

Office of Civil Rights & Title IX

A Quick Introduction:
What We Do & How We Do It

CLAS - Visual Arts

Ash Wilson

2.21.2025



civilrights.ku.edu



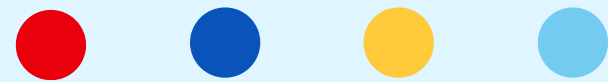
Agenda

01 Our Office

02 What We Do

03 Benefits of Reporting

04 Expanded footprint across KU

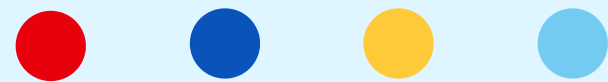


Content Warning

Some of the content on these slides and presentation may be challenging and evoke strong emotions from some people.

Most content involves conversations around harassment, discrimination, or sexual misconduct.

Please feel free to take a minute if needed.



One University Office

 **Lawrence**

Strong Hall #121

Dole Human Development
Center #1082

 **Edwards**

Regnier Hall 270 M,N,P,Q

 **Kansas City**

School of Nursing 4037

Smith-West 1006



Our Office



Our Team

OCRTIX consists of 5 teams focusing on various processes, directed by our Leadership team to address reports on all campuses.

- **Intakes and Outreach**
- **Support Measures and Informal Resolutions**
- **Investigations**
- **Impact and Belonging**
- **Clery Compliance**

Our staff, affiliated stakeholders, and decision makers can be found at civilrights.ku.edu



What OCRTIX Does

- **We respond to reports** pertaining to discrimination & harassment (based on 16 different identities), sexual misconduct, and related retaliation. We provide support measures, informal and formal resolution options, and conduct investigatory reviews.
- **We assess and respond to impact** from incidents occurring across campus, and work to create a greater sense of **belonging** for all.
- **We support pregnant and parenting students.**
- **We engage in outreach and education.**
- **We oversee Clery compliance**, resulting in timely warnings, emergency notifications, and the annual security and fire safety report.



Mandatory reporters are staff and faculty (including graduate & undergraduate student-staff) who have a special obligation to share information pertaining to harassment, discrimination, and sexual misconduct with the OCRTIX.



Every employee when engaged in their KU capacity except:

- CAPS Therapist
- CARE Services
- Watkins Medical Providers
- Ombuds Office
- Student Legal Services
- Journalists
- Pastoral Advisors
- Some IRB approved research/climate studies
- KU's General Counsel's Office

**Otherwise
known as
Confidential
Employees**

**For more
information, check
out the Mandatory
Reporting Policy on
the KU Policy Library**



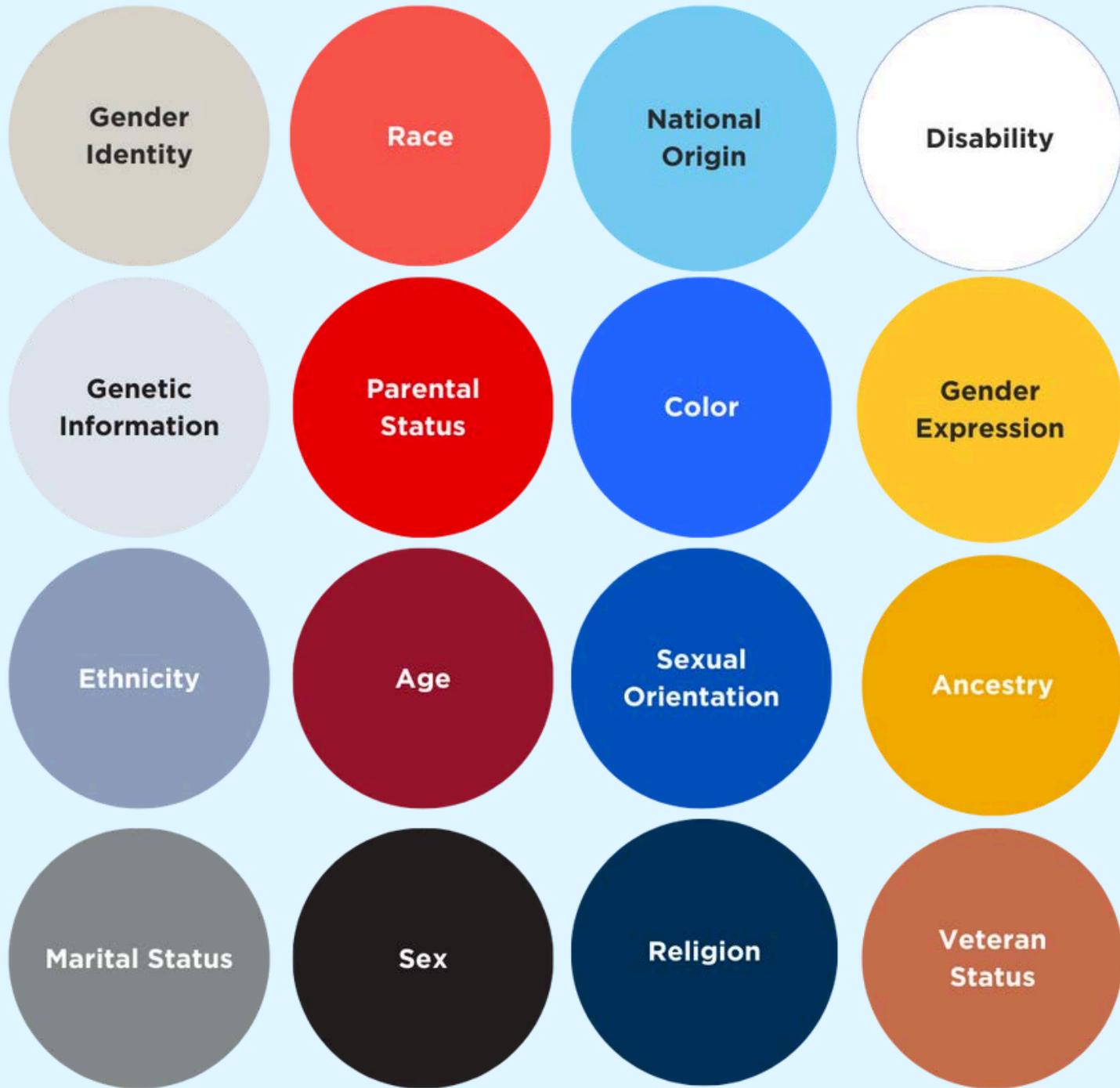
**“Mandatory reporting” means different things in different professions.
Be careful to understand which definition applies to your settings.**



We respond to reports from mandatory reporters (and others) dealing with discrimination & harassment (based on identities), sexual misconduct, and related retaliation. All based on identities, including microaggressions.

*If you wonder.
If it even whiffs.
If your spidey-senses tingle.
If your eyebrows move.*

16 Protected Classes



Examples of things to report:

- A student tells you they are failing a course because they were assaulted a month ago.
- A colleague is being treated differently based on a protected class by their supervisor compared to others.
- A peer shares that they were touched by someone in a non consenting and inappropriate manner on campus.
- A graduate student requests not to TA for a certain instructor because their they have never honored their accommodations.
- You overhear a staff member say that protests on campus pertaining to a protected class are having an impact on their mental health.

Jurisdiction

- We respond to all on an case-by-case basis.
- All reports are kept for no less than 7 years.
- We assess our ability to provide options and take action.
- We cover anywhere the educational opportunity extends.



How to respond when you receive a report - “ready-made responses”

If you sense the direction of the conversation

“I want to pause you for a minute. Before you share, I want to let you know I’m a mandatory reporter. That means... .

Be trauma informed

- Think about tone. Slow down, be “soft”
- Think about lighting. Soft and low lighting can make things feel better.
- Allow for emotions to be present.

If you get a disclosure without being able to share context

“I want to pause you for a minute. Thank you for sharing that with me. It sounds like a really challenging experience. Before we move forward, I want to let you know I’m a mandatory reporter. That means...

- Know that trauma doesn’t allow for linear thinking.
- Acknowledge the challenging nature of the conversation.

Be thinking about options you can provide

- Ask questions about safety - “Are you feeling safe now?” “Would you like me to call *resource* with you now? - Resource: KUPD, Housing
- Talk about evidence preservation - “It can be helpful to keep any potential evidence so you can continue to make decisions in the future, even if you’re not ready to do that now. Would you like me to help connect you to *resource*? - Resource: Hospital/SANE exam
- What other campus/community resources might be helpful?

Common concerns

- Losing trust with the person
- Removing agency from the person affected
- Getting someone in “trouble”
- “Taking sides”
- What to do next...

“I know this might be scary, and you deserve all the options available”

Be as comfortable and knowledgeable as possible.

Our Process

1

Once a report is made we reach out to the person who may have experienced harm, **invite them to a conversation** about their experience, and share options.

2

We talk through goals, including informal and formal options such as formal complaints and investigations. The person who may have experienced harm helps to guide this conversation with their goals.

3

We explore support measures which can include but is not limited to housing, academic, and/or employment accommodations.

4

Based on what the person's goals are, we help to **facilitate our resolution processes**.

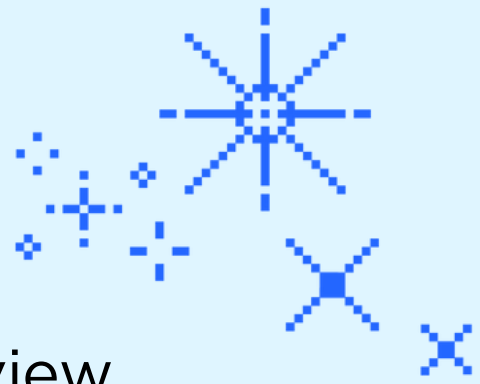
The person is welcomed to bring an advisor to assist them through the process.

Our Resolution Processes can be found on our website civilrights.ku.edu



Investigatory Reviews

- We are federally required to keep all reports received for no less than 7 years. This allows us to see patterns.
- When a potential pattern is identified within a unit/school, OCRTIX can conduct an investigatory review. The decision to do so is carefully weighed and often has input from university leadership.
- We conduct the review and unit leadership receives the report and takes action on recommendations.

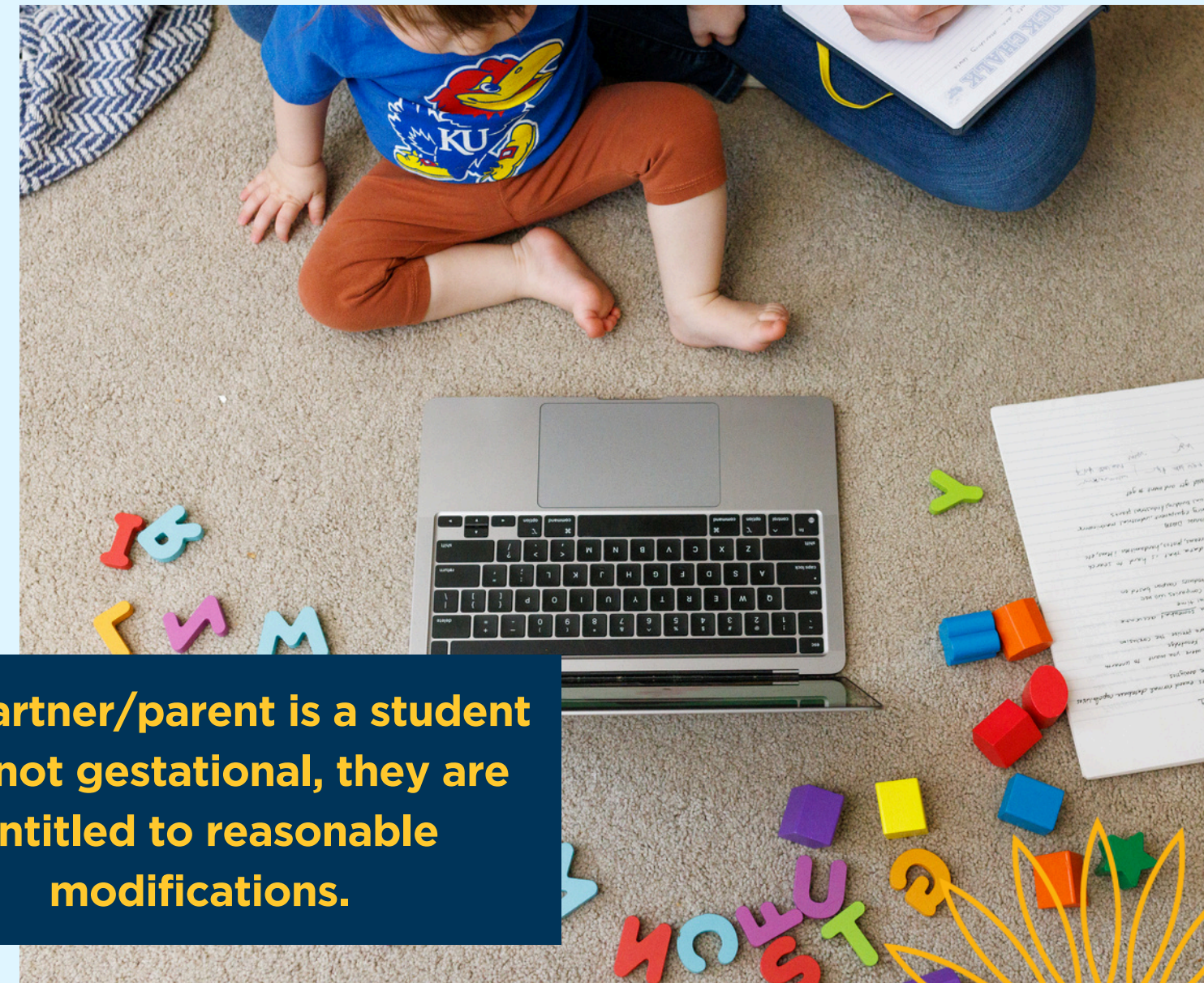


We support pregnant and parenting students.

When we learn a student may be pregnant, we send a letter with comprehensive options, examples of reasonable modifications students could request, the process to do so, and invite them to meet with a member of our team to talk more about any needs they may have.

Examples of reasonable modifications could include:

- Additional excused absences for medical appointments (including termination, delivery, check-ups, etc.).
- Larger desk/working area, larger seats.
- Permission to use the bathroom more regularly.
- Permission to bring water into labs.



If a partner/parent is a student and not gestational, they are entitled to reasonable modifications.



We oversee Clery compliance, resulting in timely warnings, emergency notifications, and the Annual Security and Fire Safety Report.

Clery is a federal law that requires institutions receiving federal funding to publicly report statistics concerning the occurrence of certain criminal offenses involving students, faculty, staff or visitors. **Simply put, it is a safety consumer law.**

Campus Security Authorities (CSAs) must, however we encourage all to report issues of safety. CSAs - anyone who has significant responsibility for student and campus activities.

* **Primary Crimes:**

- Murder/Non-Negligent Manslaughter
- Manslaughter by Negligence
- Rape
- Fondling
- Statutory Rape
- Incest
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson

* **Arrests or Referrals for Disciplinary Action:**

- Liquor Law Violations
- Drug Law Violations
- Weapon Law Violations

* **VAWA Offenses:**

- Domestic Violence
- Dating Violence
- Stalking

* **Hate Crimes:**

Crimes motivated by perpetrator's bias against the victim's protected class.

* **Hate crimes include:**

- Larceny-theft
- Simple assault
- Intimidation
- Destruction/Damage/Vandalism

* **and all primary crimes, except:**

- Manslaughter by Negligence

* **Hazing**

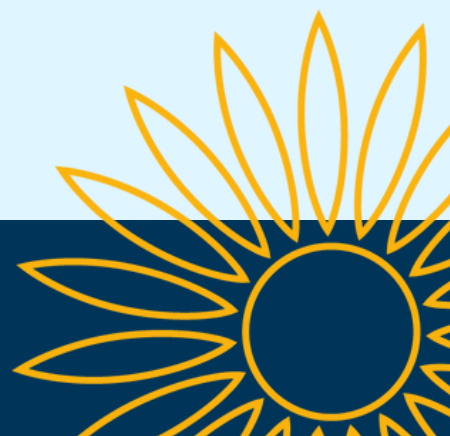
Reporting crimes allows for:

- Emergency notifications.
- Timely warnings.
- Accurate counts of Clery crimes.
- Accurate reporting of Clery crimes

The goal is increased safety for all using our campus and increased awareness of climate.



Report Here



Reporting gets people resources and options not available otherwise.

OCRTIX Myth - The office only cares about avoiding lawsuits and wants to keep things “quiet“.

Fact - Although our office cares about being in compliance and we use discretion, we do so because compliance means people experience a process with high integrity, the options and resources entitled to them, and everyone has their rights intact.



Mandatory reporters for harassment, discrimination, sexual misconduct, and related retaliation and CSAs should recognize the following benefits of reporting:

1. Gets the person experiencing harm access to resources and options otherwise not available.
2. Allows you to remain neutral and not be in the details.
3. Helps create a more informed, and likely safer campus environment.
4. Allows the university to be in compliance.

2017
\$220+ Million in various lawsuits between Penn State and Sandusky victims/incidents

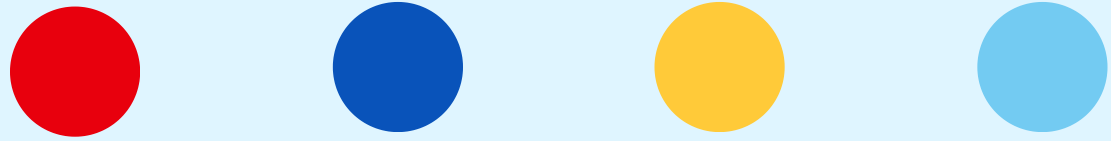
2018
\$500 Million mediated settlement between Michigan State and Nassar victims

2024
\$14 Million Clery fine pertaining to Liberty University related to several Title IX related issues.

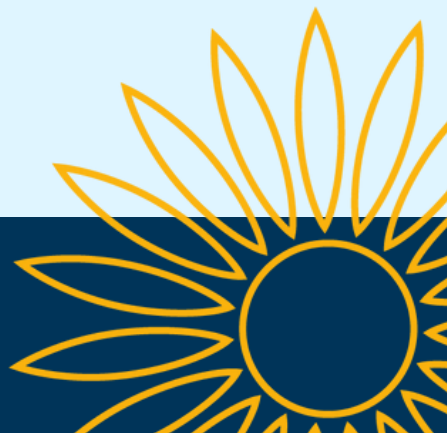
Ongoing
DOE is investigating several universities for Title VI compliance and their response to anti-Semitic incidents on campus.

Federal funding (including the ability to accept financial aid) can be pulled, including research grants.





- You **do not have to report your own** incidents of harassment/discrimination/or sexual misconduct, but we encourage you to do so.
- You **do** have to report incidents you ***hear about***, even if not directly.
- We recommend the person who has experienced harm be notified that a report will be made, although that is not a requirement.
- OCRTIX is a neutral fact-finder, not a decision maker. During an investigation, our goal is to gather information and provide that to a decision maker (HR, Faculty Affairs, Student Conduct, etc.).
- No such thing as overreporting!



How to Report



File an incident report on the OCRTIX website

- <https://civilrights.ku.edu/reporting-incident>



Email OCRTIX

- civilrights@ku.edu



Call OCRTIX

- 785-864-6414



Visit our office

- **Lawrence** - Dole Human Development Center, #1082, Strong Hall, #120
- **KUMC** - Smith-West 1006 & School of Nursing Rm 4037
- **Edwards** - Regnier Hall, Suite 270 M, N, P, Q

Additional Contacts

- Contact a Deputy Title IX Coordinator:
 - Natalie Holick in Compliance
 - Nicole Corcoran in Athletics





THE UNIVERSITY OF KANSAS
Office of Civil Rights
& Title IX



Questions?

Contact Info

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Director of Intakes and Outreach &
Deputy Title IX Coordinator

ashwilson@ku.edu

Departmental Contact and Info

civilrights@ku.edu

785-864-6414

civilrights.ku.edu

Other Opportunities

We're looking for ways to engage anyone on campus. If you have events for us to be present at, please let us know!

