

PRESENTED BY THE OFFICE OF CIVIL RIGHTS AND TITLE IX

# *CIVIL RIGHTS AND TITLE IX*

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**KU** THE UNIVERSITY OF  
KANSAS

# Office of Civil Rights and Title IX

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What is the OCRTIX?

## 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 manner 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

- “Sexual Harassment” is conduct on the basis of sex (including sexual orientation, gender 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 Environment
      - Sexual Assault
      - Domestic Violence and Dating Violence
      - Stalking

## What Does the OCRTIX Handle?

- **Discrimination**

- Discrimination is treating someone differently based on a protected class.

- **There are 16 protected classes recognized at KU.**

- 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.

- **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 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 violence are received via:
  - 3<sup>rd</sup> party reporter (mandatory reporter)
  - Complainant report
  - Anonymous report
- Acknowledgment of receipt of report to reporting party
- Outreach email to Complainant
  - Invitation to a conversation
  - Follow up if no response within 5-7 days

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## What happens when an OCRTIX report is made?

- If the invitation is accepted:
  - Meet with Complainant
  - Offer support measures
    - Contact restrictions
    - Academic accommodations
    - Housing accommodations
    - Referrals to resources
    - Educational conversations/policy reminders
  - Offer informal or formal resolutions

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# Informal Resolutions

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

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## How Do I Report ?

- Call the OCRTIX
  - 785-864-6414
- Email the OCRTIX
  - [civilrights@ku.edu](mailto:civilrights@ku.edu)
- File an incident report on the OCRTIX website
  - <https://civilrights.ku.edu/reporting-incident>
- Walk-in
  - Dole Human Development Center, 1000 Sunnyside Avenue #1082

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## What is a Mandatory Reporter?

**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 Provider
- Ombuds Office
- Student Legal Services
- Journalists
- General Counsel's Office

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# 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 mandatory reporter**
- **Report the situation to OCRTIX**

## Try these phrases:

- “Before you continue, I want you to know that I’m here 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.”
- “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?”

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## Wrap Up

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

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Questions?



Office of Civil Rights and Title IX  
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civilrights.ku.edu

Special thanks to the Sexual Assault Prevention & Education Center (SAPEC) for creating content for many slides

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