

Office of Civil Rights & Title IX

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

**Molecular Biosciences Alliance
Student Organization**

Sam Deming

Halworth Hall 1005 | 3.26.2025



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



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.



What We Do - *We address more than just sexual misconduct



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**



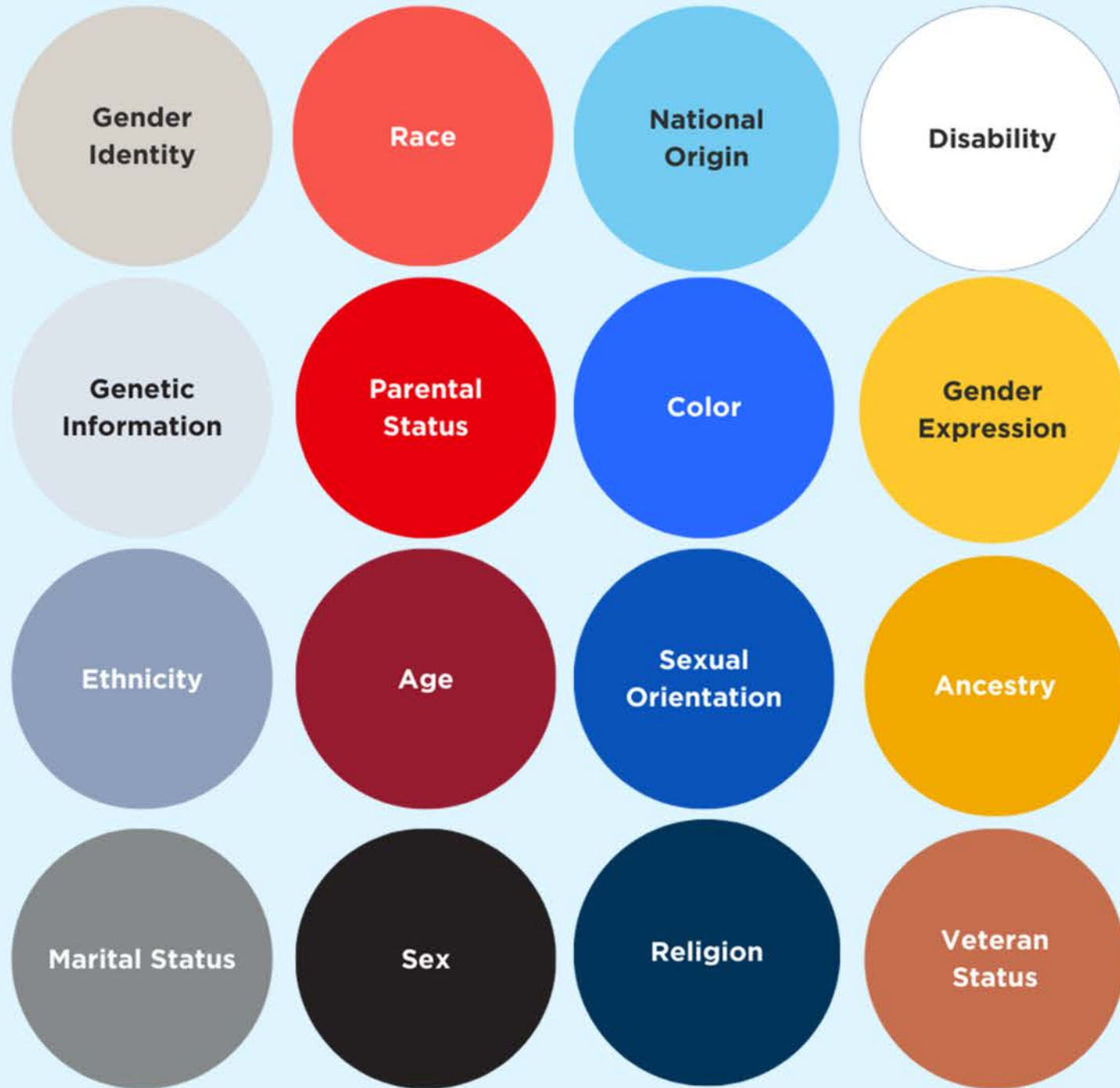
**“Mandatory reporting” means different things in different professions.
Be careful to understand which definition applies to your settings.**



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



Students aren't mandatory reporters unless they are employed. Examples of things you MAY to report:

- Your friend tells you they are failing a course or their job performance is slipping because they were assaulted a month ago.
- A classmate who is an international student is given a more “American name” by others in the class instead of using their name.
- An instructor is always “playing devil’s advocate” in a way that you feel is bias toward certain identities, or turns microaggressions into “teachable moments” in ways that are uncomfortable.
- You notice a pattern of women being graded harshly compared to men.
- The way a staff member is engaging in on-campus protests is making you uncomfortable based on an identity you hold.

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.

We Respond to Reports



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.
- 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 working with instructors/supervisors to establish reasonable modifications or workplace accommodations.

4

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



We do not contact or notify the person who caused harm without permission, unless we believe that person is a serious danger to others.

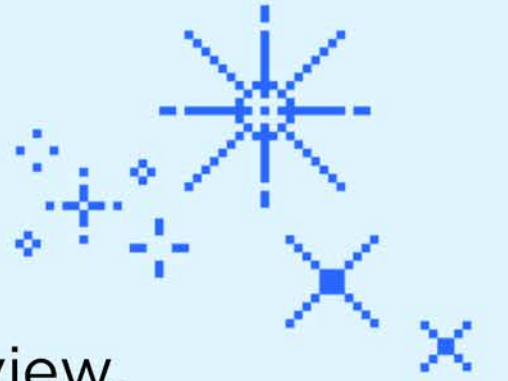
The person is welcomed to bring an advisor to assist them through the process.

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.

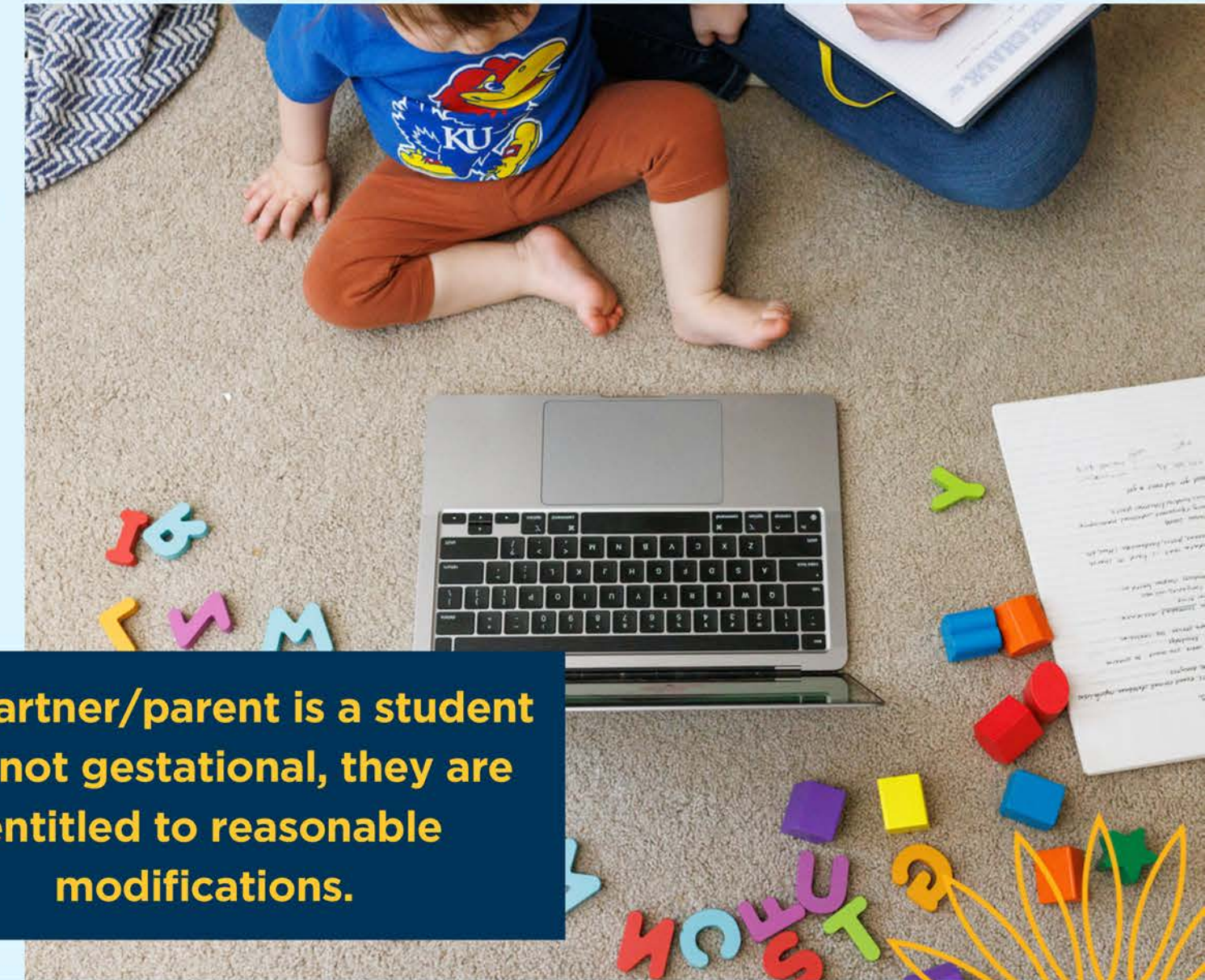


We support pregnant and parenting students.

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



The Benefits of Reporting

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



Being in Compliance

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.



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.

Why Report?



Other Nuances



- You **do not have to report your own** incidents of harassment/discrimination/or sexual misconduct, but we encourage you to do so.
- If you are a Mandatory Reporter, 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 over-reporting!**
- When we collectively work together, we can make a more informed and welcoming campus for all.



Assembly Considerations

As a KU student, you are guaranteed rights. You can:

1. Engage in free inquiry, expression, assembly.
2. Express your views in all forms of communication.
3. Support any cause through orderly and peaceful demonstrations in public areas.
4. Invite and listen to speakers of your choosing.
5. Protest the presence of any speaker, organization, government agency, or educational entity.
6. Be free from harassment and discrimination.

As a KU student, you have responsibilities. You cannot:

1. Disrupt University operations, including blocking entrances or exits to campus spaces.
2. Take, possess, or damage University property or property belonging to others.
3. Interfere with others' ability to express their opinions and learn about topics of their choosing.
4. Cause harm to others, engage in threatening behaviors, or invite violence in any way.
5. Enter restricted spaces without proper consent.

-The Student Conduct & Community Standards Office

The Code of Student Rights and Responsibilities



Freedom of Expression Frequently Asked Questions



Free Expression @ KU Pamphlet



Free Expression Resources - SCCS



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
- Contact our Liaisons
 - Sarah Briley - Wichita
 - Donna Vandivier - Salina





THE UNIVERSITY OF KANSAS
Office of Civil Rights
& Title IX



Questions?

Contact Info

Ash Wilson

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

Resources & Opportunities

You can find ALL of OCRTIX's resources on our website:
civilrights.ku.edu

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

