

Informal Resolutions

After submission of a Formal Complaint, either party may request an opportunity to resolve the complaint through an informal resolution process. If requested by one party, the other party must voluntarily agree to participate in order for the informal resolution process to proceed. The Title IX Coordinator can determine that a case isn't appropriate for an informal resolution. A successful resolution and agreement of the parties will result in dismissal of the complaint without further investigation or hearing. Prior to reaching an agreement, either party may withdraw from the informal resolution process and request that the grievance procedures pursuant to the applicable policy resume. An informal resolution process will be facilitated by an individual who is trained, unbiased, and without conflict. The informal resolution process will be conducted in accordance with informal resolution procedures. The informal resolution process is not available when the complaint alleges a violation by an employee against a student.

Anticipated Timelines

The Office of Civil Rights & Title IX (OCRTIX) strives to complete the entire process within 60 working days taking breaks, complexity of the case, and party/witness availability into consideration. The only established timeframes within this process are as follows:

- If the advisor is an attorney, the party must notify OCRTIX in writing at least three (3) working days before the meeting date.
- The OCRTIX will provide sufficient time to prepare to participate by allowing at least three (3) working days' notice unless the party requests a date and time allowing less than three (3) working days.
- The complainant, respondent, and advisor to each party will have ten (10) calendar day to submit a written response to the evidence.
- Neither the pre-hearing conference, nor the hearing itself, may be held any earlier than fourteen (14) calendar days from the date of transmittal of the written hearing notice.
- In a typical case, the written determination will be transmitted within fourteen (14) days of completion of the hearing, but this time period may vary depending on a range of factors including the complexity of the allegations at issue.
- A party must file an appeal within fourteen (14) days of the date they receive notice of dismissal or written determination appealed from.

Decision-Making Process and Evidentiary Review

- The investigator will review any written materials, e-mails, text messages, or other evidence that, at the investigator's discretion, may provide relevant information regarding the complaint because the burden of gathering evidence rests on the Office of Civil Rights & Title IX.
- The investigation and hearing will operate from a presumption that the Respondent is not responsible for the alleged misconduct until a determination regarding responsibility is made final.
- The Hearing Chair oversees the hearing process, rules on questions of relevance and admissibility, resolves all procedural disputes, questions parties and witnesses, and deliberates and votes with the Hearing Panel to determine responsibility for the allegations in the Formal Complaint at the conclusion of the hearing process.
- The Hearing Panel reviews the investigative report and hearing files in advance of the hearing, questions parties and witnesses when invited to do so by the Hearing Chair and deliberates and votes with the Hearing Panel Chair to determine responsibility for the allegations in the Formal Complaint at the conclusion of the hearing process.
- The investigator, Hearing Chair, and Hearing Panel are not permitted to access, consider, disclose, permit questioning concerning, or otherwise use the following types of records unless the party holding the privilege has provided prior, written consent:
 - A party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party; or
 - Information or records protected from disclosure by any other legally recognized privilege, such as the attorney client privilege.

Standard of Evidence

The University uses the preponderance of the evidence standard for evaluating complaints of discrimination and sexual misconduct.

Notification of Final Results

In accordance with applicable policy, all parties to an investigation will be simultaneously informed of the imposition of disciplinary action. Specifically, the accuser and the accused will be notified simultaneously, in writing, of any initial, interim and final decision of any disciplinary proceeding; and the accuser and accused will be notified simultaneously in

writing, of the opportunity to appeal cases involving sexual violence, including sexual assault, domestic violence, dating violence, and stalking. Parties will be simultaneously notified of any change to the result and when the result becomes final.

Notification to Victims of Crimes of Violence

The University will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged perpetrator of such a crime or offense. If the alleged victim is deceased as the result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

Disciplinary Procedures/Processes

Students

[Code of Student Rights and Responsibilities](#)

Non-Academic Misconduct Procedures, Sanctions, Limitations

A. Procedures

1. The Office of the Vice Provost for Student Affairs has the authority to develop and implement procedures for enforcement of this Student Code.
2. Records related to incidents of non-academic misconduct are retained according to university policy. Non-academic misconduct records not resulting in suspension or expulsion are retained for seven years and then purged from the student's record. Non-academic misconduct records involving suspension or expulsion are retained indefinitely.

B. Sanctions: Students found responsible for instances of non-academic misconduct will be assigned sanctions. Sanctions are meant to educate the responsible student, repair harm when appropriate, and provide accountability. Students may be assigned both educational and accountability sanctions. When appropriate, more than one sanction and/or educational measure may be imposed. Listed in order of increasing severity are the accountability sanctions that may be applied to Non-Academic Misconduct offenses.

1. Warning: Notice in writing that continuation or repetition of conduct found wrongful, within a period of time stated in the warning, may be cause for more severe action.

2. Restitution: Reimbursement for damage to or misappropriation of property. This may take the form of appropriate service or other compensation.
3. Fine: A money payment to a designated University fund.
4. Disciplinary Probation: Disciplinary probation shall have as its purpose the rehabilitation of the student or organization and may include suspension of specified privileges for a definite period not to exceed two years. Disciplinary probation may also require the student or organization to participate in specified activities, including one counseling information session, or may prescribe any program which is deemed just and fair under the circumstances of the incident. The authority imposing this sanction may assign any qualified person within the University community, other than an undergraduate student, to act as a probation supervisor. The probation supervisor shall report periodically to the appointing authority. If the probation supervisor reports the student is not fulfilling probation requirements, the case will be reviewed by the appointing authority and remaining members of the original hearing panel, who may recommend additional sanctions.
5. Campus/Community Service: Students or organizations may be required to complete a specified number of service hours to an identified campus or community agency. The authority imposing this sanction may assign any qualified person to serve as the service supervisor. If the service supervisor reports the student or organization has not fulfilled the service requirements, the case will be reviewed.
6. Interim Suspension: A student or organization may be immediately excluded from classes and/or other University privileges or activities when the student's continued presence on the campus constitutes a danger, or threat of danger, to property, the student, or others. The student will receive a written notice stating the reasons for the interim suspension and the time and place of a hearing to be held within five (5) days at which time the student has an opportunity to show why their continued presence on campus is not a danger. This hearing may also serve as the policy violation hearing.
7. Student Suspension: Exclusion from classes and other University privileges and activities as set out in the order after a hearing, for a definite period not to exceed two years. The conditions of re-admission shall be stated in the order of the suspension.
8. Organization Suspension: Exclusion from University privileges and activities as set out after a hearing, for a definite period not to exceed two years. The conditions of reinstatement shall be stated in the order of suspension.

9. Student Expulsion: Termination of student status for a minimum of two years. The conditions of re-admission, if any, shall be stated in the order of expulsion.
10. Removal of Organization Registration: Termination of registered organization status for a minimum of two years. The conditions of renewal or admission, if any, shall be stated in the order of removal of registration.

C. Limitations

1. Any appeal of a hearing shall be directed to the University Judicial Board.
2. All complaints should be filed in accordance with University Senate Rules and Regulations 6.3.1. and 6.4.9. In general, the complaint must be made within six months of the date of the incident.
3. Students or applicants who gain admission to the University through false information may have their admission revoked by Director of Admissions, or by the Dean of the applicable School or College, or their designees.

Graduate Teaching Assistants

GTAC MOA for 2023-2026

ARTICLE 13: Disciplinary Action

Section 1. Progressive Discipline

The University supports the philosophy of progressive discipline to address performance-related issues, misconduct, violation of established policies and/or procedures, and/or other cause by taking appropriate levels of corrective measures through the applicable evaluation or disciplinary processes.

The University may initiate disciplinary action against a GTA for conduct or performance related issues at any time during the term of the GTA's employment. These issues may result in counseling and/or formal disciplinary action which shall be accomplished through the evaluation process contained in this agreement and/or through a letter of disciplinary action. The results of an unsatisfactory evaluation may be appealed in accordance with the terms contained in Article 5, Section 7 and Article 15 of this agreement.

Within the process of disciplinary action, progressive discipline is encouraged but not required; however, the University shall apply the least severe discipline possible, as determined by the University, which fits the offense and will reasonably accomplish the desired alteration of conduct or performance. Progressive disciplinary action can include:

- a) counseling,

- b) a written reprimand,
- c) suspension without pay, or
- d) dismissal/termination of appointment.

Section 1a: Counseling

Counseling should generally precede formal disciplinary actions, except in more serious circumstances, as determined by the University. Counseling consists of a meeting between the GTA and the supervisor wherein they discuss the nature of the issue(s), improvement strategies, and target improvement dates if immediate action is not required. The supervisor will send an email to the GTA documenting the discussion. If email is used as communication, the University email address shall be used. The GTA may reply to the email, which should be maintained by the supervisor. Adequate time should be allotted for improvement(s) to occur, as determined by the University, and follow-up may occur to ensure that performance or conduct has improved, and/or the issue has not reoccurred.

If the issue(s) persist, the University may decide on additional counseling or may escalate to formal disciplinary action as defined herein. Depending on the circumstances, the GTA may be disciplined without prior counseling or disciplinary action. Counseling is not subject to review or appeal under any grievance or appeal procedure established in this agreement or by any University rule, regulation, or policy. However, the GTA may reply with a responsive statement, which shall be held with the documentation maintained by the supervisor.

Section 1b: Formal Disciplinary Action

Work history, legitimate mitigating circumstances as determined by the University, and the nature and/or pattern of the misconduct or performance-related issues, and other relevant factors shall be taken into consideration when determining the appropriate formal disciplinary action. Formal disciplinary action should be accomplished as provided herein and may include the evaluation process and/or a letter/document of disciplinary action. Formal disciplinary action shall include:

- a) a written reprimand
- b) suspension without pay, or
- c) dismissal/termination of appointment.

Written notice of disciplinary action shall be delivered to the GTA's University email and by US mail with delivery confirmation to the address on file in the University's HR/Pay system.

This notice shall include the following:

- a) the reason for the disciplinary action, i.e., the alleged facts and circumstances giving rise to the discipline,
- b) the disciplinary action being taken,
- c) the effective date of the action,
- d) a statement of the GTA's status during the notice period until the matter is resolved, e.g. whether their job duties have been reassigned, referring to the supervisor for details of any reassigned duties,
- e) a deadline by which to respond that is consistent with the provisions of the agreement, and
- f) a statement referencing grievance rights pursuant to Article 15 of this agreement, including the URLs for this agreement and AFT-Kansas/GTAC.

ARTICLE 14: Grievance Procedure

Section 1:

A "grievance" is defined as a statement of dissatisfaction by a public employee, supervisory employee, employee organization or a public employer concerning interpretation of a memorandum of agreement or traditional work practice.

Section 2:

As used in this article, "days" are defined as those weekdays during which classes are in session or regularly scheduled final exams are being conducted at the University, including summer sessions.

Section 3:

During the pendency of a grievance, the grievant shall fulfill all assigned duties and responsibilities, unless directed otherwise by the University. This provision shall not apply to a cessation of work beyond contracted hours as provided for within Art. 5 Sec. 12.

Section 4:

This grievance procedure is intended to serve as a cooperative problem-solving mechanism for disputes in the administration of this memorandum of agreement. This grievance procedure, and subsequent legal appeals from such administrative decisions, shall be the sole and exclusive remedy for adjustment of any grievance arising from the application or interpretation of this agreement. Where a matter within the scope of this grievance procedure is alleged to be both a grievance and a prohibited practice under the jurisdiction

of the Public Employee Relations Board, the GTA and/or GTAC/AFT Kansas may elect to pursue the matter under either the grievance procedure herein provided or by action before the Kansas Public Employer-Employee Relations Board. The election of either procedure shall constitute a binding remedy chosen and waiver of the alternative remedy. If, during the pendency of a grievance, all or part of the grievance becomes the subject of a federal, state, university or local law enforcement investigation or proceeding, or is the subject of an OCR investigation, the University, at its discretion, may elect to suspend the GTAC grievance proceeding until such time as the law enforcement investigation or proceeding is completed.

Section 5:

The parties may mutually agree to extend the deadlines established herein. The party seeking to extend the deadline shall request such an extension at least 24 hours in advance of the scheduled event. The request shall describe the length of the extension sought and give a brief explanation of the reason. Requests for extensions may be made via telephone, electronic mail, U.S. mail, or in person and shall be made to the appropriate supervisory employee or the grievant and/or representative of the employee organization. Requests for extensions shall not be unreasonably denied. The party requesting the extension shall forward written confirmation of the request for and receipt of the extension to the appropriate supervisory employee or grievant with a copy provided to the Senior Vice Chancellor for Human Resources or designee.

Section 6: Procedure

A formal grievance may be filed by the University, an individual member of the bargaining unit, a group of bargaining unit members, or the employee organization. Parties to the grievance are permitted representation. If the respondent is the subject of the grievance, the respondent will self-recuse, and the grievant may skip to the next level in the grievance process. For purposes of self-recusal, a respondent shall not be considered to be a subject of a grievance merely because the respondent rendered a decision which is being challenged. Self-recusal should be based upon allegations of misconduct or malfeasance by the respondent. Failure to pursue the grievance at any level of the procedure within the appropriate timelines, and any agreed upon extensions, shall be considered a waiver of the right to proceed to any other step of the grievance procedure. Individuals requiring accommodation in the processing of a grievance should contact the University's ADA Resource Center for Equity and Accessibility.

Section 6a: Representation

GTAC will provide a copy of all formal (Level 2) grievances to the University's Senior Vice Chancellor for Human Resources (or other University designee) by electronic mail at the time the grievance is initiated. If an individual unit member chooses non-GTAC representation, the University shall notify GTAC of the grievance as well as all formal proceedings, and a certified GTAC representative may attend all formal grievance meetings with advance agreement of the grievant. GTAC will be provided with all University responses to formal grievance steps. Agreements between individuals and the University to which GTAC is not a party will not establish precedent for purposes of determining established past practice claims concerning a mandatory subject of bargaining.

Section 6b: Exclusions

Allegations of harassment, discrimination, Title IX violations, sexual misconduct, sexual violence, and/or retaliation related to such allegations must be reported to the KU Office of Civil Rights & Title IX (OCR hereafter) and are not covered by these grievance procedures. Instead, those complaints will be addressed within the OCR complaint process as outlined in the [Title IX Resolution Process Policy](#) or [Discrimination Complaint Resolution Process](#).

For the purposes of this provision, the terms "harassment", "discrimination", and "retaliation" shall mean those acts prohibited by Title VII, Title IX, other applicable federal and state laws, and as otherwise detailed in University policy. The OCR's jurisdiction does not extend to grievances on the basis of union membership status, union activity, or the exercise of rights under this agreement, including the filing of a grievance, or participation in the grievance procedure. If a grievant pursues a claim under these other jurisdictions and is denied on the basis of jurisdiction, a grievant may pursue a claim through the grievance process. The effective date of the circumstances giving rise to the grievance shall be the date the grievant received notice of said denial from the appropriate office(s).

Section 6c: Steps of the Grievance Procedure

The grievance procedure consists of the formal and informal levels as noted below:

- Level 1: Informal, Discussion with the Chair/Director of Department
- Level 2: Formal Written Grievance to Chair/Director of Department
- Level 3: Formal Written Grievance to Dean of the School
- Level 4: Mediation
- Level 5: Formal Written Grievance to the Grievance Resolution Committee

- Level 6: Vice Provost Review
- Level 7: Judicial Review

Level 1: Informal, Discussion with the Chair/Director

Prior to filing a formal grievance and within ten (10) days of the date on which the grievant became aware or could reasonably have been aware of the circumstances giving rise to the grievance, the grieving party should meet informally with a chair/director of the department in which the circumstances arose to discuss and attempt to resolve the concern without a formal grievance. If the grievance is unresolved, the grievant will, within five (5) days of that meeting, determine whether to proceed to the next step of the formal grievance procedure, as outlined below. The grievant may also proceed to the next level if an agreed upon resolution does not occur as specified.

If the grievance relates to disciplinary action, as defined in Article 14 of this memorandum of agreement, the grievant shall skip Levels 1 and 2 proceed directly to Level 3, and the event giving rise to the grievance is deemed to be the date of the disciplinary action notice by attempted delivery via US mail with delivery confirmation to the address on file in the University's HR/Pay system.

Chairs/directors of departments have no authority to grant any remedy which grants any rights external to an individual grievant's departmental rights. Grievances requesting remedial action beyond an individual grievant's departmental rights should be initiated at Level 3.

Level 2: Formal Grievance to Chair/Director

To file a formal grievance, the grieving party shall, within five (5) days of the completion of Level 1, submit a written grievance to the chair/director of the department in which the circumstances arose. If an informal meeting did not occur, the grievant will submit the written grievance within ten (10) days of the date on which the grievant became aware or could reasonably have been aware of the circumstances giving rise to the grievance. The written grievance shall include a description of the issue with supporting facts, the date, a summary of any informal meeting if such a meeting occurred, and the resolution sought.

The parties to the grievance may meet to discuss a resolution. The chair/director shall respond in writing to the grievant and GTAC within five (5) days of its receipt. The written

response to the grievant and the Union will either grant, deny, or modify the resolution sought, and provide a reasonable timeframe to complete the resolution. If the resolution is not acceptable, is not completed within the time specified, or if the chair/director of the unit fails to respond, the grievant may proceed to Step 3 of this procedure.

Level 3: Formal Grievance to Dean

If the grievance is not satisfactorily resolved in Level 2 or if the grievant receives no response from the chair/director by the response deadline, the grievant may within ten (10) days of the Level 2 response or resolution deadline submit the grievance, as described in Level 1, to the dean of the school. This grievance should include all written components as described under Level 2 as well as a description of what happened at Level 2 to prompt escalation. The parties to the grievance may meet to discuss a resolution. No later than ten (10) days after the receipt of the notice from the aggrieved, the dean of school shall provide a written response to the grievant either granting, denying, or modifying the resolution sought, and providing a reasonable timeframe to complete the resolution.

Level 4: Mediation

If the grievance is not satisfactorily resolved in Level 3 or if the grievant receives no response from the dean, the grievant shall within ten (10) days of the Level 3 response or resolution deadline submit a request to move the grievance to Level 4, which shall consist of mediation conducted by the Federal Mediation and Conciliation Service. The parties shall endeavor to schedule the mediation with the FMCS within 21 days of the date of the appeal provided for in this step.

Level 5: Formal Grievance to the GTA Grievance Resolution Committee

GTA GRC Composition

The University and GTAC shall annually select a standing GTA Grievance Resolution Committee (GTA GRC or GRC). GRC members may serve more than one year. The GRC will be comprised of:

- a) Two (2) Law School faculty members (as appointed by the FacEx from recommendations by the Dean of Law School).
- b) Two (2) faculty members who have active Graduate Faculty privileges to serve on master's and doctoral committees (appointed by the Faculty Executive Committee, FacEx).

c) Two University staff members within Human Resources or staff selected by HR with significant human resources or supervisory experience (“Staff Member”). Such appointed Staff Member shall not otherwise be involved in the processing of the grievance being considered.

d) Four (4) members of the GTAC bargaining unit, as selected according to its bylaws.

Upon submission of a grievance, a GTA GRC hearing panel of five (5) members will be convened from the GRC. The Governance Office will select a Law School faculty member from the GRC to chair the GTA GRC hearing panel. The Chair will select the GTA GRC hearing panel members from the GRC.

The GTA GRC for each hearing will be comprised of:

- a) One (1) faculty member
- b) One (1) University Staff Member
- c) One (1) Law School faculty member
- d) Two (2) members from GTAC

Grievance Submission:

If the grievance is not satisfactorily resolved in Levels 1-4, the grievant may within ten (10) days of the conclusion of mediation, submit the grievance to the University Governance Office and request a hearing before the GTA Grievance Resolution Committee (GTA GRC hereafter). This grievance should include all written components as described in previous levels. Additionally, the grievant must provide Governance with:

1. The name of any chosen representative(s).
2. Copies of all materials from Levels 1 through 3 of the grievance (materials from Level 4 are subject to confidentiality requirements of FMCS).
3. A written description of the issue with supporting facts.
4. A summary of meetings to date.
5. A list of university employees and individuals to be called as witnesses/experts, along with a brief written summary of the anticipated testimony of each witness showing the testimony’s relevancy.
6. Evidence to be considered; and

7. Issues remaining in dispute after Level 3 or issues jointly stipulated by the parties to be remaining for review following Level 4 and the resolution sought.

Upon receipt of a grievance, Governance will notify the respondent and provide a copy of the grievance materials within three (3) days.

The respondent must provide the following materials to Governance within five (5) days of receiving the grievance materials.

1. The name of any chosen representative(s).
2. A statement concurring with the materials submitted by the grievant from Levels 1 through 3 of the grievance or copies of any materials omitted by the grievant or disputed by the respondent.
3. A statement concurring with the grievant's summary of meetings to date or a statement disputing or providing any additional information about those meetings deemed necessary to resolution of the grievance.
4. A list of university employees and individuals to be called as witnesses/experts, along with a brief written summary of the anticipated testimony of each witness showing the testimony's relevancy.
5. Evidence to be considered; and
6. Issues remaining in dispute after Level 3 or issues jointly stipulated by the parties to be remaining for review following Level 4 and the resolution sought.

Governance will distribute the respondent's materials to the grievant within three (3) days. Governance compiles, reproduces and distributes the necessary copies of all documents submitted for the hearing participants.

Hearing Scheduling and Continuances:

Within five (5) days of receiving the respondent's materials.

1. Governance will select a Chair.
2. The Chair will select the GTA GRC members from the standing pool of reviewers for the hearing and
3. Governance will notify the grievance parties of those selected.

Parties involved in the hearing will have the opportunity to indicate whether a GTA GRC member should be precluded from a particular hearing based on concerns about impartiality. The objecting party will have three (3) days from the notice of the GTA GRC

appointment to notify the Governance of those concerns. The GTA GRC Chair will determine whether an alternate should be appointed.

Within five (5) days of the appointment of the final committee, Governance will notify the parties of the scheduled hearing date. Governance will make every reasonable effort to schedule a hearing during regular working hours and at a convenient time for all parties. The date of the hearing will allow reasonable time for the GTA GRC to review all materials. Parties may submit a written request to Governance by email or in person for a continuance (govern@ku.edu). Governance must receive the request no later than five (5) days before the scheduled date of the hearing. The written request must provide alternate dates on which the requesting party is available for the hearing and document that the opposing party has been notified of the request. Governance will consult with the GTA GRC Chair to make the final determination regarding the request and notify all parties of the decision and of any alteration in the scheduled hearing date.

Hearing Transcripts:

All hearing meetings of the GTA GRC will be recorded by means of audio, except the GTA GRC deliberations. All recordings constitute part of the record of the hearing and Governance will maintain them. Access to the audio will be limited to the parties, the authorized representatives and the members of the GTA GRC. Transcripts may be made of the contents of an audiotape at the sole expense of the requesting party or by other agreement of the parties.

Witness Notification and Participation:

Governance will notify in writing the University witnesses, their supervisors of record, and the department heads that:

1. The University supports every effort to accommodate the availability of witnesses for a hearing before the GTA GRC.
2. Witnesses have a choice to participate in the hearing.
3. Participation is paid “work time;”
4. Witnesses must request release from duties from their departments for the time of the hearing in advance and in accordance with normal unit notice procedures.

5. Witnesses must not be subjected to any form of intimidation, retaliation, or adverse actions by any party for their decision to participate or not to participate in the hearing.
6. Attempts at intimidation, retaliation, or adverse actions should be reported to Human Resources and to Graduate Teaching Assistant Coalition (GTAC) if the MOA provisions are violated.
7. Any complaint alleging intimidation, retaliation, or adverse action will be investigated by the appropriate office and/or GTAC; and,
8. The University will take appropriate counseling or disciplinary action if the University determines that intimidation, retaliation, or adverse action has occurred.

Possible Dismissal of Grievance:

Before the hearing and after a review of the grievance materials, the GTA GRC may recommend to the Vice Provost of Graduate Studies that the complaint be dismissed without further proceedings if any of the following grounds exist:

1. The grievance or another grievance involving substantially the same underlying occurrence or events has already been or is being adjudicated by proper University procedures.
2. The grievance should be heard by another body.
3. The grievance was not filed in a timely fashion; and/or,
4. The University lacks jurisdiction over the subject matter or any of the parties.

Before the dismissal recommendation is made to the Vice Provost of Graduate Studies, the parties will be provided the opportunity to respond in writing to the GTA GRC dismissal recommendation by the date specified in the notice letter. A dismissal recommendation shall be by a majority vote of the appointed GTA GRC.

Role of the Chair:

The Chair of the GTA GRC has authority to conduct the hearing and such authority will include, but not be limited to:

1. Keeping order in the hearing, including calling a recess or rescheduling the hearing.
2. Setting reasonable time limits for the presentation and cross examination of witnesses.

3. Determining testimony relevance.
4. Determining admissibility of any documents. The Chair may deny admission of any documents; and
5. Any ruling of the Chair as to admissibility of testimony or documentary evidence may be appealed by a motion made and duly seconded from the members of the GTA GRC made immediately after the challenged ruling of the Chair. In the event of such a timely made and seconded motion, a majority vote of the members of the GRA GTC shall prevail as to the admissibility of the evidence in question.

If a party presents documents for consideration after the stated deadlines for submission, the Chair determines whether the opposing party would be prejudiced by the admission of such documents without being given additional time. The Chair's decision may be appealed within three (3) business days to the GTA GRC, in which case a majority vote of the GRC shall control the question.

Conducting the hearing:

The hearing will not be governed by the rules of evidence. The hearing is not considered open to the public and no parties will be allowed in the hearing who are not directly involved in the hearing as either parties, witnesses, or representatives. Witnesses will be sequestered during the hearing. Before testifying, parties and witnesses must affirm they will tell the truth: knowingly providing false testimony is a form of professional misconduct that is subject to sanction.

The grievant has the burden of proof to establish by a preponderance of evidence that the respondent did not act in accordance with Kansas Board of Regents or University policies or rules, University work practices or the MOA.

Each party may have equal time to present an opening statement at the beginning of the hearing before calling witnesses for testimony. The grievant's case will be presented first, followed by the respondent's case. The parties (or representatives) and the members of the GTA GRC may ask questions of the parties' witnesses after testimony is given. Each party may have equal time to present a closing statement. The grievant's closing statement will be presented first, followed by the respondent's closing statement. Both parties are permitted to submit points of law for consideration by the GTA GRC either orally within their closing

statement and/or in writing at the time of closing statements or upon request from the membership of the GTA GRC at any time during the hearing.

GTA GRC Deliberations and Recommendations:

At the close of the hearing phase, the GTA GRC will adjourn into a closed session to deliberate and determine its findings by a plurality vote. The GTA GRC will make findings and recommendations based on the record, which includes information the parties presented at the hearing and in their grievance submissions. The GTA GRC will support its findings and recommendations with statements of fact and conclusions based on the application of Federal or State law, Kansas Board of Regents or University policies or rules, University work practices, or the MOA. The GTA GRC shall prepare a statement of its findings of fact and recommendations no more than ten (10) days after the date of the hearing and submit the findings and recommendations by email to the Vice Provost for Graduate Studies and the parties. The Chair may extend the time limit for good cause.

Level 6: Vice Provost for Graduate Studies Decision

The Vice Provost for Graduate Studies will review the recommendations and provide a written decision to both parties within ten (10) days. The Vice Provost may take into account any relevant evidence in the record. The Vice Provost will ordinarily follow the GTA GRC's recommendation. However, if the Vice Provost does not follow the recommendations of the GTA GRC, the Vice Provost will include the reasons for the departure in the written decision. In such written decision the Vice Provost shall itemize those findings of fact and recommendations disagreed with, detailing the evidence from the record in support and further detailing the application of Federal or State law, Kansas Board of Regents or University policies or rules, University work practices or the MOA in support of such decision.

Level 7: Judicial Review

The Vice Provost's determination is a final agency action, and judicial review of the decision is pursuant to the Act of Judicial Review and Civil Enforcement of Agency Actions (K.S.A. 77-601 et seq.).

Unclassified Professional Staff and University Support Staff

[Disciplinary Action Policy for Staff](#)

POLICY STATEMENT:

It is the responsibility of every employee to practice self-discipline, to adhere to the expectations and instructions outlined by the employee's supervisor and as provided in a position description and to perform duties in a manner consistent with the applicable laws, regulations, policies, minutes and resolutions of the State of Kansas, the Kansas Board of Regents, and the University of Kansas.

Initiating Disciplinary Action

When supervisors are considering disciplinary action, they should do so in consultation with their administrative channels and with Human Resource Management (HRM) before initiating disciplinary action.

Disciplinary action for misconduct or inadequate performance may include a written reprimand, suspension without pay, involuntary demotion, or dismissal. Work history, legitimate mitigating circumstances, and the nature and/or pattern of misconduct or performance inadequacy may be taken into consideration when determining the appropriate disciplinary action.

The appropriate administrator, in consultation with HRM, may review a written reprimand and will review a recommendation for suspension, involuntary demotion, or dismissal from unit heads. If it is agreed that disciplinary action is warranted, the written reprimand will be issued, and the administrator or delegate for Unclassified Professional Staff (UPS) or HRM for University Support Staff (USS) will issue the written notice of proposed suspension, involuntary demotion, or dismissal.

Disciplinary Action Notice

Only administrators (or their designees) as specified in the [Chancellor's Delegation Letter](#) are authorized to issue written reprimands and disciplinary action letters for suspension, involuntary demotion, or dismissal to Unclassified Professional Staff (UPS). Written reprimands should be issued through the University's performance management system and are usually issued by supervisors or department heads.

Administrators may designate HRM to issue disciplinary action notices for suspension, involuntary demotion, or dismissal to unclassified professional staff. HRM will issue those notices to university support staff.

The disciplinary action letter will provide the staff member with an opportunity to respond to the proposed suspension, involuntary demotion, or dismissal by a deadline specified in the letter before the final decision is made. A staff member may have duties reassigned or may be administratively relieved from duties with or without pay, depending on the circumstances, pending the outcome of these disciplinary actions. Duty reassignment and administrative relief from duty are not disciplinary actions.

Appeals

Staff may appeal a written reprimand to HRM within 5 working days of its issuance as measured by the appealing employee's work schedule.

University Support Staff (USS), not otherwise precluded, who are not within their probationary period may appeal a suspension, involuntary demotion or dismissal to the [Disciplinary Action Hearing Board](#) which serves in an advisory capacity to the provost for a final agency action.

An Unclassified Professional Staff (UPS) member may, by the deadline specified in the notice letter, discuss the suspension, involuntary demotion, or dismissal with the administrator taking the disciplinary action. If the unclassified professional staff reports directly to the administrator taking this disciplinary action and has discussed the action with that individual, the employee may appeal that decision to an administrator designated by the Provost or Chancellor for that purpose.

An appeal of disciplinary action will not stop the action nor change the effective date of the action. Any adjustments will occur after the effective date of the action. The final disciplinary decision made by the administrator or HRM represents the University's final agency action and is not subject to further review or subject to a grievance within the University.

Finalized Disciplinary Action

Staff whose employment is ending will be notified when the termination is finalized and if they are ineligible for rehire by the University for one or more years as determined by HRM.

EXCLUSIONS OR SPECIAL CIRCUMSTANCES:

Staff who are appointed to temporary positions and staff who are within their probationary period are "at will" employees and are therefore exempt from the provisions of this policy. Their appointments may end as specified or at any time earlier without recourse.

Resignation in lieu of termination may preclude eligibility for rehire as determined by HRM.

Non-reappointments of unclassified professional staff are not disciplinary actions. This policy does not apply to non-reappointments, or to terminations of “serve at the pleasure of” appointments.

This policy does not apply to staff covered by a Memorandum of Agreement whose provisions specify a disciplinary action process.

Faculty (All persons with a tenured, tenure-track, or non-tenured faculty appointment; unclassified academic staff; and any person hired by the University to conduct classroom activities.)

[Faculty Code of Rights, Responsibilities, and Conduct](#)

Article VI. Sanctions

Sanctions constitute disciplinary action. Sanctions therefore do not include written or verbal feedback from an administrator concerning one’s performance or behavior such as those resulting from annual or other University performance evaluations. Faculty who fail to fulfill the responsibilities specified in Article IV of this Code may be subject to sanction. As stated in Article III.7 of this code, sanctions may not be imposed upon a faculty member without notice of the charges against him or her and the opportunity for a hearing or appeal before the Judicial Board or the Faculty Rights Board. The Judicial Board shall have jurisdiction if the recommended sanction is a “warning” or “restitution.” The Faculty Rights Board shall have jurisdiction in all other cases. If the faculty member requests a hearing, the University will stay imposition of the sanction pending disposition of the request. Sanctions of censure, suspension, or dismissal shall be applied only after the faculty member has the opportunity for a hearing before the Faculty Rights Board.

1. Sanctions shall be commensurate with the severity of the offense. Accordingly, determination of appropriate sanctions should take into account whether a faculty member intentionally and willfully failed to meet a responsibility or whether a faculty member made a good faith attempt to meet a responsibility. Repeated infractions of one’s responsibilities are more serious than initial infractions of the same type.
2. One or more of the following sanctions may be imposed. Sanctions, listed below in order of severity, need not be applied serially, and a more serious sanction may be applied without a less serious one having been previously applied.

- a. Warning. Notice in writing that continuation or repetition of conduct found wrongful, within a period of time stated in the warning, may be cause for more severe disciplinary action.
- b. Restitution. Reimbursement for damage to or misappropriation of property. This may take the form of appropriate service or other compensation.
- c. Recommendation of Censure. Recommendation to the Chancellor that a faculty member be formally reprimanded.
- d. Recommendation of Suspension. Recommendation to the Chancellor that a faculty member be excluded from teaching and other specified privileges or activities without pay for a definite period not in excess of two years.
- e. Recommendation of Dismissal. Recommendation to the Chancellor that a faculty member be dismissed from the University.

Section 3. Faculty Rights Board

Faculty Senate Rules and Regulations

7.3.1 Jurisdiction. The Faculty Rights Board shall have jurisdiction as provided in [Article XIII, section 3, of the University Senate Code](#) to consider disputes brought by faculty members alleging that an administrative action violates faculty rights as enumerated in [Article III of the Code of Faculty Rights, Responsibilities and Conduct](#). Such dispute shall be in writing and must be submitted and received by the Faculty Rights Board within thirty days of the administrative action being appealed. The timing to file an appeal from non-reappointment prior to tenure shall be governed by [Article VI, Section 4, of the Faculty Senate Rules and Regulations](#). Appeals from denial of promotion and tenure shall not be subject to these provisions but instead shall be governed by [Article VI, section 8 of the Faculty Senate Rules and Regulations](#). The Board shall provide for timely disposition of disputes, although it may also provide for deadline extensions in particular cases for good cause.

7.3.2 Procedures. The Faculty Rights Board shall develop written procedures to govern disputes within its jurisdiction, other than appeals from denial of promotion and tenure governed by [Article VI, section 8 of the Faculty Senate Rules and Regulations](#). To become effective, such procedures, and any subsequent amendments to them, require approval only by the Faculty Senate and the Chancellor. The procedures adopted by the Faculty Rights Board shall:

- a. Be in writing and publicly available.
- b. Provide an opportunity for informal settlement, including mediation if the parties agree.

- c. Require that the complainant state in writing a summary of the dispute and the specific rights alleged to be violated in [Article III of the Code of Faculty Rights, Responsibilities and Conduct](#). The opposing party shall have a reasonable opportunity to respond. Administrative action includes action by tribunals formed within the University to hear and rule on faculty grievances.
- d. Provide to complainant and opposing party a fair opportunity to present their cases and arguments in a hearing before the Faculty Rights Board if the Board has determined that the allegations in the dispute are sufficient to warrant a hearing. The Board may dismiss a dispute brought before the Board in accordance with the grounds and requirements listed in [USRR 6.5.3](#) for dismissal of grievances by the Judicial Board, and also may dismiss a dispute if the complainant fails to provide information requested by the Board within seven days of the Board's request. At a hearing, the evidence and testimony considered by the Board shall be limited to how the administrative authority's action violated a faculty member's right enumerated in [Article III of the Code of Faculty Rights, Responsibilities and Conduct](#). The Board shall not conduct a hearing to review factual issues that are not disputed or are not material to the dispute.
- e. Provide for the initiation of a hearing, if one is deemed necessary, within forty-five (45) days of the dispute being filed absent good cause for an extension of time.
- f. Provide that the burden of proof is on the complainant to prove by a preponderance of the evidence that there has been a violation of established faculty right as enumerated in [Article III of the Code of Faculty Rights, Responsibilities and Conduct](#).
- g. Provide for confidential treatment of matters that are at issue in a dispute. Before a hearing, the Faculty Rights Board members may not discuss the facts or issues in the case with a party, unless the Chair first notifies the opposing party and provides an opportunity for the opposing party to be present. In addition, Faculty Rights Board members may not discuss the facts or issues in the case with any non-party except to the extent that doing so may be authorized by applicable rules and regulations and with notice to both parties prior to any discussion.
- h. Be based on a presumption that any hearing shall be closed to the public if it requires consideration of confidential personnel matters. The Faculty Rights Board may make an exception, however, if the individual or individuals whose confidential information is involved request in writing that the hearing be open to the public.
- i. Stipulate that hearings will be electronically recorded.

7.3.3 Decision

7.3.3.1 After a hearing, the Faculty Rights Board shall deliberate and determine, by majority vote, whether the complainant has shown by a preponderance of the evidence that the administrative action adversely affected an established faculty right or rights. A written decision stating the conclusions of the Faculty Rights Board and the reasons for them, as well as any recommended actions to be taken, shall be provided to the parties, the Provost, the Chancellor, and any other administrative officials involved in the case no later than fourteen days after the hearing is completed.

7.3.3.2 The decision of the Faculty Rights Board constitutes a recommendation to the Chancellor, who has the final authority and responsibility for personnel decisions within the University, or to the provost when the Chancellor has delegated such authority to the Provost. The Chair of the Faculty Rights Board may respond to inquiries from the Chancellor or Provost to clarify the basis or intent of the Board's decision and recommendations. After review of the recommendation and supporting documents, the Chancellor, Provost, or other administrative official shall provide timely written notice of the final decision to the parties and to the President of the Faculty Senate and the Chair of the Faculty Rights Board. There is no appeal within the University from the decision of the Chancellor.

Judicial Board

[Judicial Board | University Governance](#)

Appeals

This section applies to any case in which an Appeals Panel of the Judicial Board reviews the decision of a unit level proceeding, Judicial Board hearing panel, or specialized tribunal.

Guidelines for Appeal

1. Within 30 days following the rendering of a decision by any tribunal subject to review by an appeals panel of the Judicial Board, a dissatisfied party (the appellant) may file a written appeal with the Chair of the Judicial Board. The complaint must be received in the Governance office (33 Strong Hall). You may also email your request to sscales@ku.edu.
 - a. The appeal shall indicate the specific errors attributed to the hearing body and the grounds for appeal under [USRR 6.7.3](#). At the time of filing, the appellant shall provide the other party or parties with a copy of the appeal. The Judicial Board Chair shall verify that the other party or parties have received a copy of the appeal.
2. The other party or parties in a case that has been appealed (the appellee(s)) under this provision may file a written response to the appeal within 14 days of receiving the

appeal. The appellee shall provide a copy of the response to the appellant and to any other parties to the appeal. The Judicial Board Chair shall verify that the appellant has received a copy of the response.

3. Upon receipt of an appeal from a hearing panel decision, the Judicial Board Chair shall determine whether there is a basis for dismissal of the appeal under [USRR 6.5.3.1](#).

Procedures for Appeal

1. The Judicial Board Chair shall promptly designate a hearing panel. Each side can, within 5 days of being notified of the membership of the panel, challenge any member who has a conflict of interest or has been previously involved in the matter.
2. The chair of the hearing panel shall schedule a hearing as soon as possible after receiving the record of the case. Every effort must be made to schedule the hearing during regular working hours at a convenient time for the parties and the members of the hearing panel.
3. Each party to the appeal shall have an equal opportunity to present arguments to the appeals panel. The appellant shall present arguments first, followed by the appellee(s). The chair of the appeals panel shall determine the length of presentation of the parties, and the opportunity for rebuttal, if any. The hearing on appeal is not an evidentiary hearing, and neither party shall be entitled to submit evidence.
4. The hearing panel shall complete its hearing and prepare a recommendation within 30 days from the date on which the matter has been assigned to the panel. The hearing panel shall prepare a written decision that includes the panel's recommendation and a non-technical statement of the factual and legal basis for the decision. The chair of the hearing panel shall submit the written decision to the Judicial Board Chair, who shall provide copies to the parties and to such administrative or supervisory personnel as are appropriate in light of the hearing panel's recommendation.

Initial Hearing

This section applies to any case in which the Judicial Board holds an initial hearing. See [USRR 6.4](#) to see which situations fall under the jurisdiction of the Judicial Board.

Guidelines for Initial Complaint

1. You have 6 calendar months after an action or event to file a complaint. The period from May 15 to August 15 shall be counted for purposes of determining whether a

complaint has been filed within the 6-month limit. The complaint must be received in the Governance office (33 Strong Hall). You may also email your request to sscales@ku.edu.

- a. The complaint must contain a statement of the facts underlying the complaint and specify the provision(s) of the appropriate policy or other applicable rule, regulation, or law allegedly violated. The complaint must also indicate the witnesses or other evidence relied on by the complaining party and include copies of any relevant documents.
 - b. The complaining party must provide a copy of the complaint to the respondent(s); i.e., the party or parties charged in the complaint. The chair of the hearing body shall contact the respondent(s) to verify that a copy has been provided.
2. A respondent must submit a written response to the hearing body within 2 weeks of receiving the complaint. The response must contain the respondent's statement of the facts underlying the dispute, as well as any other defenses to the allegations in the complaint. The response must also indicate the witnesses or other evidence relied on by the respondent and include copies of any relevant documents.
 - a. The respondent must provide a copy of the response to the complaining party. Upon receipt of the response, the chair of the hearing body shall contact the complaining party to verify that a copy of the response has been provided.
3. The Judicial Board Chair receives the complaint and, based on [USRR 6.4](#), determines whether the matter falls under the jurisdiction of the Judicial Board. The Judicial Board Chair or any Judicial Board panel adjudicating a grievance or appeal may dismiss involuntarily or by summary judgment, without a hearing and upon the pleadings alone, any grievance or appeal on the grounds of USRR [6.5.3.1](#).

Procedures for Initial Hearing

1. The Judicial Board Chair shall promptly designate a hearing panel. Each side can, within 5 days of being notified of the membership of the panel, challenge any member who has a conflict of interest or has been previously involved in the matter.
2. The chair of the hearing panel shall schedule a hearing as soon as possible after receiving the record of the case. Every effort must be made to schedule the hearing during regular working hours at a convenient time for the parties and the members of the hearing panel.
3. Each party shall have an equal opportunity to present evidence and arguments. The complaining party shall present evidence or arguments first, followed by the responding party. The chair of the hearing panel has discretion to place reasonable

time limits on each party's presentation of evidence and arguments. The availability and scope of any rebuttal is within the discretion of the chair of the hearing panel.

4. Each party shall have the right to introduce witnesses and documentary evidence, but reasonable advance notice of such introduction must be given to the other party and to the hearing panel. Strict rules of evidence do not apply, but the chair of the hearing panel may exclude evidence as irrelevant, unnecessary, or unduly prejudicial. Statements or admissions made as part of the mediation process are not admissible.
5. All Judicial Board hearings shall be audio-recorded. All such recordings shall constitute part of the record of the hearing and shall be under the custody and control of the chair of the hearing panel until transmitted along with the record to the Judicial Board Chair.
 - a. Except when all parties agree that the hearing shall be public, all proceedings provided for in the Article shall be closed to all, but the parties involved.
6. The hearing panel shall complete its hearing and prepare a recommendation within 30 days from the date on which the matter has been assigned to the panel. The hearing panel shall prepare a written decision that includes the panel's recommendation and a non-technical statement of the factual and legal basis for the decision. The chair of the hearing panel shall submit the written decision to the Judicial Board Chair, who shall provide copies to the parties and to such administrative or supervisory personnel as are appropriate in light of the hearing panel's recommendation.

University-Initiated Protective Measures

In addition to those protective measures previously described the Title IX Coordinator or their designee will determine whether interim interventions and protective measures should be implemented, and, if so, take steps to implement those protective measures as soon as possible. Examples of interim protective measures include, but are not limited to, a university order of no contact, residence hall relocation, adjustment of course schedules, a leave of absence, or reassignment to a different supervisor or position. These remedies may be applied to one, both, or multiple parties involved. Violations of the Title IX Coordinator's directives and/or protective measures may constitute related violations that may lead to additional disciplinary action. Protective measures imposed may be temporary pending the results of an investigation or may become permanent as determined by the University of Kansas.

Prohibition of Retaliation

Retaliation against persons who file discrimination complaints or persons who participate in an investigation of a complaint, whether by an individual directly involved or by associates of the individual involved, is a violation of law and University policy. Complainants who utilize these procedures or persons who participate in an investigation of a complaint should not be subjected to retaliation. Retaliation may take the form of unwanted personal contact from the respondent or giving additional assignments that are not assigned to others in similar situations, poor grades, or unreasonable course assignments. Phone calls, e-mail, or other attempts to discuss the complaint may be perceived as retaliation under certain circumstances. Disciplinary action, harassment, unsupported evaluations, or other adverse changes in the conditions of employment or the educational environment may also constitute retaliation. Retaliation will not be tolerated and could result in suspension, reassignment, salary reduction, termination, expulsion, or other disciplinary action.

Programs to prevent sexual assault, domestic violence, dating violence, and stalking.

The University provides primary prevention training and ongoing campaigns to promote awareness, prevent, and identify reporting options relating to sexual assault, domestic violence, dating violence, and stalking.

The University engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end sexual assault, domestic violence, dating violence, and stalking that:

- A. Are culturally relevant, all encompassing of different communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
- B. Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

The University has developed an annual educational campaign consisting of a wide variety of formats including in-person and asynchronous. Programs also include both passive events such as information/awareness tables as well as interactive programs with small groups geared toward provoking thoughts as well as a basic lecture style presentation that covers all issues related to sexual violence. Offices that provide these programs on campus include, but

are not limited to, the Office of Civil Rights & Title IX, Sexual Assault Prevention Education Center, Athletics, and Human Resources.

Primary Prevention and Awareness Programs

Vector Solutions: All students must complete Vector Solution Sexual Harassment Training. It is an online training module with real world examples which may trigger some individuals.

Sexual Harassment Prevention Training: All employees must complete this online training module annually. The goals of this training include, but are not limited to:

- Provide an introduction to OCRTIX,
- Communicate policies and processes related to sexual harassment,
- Provide definitions and examples of various forms of sexual harassment,
- Provide a definition for consent,
- Provide options regarding evidence preservation,
- Explore information and options for risk reduction strategies,
- Explore options for bystander intervention,
- Define various protected classes,
- Establish an understanding of mandatory reporters,
- Provide options for reporting,
- Inform users of OCRTIX processes,
- Assist mandatory reporters in receiving sensitive information well, and
- Provide an overview of hazing and reporting requirements.

There is an alternate training offered upon request that is less triggering. To request this alternate training, students can email CARE services and employees can email the Office of Civil Rights & Title IX at civilrights@ku.edu. Their name will be provided to the training administrator, and they will no longer be assigned the main online training module for future training.

Ongoing prevention and awareness campaigns

Office of Civil Rights & Title IX provides a recorded presentation for Safe + Inclusive Fieldwork Web Portal annually that covers topics around sexual violence, as well as one for study abroad.

Sexual Assault Prevention and Education Center (SAPEC) provides unique primary prevention educational and awareness programs annually and frequently. In doing so, the

department can engage students, staff, and faculty through in person conversations about how to prevent and reduce violence in their community.

- Annual programming includes, but is not limited to: population specific required Prevention is Possible 1-credit hour academic seminar; Preventing Sexual Violence 3-credit hour academic seminar; student organization specific required primary prevention education; departmental specific student staff and professional staff prevention and response trainings; signature awareness program “What Were You Wearing?” Survivor Art Installation; environmental risk and protective factors programming; signature engagement program and academic seminar Men’s Action Project; and student organization specific intensive four part series Read The Room (strategic prevention through environmental design).
- Frequent programming includes monthly topic specific awareness tabling; weekly social media awareness outreach programming; intentional programming for Intimate Partner Violence Awareness Month, Men’s Mental Health Awareness Month, and Sexual Assault Awareness Month; new employee in-person onboarding training on bystander intervention; and student organization specific requested and voluntary primary prevention education.
- Through a Kansas Department of Health and Environment grant, SAPEC administers the Prevention is Possible (PIP) survey to multiple undergraduate student cohorts. PIP is part of a multi-year, multi-cohort study based on the Center for Disease Control and Prevention’s STOPSV technical package to prevent sexual violence. The survey provides the University with vital information on students’ attitudes, beliefs, behaviors, and experiences related to sexual violence and its prevention.
- Through the Kansas Department of Health and Environment Grant, SAPEC coordinates the Cultivating Protective Communities Through Environmental Design. CPC is multi-year program implementation and efficacy study at the University of Kansas and across four regions in Kansas. This violence prevention through environmental design program is based on research from and in partnership with John Hopkins University and the International Association of Crime Prevention Through Environmental Design.

Health Education Resource Office (HERO) provides sexual health, healthy relationships, and sex positive programming to all students upon request.

The Department of Social Welfare in collaboration with SAPEC offers Prevention is Possible Seminar in summer, fall, and spring semesters, which is a one credit hour, eight-week academic course. Over the eight-week interactive seminar, students will learn to identify different forms of sexual violence; become familiar with campus and community support resources for survivors; and gain an understanding of research-based strategies for effective

campus sexual violence prevention. Through group discussion and analysis of news articles and visual media, students will engage with topics including strategies for consent communication; the impact of misinformation and rape culture on sexual violence prevention and response; current and historical examples of student-led campus violence prevention efforts; the relationship between social identity, equity, and sexual violence; and the impact of how alcohol and other drugs impact capacity for sexual consent. By the end of the course, students will plan their own prevention strategy to address sexual violence on campus or in the community.

Starting in AY25 the Department of Social Welfare in collaboration with SAPEC will offer Preventing Sexual Violence in the fall and spring semester, which is a three-credit hour 16-week course. This course uses a foundation of sexual violence research to address the prevention of sexual assault, sexual harassment, stalking, and dating violence with a focus on creating a culture of consent on university campuses and in student organizations. Students will use social work and public health theoretical models to explore multiple facets of campus sexual violence, including root causes, policies, support resources, and effective interventions. The course will address the importance of consent and sex education, trauma-informed advocacy, and responsive, equitable interventions to effective sexual assault prevention efforts, as well as discussing community and institutional responses to sexual violence and the historical context for modern sexual assault prevention and response. Students will apply a public health framework to develop prevention strategies and assess risk and protective factors for sexual violence within organizations and at the community level. Through critical reflection, class discussion, and engagement with multimedia course materials, students will be expected to challenge their existing attitudes and beliefs about sexual violence and its prevention.

- SW 301: Prevention is Possible Seminar – addresses foundational concepts of interpersonal violence, consent, and systems-based prevention strategies.
- SW 365: Preventing Sexual Violence Seminar - sexual violence prevention on college campuses through a rigorous public health framework.

Willow Domestic Violence Center in collaboration with Human Resource Management offers Domestic Violence 101 program to employees annually.

- Education on the warning signs of domestic/dating violence, how to best support survivors and how to reach out to local and national resources.

Bystander Education

Bystander Education programs provide participants with the skills to help them act when they see behavior that puts others at risk for violence, victimization, or perpetration. KU's Bystander Education programs are coordinated by the Sexual Assault Prevention and Education Center (SAPEC).

Bystanders can play a critical role in the prevention of sexual and relationship violence. Active bystanders can always dial 911 for help when it could be unsafe for the bystander to personally intervene. Active bystanders are encouraged to utilize a variety of intervention strategies including being direct, delegating to someone in a position of authority, or creating a distraction. *Jayhawks Give a Flock* provides the specific guidance that intervention should always be done at a distance and in collaboration with others. Jayhawks Give A Flock is required of all first-year undergraduate students at the Lawrence campus. It is a two-hour in-person training, facilitated in small groups utilizing evidence-based research and best practices in primary prevention.

Other positive options for bystander intervention include:

- If you see someone who looks like they could be in trouble or need help, ask the person if they are okay.
- Confront people who are taking advantage of someone in a drunk or incapacitated state. Help the person leave the situation.
- Speak out when you hear sexist comments or jokes or discussions about taking advantage of another person.
- Know the campus resources and make referrals. If you don't know the off-campus referral, contact KU Police Department for a referral.

SAPEC also offers voluntary signature advanced student bystander intervention program BarStander and Leading the Flock, which is tailored and delivered to faculty, staff, and graduate student staff as a part of employment onboarding.

The Department of Human Resource Management offers STEP 2.0 (supervisory training), which covers bystander intervention, and the course is offered 4 times a year to employees.

Risk Reduction

Risk reduction means options designed to decrease perpetration and bystander inaction, to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

With no intent to victim blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one's risk of sexual assault or harassment (taken from [Rape, Abuse, & Incest National Network](#)).

1. *Be aware* of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to *avoid isolated areas*. It is more difficult to get help if no one is around.
3. *Walk with purpose*. Even if you don't know where you are going, act like you do.
4. *Trust your instincts*. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
5. *Try not to load yourself down* with packages or bags as this can make you appear more vulnerable.
6. *Make sure your cell phone is with you*, charged, and that you have cab money.
7. *Don't allow yourself to be isolated* with someone you don't trust or someone you don't know.
8. *Avoid putting music headphones in both ears* so that you can be more aware of your surroundings, especially if you are walking alone.
9. *When you go to a social gathering, go with a group of friends*. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
10. *Trust your instincts*. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
11. *Don't leave your drink unattended* while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
12. *Don't accept drinks from people you don't know or trust*. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from punch bowls or other large, common open containers.
13. *Watch out for your friends, and vice versa*. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
14. *If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.)*. Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).

15. If you need to get out of an uncomfortable or scary situation here are some things that you can try:
- Remember that being in this situation is not your fault.* You did not do anything wrong; it is the person who is making you uncomfortable that is to blame.
 - Be true to yourself.* Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
 - Have a code word with your friends or family* so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
 - Lie.* If you don't want to hurt the person's feelings, it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
16. *Try to think of an escape route.* How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
17. *If you and/or the other person have been drinking,* you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

As part of its effort to maintain a safe environment, the University offers the following safety tips for consideration:

At Home

- Install quality locks on doors, windows, and sliding glass doors.
- Keep doors locked, even when at home.
- Install and use peepholes.
- Don't leave keys hidden under mats, above the door, or near the door.
- Leave lights or a radio on a timer to give the appearance that someone is home.

On Campus

- Know where the emergency (blue) phones are on campus to call for immediate help.
- If living on campus, don't leave rooms unlocked even if occupied or when you're nearby.
- Do not attach anything to key rings that indicate place of residence.

- If your instincts tell you something's wrong, trust them and get away.
- When in a public place, keep valuable possessions out of sight. If you must leave an area for any length of time, take personal items with you.

Relationships

- When going out with someone new, go on a group date or meet in a public place.
- Arrange your own transportation to and from dates.
- Alert friends/family to where you will be going.
- If drinking, be mindful of how alcohol can impair decision-making.

On the Streets

- Walk in well-lit areas and be aware of your surroundings.
- Walk with another person.
- Use your cell phone judiciously – don't let it distract you.
- Carry your car keys when approaching your vehicle so you can enter quickly.
- Call ahead when driving or walking to your hall or apartment late at night and have someone watch you walk from your car to the residence.

For More Tips, Visit

- [KU Police Department](#) 785-864-5900
- [Sexual Assault Prevention and Education Center](#) 785-864-5879

Registered Sex Offenders

Federal law, including section 121 of the Adam Walsh Child Protection and Safety Act of 2006 and the Campus Sex Crimes Prevention Act amendment to the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, pertains to the registration of and publication of information about sex offenders. Federal law requires registered sex offenders to indicate when they are enrolled or employed at institutions of higher learning. The law further requires the state law enforcement authority, the Kansas Bureau of Investigation, to provide the KU Police Department with a list of registered sex offenders who have indicated that they are either enrolled or employed at the University of Kansas-Lawrence campus.

A list of all registered offenders can be found on the [Kansas Bureau of Investigation](#) website.

Alcohol and Drug Use Policy

The University of Kansas prohibits the unlawful possession, use, sale, manufacture, purchase, or distribution of alcohol or illegal drugs, or any attempt thereof, by students or by employees on its property or as part of its activities. The University is committed to preventing the illegal use of drugs and alcohol by students and employees. The following law enforcement agencies are responsible for the enforcement of State underage drinking laws and enforcement of Federal and State drug laws on the respective campuses:

Lawrence – KU Police Department

Edwards – Overland Park Police Department

KU Hangars – KU Police Department and Lawrence Police Department

KU Field Station – KU Police Department, Douglas County, Jefferson County, and Leavenworth County Sheriff's Office

Any student or employee found to be using, possessing, selling, manufacturing, or distributing controlled substances or alcohol, or whose behavior evidence being under the influence of alcohol or controlled substances, in violation of the law on University property or at University events shall be subject to disciplinary action in accordance with policies of the State of Kansas, the Board of Regents, and the University of Kansas. For employees, the University will take appropriate personnel action for alcohol or drug violations up to and including termination. See the [Alcohol and Drug Policy](#). Students who violate this policy will be subject to sanctions which include completion of an approved drug or alcohol rehabilitation program, disciplinary warning, probation, suspension, and expulsion from the University.

Additional information is available through [Health Education Resource Office](#), [Jayhawk Buddy System](#), and [Alcohol & Drug Policies Brochure](#). A resource for University employees includes the [Substance Abuse Policy](#).

Laws

The University provides the following information about university policy and applicable laws relating to the possession, use, and sale of alcoholic beverages and illegal drugs to members of the University community annually.

Alcohol Laws

City of Lawrence Ordinance

It is illegal in Lawrence for individuals under the age of 21 to possess, consume, obtain, purchase, or attempt to obtain or purchase alcohol or cereal malt beverages, except as otherwise authorized by law. Penalty for persons between 18 and 21 years of age: up to 30 days in jail and/or a \$300 to \$500 fine. Additional penalties, including community service, educational programs, and loss of driving privileges, are authorized by law. (Lawrence City Code Section 4-103)

It is illegal in Lawrence for anyone of any age to possess an open container of, and/or consume alcoholic liquor, including on public property, except those areas specifically licensed for sale or specifically exempted by state law. Penalty: up to 6 months in jail and/or up to a \$50 to \$200 fine. (Lawrence City Code Section 4-106)

It is illegal in Lawrence to intentionally or recklessly allow individuals under the age of 21 to possess or consume alcohol or cereal malt beverages on any land, building, structure, or room you own, occupy, or procure. Penalty: Up to 6 months in jail and a fine of at least \$1,000. (Lawrence City Code Section 4-104)

City of Overland Park Ordinance

It is illegal in Overland Park to buy for, sell to give or furnish, directly or indirectly, alcohol to individuals under the age of 21. This does not apply to a parent or legal guardian furnishing cereal malt beverages to their child under their supervision or wine used for and by a church or religions organization for sacramental purposes. Minimum penalty: \$200 fine. (Overland Park Municipal Code Section 11.48.120)

It is illegal in Overland Park to host social activities that allows individuals under the age of 21 to possess or consume alcohol or cereal malt beverages. Minimum penalty: \$1,000 fine. (Overland Park Municipal Code Section 11.48.125)

It is illegal for a person under the age of 21 to possess, consume, obtain, purchase or attempt to obtain or purchase alcohol. Maximum Penalty: \$200 up to \$500 fine; up to 30 days in jail; 40 hours of public service; alcohol education; and suspension of driving privileges. (Overland Park Municipal Code Section 11.48.110)

It is illegal for anyone of any age to possess an open container of, and/or consume alcoholic liquor in any public street, sideway, public way, public or private parking lot, public property, or within a vehicle in such place in Overland Park, except in those areas specifically licensed

for sale or specifically exempted by law. Penalty: alcohol education/safety program. (Overland Park Municipal Code Section 11.48.160)

Kansas Law

It is illegal for anyone of any age to consume alcoholic liquor on state or University of Kansas property, except where specific exemptions are provided by law. Penalty: up to 6 months in jail and/or a \$50 to \$200 fine. (K.S.A. 41-719)

It is illegal for anyone under 21 years of age to possess, purchase, attempt to purchase or consume cereal malt beverage or alcoholic liquor except where specific exemptions are provided by law. Penalty: \$200 minimum fine (18-21 years of age), \$200 to \$500 fine (under 18 years of age); 30-day suspension of driving privileges on a first offense; and a court may order 40 hours of public service and/or attendance at an alcohol education program. (K.S.A. 41-727)

It is illegal for anyone to furnish cereal malt beverage or alcoholic liquor to another person under 21 years of age. Penalty: up to 6 months in jail; \$200 minimum fine. (K.S.A. 21-5607)

It is illegal for anyone to host a person under 21 in such a manner that permits the minor to consume alcoholic liquor or cereal malt beverages. Penalty: up to 1 year in jail; \$1,000 minimum fine; and possible performance of community service. (K.S.A. 21-5608)

It is also illegal for any person under the age of 21 to display or have in possession any fictitious or fraudulently altered identification card for use in the purchase of any alcoholic liquor or cereal malt beverage. A first violation constitutes a Class B nonperson misdemeanor with a sentence of not less than 100 hours of public service, up to 6 months imprisonment, and a fine of \$200 up to \$500. (K.S.A. 8-1327)

In Kansas it is illegal for anyone to operate a vehicle under the influence of alcohol, drugs, or both alcohol and drugs, with a breath or blood alcohol content of .08 or more (or to the degree it renders the person incapable of safely driving a vehicle). (K.S.A. 8-1567) For anyone under 21, it is illegal to do so with a breath or blood alcohol content of .02 or greater. (K.S.A. 8-1567a) If convicted, you are subject to the following penalties:

First Conviction (Misdemeanor)

Penalty: 48 consecutive hours to 6 months in jail, or in the court's discretion 100 hours of public service; \$750 to \$1,000 fine; required completion of an alcohol education program; suspended driver's license for 30 days, then use of ignition interlock device for 180 days (1

year suspension and subsequent 1 year ignition interlock device if alcohol concentration is .15 or greater)

Second Conviction (Misdemeanor)

Penalty: 90 days to 1 year in jail; \$1,250 to \$1,750 fine; completion of alcohol treatment program; suspended driver's license for 1 year; then use of ignition interlock device for 1 year (2 years if alcohol concentration is .15 or greater)

Third Conviction (Misdemeanor; Felony if prior conviction within preceding 10 years)

Penalty: 90 days to 1 year in jail; \$1,750 to \$2,500 fine; completion of alcohol treatment program; suspended driver's license for 1 year; use of ignition interlock device for 2 years (3 years if alcohol concentration is .15 or greater), with costs.

Fourth Conviction (Felony)

Penalty: 90 days to 1 year in jail; \$2,500 fine; participation in alcohol abuse program; required mental health evaluation; suspended driver's license for 1 year; use of ignition interlock device for 3 years (4 years if alcohol concentration is .15 or greater), with costs.

Fifth & Subsequent Convictions (Felony)

Penalty: 90 days to 1 year in jail; \$2,500 fine; participation in alcohol abuse program; required mental health evaluation; suspended driver's license for 1 year; and use of ignition interlock device for 10 years.

Refusal to Submit to Alcohol or Drug Testing (K.S.A. 8-1014)

Penalty

- 1st time - suspended driver's license for 1 year; driving is restricted by ignition interlock device for two years.
- 2nd time - suspended driver's license for 1 year; driving is restricted by ignition interlock device for three years,
- 3rd time - suspended driver's license for 1 year; driving is restricted by ignition interlock device for four years,
- 4th time - suspended driver's license for 1 year; driving is restricted by ignition interlock device for five years,
- 5th time - suspended driver's license for 1 year; driving is restricted by ignition interlock device for ten years.

Drug Laws

Kansas Law

The illegal possession, use, or sale of drugs may subject individuals to criminal prosecution. The University will refer violations of proscribed conduct to appropriate authorities for prosecution. Kansas law also mandates for certain offenders a non-prison sanction of placement in drug abuse treatment programs. Certain other offenders, including habitual drug users and those convicted of unrelated felonies, remain subject to punishment of imprisonment.

The manufacture of a controlled substance is a drug severity level 2 felony, except under certain circumstances. Maximum Penalty: 12 years imprisonment, and up to a \$500,000 fine. (K.S.A. 21-5703; K.S.A. 21-6611; and K.S.A. 21-6805)

Illegal possession of opiates, narcotic drugs, or other specific stimulants is a drug severity level 5 felony. Maximum Penalty: 3 ½ years imprisonment, and up to a \$100,000 fine. (K.S.A. 21-5706; K.S.A. 21-6611; and K.S.A. 21-6805)

Unlawful possession of specific depressants, stimulants, hallucinogenic drugs, or anabolic steroids starts as a Class A non-person misdemeanor. Maximum Penalty: up to 1 year imprisonment, and up to a \$2,500 fine. However, unlawful possession of marijuana is usually a Class B nonperson misdemeanor. Penalty: up to 6 months in jail, and up to a \$1,000 fine. (K.S.A. 21-5706; K.S.A. 21-6611; and K.S.A. 21-6602)

Subject to certain exclusions, the sale or distribution of these drugs starts as a drug severity level 4 felony and may escalate in severity. Maximum Penalty: 4 years and 3 months imprisonment, and up to a \$300,000 fine. (K.S.A. 21-5705; K.S.A. 21-6611; and K.S.A. 21-6805)

Federal Law

The Federal Controlled Substances Act establishes federal U.S. drug policy under which the manufacture, importation, possession, use, and distribution of certain substances is regulated. The Act provides penalties for, among other things, the intentional unlawful distribution or possession with intent to distribute controlled substances, unlawful possession of a controlled substance, and unlawful distribution of a controlled substance, manufacturing, or employing or persuading a person under 18 to unlawfully distribute a controlled substance on or within 1,000 feet of a school, college, or university. 21 U.S.C. Section 801 *et seq.*

Intentional unlawful distribution or possession with intent to distribute controlled substances. Maximum Penalty: Life imprisonment; \$10,000,000 fine (first conviction). With a prior conviction for this offense: fine amount is \$20,000,000. With two prior convictions for this offense: life imprisonment without release.

Unlawful possession of a controlled substance. Maximum Penalty: 3 years imprisonment; \$5,000 fine.

Unlawful distribution of a controlled substance, manufacturing, or employing or persuading a person under 18 to unlawfully distribute a controlled substance on or within 1,000 feet of a school or university. Maximum Penalty: Up to three times the term of imprisonment and fine otherwise authorized by law.

Disciplinary Sanctions

Students who violate the drug and alcohol policies may receive a variety of sanctions depending on what the hearing officer learns during the conversation with the student. There is no prescriptive approach to sanctioning.

Some of the sanctions include but are not limited to:

- Warning
- Probation
- Hawk Habits
- Educational Programs offered through HERO
- Substance Abuse Evaluation
- Housing Handbook Review
- Reflection Paper

Parental Notification Policy for Drug and Alcohol Violations

The University of Kansas will notify the parent/legal guardian of a student enrolled on the Lawrence campus who is under 21 years of age:

- Following the first known violation of University policy or State law regarding drugs.
- Following the first known violation of University policy or State law regarding alcohol, when the suspected use of alcohol has:

- placed the student in a life-threatening situation as determined by an attending medical professional or as reasonably determined by the Vice Provost for Student Affairs or designee.
- caused the student to be in a physical or mental state that has prompted intervention by university personnel, police, or medical personnel out of concern for the student's well-being or to address the student's conduct; or
- endangered the health or welfare of another person, including any report by police of arrest for driving on campus while under the influence of alcohol.
- Following the second known violation of University policy or State law regarding alcohol.
- Following a violation of University policy or State law regarding alcohol or other drugs that results in the cancellation of the student's University housing contract.

In addition, the University of Kansas will notify the parent/legal guardian of any student enrolled on the Lawrence campus, *regardless of age*, when there is a life-threatening situation as determined by an attending medical professional, unless the student specifically instructs the medical professional at that time not to notify their parent/legal guardian.

The University will notify the parent/legal guardian as outlined above using the contact information that is provided by the student and stored in the University's student administration (Enroll & Pay) computer system. Students are prompted to update this contact information each semester. If no contact information is available or it is incorrect, the University will make a reasonable effort to contact the parent/legal guardian.

Students can be referred to the Health Education Resource Office for alcohol education as a result of a student conduct process or as referred by an off-campus entity who seeks assistance for a student related to alcohol or drug abuse. Students found responsible for a second violation of University or State drug policies/laws, or a third violation of University or State alcohol policies/laws will be subject to further sanctions as provided by University Code.

The services provided by the Health Education Resource Office are available to all University residences, fraternities, sororities, and to off-campus residences, regardless of the age of the student.

Amnesty Policy

University of Kansas students seeking immediate medical assistance on behalf of persons experiencing drug- or alcohol-related emergencies will not be sanctioned for violations of University and/or Housing & Residence Life alcohol-related or drug policies. This program is designed to promote the health and safety of our community. Any student who abuses this policy can be subject to disciplinary action for impeding the orderly process of the University.

Additionally, parties making a report or participating in an investigation under the University's Sexual Harassment Policy shall not be subjected to discipline under the Code of Student Rights and Responsibilities for personal consumption of alcohol and/or drugs. This is designed to remove barriers for reporting and participation in the University process.

Alcohol and Drug Education Programs

KU provides the following alcohol and drug abuse education programs. This list is not all inclusive and other options may be available:

- *Health Education Resource Office (HERO)*
 - *Jayhawk Buddy System* is a social norms and protective behavior campaign to reduce the use and misuse of alcohol. It offers tips and tools to students for what they should be doing to stay safer whether they choose to drink alcohol or not.
 - Provides online training through *AlcoholEdu*, which is a science-based program that provides the latest information about alcohol and its effects on the body and mind. The program is personalized to each student based on their previous alcohol education and choices regarding alcohol. AlcoholEdu includes several chapters of content, interactive exercises and assessments of alcohol-related knowledge, attitudes and behaviors. This training is required for all newly enrolled, degree seeking students under the age of 21 as of August 1st of the academic year.
 - The *e-CHECKUP TO GO* program is designed to motivate individuals to reduce their alcohol consumption using personalized information about their own drinking and risk factors. The course will take approximately 20 minutes to complete. Personalized feedback will be provided upon completion, including

Quantity and Frequency of Use; Amount Consumed; Normative Comparisons; Physical Health Information; Amount and Percent of Income Spent; Negative Consequences Feedback; and Explanation, Advice and Local Referral Information.

- Presentations are given to students in university residential housing communities, fraternity and sorority chapters, and classrooms addressing health and safety regarding alcohol, tobacco, and other drugs, nutrition and food security, sexual health and healthy relationships, and mental health and self-management.
- Provides Healthy Choices Program for students to understand the effects of alcohol and drugs, and what steps to take to make safer decisions regarding the use of alcohol and drugs.
- *KU Police Department (KUPD)*
 - Alcohol Programs presented at apartment complexes and fraternity houses. Discussed alcohol, MIPs drunk driving and fake ids.
 - During Alcohol Awareness Week, officers table with partner organizations to provide information related to alcohol usage statistics and safety, including possible medical and legal outcomes.
- *Student Housing*
 - Prior to August 2018, Student Housing did not allow alcohol in its residence halls, scholarship halls, Jayhawker Towers, or McCarthy Residence Complex. Beginning August 2018, alcohol is allowed for persons of legal drinking age, who possess and consume alcohol in an amount consistent with personal consumption, in the confines of individual apartments in Jayhawker Towers, McCarthy Hall, Stouffer Place, and Sunflower Apartments. Possession or consumption of alcohol, regardless of age, is still prohibited in other residence and scholarship halls. Student Housing provides alcohol education programs to its residents on a voluntary basis or as a requirement when disciplinary action has occurred for violation of its policy.
 - Implements a residential curriculum model that focuses in part on health and wellness. A specific learning outcome of the curriculum is supporting students in understanding their responsibility for healthy decisions regarding self-care, stress management, physical and mental well-being, and alcohol and other drug use. To engage students Student Housing implements specific activities and one on one conversations directed towards the established learning

outcome. Passive formats such as bulletin boards and posters are also used to convey messages.

- *Hawk Habits*: Students who go through the University of Kansas Student Conduct or Housing Conduct process may be recommended to a Hawk Habits workshop. Incorporating the framework of self-authorship, this workshop is designed to explore student's values/morals/ethics, how it affects personal decision making, and personal accountability. Hawk Habits is to be assigned when a student was involved in a low-level Alcohol and Drug incident (or continually involved in Alcohol and Drug incidents) but do not need additional alcohol/drug education, or if there was just an odd incident (throwing a couch out a window/throwing pencils at a door), something that shows the student needs an intervention on their decision making. Everything that is discussed is strictly confidential between participants and the facilitators.
- *Sexual Assault Prevention and Education Center (SAPEC)*
 - *Sex, Drugs, and Alcohol*: This presentation explores the relationship between drugs, alcohol, and sex. Participants will learn about the impacts of drugs and alcohol on an individual's capacity to consent.
- *Sorority and Fraternity Life*
 - Working with the four fraternity and sorority governing councils including the Interfraternity Council, Multicultural Greek Council, National Pan-Hellenic Council, and the Panhellenic Association, risk management training sessions are held each semester to address policies and best practices related to hosting social events with alcohol and replacing hazing activities with positive opportunities in new member education.
- *The Edwards Campus* partners with HERO, KUPD, and SAPEC to deliver relevant programs for transfer and graduate (21+) populations at a non-residential campus.
- Employees can receive assistance through *Human Resources* for a voluntary, confidential, and free service that provides employees and their immediate family with professional counseling and referral services. Additional information about the Employee Assistance Program can be on the [Kansas Department of Administration website](#).

Drug Free Schools and Communities Act

In compliance with the Drug Free Schools and Communities Act (DFSCA), the University of

Kansas conducts a biennial review of its preventing programming and publishes information regarding the University's prevention programs related to drug and alcohol abuse prevention which include standards of conduct that prohibit the unlawful possession, use, and distribution of alcohol and illegal drugs on campus and at institution-associated activities; sanctions for violations of federal, state, and local laws and University policy; a description of health risks associated with alcohol and other drug use and abuse; and a description of available counseling, treatment, rehabilitation and/or re-entry programs for KU Medical Center students and employees. Information on DFSCA can be found on [KU's DFSCA webpage](#) as well as a copy of the KU's current [Biennial Review Report](#).

Timely Warning Policies

The University issues Timely Warnings as set forth below, to notify members of the campus community about Clery-reportable criminal incidents reported within the KU Clery Geography (On Campus, Public Property and Non-campus property), when it is determined by the Timely Warning Team that the incident represents a serious or continuing threat to students and employees.

Timely Warnings are typically issued for the following Uniform Crime Reporting (UCR)/National Incident Based Reporting System (NIBRS) crime classifications:

- Murder/Non-Negligent Manslaughter.
- Sexual Assault – Rape, Fondling, Statutory Rape, and Incest. Each incident will be considered on a case-by-case basis depending on the facts of the case; when and where the incident occurred; when it was reported; and the amount of information known by the authorized individual doing the assessment. In cases involving sexual assault, they are often reported after the incident occurred, thus the university is no longer able to distribute a “timely” warning notice to the community. All cases of sexual assault, including stranger and non-stranger/acquaintance cases, will be assessed for potential issuance of a Timely Warning Notice.
- Robbery involving force or violence (cases including pick pocketing and purse snatching will typically not result in the issuance of a Timely Warning Notice but will be assessed on a case-by-case basis.)
- Aggravated Assault (cases involving assaults among known parties, such as two roommates fighting which results in an aggravated injury, will be evaluated on a case-by-case basis to determine if the individual is believed to be an ongoing threat to the larger KU community.)

- A string of Burglaries or Motor Vehicle Thefts that occur in reasonably close proximity to one another.
- Major incidents of Arson. Some examples of major incidents include, but are not limited to, setting multiple objects on fire during a single incident, using an accelerant intended to cause a large fire. Examples of a minor incident that may not result in a Timely Warning include, but are not limited to, finding a singed piece of paper on a bulletin board, burning trash, which can be due to a lit cigarette being thrown away.
- Other Clery Act crimes as determined necessary by the Timely Warning Team or their designee in their absence.

Timely Warnings may also be used to aid in the prevention of similar crimes, to alert the University community to crimes, and/or to seek information to aid in the investigation of a crime. Timely Warnings will be distributed as soon as pertinent information is available, in a manner that withholds the names of victims as confidential, and with the goal of aiding in the prevention of similar occurrences.

Timely Warnings are produced or written by the Office of Civil Rights & Title IX Director of External Affairs, or their designee, as soon as pertinent information is available, and a need is determined.

The Office of Civil Rights & Title IX Director of External Affairs, or their designee, distributes Timely Warnings by sending a campus-wide email and posting on social media. Both the email and social media posts point to a web page that mirrors the Timely Warning and is hosted by the Office of Civil Rights & Title IX.

Additional Timely Warnings may be produced to provide updated information or to announce the arrest or identification of a suspect or the resolution of the incident.

The University is not required to issue a Timely Warning with respect to crimes reported to a pastoral or professional counselor.

Anyone with information warranting a Timely Warning should immediately report the circumstances to: KU Police Department by calling **911 or 785-864-5900**

The University has communicated with local law enforcement asking them to notify the University if it receives reports or information warranting a Timely Warning.

Emergency Response and Notification Procedures

Emergency situations are dynamic. Individuals seeking confirmation of an emergency situation or having questions regarding any emergency notification should visit the [KU Alerts Web Page](#).

Emergency Management Plan

The University has adopted an Emergency Management Plan to guide emergency management and coordination of all phases of emergency management operations. Confirmation of a significant emergency or dangerous situation involving an immediate threat to health or safety is carried out in accordance with the Plan.

Response to Emergencies

In the event of an emergency, the police should be contacted immediately by calling 911. All campus phones and those cell phone calls originating on campus are routed to the KU Police Department Emergency Communications Center. All KU Police Department Officers are certified to administer emergency first aid, perform cardiopulmonary resuscitation (CPR), and are trained in the use of Automated External Defibrillators (AEDs) which are carried in police vehicles.

The Patrol Supervisor will access available sources of information from campus administrative staff and local authorities to confirm the existence of the danger and will be responsible for initiating the University's response and for marshaling the appropriate local emergency response authorities for assistance. Depending on the nature of the emergency, other University departments may be involved in the confirmation process.

Once the emergency has been confirmed and based on its nature, the Patrol Supervisor will consult with other appropriate University officials to determine the appropriate segment or segments of the University community to be notified.

Emergency Telephones

Lawrence

Emergency phones are located in areas of high pedestrian traffic throughout the campus. The phones call directly into the KU Police Department Emergency Communications Center. When a call is received by the Emergency Communications Center, the location of the phone is automatically displayed on the Communications Center's computer. A police officer is immediately dispatched to that location, regardless of whether the caller speaks into the

phone or not. All elevators on campus are also equipped with an emergency phone that connects to the KU Police Department Emergency Communications Center.

For more information, visit [KU Police Department Staying Safe Web Page](#).

Edwards, KU Hangars, and KU Field Station

These campuses do not have emergency phones.

Emergency Notification System

Emergency notifications are immediately sent when there is confirmation of significant emergency or dangerous situation occurring on campus that involves an immediate threat to the health or safety of the campus community, and in situations requiring immediate action. The on-duty KU Police Department Supervisor, or another officer assuming Incident Command, is responsible for evaluating all known information about an emergency situation on campus and determining the need for emergency notification and immediate actions, such as building evacuation. The KU Police Department Supervisor will consult with KU Police Department administrators and the KU Office of Public Affairs or Office of Emergency Management to compose and disseminate messages if time allows. No approval is needed nor should be sought from department or University administration prior to activating the real-time notification of events involving immediate threats to life, providing updated information, or providing notice that the situation is under control.

If there is an immediate threat to the health or safety of students or employees occurring on campus, the University must follow its emergency notification procedures. An institution that follows its emergency notification procedures is not required to issue a Timely Warning based on the same circumstances; however, the University must provide adequate follow-up information to the community as needed. Depending on the segments of the campus the notification will target, the content of the notification may differ. When appropriate, the content of the notification will be determined in consultation with local authorities. Also as appropriate, the notification will give guidance as to whether its recipients should shelter in place or evacuate their location.

The University of Kansas will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the judgment of the first responders (including, but not limited to: KUPD, Local PD, and/or the Local Fire and Emergency Medical Services),

compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

The local news media may be utilized to disseminate emergency information to members of the larger community, including neighbors, parents, and other interested parties. The larger community can also access emergency information via the University of Kansas homepage and/or social media.

Methods of Emergency Notification

The University utilizes a range of tools to keep students, faculty, staff, and visitors informed in the event of an emergency that could affect their health and safety. These tools comprise the University's Emergency Notification System: text messaging, online, social media, public address speakers, outdoor warning sirens, e-mail, and other media outlets. Any combination of these notification tools may be used in a given emergency situation. If any of these systems fail or the University deems it appropriate, in-person communication may be used to communicate an emergency.

The University tests the Emergency Public Address System and text message alerts twice annually. One of those tests is part of the annual Statewide Tornado Drill, where practicing shelter in place procedures is optional and encouraged.

Text messaging

Text message alerts are sent by the KU Office of Public Affairs or the Office of Emergency Management when there is an immediate threat to life or safety, when immediate action is required, or to announce class cancellation and campus closure.

- Students are automatically subscribed to emergency text messages and can view/edit their cell phone number at [Enroll and Pay](#).
- Faculty and staff can subscribe to receive text messages and view/edit their cell phone number through the [Employee Emergency Notification](#) app at the [myKU Portal](#).

Online

The university will use [KU Home Page](#) and its [KU Alerts site](#) as the official online location for information updates. The KU Alert site also has guidance and resources for what to do in specific types of emergencies.

Social Media

The University of Kansas and other KU departments also utilize social media to release information.

- [University of Kansas on X](#)
- [KU Police Department on X](#)
- [KU Police Facebook Page](#)

Public Address Speakers

Over two-thirds of campus buildings have a voice message capable Emergency Public Address System (EPAS) incorporated in the fire alarm system. This system is activated by the KU Police Department Emergency Communications Center in the event of an emergency situation in a building, such as a tornado, active threat, or when an evacuation with specific instructions is needed. The KU Police Department's Patrol Supervisor, or ranking officer assuming Incident Command, may authorize use of the EPAS, compose the message to be broadcast, and confirm the location(s) in which to broadcast the message.

Outdoor Warning Sirens

If a tornado warning is issued, Douglas County Emergency Management will activate the outdoor warning sirens, and the KU Police Department Emergency Communications Center will activate the Emergency Public Address System for tornado warnings that include the KU campus. An "all clear" message will not be communicated via outdoor warning siren or EPAS. The warning condition is over when the warning is allowed to expire by the National Weather Service.

E-mail

Emails are sent to all @ku.edu email addresses in the event of an emergency alert by KU Public Affairs. The campus community may also receive e-mails about other types of incidents that do not necessarily require immediate action, such as when law enforcement is seeking assistance from members of the public who may have information about a crime.

Other Media

The University of Kansas utilizes local and regional media outlets, including radio, television, and newspapers for press releases and information updates.

Follow-up information will be distributed using some or all of the identified communication systems (except fire alarm and outdoor warning siren) if there is an immediate threat to the health or safety of students or employees occurring on campus.

Evacuation and Relocation Procedures

The University normally does not close facilities because of brief interruptions in normal services (e.g., short-term water outages or heating/cooling). Occasionally, however, an unplanned incident may render one or more facilities unsuitable for normal habitation or use. In such a case, it may be necessary to evacuate the facility.

An evacuation may be necessary if there is a power failure, lack of water, hazardous material release, structural damage, bomb threat or other terrorist act, flood, or any other situation that makes the facility unsafe or uninhabitable. An evacuation may be initiated by the building fire alarm, by notice from a police or fire official, or by administrative decision. If the fire alarm sounds, or if a Police Officer or fire official gives an evacuation notice, everyone must leave the building.

- Unless otherwise notified by KU Police Department or Lawrence Douglas County Fire and Medical personnel, building occupants may briefly delay evacuating if they need time to shut down electrical and other equipment, especially any that involves flame, explosive vapors, or hazardous materials.
- *Lawrence* – All building occupants will follow instructions issued by KU Police Department, Lawrence Douglas County Fire and Medical personnel, and the Office of Emergency Management. *Edwards* – All building occupants will follow instructions issued by KU Police Department, Overland Police Department, and/or the Johnson County Fire and Medical personnel. *KU Hangars* – All building occupants will follow instructions issued by KU Police Department, Lawrence Police Department and/or Lawrence Douglas County Fire and Medical personnel. *KU Field Station* – All building occupants will follow instructions issued by KU Police Department, Douglas County Sheriff's Office, Jefferson County Sheriff's Office and/or Leavenworth County Sheriff's Office.
- *Lawrence* – After exiting the building, occupants are to go directly to their designated Emergency Assembly Area(s) and follow guidance provided by KU Police Department, Lawrence Douglas County Fire and Medical personnel, and the Office of Emergency Management. The building may not be reentered until authorized KU Police Department, or Lawrence Douglas County Fire and Medical personnel give the "All Clear" instruction. *Edwards* – After exiting the building, occupants are to go directly to their designated Emergency Assembly Area(s) and follow guidance provided by KU Public Safety, Overland Park Police Department, and/or Johnson County Fire and Medical personnel. The building may not be

reentered until authorized KU Police Department, University Fire Marshal and/or Johnson County Fire and Medical personnel give the “All Clear” instruction. *KU Hangars* – After exiting the building, occupants are to go directly to their designated Emergency Assembly Area(s) and follow guidance provided by the KU Police Department, Lawrence Police Department and/or Lawrence Douglas County Fire and Medical Personnel. *KU Field Station* – After exiting the building, occupants are to go directly to their designated Emergency Assembly Area(s) and follow guidance provided by the KU Police Department, Douglas County Sheriff’s Office, Jefferson County Sheriff’s Office and/or Leavenworth County Sheriff’s Office.

Per University policy, evacuation drills shall be conducted at least once annually at unexpected times and under varying conditions to simulate the unusual conditions that occur should an evacuation be necessary. In accordance with International Fire Code, campus residential facilities are required to have two drills per semester.

Facilities Services does regular maintenance checks on building fire alarm systems, but these are not run as a drill (building occupants normally stay in place).

Testing Emergency Response

Lawrence, KU Hangars, and KU Field Station: In conjunction with other emergency agencies, the University conducts emergency response drills and exercises each year, such as tabletop exercises, field exercises, and tests of the emergency notification systems on campus. These tests, which may be announced or unannounced, are designed to assess and evaluate the emergency plans and capabilities of the institution. Each test is documented and includes a description of the exercise, the date and time of the exercise, and whether it was announced or unannounced. The campus publicizes a summary of the emergency response and evacuation procedures via email at least once each year in conjunction with a test (exercise and drill) that meets all of the requirements of the Higher Education Opportunity Act.

Edwards performs a tornado drill during the Spring semester and a fire drill during the Fall semester each year. The days of the drill are rotated to serve different populations each semester. To this point, all drills have been conducted in the evenings (usually 6:30-6:45pm) to reach the highest level of participation – classes are predominantly during the evening.

General Evacuation Procedures

At the sound of a fire alarm or if you are instructed to evacuate, leave your work area immediately and proceed to the nearest exit, and leave the building. If you are the first to recognize a fire situation, activate the alarm, evacuate to a safe location using the nearest exit, and notify the KUPD Emergency Communications Center or dial 911.

1. Remain Calm
2. Do NOT use elevators. Use the stairs.
3. Assist the physically impaired. If they are unable to exit without using an elevator, secure a safe location near a stairwell, and immediately inform KUPD or the responding Fire Department of the individual's location.
4. Proceed to a clear area at least 150 feet from the building. Keep all walkways clear for emergency vehicles.
5. Make sure all personnel are out of the building.
6. Do not re-enter the building.

Shelter in Place

During certain emergency conditions, it may be safer to seek protection inside the building instead of leaving. Examples of such occasions include severe weather, tornados, hazardous materials releases, or active threats.

General Shelter in Place Procedures:

1. Immediately obey warning messages or orders to take shelter.
2. If possible, move to the lowest level of the building to an interior room.
3. Move away from doors and windows.
4. *Active threat emergencies:* lock and barricade the door. Turn off lights and silent phones or other noise making devices.
5. *Severe weather emergencies:* put as many walls between you and the outdoors as possible. Use a blanket or furniture to provide extra protection against debris.
6. *Hazardous materials emergencies:* seal all doors, windows, and vents with tape, plastic, or rags. Turn off ventilation systems.

Evacuation/Rescue Plan for Persons with Disabilities

The University prohibits discrimination in its programs and activities, in accordance with Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities

Act, 1990. University procedures require everyone, including people with disabilities or other conditions, to evacuate the facility when the fire alarm is activated or when otherwise instructed to do so. The University is committed to assisting with the development of personal action plans and training its employees to identify and assist people who may need assistance in an emergency. The University also recognizes that not everyone with a disability needs assistance.

People needing assistance in an emergency, including those with disabilities, should develop a [personal action plan](#). The plan will include identification of their evacuation methods, identification of at least two individuals who are willing to serve as evacuation assistants in the event of an evacuation, if necessary, and any additional steps to assist with evacuation. KU students with disabilities can receive assistance in completing their personal action plan with their assigned Access Specialist at the Student Access Center.

Individuals remain responsible for their own evacuation. In addition, if an individual needs assistance evacuating, it is the individual's responsibility to identify evacuation assistants and request the assistance, in advance, if possible, of those individuals.

The Department of Student Housing will assist students with disabilities and other conditions in developing a plan for evacuating their housing residence. University employees with disabilities and other conditions should work with their supervisor and the relevant Building Emergency Liaison(s) in developing personal action plans. The ADA Resource Center for Equity and Accessibility will serve as a resource for university students and employees, including supervisors and the Building Emergency Liaison(s) in the development of personal action plans.

Crime Statistics

Crime statistics are a specific list of offenses identified by the Clery Act known as Clery Act Crimes which were reported to have occurred within certain geography the University of Kansas owns or controls.

Note: Statistics are based on reports of alleged criminal offenses and are counted regardless of whether the crime has been investigated, or whether a finding of guilt or responsibility has been made. Statistics are based on the date the Clery Act Crime was reported, not the date it allegedly occurred.

Clery Act Crimes are grouped into four categories:

Criminal Offenses: Murder/Non-Negligent Manslaughter, Manslaughter by Negligence, Rape, Fondling, Statutory Rape, Incest, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, and Arson.

Hate Crimes: Includes any of the Criminal Offenses and any incidents of Larceny-Theft, Simple Assault, Intimidation, or Destruction/Damage/Vandalism of Property that were motivated by bias

VAWA Offenses: Offenses in this category were added to the Clery reportable crimes list from another federal act titled the Violence Against Women Act (VAWA). Those offenses include Domestic Violence, Dating Violence, and Stalking. Sexual Assault is also a VAWA Offense but is already included in the Criminal Offenses category.

Arrests and Referrals for Disciplinary Action: Includes arrests and referrals for Weapon, Drug, and Alcohol Law violations.

Clery Act Geography locations

On-Campus Property: 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 area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as food or other retail vendor).

On-Campus Residential Housing: A subset of On-Campus Property location. Any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility.

Non-Campus Property: 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.

Public Property: All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

The University of Kansas strives to be transparent and inform the community accurately about crime statistics on or near campus. The disclosure of crime statistics in the Annual Security and Fire Safety Report (ASFSR) may differ from the crime statistics disclosed by the KU Police Department. These differences are the result of the following:

- The classification of crimes in the ASFSR uses the Uniform Crime Reporting system. The KU Police Department uses state and local statutes to classify crimes.
- The crime statistics listed in the ASFSR are collected from a wide range of stakeholders including, but not limited to, campus police, the Office of Civil Rights & Title IX, campus security authorities, local police departments, etc. KU Police Department statistics record only crimes that were reported directly to them.

Lawrence – Criminal Offenses

Offense	Year	On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Murder/Non-Negligent Manslaughter	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Manslaughter by Negligence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Rape ⁴	2024	35	33	4	1
	2023	7	7	4	0
	2022	28	28	2	0
Fondling	2024	12	6	1	0
	2023	3	2	0	0
	2022	7	7	1	0
Statutory Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Incest	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Robbery	2024	0	0	0	0
	2023	1	0	2	0
	2022	1	0	0	0
Aggravated Assault	2024	4	3	2	0
	2023	5	2	3	0
	2022	3	1	1	0
Burglary	2024	7	3	7	0
	2023	9	2	10	0
	2022	8	3	3	0
Motor Vehicle Theft	2024	36	0	3	5
	2023	20	0	8	0
	2022	12	0	3	0
Arson	2024	0	0	0	0
	2023	3	2	0	0
	2022	0	0	0	0

⁴ In 2022, one Complainant reported the Respondent raped them on 15 separate dates, and in 2024, one Complainant reported the Respondent raped them on 16 separate dates which increased the statistical count for Rape category.

Lawrence – VAWA Offenses

Offense	Year	On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Domestic Violence ⁵	2024	33	29	2	1
	2023	15	12	3	0
	2022	7	6	0	1
Dating Violence ⁶	2024	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A
	2022 ⁷	23	22	1	0
Stalking	2024	50	19	2	0
	2023	35	20	0	0
	2022	23	11	0	0

⁵ In 2024, one Complainant reported the Respondent raped them on 16 separate dates which increased the statistical count for Domestic Violence category.

⁶ The University of Kansas Police Department and Director of Clery Compliance have reviewed the Domestic Family Violence laws in the state of Kansas and determined that, starting in the year 2023, all crime statistics reported as Dating Violence will be counted in the Domestic Violence category. As discussed previously, “Dating Violence” is not separately defined under Kansas criminal statute. It is included within the crimes of “domestic violence,” “domestic battery,” and “aggravated domestic battery”.

⁷ In 2022, one Complainant reported the Respondent raped them on 15 separate dates which increased the statistical count for Dating Violence category.

Lawrence – Hate Crimes

The following information pertains to the number of each type of primary crime (above) that was determined to be a hate crime, as well as larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property that were determined to be hate crimes.

- In 2024 there was a total of thirteen hate crimes: 1 Intimidation in On-Campus Residential location with Religion bias; 2 Intimidation in On-Campus location with Sexual Orientation bias; 1 Larceny/Theft in On-Campus Residential location with Gender Identity bias; 1 Simple Assault in Public Property location with Race bias; 1 Destruction/Damage/Vandalism of Property in On-Campus Residential location with Gender Identity bias; 2 Destruction/Damage/Vandalism of Property in On-Campus location with National Origin bias; 2 Destruction/Damage/Vandalism of Property in Non-Campus location with National Origin bias; 1 Destruction/Damage/Vandalism of Property in On-Campus location with Religion bias; and 2 Destruction/Damage/Vandalism of Property in On-Campus location with Sexual Orientation bias.
- In 2023 there was a total of six hate crimes: 1 Destruction/Damage/Vandalism of Property in On-Campus Residential location with Gender bias; 1 Destruction/Damage/Vandalism of Property in On-Campus location with Gender Identity bias; 1 Destruction/Damage/Vandalism of Property in On-Campus Residential location with Gender Identity bias; 1 Destruction/Damage/Vandalism of Property in On-Campus Residential location with Religion bias; 1 Destruction/Damage/Vandalism of Property in Non-Campus location with Religion bias; and 1 Larceny/Theft in On-Campus Residential locations with Religion Bias.
- In 2022 there was a total of 1 hate crime: 1 Fondling report with Religion bias in On-Campus Residential location.

Lawrence – Unfounded Crimes

In 2022 there were no crimes determined as unfounded by law enforcement. In 2023 there was one unfounded crime. In 2024 there was one unfounded crime.

Lawrence – Arrests and Referrals for Disciplinary Action

Offense	Year	On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Weapon Law Violation Arrests	2024	1	1	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Weapon Law Violation Referrals	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Drug Law Violation Arrests	2024	5	1	0	1
	2023	4	0	0	0
	2022	13	5	0	0
Drug Law Violation Referrals	2024	20	16	0	0
	2023	40	40	0	0
	2022	97	97	0	0
Liquor Law Violation Arrests	2024	10	1	0	1
	2023	2	2	0	0
	2022	18	0	0	1
Liquor Law Violation Referrals	2024	149	145	0	0
	2023	162	158	0	1
	2022	276	265	0	0

Edwards – Criminal Offenses

Offense	Year	On-Campus Property	On-Campus Residential Housing ⁸	Non-Campus Property	Public Property
Murder/Non-Negligent Manslaughter	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Manslaughter by Negligence	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Rape	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Fondling	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Statutory Rape	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Incest	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Robbery	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Aggravated Assault	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Burglary	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Motor Vehicle Theft	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Arson	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0

⁸ The Edwards campus does not have on-campus residential housing.

Edwards – VAWA Offenses

Offense	Year	On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Domestic Violence	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Dating Violence ⁹	2024	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A
	2022	0	N/A	0	0
Stalking	2024	0	N/A	0	0
	2023	1	N/A	0	0
	2022	0	N/A	0	0

Edwards – Hate Crimes

In the years 2022, 2023, and 2024 there were no reported hate crimes.

Edwards – Unfounded Crimes

In the years 2022, 2023, and 2024 there were no crimes determined as Unfounded by law enforcement.

⁹ The University of Kansas Police Department and Director of Clery Compliance have reviewed the Domestic Family Violence laws in the state of Kansas and determined that, starting in the year 2023, all crime statistics reported as Dating Violence will be counted in the Domestic Violence category. As discussed previously, “Dating Violence” is not separately defined under Kansas criminal statute. It is included within the crimes of “domestic violence,” “domestic battery,” and “aggravated domestic battery”.

Edwards – Arrests and Referrals for Disciplinary Action

Offense	Year	On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Weapon Law Violation Arrests	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Weapon Law Violation Referrals	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Drug Law Violation Arrests	2024	0	N/A	0	1
	2023	0	N/A	0	0
	2022	1	N/A	0	0
Drug Law Violation Referrals	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Liquor Law Violation Arrests	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Liquor Law Violation Referrals	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0

KU Hangars – Criminal Offenses

Offense	Year	On-Campus Property	On-Campus Residential Housing ¹⁰	Non-Campus Property ¹¹	Public Property
Murder/Non-Negligent Manslaughter	2024	0	N/A	N/A	0
	2023	0	N/A	N/A	0
	2022	0	N/A	N/A	0
Manslaughter by Negligence	2024	0	N/A	N/A	0
	2023	0	N/A	N/A	0
	2022	0	N/A	N/A	0
Rape	2024	0	N/A	N/A	0
	2023	0	N/A	N/A	0
	2022	0	N/A	N/A	0
Fondling	2024	0	N/A	N/A	0
	2023	0	N/A	N/A	0
	2022	0	N/A	N/A	0
Statutory Rape	2024	0	N/A	N/A	0
	2023	0	N/A	N/A	0
	2022	0	N/A	N/A	0
Incest	2024	0	N/A	N/A	0
	2023	0	N/A	N/A	0
	2022	0	N/A	N/A	0
Robbery	2024	0	N/A	N/A	0
	2023	0	N/A	N/A	0
	2022	0	N/A	N/A	0
Aggravated Assault	2024	0	N/A	N/A	0
	2023	0	N/A	N/A	0
	2022	0	N/A	N/A	0
Burglary	2024	0	N/A	N/A	0
	2023	0	N/A	N/A	0
	2022	0	N/A	N/A	0
Motor Vehicle Theft	2024	0	N/A	N/A	0
	2023	0	N/A	N/A	0
	2022	0	N/A	N/A	0
Arson	2024	0	N/A	N/A	0
	2023	0	N/A	N/A	0
	2022	0	N/A	N/A	0

¹⁰ The KU Hangars campus does not have on-campus residential housing.

¹¹ The KU Hangars campus does not have non-campus property.

KU Hangars – VAWA Offenses

Offense	Year	On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Domestic Violence	2024	0	N/A	N/A	0
	2023	0	N/A	N/A	0
	2022	0	N/A	N/A	0
Dating Violence ¹²	2024	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A
	2022	0	N/A	N/A	0
Stalking	2024	0	N/A	N/A	0
	2023	0	N/A	N/A	0
	2022	0	N/A	N/A	0

KU Hangars – Hate Crimes

In the years 2022, 2023, and 2024 there were no reported hate crimes.

KU Hangars – Unfounded Crimes

In the years 2022, 2023, and 2024 there were no crimes determined as Unfounded by law enforcement.

¹² The University of Kansas Police Department and Director of Clery Compliance have reviewed the Domestic Family Violence laws in the state of Kansas and determined that, starting in the year 2023, all crime statistics reported as Dating Violence will be counted in the Domestic Violence category. As discussed previously, “Dating Violence” is not separately defined under Kansas criminal statute. It is included within the crimes of “domestic violence,” “domestic battery,” and “aggravated domestic battery”.

KU Hangars – Arrests and Referrals for Disciplinary Action

Offense	Year	On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Weapon Law Violation Arrests	2024	0	N/A	N/A	0
	2023	0	N/A	N/A	0
	2022	0	N/A	N/A	0
Weapon Law Violation Referrals	2024	0	N/A	N/A	0
	2023	0	N/A	N/A	0
	2022	0	N/A	N/A	0
Drug Law Violation Arrests	2024	0	N/A	N/A	0
	2023	0	N/A	N/A	0
	2022	0	N/A	N/A	0
Drug Law Violation Referrals	2024	0	N/A	N/A	0
	2023	0	N/A	N/A	0
	2022	0	N/A	N/A	0
Liquor Law Violation Arrests	2024	0	N/A	N/A	0
	2023	0	N/A	N/A	0
	2022	0	N/A	N/A	0
Liquor Law Violation Referrals	2024	0	N/A	N/A	0
	2023	0	N/A	N/A	0
	2022	0	N/A	N/A	0

KU Field Station – Criminal Offenses

Offense	Year	On-Campus Property	On-Campus Residential Housing ¹³	Non-Campus Property	Public Property
Murder/Non-Negligent Manslaughter	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Manslaughter by Negligence	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Rape	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Fondling	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Statutory Rape	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Incest	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Robbery	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Aggravated Assault	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Burglary	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Motor Vehicle Theft	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Arson	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0

¹³ The KU Field Station campus does not have on-campus residential housing.

KU Field Station – VAWA Offenses

Offense	Year	On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Domestic Violence	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Dating Violence ¹⁴	2024	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A
	2022	0	N/A	0	0
Stalking	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0

KU Field Station – Hate Crimes

In the years 2022, 2023, and 2024 there were no reported hate crimes.

KU Field Station – Unfounded Crimes

In the years 2022, 2023, and 2024 there were no crimes determined as Unfounded by law enforcement.

¹⁴ The University of Kansas Police Department and Director of Clery Compliance have reviewed the Domestic Family Violence laws in the state of Kansas and determined that, starting in the year 2023, all crime statistics reported as Dating Violence will be counted in the Domestic Violence category. As discussed previously, “Dating Violence” is not separately defined under Kansas criminal statute. It is included within the crimes of “domestic violence,” “domestic battery,” and “aggravated domestic battery”.

KU Field Station – Arrests and Referrals for Disciplinary Action

Offense	Year	On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Weapon Law Violation Arrests	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Weapon Law Violation Referrals	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Drug Law Violation Arrests	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Drug Law Violation Referrals	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Liquor Law Violation Arrests	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0
Liquor Law Violation Referrals	2024	0	N/A	0	0
	2023	0	N/A	0	0
	2022	0	N/A	0	0

Fire Safety Report

January 2024 through December 2024

This report complies with the "Jeanne Clery Campus Safety Act." Institutions with "on-campus student housing facilities" must annually publish a Fire Safety Report, and the report must be published by October 1 each year. The Fire Safety Report must include certain statements regarding policies, procedures, and programming related to the housing facilities and statistics for fires that occurred in those facilities.

This report is for the *Lawrence* campus. The *Edwards*, *KU Hangars*, and *KU Field Station* campuses do not have on-campus residential housing.

Policy Information

The KU Housing & Residence Life Handbook prohibits the following in campus residences:

- smoking and e-cigarettes
- fireworks and explosive materials
- extension cords and multiple socket plugs
- halogen lamps
- space heaters
- hoverboards
- gasoline-operated machines
- combustible decorations
- items that act as explosives or accelerant materials, including but not limited to fluid, butane, and gasoline
- tampering with fire safety equipment
- open flames, candles (with or without wicks) and incense
 - Possession is prohibited unless necessary for religious or cultural practices, residents are instructed to meet with the staff in their building to discuss an exception.

Kitchen appliances are permitted in apartment kitchens only (toasters, toaster ovens, contact grills, and rice steamers).

See [Housing & Residence Life Handbook](#).

Fire Safety Education and Training

Residence Life staff receive annual training conducted by the Lawrence Fire and Medical staff. This training includes prevention, response procedures, and fire extinguisher use. This training is conducted in collaboration with the KU Police Department and includes training on detecting the smell of burning marijuana and the identification of drug paraphernalia.

Fire Alarm Procedures

The Residence Life Staff Emergency Procedures Manual contains the following information that forms the basis for fire emergency response training. This includes information that is shared with students and staff, and the reporting structure in a fire emergency situation.

Purpose:

- To prevent or reduce loss of life, injury to residents and staff, and damage to property.

Order of Command:

- KUPD officer in charge
- Fire Department Commander (hereafter referred to as FDC).
- Assistant Complex Director/Complex Director/Hall Coordinator (ACD/CD/HC) or person in charge of the hall at that time: If the ACD/CD/HC is not in the building, a Resident Assistant, Proctor, or Food Board Manager takes charge while also contacting staff on call.

The Residence Life staff person in charge will report to the front desk immediately and remain there to direct operations until the incident is resolved.

During the incident, staff explicitly follow the instructions of the FDC and KUPD officer in charge.

Procedures Students and Employees Should Follow in Case of a Fire

Remember:

- Fire is FAST.
- Smoke from a fire is a major threat. Even without flames/heat, smoke can be lethal.
- Every time a fire alarm sounds in Housing & Residence Life facilities, the alarm will be treated as a real fire until a trained professional [Lawrence/Douglas County Fire/Medical (LDCFM), KUPD, etc.] determines otherwise. The actions taken by

student and professional staff during EVERY fire alarm should be the same whether there is an actual fire or not.

- During the emergency, staff members must follow instructions of emergency personnel.
- If anyone becomes aware or has knowledge regarding residents who need assistance, notify emergency personnel and/or hall staff at the front desk immediately.
- Residents should not re-enter the building until LDCFM/KUPD has given the ALL CLEAR.
- Do not enter a stairwell if there is smoke.
- Check any closed door to see if it is hot using the back of your hand; DO NOT open a door that feels hot.

Note: The first fire engine/truck will always proceed to the scene and search for smoke and fire. Other fire trucks will remain in waiting a short distance from the incident, awaiting orders from fire personnel on scene. Only LDCFM/KUPD can cancel further fire equipment/personnel.

Residence Hall and Apartment Evacuation Procedures

Desk Assistant

- Upon the fire alarm sounding, the Desk Assistant will notify the following that a fire alarm has sounded:
 - KU Police Department at 911
 - Senior Staff On-Duty Cell Phone
- Stay at the front desk for the remainder of the incident, unless told to evacuate by emergency personnel.

Resident Assistants (RA), Assistant Complex Directors (ACD), Complex Directors (CD), Hall Coordinators (HC)

- Upon the fire alarm sounding, hall staff should report to the front desk using the nearest and/or safest stairwell.
- While exiting, yell “GET OUT,” and knock on doors while traveling to the nearest and/or safest stairwell.
- Only check common areas on the way out (i.e. kitchen, bathrooms, study lounges, etc.) if passing by them on the direct path to the front desk.

In the event you witness smoke/fire...

- Exit the building using the nearest and/or safest exit.
- Activate the fire alarm using a pull station.

- Alert people in the immediate area of the fire.
- Confine the fire by closing doors as you leave.
- If smoke, heat or flames block your exit route, stay in room with the door closed.
- Signal for help using a bright-colored cloth at the window.
- Call 911 to alert authorities of your situation.
- Report all fires, even those that have been extinguished, to KU Police Department at 911 and Senior Staff On-Duty.

Housing Representative (first RA, ACD, HC, or CD to arrive at front desk)

- Verify that KUPD and Senior Staff On-Duty have been called.
- Stay at the front desk for the remainder of the incident, unless told to evacuate by emergency personnel.
- Retrieve the building evacuation checklist (located in the red binder next to fire panel).
- Remove and put on the orange “Housing Representative” vest.
- Direct operations of the residence hall staff, according to the building evacuation checklist.
- **IMPORTANT:** As soon as LDCFM/KUPD arrive, introduce yourself and your role.
- Once an all clear has been given by LDCFM/KUPD, reset the fire alarm system.
- Upon resetting the fire alarm system, notify staff members outside that they can let people back into the building.
- Facilitate debriefing according to building evacuation checklist.
- Notify CD/HC, Area Assistant Director and the Director for Residence Life via email of the evacuation.
- Complete Fire/Emergency Building Evacuation Log.
- Write an Incident Report.

Scholarship Hall Evacuation Procedures

Proctors, Food Board Managers (FBM), Scholarship Hall Officers, Assistant Complex Directors (ACD), Complex Director (CD)

- Upon the fire alarm sounding, hall staff should report to the front door using the nearest and/or safest stairwell.
- While exiting, yell “GET OUT,” and knock on doors while traveling to the nearest and/or safest stairwell.
- Only check common areas on the way out (i.e. kitchen, bathrooms, study lounges, etc.) if passing by them on the direct path to the front desk.

In the event you witness smoke/fire...

- Exit the building using the nearest and/or safest exit.

- Activate the fire alarm using a pull station.
- Alert people in the immediate area of the fire.
- Confine the fire by closing doors as you leave.
- If smoke, heat or flames block your exit route, stay in room with the door closed.
- Signal for help using a bright-colored cloth at the window.
- Call 911 to alert authorities of your situation.
- Report all fires, even those that have been extinguished to Public Safety at 911 and Senior Staff On-Duty.

Housing Representative (first Proctor, FBM, ACD, Scholarship Hall Officer, or CD to arrive at front door)

- Verify that KUPD and Senior Staff On-Duty have been called.
- Stay at the front door for the remainder of the incident, unless told to evacuate by emergency personnel.
- Retrieve the building evacuation checklist (located in the red binder next to fire panel).
- Remove and put on the orange “Housing Representative” vest.
- Direct scholarship hall staff to evacuate building and assist with crowd control.
- **IMPORTANT:** As soon as LDCFM/KUPD arrive, introduce yourself and your role.
- Once an all clear has been given by LDCFM/KUPD, reset the fire alarm system.
- Upon resetting the fire alarm system, notify staff members outside that they can let people back into the building.
- Facilitate debriefing.
- Notify CD, Area Assistant Director and the Director for Residence Life via email of the evacuation.
- Complete Fire/Emergency Building Evacuation Log.
- Write an Incident Report.

Evacuating Persons with Disabilities

Persons unable to leave the building unassisted because of a physical disability, injury or obstruction, should:

- Remain in your room, if safe to do so
- Notify KU Police Department at 911
- Signal out the window to emergency responders if possible
- Remain calm; responders will arrive
- Be proactive and aware of people who may need assistance.

Assisting Blind/Visually Impaired:

- Clearly announce the type of emergency

- Offer your arm for guidance
- Tell the person where you are going, and alert them to obstacles along the way

Assisting Deaf/Hearing Impaired:

- Turn lights on and off to gain the person's attention
- Indicate directions with gestures or a written note

Assisting Mobility-Impaired/Wheelchair Users:

- Elevators should not be used to move people with disabilities
- Advise emergency personnel of the location of individuals needing assistance so that the evacuation can be completed

After the fact, information about extinguished fires should be reported to the residence life staff-on-duty, the complex director or hall coordinator, the Housing & Residence Life office **785-864-4560**, and/or the KU Police Department **785-864-5900**. When calling, please provide as much information as possible about the location, date, time, and cause of the fire.

Fire/Emergency Evacuation Checklist

CALL - Verify that KU Police Department **911** and Senior Staff On-Duty have been called.

STAY - Stay at front desk for remainder of incident, unless told to evacuate by emergency personnel.

RETRIEVE - Retrieve the building evacuation checklist (located in red binder next to fire panel).

REMOVE - Remove and put on orange “Housing Representative” vest.

TELL - Tell remaining staff members to evacuate building and assist with crowd control.

WAIT - Wait for Lawrence Douglas County Fire/Medical and KUPD to arrive on scene.

IDENTIFY - Identify yourself and your role to LDCFM and KUPD upon arrival.

TELL - Tell LDCFM and KUPD fire panel read out (location of alarm) upon arrival.

PROVIDE - Provide status of fire alarm and listing of individuals needing assistance evacuating (located in fire/building evacuation binder) to emergency personnel.

RESET - Once an all clear has been given by LDCFM/KUPD, reset the fire alarm system. If you are unable to reset the fire alarm system, contact Facilities Services at **785-864-4770** for 24 hour assistance.

RE-ENTRY - Upon resetting the fire alarm system, notify staff members outside that they can let people back into the building. Manage re-entry process, sending staff members to complete lockouts.

RETRIEVE - Retrieve KUPD Case Number.

LOG - Fill out fire alarm log attached to fire panel.

DEBRIEF - Facilitate debriefing for all residence hall staff involved in evacuation.

NOTIFY - Email CD/HC, Area Assistant Director and the Director for Residence Life that an evacuation has occurred.

COMPLETE - Complete Fire/Emergency Building Evacuation Log.

WRITE - Write Incident Report.

Basic Principles

Each time the alarm sounds, it is imperative that the staff consider it a real fire. It is imperative that the staff members report often and accurately to the ACD/CD/HC at the front desk. Await further instructions from the person in charge, complete these tasks, and report what you have done. When the person in charge tells you to leave the building, DO SO. Remember to follow orders NOW and ask questions later, if you wish.

RAs/Proctors/Food Board Managers should go over the fire alarm procedures from the residents' point of view at a community meeting before an alarm. They should close windows, lock doors, take only a towel. Before leaving the room, feel the door; if it is hot, they should remain inside, placing towels (wet, if possible) around the door and hang a sheet out the window to alert the fire department that they need rescue. They should also call the front desk from inside the room, if possible. If the door is not hot, they should lock their door behind them, taking the key, and proceed down the stairwell and move outside to 100 feet from the building.

Impress upon your residents the serious nature of pulling false alarms.

Fire Evacuation Relocation Areas

In case of fire, residents are to move quickly and safely to the nearest exit and proceed to the designated relocation area described below.

Building	Relocation Area
Battenfeld Hall	East of Alumni Place across from building or North of 14th Street; In case of inclement weather: Crawford Community Center or Stephenson Scholarship Hall
Corbin Hall	East of Circle Drive across from building (Parking Lot 111) or East of Ohio Street; In case of inclement weather: GSP Hall Living Room or M. Amini or K.K. Amini Scholarship Halls
Douthart Hall	East of Louisiana Street across from building or South of 14th Street across from building; In case of inclement weather: Crawford Community Center or M. Amini Scholarship Hall
Downs Hall	North of 18th Street across from building (Parking Lot 112 or 127) or east of building toward Naismith Drive; In case of inclement

	weather: Naismith Hall Lobby/Lounge or Ambler Student Recreation Fitness Center
Ellsworth Hall	West of Engel Road across from building or East Hashinger Hall lawn; In case of inclement weather: Hashinger Hall Theater
Grace Pearson Hall	East of Louisiana Street across from building or South of 14th Street; In case of inclement weather: Crawford Community Center or Stephenson Scholarship Hall
GSP Hall	South of Circle Drive across from building (Parking Lot 111); In case of inclement weather: Corbin Hall Living Room or M. Amini or K.K. Amini Scholarship Halls
Hashinger Hall	West of Engel Road across from building or North Lewis Hall lawn; In case of inclement weather: Ellsworth Hall Living Room
Hawker Apartments Building A	East of the building on Missouri Street
Hawker Apartments Building B	East of the building on Missouri Street
Hawker Apartments Building C	East of the building on Missouri Street
HERE Apartments	East of the building on Indiana Street or West of the building on Mississippi Street
Jayhawker Tower A	Lot 72 on the north side of Wagon.
Jayhawker Tower D	Lot 72 on the north side of Wagon.
KK Amini Hall	West of Louisiana Street across from building or South of 14th Street; In case of inclement weather: Crawford Community Center or Grace Pearson Scholarship Hall
Krehbiel Hall	East of Ohio Street across from building or North of 13th Street across from building; In case of inclement weather: K. K. Amini Scholarship Hall or Crawford Community Center

Lewis Hall	West of Engel Road across from building (Parking Lot 102) or East of Irving Hill Road; In case of inclement weather: Hashinger Hall Theater or Templin Hall ARC/Classroom
Margaret Amini Hall	West of Louisiana Street across from building or North of 13th Street; In case of inclement weather: Crawford Community Center or Rieger Scholarship Hall
McCarthy Hall	South of 18th Street across from building (near Downs Hall) or West of building toward Lot 112; In case of inclement weather: Downs Hall Lobby/Lounge or Ambler Student Recreation Fitness Center
Miller Hall	West of Lilac Lane across from building or West Sellards lawn; In case of inclement weather: Watkins Scholarship Hall or Sellards Scholarship Hall
Naismith Hall	West of Naismith Drive across from building (near Downs Hall) or East of building at the back of Lot 131; in case of inclement weather: Downs Hall Lobby/Lounge or Ambler Student Recreation Fitness Center
Oswald Hall	West side of the building across Engel Road or across the east side of the building in the Hashinger Loading dock parking lot.
Pearson Hall	West of Alumni Place across from building or South of building across from lane; In case of inclement weather: Crawford Community Center or Battenfeld Scholarship Hall
Rieger Hall	East of Ohio Street across from building or South of 14th Street; In case of inclement weather: M. Amini Scholarship Hall or Crawford Community Center
Self Hall	West side of the building across Engel Road or across the east side of the building in the Hashinger Loading dock parking lot.
Sellards Hall	North of Alumni Place across from building or South of 15th Street; In case of inclement weather: Miller Scholarship Hall or Watkins Scholarship Hall

Stephenson Hall	West of Alumni Place across from building or North of 14th Street near Crawford Community Center; In case of inclement weather: Crawford Community Center or Battenfeld Scholarship Hall
Stouffer Place North	Lot 114 to the west of building or Lot 130 across 18 th Street to the north of the building.
Stouffer Place South	Lot 114 to the west of the building or Lot 116 across Ousdahl Rd to the east of the building.
Sunflower Apartments Building 1 & 2	Each duplex unit in Sunflower apartments operates as an independent residence. Should a localized smoke alarm activate/sound inside a unit, residents should exit the duplex through the nearest exit. Resident should call 911 to report the alarm and to update the dispatcher with as much information as known regarding the cause of the alarm, including whether response from the fire department is needed. Once the smoke detector stops sounding, if no visible flames or on-going smoke are present, residents may re-enter their duplex. For concerns or issues regarding the smoke detector inside an individual unit, the resident should contact KU Housing & Residence Life for assistance.
Sunflower Apartments Building 4 & 5	Each duplex unit in Sunflower apartments operates as an independent residence. Should a localized smoke alarm activate/sound inside a unit, residents should exit the duplex through the nearest exit. Resident should call 911 to report the alarm and to update the dispatcher with as much information as known regarding the cause of the alarm, including whether response from the fire department is needed. Once the smoke detector stops sounding, if no visible flames or on-going smoke are present, residents may re-enter their duplex. For concerns or issues regarding the smoke detector inside an individual unit, the resident should contact KU Housing & Residence Life for assistance.
Sunflower Apartments Building 6 & 7	Each duplex unit in Sunflower apartments operates as an independent residence. Should a localized smoke alarm activate/sound inside a unit, residents should exit the duplex through the nearest exit. Resident should call 911 to report the alarm and to update the dispatcher with as much information as

	<p>known regarding the cause of the alarm, including whether response from the fire department is needed. Once the smoke detector stops sounding, if no visible flames or on-going smoke are present, residents may re-enter their duplex. For concerns or issues regarding the smoke detector inside an individual unit, the resident should contact KU Housing & Residence Life for assistance.</p>
<p>Sunflower Apartments Building 8 & 9</p>	<p>Each duplex unit in Sunflower apartments operates as an independent residence. Should a localized smoke alarm activate/sound inside a unit, residents should exit the duplex through the nearest exit. Resident should call 911 to report the alarm and to update the dispatcher with as much information as known regarding the cause of the alarm, including whether response from the fire department is needed. Once the smoke detector stops sounding, if no visible flames or on-going smoke are present, residents may re-enter their duplex. For concerns or issues regarding the smoke detector inside an individual unit, the resident should contact KU Housing & Residence Life for assistance.</p>
<p>Sunflower Apartments Building 10 & 11</p>	<p>Each duplex unit in Sunflower apartments operates as an independent residence. Should a localized smoke alarm activate/sound inside a unit, residents should exit the duplex through the nearest exit. Resident should call 911 to report the alarm and to update the dispatcher with as much information as known regarding the cause of the alarm, including whether response from the fire department is needed. Once the smoke detector stops sounding, if no visible flames or on-going smoke are present, residents may re-enter their duplex. For concerns or issues regarding the smoke detector inside an individual unit, the resident should contact KU Housing & Residence Life for assistance.</p>

<p>Sunflower Apartments Building 12 & 13</p>	<p>Each duplex unit in Sunflower apartments operates as an independent residence. Should a localized smoke alarm activate/sound inside a unit, residents should exit the duplex through the nearest exit. Resident should call 911 to report the alarm and to update the dispatcher with as much information as known regarding the cause of the alarm, including whether response from the fire department is needed. Once the smoke detector stops sounding, if no visible flames or on-going smoke are present, residents may re-enter their duplex. For concerns or issues regarding the smoke detector inside an individual unit, the resident should contact KU Housing & Residence Life for assistance.</p>
<p>Sunflower Apartments Building 14 & 15</p>	<p>Each duplex unit in Sunflower apartments operates as an independent residence. Should a localized smoke alarm activate/sound inside a unit, residents should exit the duplex through the nearest exit. Resident should call 911 to report the alarm and to update the dispatcher with as much information as known regarding the cause of the alarm, including whether response from the fire department is needed. Once the smoke detector stops sounding, if no visible flames or on-going smoke are present, residents may re-enter their duplex. For concerns or issues regarding the smoke detector inside an individual unit, the resident should contact KU Housing & Residence Life for assistance.</p>
<p>Sunflower Apartments Building 16 & 17</p>	<p>Each duplex unit in Sunflower apartments operates as an independent residence. Should a localized smoke alarm activate/sound inside a unit, residents should exit the duplex through the nearest exit. Resident should call 911 to report the alarm and to update the dispatcher with as much information as known regarding the cause of the alarm, including whether response from the fire department is needed. Once the smoke detector stops sounding, if no visible flames or on-going smoke are present, residents may re-enter their duplex. For concerns or issues regarding the smoke detector inside an individual unit, the resident should contact KU Housing & Residence Life for assistance.</p>

<p>Sunflower Apartments Building 18 & 19</p>	<p>Each duplex unit in Sunflower apartments operates as an independent residence. Should a localized smoke alarm activate/sound inside a unit, residents should exit the duplex through the nearest exit. Resident should call 911 to report the alarm and to update the dispatcher with as much information as known regarding the cause of the alarm, including whether response from the fire department is needed. Once the smoke detector stops sounding, if no visible flames or on-going smoke are present, residents may re-enter their duplex. For concerns or issues regarding the smoke detector inside an individual unit, the resident should contact KU Housing & Residence Life for assistance.</p>
<p>Sunflower Apartments Building 20 & 21</p>	<p>Each duplex unit in Sunflower apartments operates as an independent residence. Should a localized smoke alarm activate/sound inside a unit, residents should exit the duplex through the nearest exit. Resident should call 911 to report the alarm and to update the dispatcher with as much information as known regarding the cause of the alarm, including whether response from the fire department is needed. Once the smoke detector stops sounding, if no visible flames or on-going smoke are present, residents may re-enter their duplex. For concerns or issues regarding the smoke detector inside an individual unit, the resident should contact KU Housing & Residence Life for assistance.</p>
<p>Sunflower Apartments Building 22 & 23</p>	<p>Each duplex unit in Sunflower apartments operates as an independent residence. Should a localized smoke alarm activate/sound inside a unit, residents should exit the duplex through the nearest exit. Resident should call 911 to report the alarm and to update the dispatcher with as much information as known regarding the cause of the alarm, including whether response from the fire department is needed. Once the smoke detector stops sounding, if no visible flames or on-going smoke are present, residents may re-enter their duplex. For concerns or issues regarding the smoke detector inside an individual unit, the resident should contact KU Housing & Residence Life for assistance.</p>

<p>Sunflower Apartments Building 24 & 25¹⁵</p>	<p>Each duplex unit in Sunflower apartments operates as an independent residence. Should a localized smoke alarm activate/sound inside a unit, residents should exit the duplex through the nearest exit. Resident should call 911 to report the alarm and to update the dispatcher with as much information as known regarding the cause of the alarm, including whether response from the fire department is needed. Once the smoke detector stops sounding, if no visible flames or on-going smoke are present, residents may re-enter their duplex. For concerns or issues regarding the smoke detector inside an individual unit, the resident should contact KU Housing & Residence Life for assistance.</p>
<p>Templin Hall</p>	<p>East of Engel Road across from Parking Lot 101 or West of building in Parking Lot 400; In case of inclement weather: Lewis Hall Lobby or Hashinger Hall Theater</p>
<p>Watkins Hall</p>	<p>West of Lilac Lane across from building or West Battenfeld lawn; In case of inclement weather: Sellards Scholarship Hall or Crawford Community Center</p>

¹⁵ The Sunflower Apartments are now identified with unit numbers instead of letters.

Fire Safety Systems in KU Housing & Residence Life

All group living facilities operated by KU Housing & Residence Life have sprinklers. All are code compliant with regard to fire doors and fire walls. All group living facilities meet code requirements with regard to number and placement of smoke detectors, heat sensors, fire extinguishers, and enunciator panels. All fire alarm panels in group living facilities are tied to the KU Police Department.

Building Name and Address	Fire Alarm Monitoring	Smoke Detectors	Heat Detectors	Sprinklers	Strobes	Audible Alarm Speakers	Number of Fire Drills During Prior Calendar Year
Battenfeld Hall 1425 Alumni Place	x	x	x	x	x	x	4
Corbin Hall 420 W. 11 th St.	x	x	x	x	x	x	4
Douthart Hall 1345 Louisiana St.	x	x	x	x	x	x	4
Downs Hall 1517 W. 18 th St.	x	x	x	x	x	x	4
Ellsworth Hall 1734 Engel Rd.	x	x	x	x	x	x	4
Grace Pearson Hall 1335 Louisiana St.	x	x	x	x	x	x	4

GSP Hall 500 W. 11 th St.	x	x	x	x	x	x	4
Hashinger Hall 1632 Engel Rd.	x	x	x	x	x	x	4
Hawker Apartments, Building A 1011 Missouri St.	x	x	x	x	x	x	2
Hawker Apartments, Building B 1011 Missouri St.	x	x	x	x	x	x	2
Hawker Apartments, Building C 1011 Missouri St.	x	x	x	x	x	x	2
HERE Apartments 1111 Indiana St.	x	x	x	x	x	x	0
Jayhawker Towers A 1603 W. 15 th St.	x	x	x	x	x	x	4
Jayhawker Towers D 1603 W. 15 th St.	x	x	x	x	x	x	4
K.K. Amini Hall 1318 Louisiana St.	x	x	x	x	x	x	4

Krehbiel Hall 1301 Ohio St.	x	x	x	x	x	x	4
Lewis Hall 1530 Engel Rd.	x	x	x	x	x	x	4
Margaret Amini Hall 1312 Louisiana St.	x	x	x	x	x	x	4
McCarthy Hall 1741 Naismith Dr.	x	x	x	x	x	x	4
Miller Hall 1518 Lilac Lane	x	x	x	x	x	x	4
Naismith Hall 1800 Naismith Dr.	x	x	x	x	x	x	4
Oswald Hall 1620 Engel Rd.	x	x	x	x	x	x	4
Pearson Hall 1426 Alumni Place	x	x	x	x	x	x	4
Rieger Hall 1323 Ohio St.	x	x	x	x	x	x	4
Self Hall 1620 Engel Rd.	x	x	x	x	x	x	4
Sellards Hall 1443 Alumni Place	x	x	x	x	x	x	4

Stephenson Hall 1404 Alumni Place	x	x	x	x	x	x	4
Stouffer Place North 1835 Ousdahl Rd.	x	x	x	x	x	x	4
Stouffer Place South 1835 Ousdahl Rd.	x	x	x	x	x	x	4
Sunflower Apartments 1 & 2 1021 Missouri St.		x					0
Sunflower Apartments 4 & 5 1021 Missouri St.		x					0
Sunflower Apartments 6 & 7 1021 Missouri St.		x					0
Sunflower Apartments 8 & 9 1021 Missouri St.		x					0
Sunflower Apartments		x					0

10 & 11 1021 Missouri St.							
Sunflower Apartments 12 & 13 1021 Missouri St.		x					0
Sunflower Apartments 14 & 15 1021 Missouri St.		x					0
Sunflower Apartments 16 & 17 1021 Missouri St.		x					0
Sunflower Apartments 18 & 19 1021 Missouri St.		x					0
Sunflower Apartments 20 & 21 1021 Missouri St.		x					0
Sunflower Apartments 22 & 23 1021 Missouri St.		x					0
Sunflower Apartments 24 & 25		x					0

1021 Missouri St. ¹⁶							
Templin Hall 1515 Engel Rd.	x	x	x	x	x	x	4
Watkins 1506 Lilac Lane	x	x	x	x	x	x	4

The University periodically reviews its fire safety protections and procedures. At this time, a fire alarm system update for Lewis Residence Hall is being studied, with possible implementation in summer 2025 or 2026.

Fire Statistics 2024

Residential Facility	Total Fires in Each Facility	Fire #	Cause & Category of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire
Battenfeld Hall 1425 Alumni Place	0	0	N/A	N/A	N/A	N/A
Corbin Hall 420 W. 11 th St.	0	0	N/A	N/A	N/A	N/A
Douthart Hall 1345 Louisiana St.	1	1	Unintentional, Heating Unit caught fire	0	0	\$1500
Downs Hall 1517 W. 18 th St.	0	0	N/A	N/A	N/A	N/A
Ellsworth Hall 1734 Engel Rd.	0	0	N/A	N/A	N/A	N/A
Grace Pearson Hall 1335 Louisiana St.	0	0	N/A	N/A	N/A	N/A

¹⁶ The Sunflower Apartments are now identified with unit numbers instead of letters.

GSP Hall 500 W. 11 th St.	0	0	N/A	N/A	N/A	N/A
Hashinger Hall 1632 Engel Rd.	0	0	N/A	N/A	N/A	N/A
Hawker Apartments, Building A 1011 Missouri St.	0	0	N/A	N/A	N/A	N/A
Hawker Apartments, Building B 1011 Missouri St.	0	0	N/A	N/A	N/A	N/A
Hawker Apartments, Building C 1011 Missouri St.	0	0	N/A	N/A	N/A	N/A
HERE Apartments 1111 Indiana St.	0	0	N/A	N/A	N/A	N/A
Jayhawker Towers A 1603 W. 15 th St.	0	0	N/A	N/A	N/A	N/A
Jayhawker Towers D 1603 W. 15 th St.	1	1	Unintentional, Cooking fire – stove top	0	0	\$0-99
K.K. Amini Hall 1318 Louisiana St.	0	0	N/A	N/A	N/A	N/A
Krehbiel Hall 1301 Ohio St.	0	0	N/A	N/A	N/A	N/A
Lewis Hall 1530 Engel Rd.	0	0	N/A	N/A	N/A	N/A
Margaret Amini Hall 1312 Louisiana St.	0	0	N/A	N/A	N/A	N/A
McCarthy Hall 1741 Naismith Dr.	0	0	N/A	N/A	N/A	N/A

Miller Hall 1518 Lilac Lane	0	0	N/A	N/A	N/A	N/A
Naismith Hall 1800 Naismith Dr.	0	0	N/A	N/A	N/A	N/A
Oswald Hall 1620 Engel Rd.	0	0	N/A	N/A	N/A	N/A
Pearson Hall 1426 Alumni Place	0	0	N/A	N/A	N/A	N/A
Rieger Hall 1323 Ohio St.	0	0	N/A	N/A	N/A	N/A
Self Hall 1620 Engel Rd.	1	1	Unintentional, Piece of paper caught on fire	0	0	\$0-99
Sellards Hall 1443 Alumni Place	0	0	N/A	N/A	N/A	N/A
Stephenson Hall 1404 Alumni Place	0	0	N/A	N/A	N/A	N/A
Stouffer Place North 1835 Ousdahl Rd.	0	0	N/A	N/A	N/A	N/A
Stouffer Place South 1835 Ousdahl Rd.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments 1 & 2 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments 4 & 5 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments 6 & 7 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A

Sunflower Apartments 8 & 9 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments 10 & 11 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments 12 & 13 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments 14 & 15 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments 16 & 17 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments 18 & 19 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments 20 & 21 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments 22 & 23 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments 24 & 25 1021 Missouri St. ¹⁷	0	0	N/A	N/A	N/A	N/A
Templin Hall 1515 Engel Rd.	0	0	N/A	N/A	N/A	N/A
Watkins 1506 Lilac Lane	0	0	N/A	N/A	N/A	N/A

¹⁷ The Sunflower Apartments are now identified with unit numbers instead of letters.

Fire Statistics 2023

Residential Facility	Total Fires in Each Facility	Fire #	Cause & Category of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire
Battenfeld Hall 1425 Alumni Place	0	0	N/A	N/A	N/A	N/A
Corbin Hall 420 W. 11 th St.	0	0	N/A	N/A	N/A	N/A
Dennis Rieger 1323 Ohio St.	0	0	N/A	N/A	N/A	N/A
Douthart Hall 1345 Louisiana St.	0	0	N/A	N/A	N/A	N/A
Downs Hall 1517 W. 18 th St.	1	1	Intentional, paper set on fire in trash can	0	0	\$0-\$99
Ellsworth Hall 1734 Engel Rd.	0	0	N/A	N/A	N/A	N/A
Grace Pearson Hall 1335 Louisiana St.	0	0	N/A	N/A	N/A	N/A
GSP Hall 500 W. 11 th St.	0	0	N/A	N/A	N/A	N/A
Hashinger Hall 1632 Engel Rd.	1	1	Intentional, alcohol set on fire on floor	0	0	\$0-\$99
Hawker Apartments, Building A 1011 Missouri St.	0	0	N/A	N/A	N/A	N/A

Hawker Apartments, Building C 1011 Missouri St.	0	0	N/A	N/A	N/A	N/A
HERE Apartments 1111 Indiana St.	0	0	N/A	N/A	N/A	N/A
Jayhawker Towers A 1603 W. 15 th St.	0	0	N/A	N/A	N/A	N/A
Jayhawker Towers B 1603 W. 15 th St.	0	0	N/A	N/A	N/A	N/A
Jayhawker Towers C 1603 W. 15 th St.	0	0	N/A	N/A	N/A	N/A
Jayhawker Towers D 1603 W. 15 th St.	1	1	Unintentional, fire inside oven	0	0	\$0-\$99
K.K. Amini Hall 1318 Louisiana St.	0	0	N/A	N/A	N/A	N/A
Krehbiel Hall 1301 Ohio St.	0	0	N/A	N/A	N/A	N/A
Lewis Hall 1530 Engel Rd.	0	0	N/A	N/A	N/A	N/A
Margaret Amini Hall 1312 Louisiana St.	0	0	N/A	N/A	N/A	N/A
McCarthy Hall 1741 Naismith Dr.	1	1	Unintentional, fire on exterior patio from grill	0	0	\$0-\$99
Miller Hall 1518 Lilac Lane	0	0	N/A	N/A	N/A	N/A
Naismith Hall 1800 Naismith Dr.	0	0	N/A	N/A	N/A	N/A
Oswald Hall 1620 Engel Rd.	0	0	N/A	N/A	N/A	N/A

Pearson Hall 1426 Alumni Place	0	0	N/A	N/A	N/A	N/A
Self Hall 1620 Engel Rd.	0	0	N/A	N/A	N/A	N/A
Sellards Hall 1443 Alumni Place	0	0	N/A	N/A	N/A	N/A
Stephenson Hall 1404 Alumni Place	0	0	N/A	N/A	N/A	N/A
Stouffer Place North 1835 Ousdahl Rd.	0	0	N/A	N/A	N/A	N/A
Stouffer Place South 1835 Ousdahl Rd.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments A 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments B 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments C 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments D 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments E 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments F 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A

Sunflower Apartments G 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments H 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments I 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments J 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments K 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments L 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Templin Hall 1515 Engel Rd.	0	0	N/A	N/A	N/A	N/A
Watkins 1506 Lilac Lane	0	0	N/A	N/A	N/A	N/A

Fire Statistics 2022

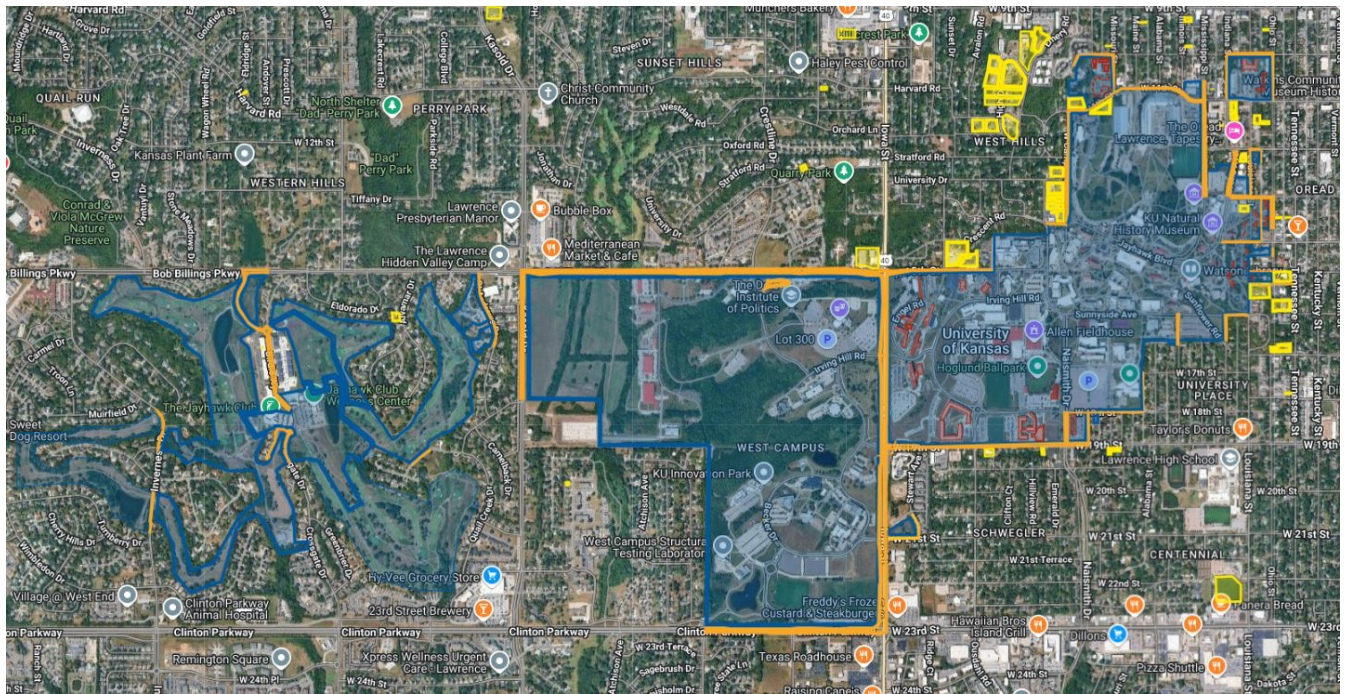
Residential Facility	Total Fires in Each Facility	Fire #	Cause & Category of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire
Battenfeld Hall 1425 Alumni Place	0	0	N/A	N/A	N/A	N/A

Corbin Hall 420 W. 11 th St.	0	0	N/A	N/A	N/A	N/A
Douthart Hall 1345 Louisiana St.	0	0	N/A	N/A	N/A	N/A
Downs Hall 1517 W. 18 th St.	0	0	N/A	N/A	N/A	N/A
Ellsworth Hall 1734 Engel Rd.	0	0	N/A	N/A	N/A	N/A
Grace Pearson Hall 1335 Louisiana St.	0	0	N/A	N/A	N/A	N/A
GSP Hall 500 W. 11 th St.	0	0	N/A	N/A	N/A	N/A
Hashinger Hall 1632 Engel Rd.	0	0	N/A	N/A	N/A	N/A
Jayhawker Towers A 1603 W. 15 th St.	0	0	N/A	N/A	N/A	N/A
Jayhawker Towers B 1603 W. 15 th St.	0	0	N/A	N/A	N/A	N/A
Jayhawker Towers C 1603 W. 15 th St.	0	0	N/A	N/A	N/A	N/A
Jayhawker Towers D 1603 W. 15 th St.	0	0	N/A	N/A	N/A	N/A
K.K. Amini Hall 1318 Louisiana St.	0	0	N/A	N/A	N/A	N/A
Krehbiel Hall 1301 Ohio St.	0	0	N/A	N/A	N/A	N/A
Lewis Hall 1530 Engel Rd.	0	0	N/A	N/A	N/A	N/A
Margaret Amini Hall 1312 Louisiana St.	0	0	N/A	N/A	N/A	N/A

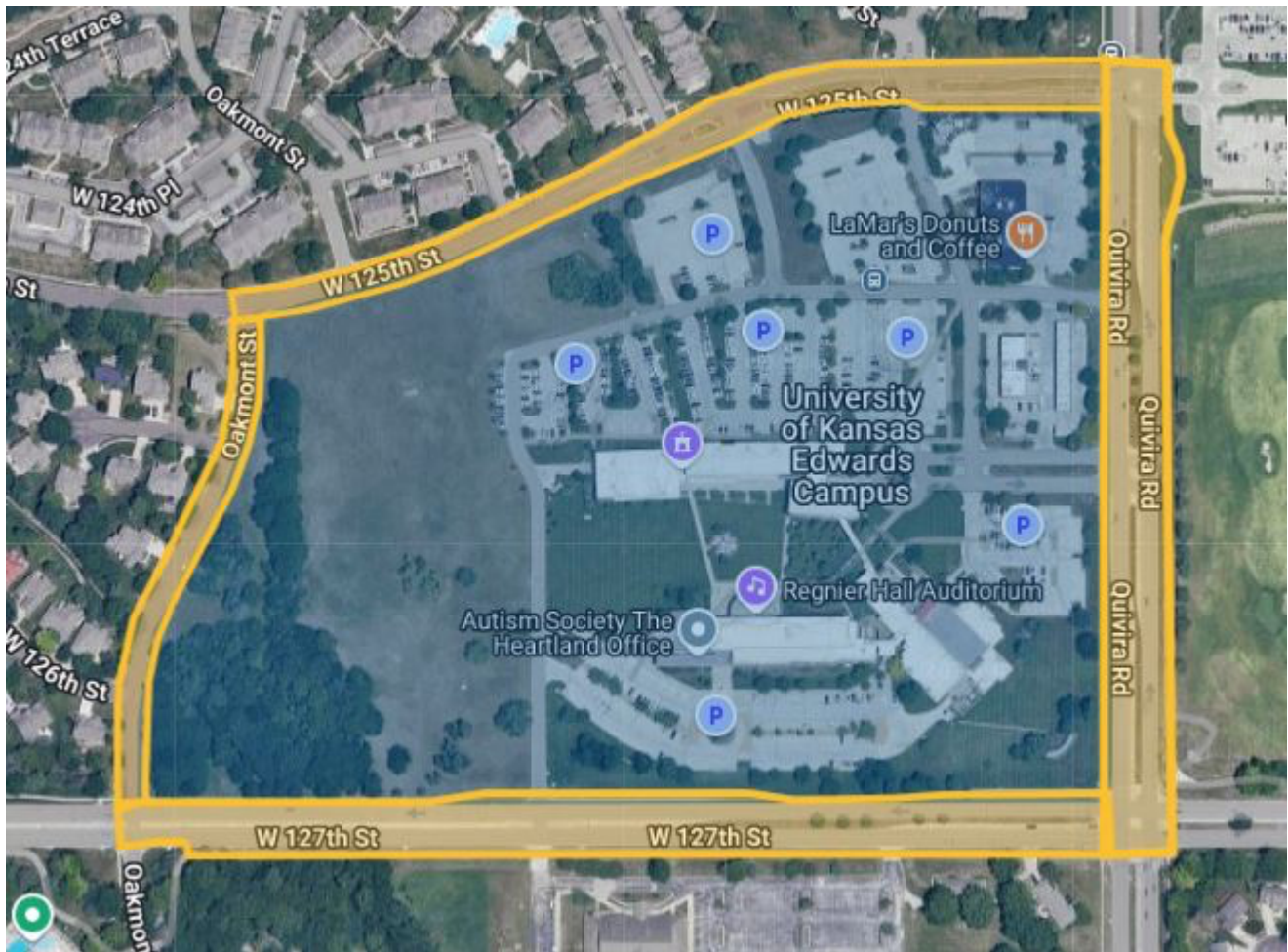
McCarthy Hall 1741 Naismith Dr.	0	0	N/A	N/A	N/A	N/A
Miller Hall 1518 Lilac Lane	0	0	N/A	N/A	N/A	N/A
Oswald Hall 1620 Engel Rd.	0	0	N/A	N/A	N/A	N/A
Pearson Hall 1426 Alumni Place	0	0	N/A	N/A	N/A	N/A
Rieger Hall 1323 Ohio St.	0	0	N/A	N/A	N/A	N/A
Self Hall 1620 Engel Rd.	0	0	N/A	N/A	N/A	N/A
Sellards Hall 1443 Alumni Place	0	0	N/A	N/A	N/A	N/A
Stephenson Hall 1404 Alumni Place	0	0	N/A	N/A	N/A	N/A
Stouffer Place North 1835 Ousdahl Rd.	1	1	Unintentional – Fire inside oven	0	0	\$0
Stouffer Place South 1835 Ousdahl Rd.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments A 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments B 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments C 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A

Sunflower Apartments D 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments E 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments F 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments G 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments H 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments I 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments J 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments K 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Sunflower Apartments L 1021 Missouri St.	0	0	N/A	N/A	N/A	N/A
Templin Hall 1515 Engel Rd.	0	0	N/A	N/A	N/A	N/A
Watkins 1506 Lilac Lane	0	0	N/A	N/A	N/A	N/A

Lawrence Clery Geography Map



Edwards Clery Geography Map



KU Hangars Clery Geography Map



KU Field Station Geography Map

