

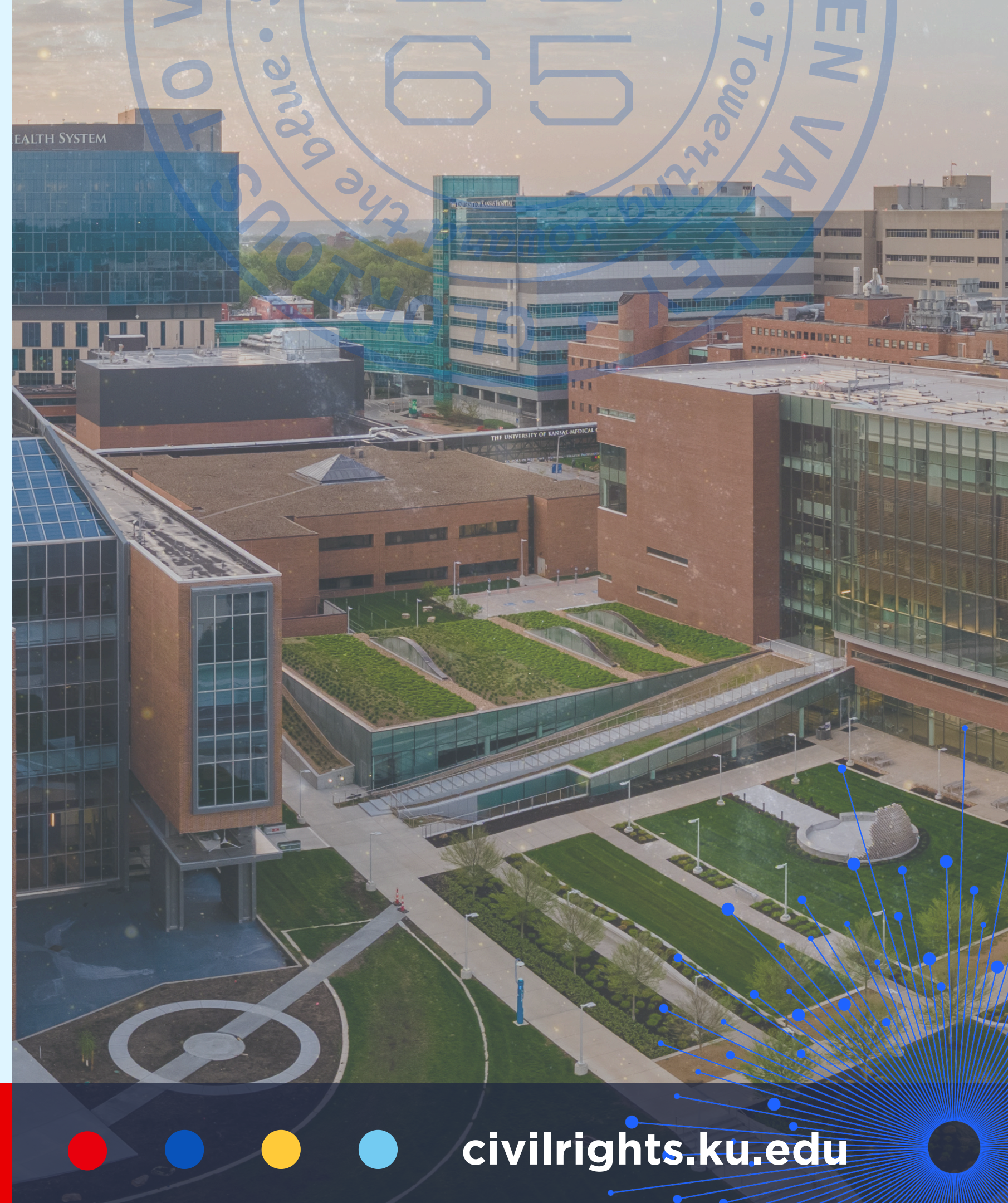
Office of Civil Rights & Title IX

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

M3 Orientation

Ash Wilson & Sam Deming

5.1.25 | HEB



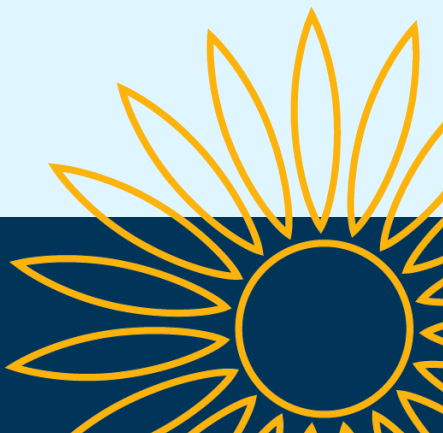
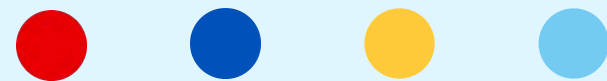
civilrights.ku.edu

Agenda

01 Our Office

02 What We Do:
Mandatory Reporters
Examples of Reports
Processes
Why Report?

03 Wrap up



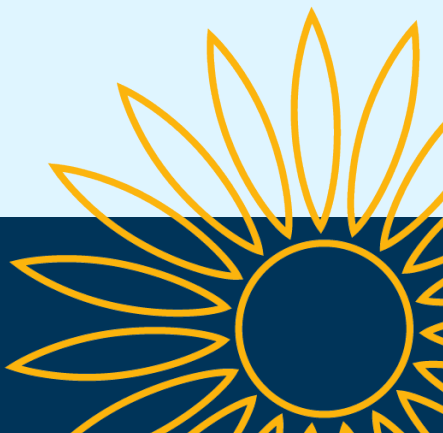
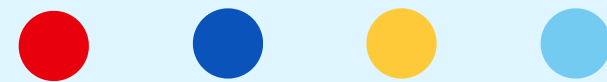


Content Warning

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



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:

- Health Care Providers
- Pastoral Advisors
- Professional Counselors
- Student Ombuds
- Journalists
- Legal Services/KU's General Counsel's Office
- Some IRB research/climate studies
- Medical providers when treating patients and patients disclose

**Otherwise
known as
Confidential
Employees**

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



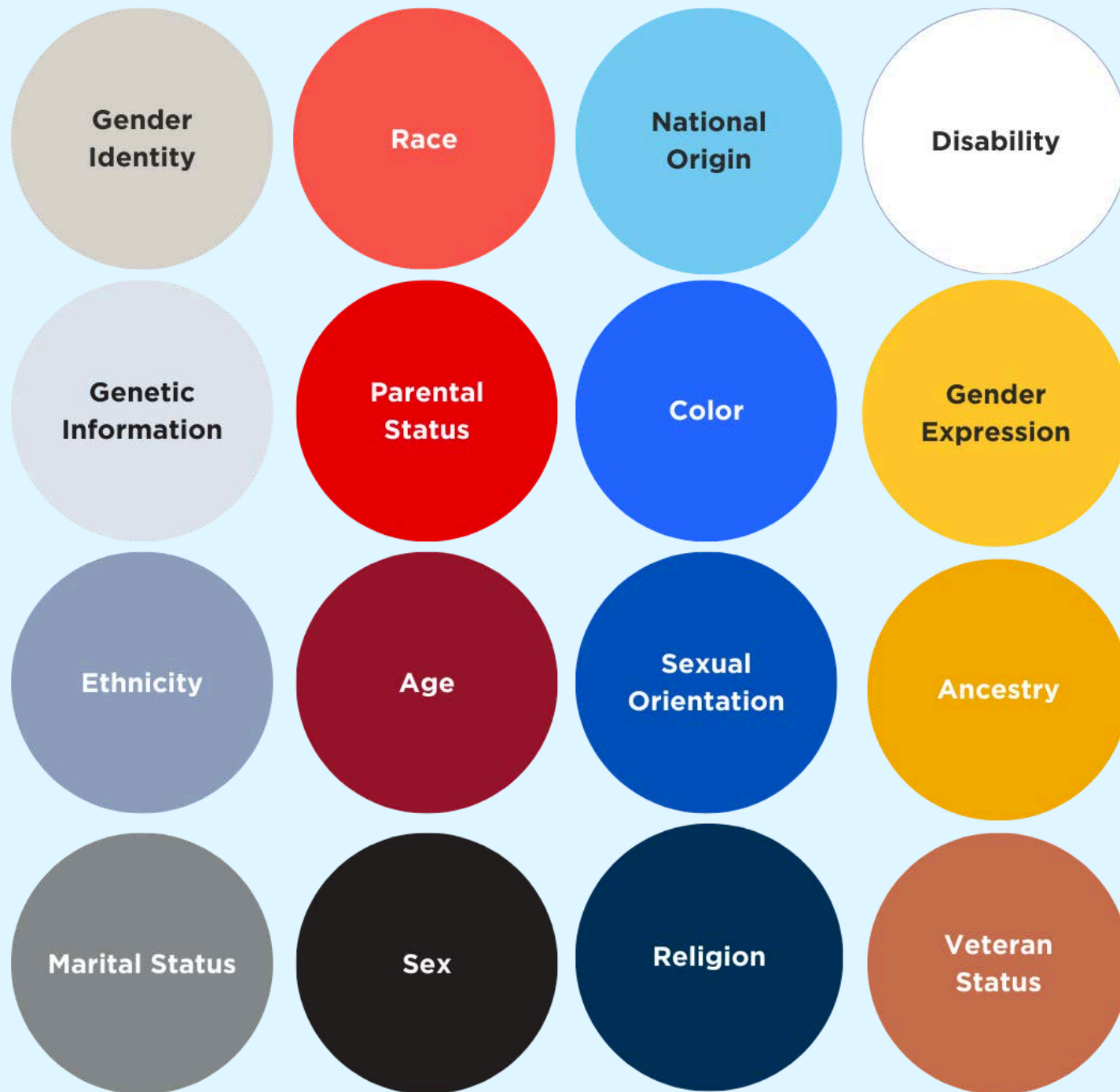
**“Mandatory reporting” means different things in different professions.
Be careful to understand which definition applies to your settings.**



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 by KU. Examples of things you MAY to report:

- You overhear a peer say they were sexually assaulted last year.
- A student has official accommodations and is denied access to them because the physician believes people should be “at the top of their game” and the “real world” doesn’t give accommodations.
- A peer shares that they were touched by someone in a non-consenting and inappropriate manner at their clerkship.
- You witness a peer treating people differently and you think it might be due to their sex.
- You notice people treating pregnant students/residents/staff differently because it’s “unfair they get time off”.

Jurisdiction & Guidance

- We respond to all on an case-by-case basis. We don’t take automatic action without permission*.
- We don’t reach out to the person causing harm without permission*.
- Menu of options is different based on location.

We Respond to Reports - *Unless we assess there is a serious threat to campus.



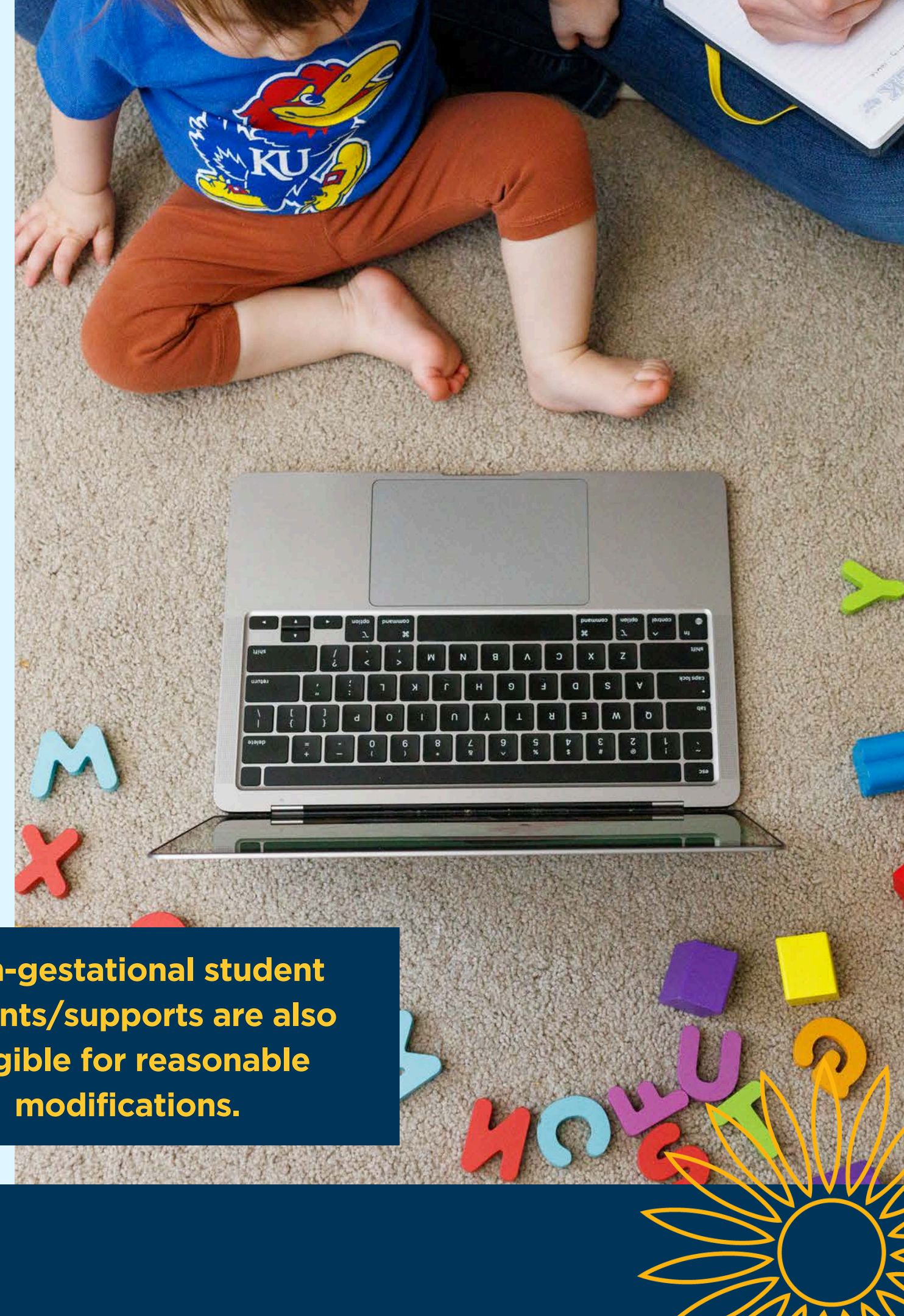
Reasonable Modifications for Students

When we learn a student is pregnant or parenting, we send an email with comprehensive options, examples of reasonable modifications students can 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.
- Reasonable time to pump.

Non-gestational student parents/supports are also eligible for reasonable modifications.



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 explore support measures which can include but is not limited to working with instructors/supervisors to establish reasonable modifications or workplace accommodations.

3

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.

4

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

We will not inform the person causing harm of the report unless requested*,

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

We will not take action unless requested.*

We Respond to Reports *unless our office assess a serious ongoing threat to safety



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**

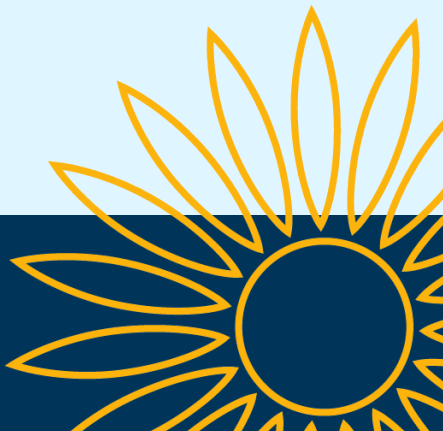
Reporting crimes allows for:

- 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



Hazing is a new Clery Crime

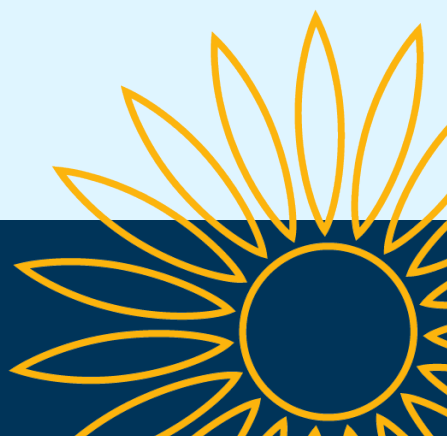
**Program Directors, Deans,
Chairs, and more are CSAs**

The definition of “Hazing” per the Clery Act is:

Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons), against another person or persons regardless of the willingness of such other person or persons to participate, that:

- is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization (“Student Organization” is defined as an organization at an institution of higher education in which two or more members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.); and
- causes or creates a risk, above the reasonable risk encountered in the course or participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including- Physical Abuse, Sleep Deprivation, Substance Ingestion, Sexual Violence, Intimidation, Criminal Conduct

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.



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

- **KUMC** - Smith-West 1006 & School of Nursing Rm 4037
- **Lawrence** - Dole Human Development Center, #1082 & Strong Hall, #120
- **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?

Departmental Contact and Info

civilrights@ku.edu

785-864-6414

civilrights.ku.edu

Fill out our Outreach
Survey to helps us for
future presentations!

Assessment Code:

050125



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!

