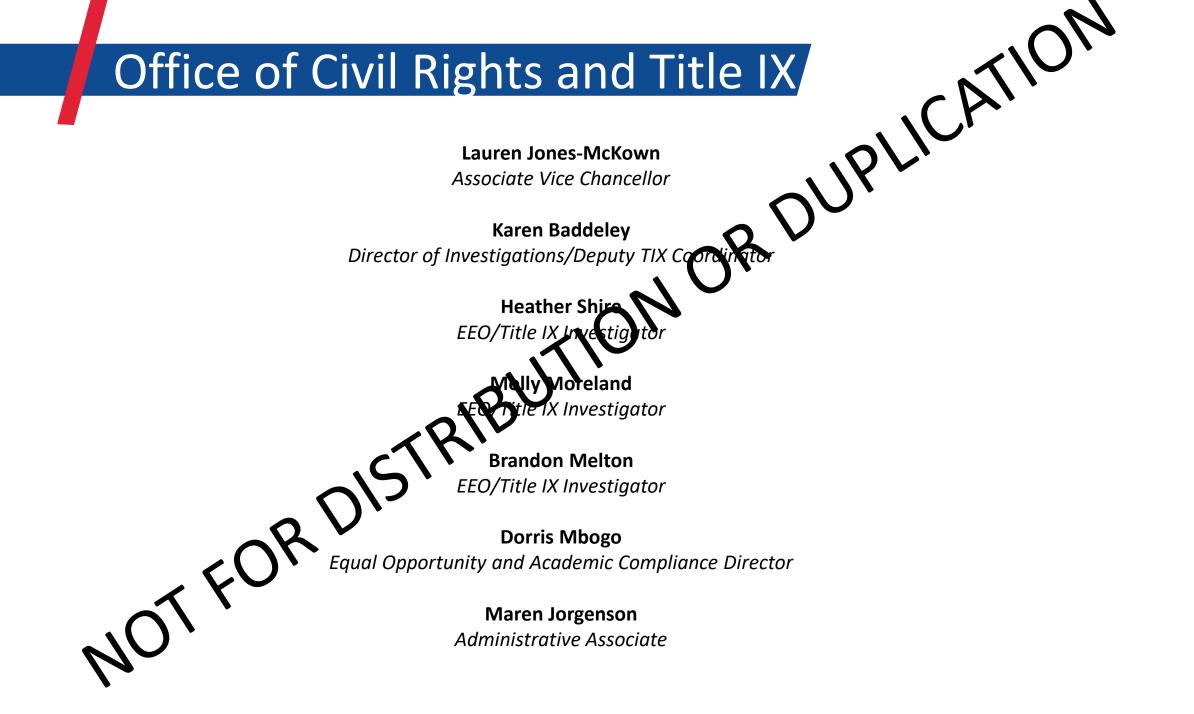
PRESENTED BY THE OFFICE OF CIVIL RIGHTS AND TITLE IX

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CIVIL RIGHTS SND TITLE IX





What is the OCRTIX?

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What is the OCRTIX?

- The Office of Civil Rights and Title IX (OCRTIX) is responsible for administering the University of Kansas equal opportunity and non-discrimination policies and procedures.
- We serve as a neutral and unbiased resource for members of the university community who wish to report an allegation of discrimination, harassment sexual misconduct, sexual violence and/or retaliation, and we offer assistance and protective measures to those individuals.
- Our staff is responsible for gathering information about the allegation in a diplomatic, culturally competent and trauma-informed makiner that is fair to both the person reporting the allegation (i.e. the complainant) and the person responding to the allegation (i.e. the respondent).
- We also provide information about health, safety, advocacy and support resources available to members of the Lawrence and Edwards campuses. As necessary, our office performs formal investigations to detect, discontinue and prevent violations of the Non-Discrimination Policy and Sexual Harassment Policy, and to ensure the university complies with state and federal civil rights laws.



What Does the OCRTIX Handle?

- **Sexual Misconduct**
 - Sexual Harassment \bullet
- UPLICATIL "Sexual Harassment" is conduct on the basis of sex (including sexual orientation, gender ٠ identity, and gender expression) that constitutes Quid Pro Quo Sexual Harassment, Hostile Environment Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, or Stalking.
 - Quid Pro Quo •
 - Hostile Environme
 - Sexual Assault
 - Domestic Violence and Dating Violence

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What Does the OCRTIX Handle?

- Discrimination
 - Discrimination is treating someone differently based on a protected class.
 - There are 16 protected classes recognized it KU.
 - race, color, ethnicity, religion, sex mational origin, age, ancestry, disability, status as a veteran, sexual orientation, marital status, parental status, gender identity, gender expression, and genetic information.
- Retaliation
 - Retaliation against persons who file discrimination complaints or persons who participate in an investigation of a complaint, whether by an individual directly inverse or by his/her associates, is a violation of law and university policy.



What happens when an OCRTIX report is made?

- Reports of harassment, discrimination, and sexual purchased via: 3rd party reporter (mandatory reporter) Complainant •

 - **Complainant report**
 - Anonymous report
- Acknowledgment of receipt of report to reporting • party
- Outreach email to Complainant
 - **Wation** to a conversation
 - Follow up if no response within 5-7 days



MORDUPLICATION What happens when an OCRTIX report is made?

- If the invitation is accepted: ullet
 - Meet with Complainant •
 - Offer support measures •
 - **Contact restrictions**
 - Academic accommodations
 - Housing accommodation
 - Referrals to resource
 - Educational conversations/policy reminders
 - Offering of formal resolutions



Informal Resolutions

- Mediation
 - Discuss impact of behavior
- DUPLICATION Attempted agreed upon resolution
 - Complainant and respondent the face to face
- Shuttle Diplomacy
 OCRTIX acts as a go-between to come to an agreed upon resolution
 - Company and respondent are not face to face



How Do I Report ?

- Call the OCRTIX •
 - 785-864-6414 •
- Email the OCRTIX •
 - civilrights@ku.edu •
- TIONORDURLICATION File an incident report on the CRIX website •
 - https://civilrights.ku.edu/reporting-incident •
- Walk-in •
 - an Development Center, 1000 Sunnyside Avenue #1082 Dole H



What is a Mandatory Reporter?

IPLICATIL Mandatory reporters are people who have a special obligation to share information pertaining to harassment, discrimination, and sexual violence with the OCRTIX.

Every employee of KU except:

- Care Coordinator
- CAPS Therapist
- Watkins Medical Provide
- Ombuds Office
- Student Legal Service
- Journalists
- General Councel's Office

Trauma-Informed Responses to Reports

- Believe the report
- Listen and reflect without digging
- Encourage a SANE exam (if appropriate)
- Involve as few people as possible
- Explain your role as a mandator reporter
- Report the situation to OCRTIX

Try these phrases:

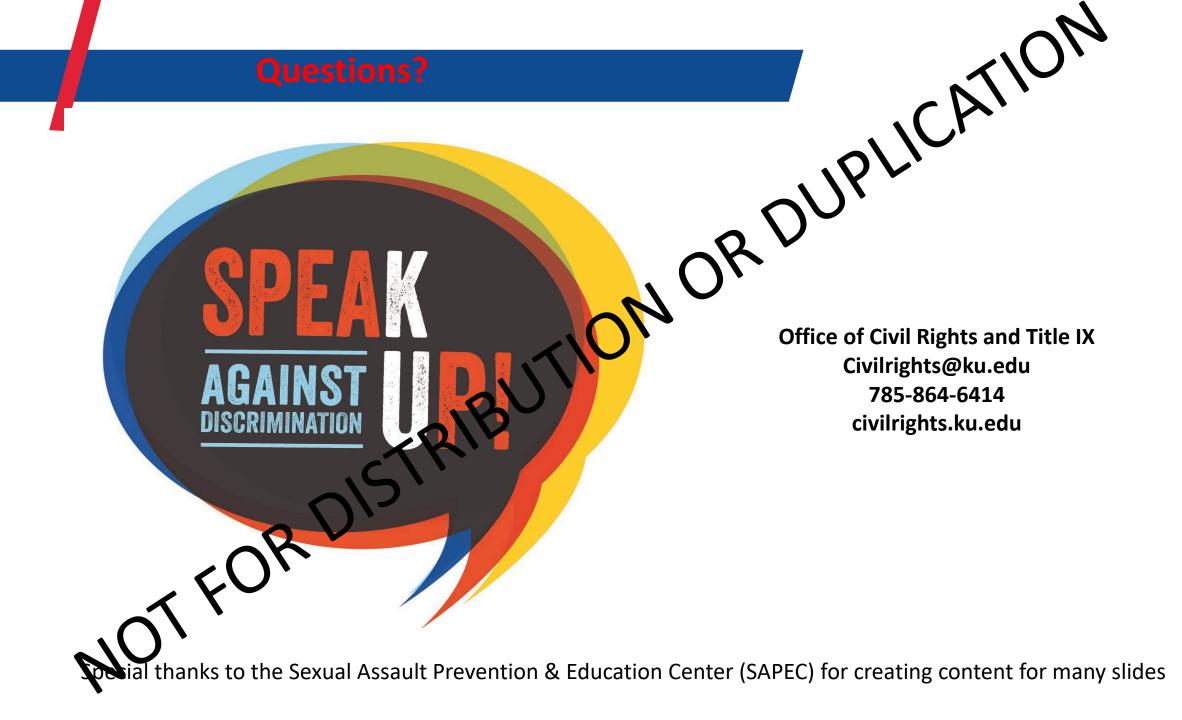
 "Before you continue, I want you to know that I'more for you, but I also have to let you know that I am a mandatory reporter
 and may have to report what you say to the university."

NA.

- "I believe you..."
- "Thank you for sharing this with me..."
- "Would you like me to call (resource/law enforcement) with you right now?"
- "Are you safe right now?"

- OCRTIX is responsible for administering the University spolices on harassment and discrimination •
- OCRTIX is a neutral, unbiased, third-part finder •
 - Complainants and respondents are treated the same •
 - They have access to the same resources •
 - The respondent is presided not to be responsible for the alleged • conduct until a determination is reached at the end of the investigation

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OUR CHANG RISES

Icons designed by Madebyoliver from Flaticon.