

Office of Civil Rights & Title IX

Sexual Assault Prevention Training

Student Orientation
University of Kansas
Medical Center

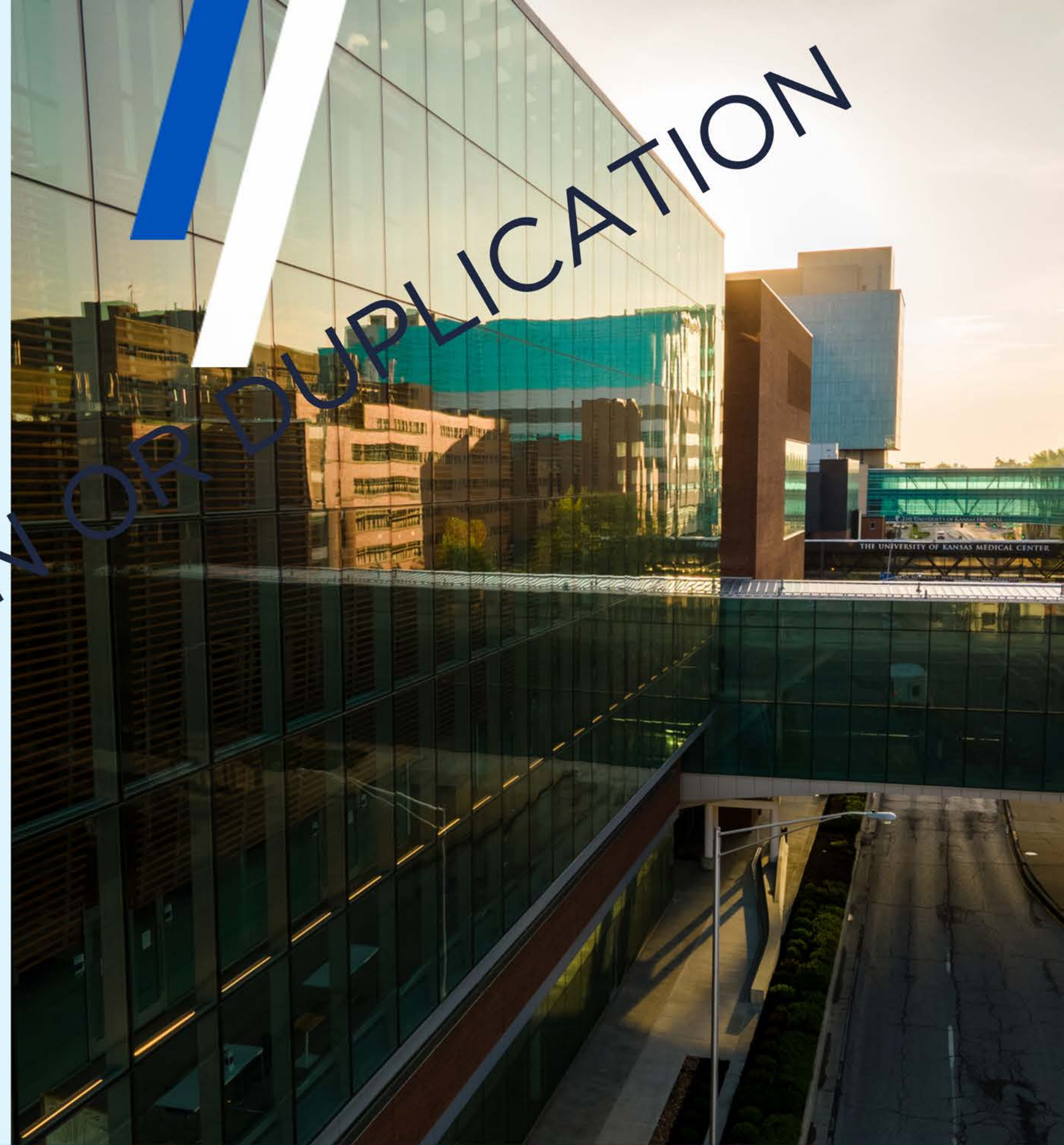
NOT FOR DISTRIBUTION



Virtual Training | 8/24

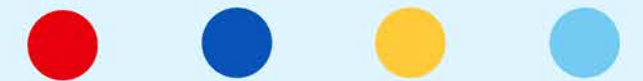


civilrights.ku.edu



Agenda

- 01 Introduce Topic & Office
- 02 Definitions
- 03 Responding to Sexual Harassment
- 04 Bystander Intervention
- 05 Risk Reduction
- 06 Wrapping 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 various forms of sexual harassment.

Please feel free to pause the training, take a break, and come back as you can.



One University Office

- KU Medical Center – Smith-West 1006
- Edwards – Regnier Hall 270 M,N,P,Q
- Lawrence - Dole Human Development Center, 1000 Sunnyside Avenue #1082



Why This Course?

- Introduce important information
- Give proactive information
- Introduce idea of Mandatory Reporters
- Federal Requirement



Introduce Topic

NOT FOR DISTRIBUTION OR DUPLICATION

Who one is in trouble!



Definitions



OFFICE OF CIVIL
RIGHTS & TITLE IX



NOT FOR DISTRIBUTION OR DUPLICATION



Definitions

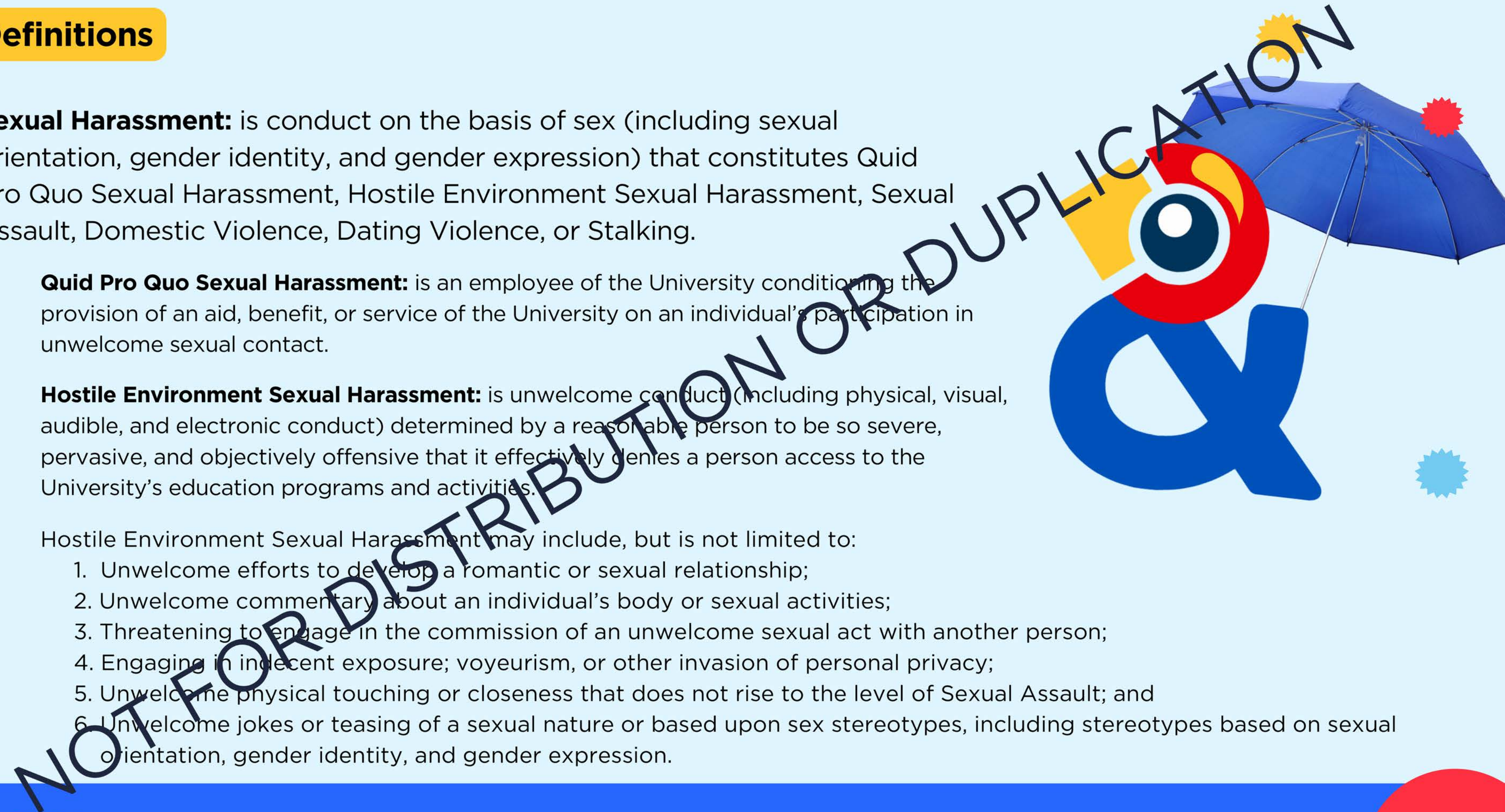
Sexual Harassment: is conduct on the basis of sex (including sexual orientation, gender identity, and gender expression) that constitutes Quid Pro Quo Sexual Harassment, Hostile Environment Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, or Stalking.

Quid Pro Quo Sexual Harassment: is an employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual contact.

Hostile Environment Sexual Harassment: is unwelcome conduct (including physical, visual, audible, and electronic conduct) determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person access to the University's education programs and activities.

Hostile Environment Sexual Harassment may include, but is not limited to:

1. Unwelcome efforts to develop a romantic or sexual relationship;
2. Unwelcome commentary about an individual's body or sexual activities;
3. Threatening to engage in the commission of an unwelcome sexual act with another person;
4. Engaging in indecent exposure; voyeurism, or other invasion of personal privacy;
5. Unwelcome physical touching or closeness that does not rise to the level of Sexual Assault; and
6. Unwelcome jokes or teasing of a sexual nature or based upon sex stereotypes, including stereotypes based on sexual orientation, gender identity, and gender expression.



Definitions continued

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.

Sexual Assault: includes:

1. Penetration or attempted penetration, no matter how slight, of the vagina or anus by the sexual organ of the other person, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
2. Oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
3. Use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity. An “object” or “instrument” is anything used by the offender other than the offender’s genitalia.
4. Touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
5. Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law of the state where the sexual intercourse occurs.
6. Sexual intercourse with a person who is under the statutory age of consent as defined by the law of the state where the sexual intercourse occurs.



NOT FOR DISTRIBUTION OR DUPLICATION

Definitions continued

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.

Stalking: is engaging in a course of conduct directed at a specific person that would cause a reasonable person to 1) fear for their safety or the safety of others, or 2) suffer substantial emotional distress.

For the purpose of this definition, the following terms have the described meaning:

Course of Conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties by any action, method, device, or means, follows monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property

Reasonable Person means a reasonable person under similar circumstances and with similar identities to the victim.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.



Definitions continued

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.

Domestic Violence: is felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of Kansas, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of Kansas.

Dating Violence: is violence committed by a person –

1. Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
2. Where the existence of such a relationship will be determined based on a consideration of the following factors: (i) the length of the relationship; (ii) the type of the relationship; and (iii) the frequency of interaction between the persons involved in the relationship.

The institution prohibits crimes of dating violence, domestic violence, sexual assault, and stalking.

Definitions continued

Consent: is communicated, ongoing, and mutual. This means consent is gained through words or actions that show an active, knowing and voluntary agreement to engage in mutually agreed-upon sexual activity.

It is the responsibility of the initiator, or the person who wants to engage in the specific sexual activity to make sure that the initiator has consent. Consent cannot be gained by force, by ignoring or acting without regard to the objections of another, or by taking advantage of the incapacitation of another, where the accused knows or reasonably should have known of such incapacitation. For example, a person who is intoxicated may not be capable of giving consent. Consent is also absent when the activity in question exceeds the scope of consent previously given or when the person from whom consent is sought is deemed incapable of giving consent under the law of the State of Kansas.

A person always has the right to revoke consent at any time during a sexual act. Consent to one act does not constitute consent to another act. Consent on a prior occasion does not constitute consent on a subsequent occasion. Silence, lack of resistance, or failure to say "no" does not imply consent.

Communicated

Ongoing

Mutual



Responding to Sexual Harassment



NOT FOR DISTRIBUTION OR DUPLICATION



If an incident of Sexual Harassment occurs:

It's not your fault

It's never the person's fault if they experienced an incident of sexual harassment.

Evidence Preservation

People have access to options following an instance of sexual harassment. People who want to, or are undecided about filing a police report or pressing criminal charges may want to consider the following options. There is no right or wrong decision.

- Participating in a Sexual Assault Nurse Exam (SANE) at a local hospital.
- Photographing any physical marks.
- Reporting to police.
- Telling someone.
- Avoiding showering, using the toilet, or washing clothing/bedding if able.

Support Measures

People have access to a variety of supportive options following an instance of sexual harassment. People may want to consider the following options and more:

- Seeking therapy services.
- Utilizing national resources.
- Changing courses, changing residence halls, requesting a contact restriction.
- Considering a medical withdraw or taking a leave of absence.

Options for Reporting an incident of Sexual Harassment

Although people experiencing sexual harassment do not need to report their experience, there are many options to do so both affiliated to KUMC and outside of the institution. What is most important is that people know their options and resources.

Reporting to the Office of Civil Rights and Title IX (OCRTIX)

OCRTIX is the office federally designated to receive reports about instances pertaining to sexual harassment. When we receive reports we follow a process that ensures the rights of all parties are respected. Initially, we'll invite the person experiencing harm to talk more about their options, and to provide resources. Engaging with the office is completely voluntary.



File an incident report on the OCRTIX website
<https://civilrights.ku.edu/reporting-incident>



Send an email to the OCRTIX
civilrights@ku.edu

Processes and Formal Investigations

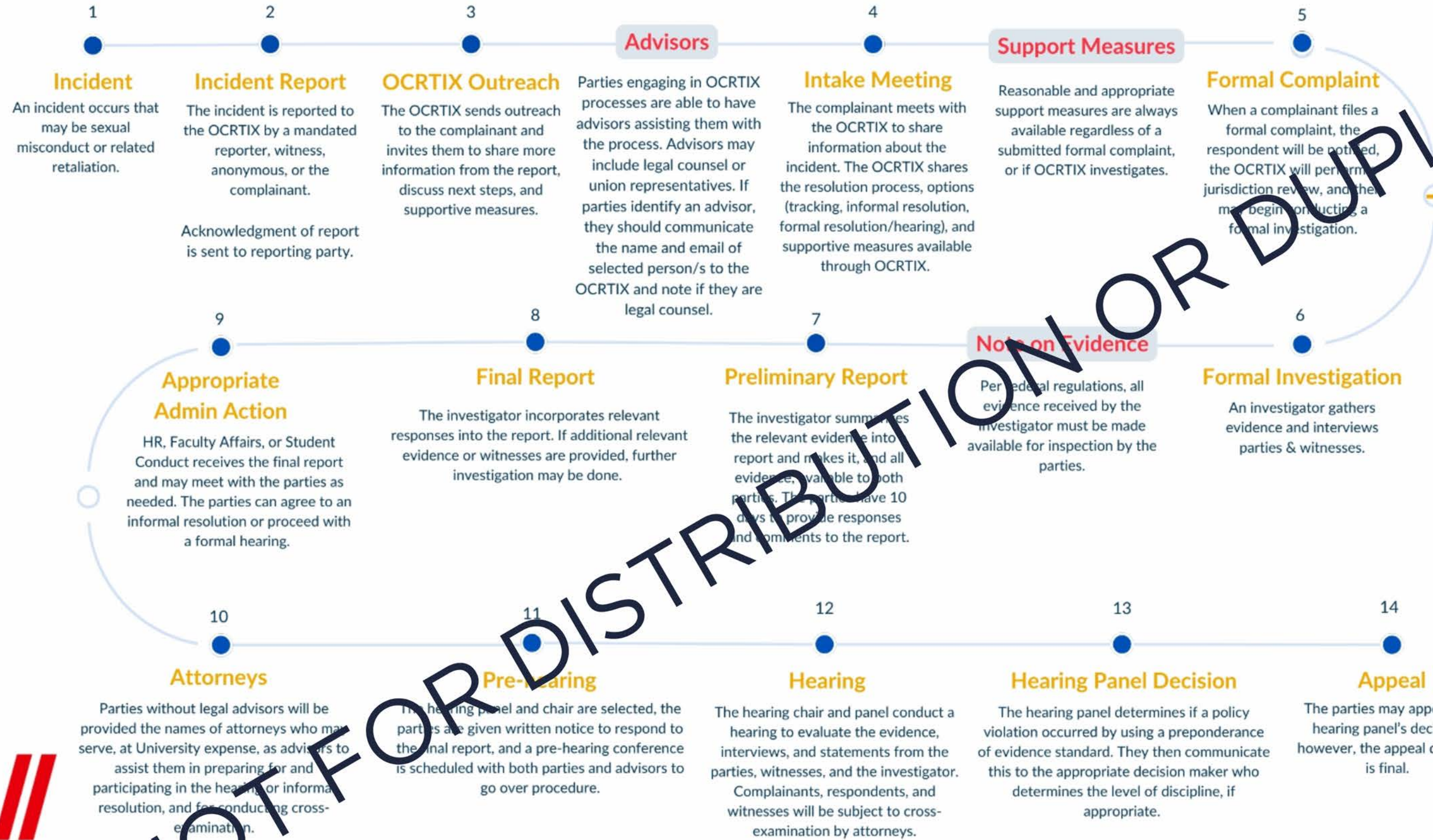
At times, people experiencing an instance of sexual harassment (or the Title IX Coordinator) may request a formal investigation into an alleged incident. When formal investigations occur:

- We provide a fair, prompt, and impartial process.
- Investigations are conducted by people who have received annual training.
- Both parties are permitted to have an advisor present.
- Both parties will be informed of the outcome of any investigation, hearing, and/or appeal as well as options available to appeal those decisions.



TITLE IX - SEXUAL HARASSMENT RESOLUTION PROCESS

This is intended to be a simplification and visual representation of the larger and more detailed process. For the formal policy, please visit: <https://policy.ku.edu/civil-rights/title-ix-resolution-process>



Scan here to access our collection of materials!



<https://civilrights.ku.edu/collection-materials>

Questions?

Email: civilrights@ku.edu
Call: 785-864-6414

Options for Reporting an incident of Sexual Harassment

Although people experiencing sexual harassment do not need to report their experience, there are many options to do so both affiliated to KUMC and outside of the institution. What is most important is that people know their options and resources.

Reporting to Police

Another options for reporting incidents or crimes is to report to your local law enforcement agency.

KU Medical Center - Kansas City
KU Medical Center - Public Safety Office
Mail Stop 1004
2100 West 36th Avenue
Phone: 913-588-5030

KU Medical Center - Kansas City
Kansas City, Kansas PD
700 Minnesota Ave
Phone: 913-596-3000

KU Medical Center - Salina
Salina Police Department
255 N Tenth St, Salina
Phone: 785-826-7210

KU Medical Center - Wichita
Wichita Police Department
455 N Main, Wichita
Phone: 311-268-4111

Things to Consider:

- You do not need to report to police in order to receive a SANE exam.
- You can call ahead and attempt to arrange for a certain demographic of officer if helpful.
- You can request an advocate be present with you when speaking with police.
- You can request an informational report only, and not immediately choose to press charges.
- You can choose if you go to the station, or request an officer go to your residence to make a report.
- Police may be able to provide protective/restraining orders.

Mandatory reporters are staff and faculty who have a special obligation to share information pertaining to harassment, discrimination, and sexual misconduct with the OCRTIX.

Every employee when engaged in their KUMC capacity except:

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

Confidential Employees

Scan for mandatory reporting policy



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

Bystander Intervention



NOT FOR DISTRIBUTION OR DUPLICATION

KU THE UNIVERSITY OF
KANSAS
School of Medicine
School of Pharmacy
Wichita
1010 North Kansas

THE UNIVERSITY OF KANSAS MEDICAL CENTER

SCHOOLS OF MEDICINE - NURSING - HEALTH PROFESSIONS

BIG JAY

1

BABY JAY

1

Bystander Intervention

The Rape, Abuse & Incest National Network (RAINN) is the nation's largest anti-sexual violence organization. RAINN defines a bystander as "a person who is present when an event takes place but isn't directly involved. Bystanders might be present when sexual assault or abuse occurs—or they could witness the circumstances that lead up to these crimes.

Ways to be an Active Bystander - The 5-D Method

Distract: Indirectly diffuse the situation by interrupting the harasser and the target (e.g. commotion, small talk, etc.).

Delegate: Ask a third party for assistance in intervening, preferably an individual in a position of authority.

Delay: Check in with the person who was discriminated/harassed (e.g. support, offer assistance, etc.).

Direct: If everyone is physically safe, speak firmly and clearly against the harassment/discrimination taking place (prioritize assisting the target over debating the harasser).

Document: If it is safe to do so and someone is already helping the target, write notes or take a video of the discriminatory situation (permission to share the situation belongs to the target).



Bystander Intervention Resources



For more tips on being an active bystander from RAINN

https://rainn.org/articles/your-role-preventing-sexual-assault?_ga=2.251065478.1052514376.1721786654-671095215.17112686304



Practicing Active Bystander Intervention from RAINN

<https://rainn.org/articles/practicing-active-bystander-intervention>



Bystander Intervention Tip Sheet from the American Psychological Association

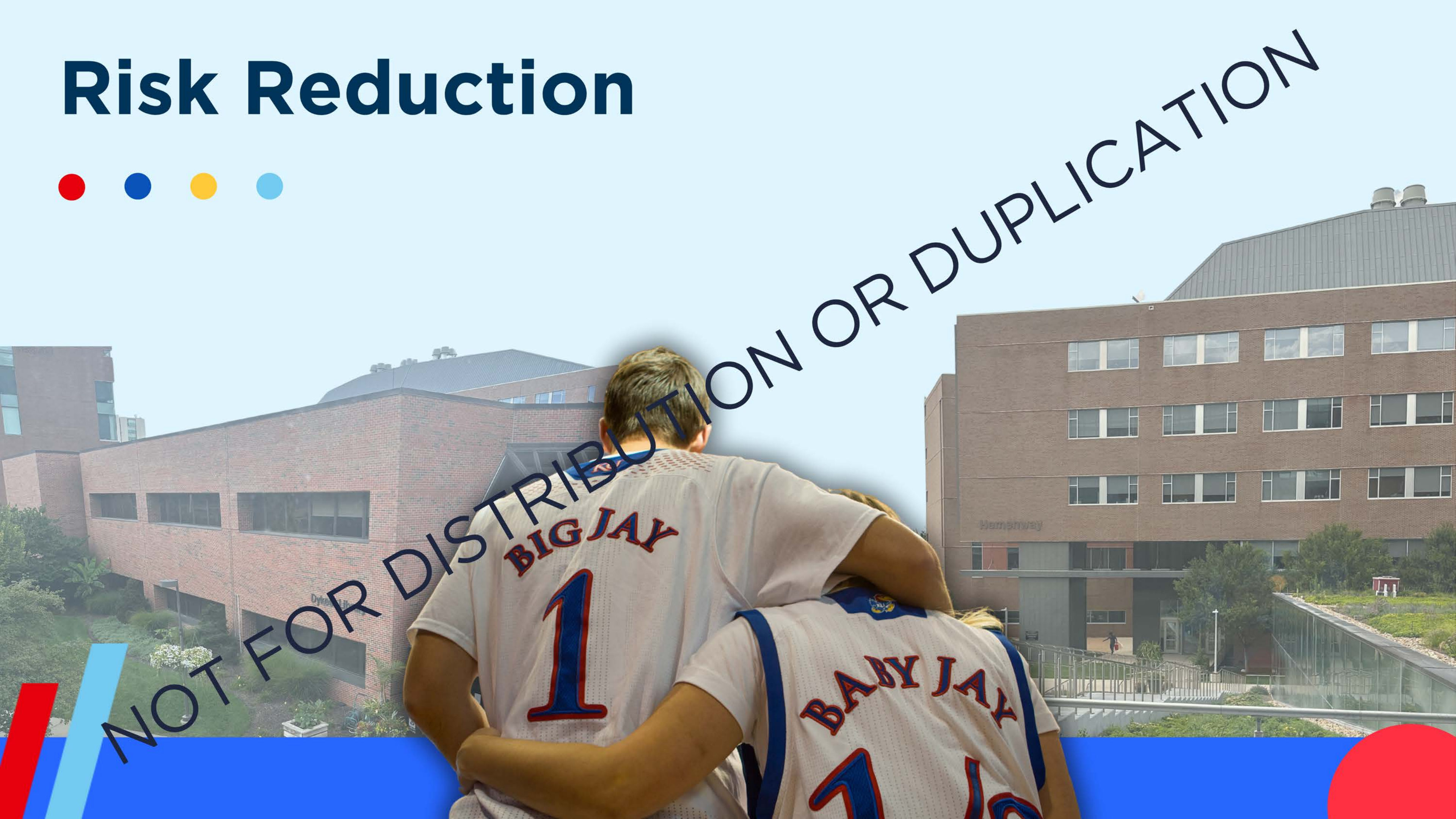
[apa.org/pi/health-equity/bystander-intervention?utm_source=canva&utm_medium=iframe](https://www.apa.org/pi/health-equity/bystander-intervention?utm_source=canva&utm_medium=iframe)

NOT FOR DISTRIBUTION OR DUPLICATION

Risk Reduction



NOT FOR DISTRIBUTION OR DUPLICATION



Risk Reduction

In addition to learning how to be an active bystander, it is also important to recognize ways we can reduce our risk of experiencing sexual misconduct. It's critical to highlight that no one should have to take these measures in order to be safe. And, for people wanting to engage in risk reduction measures, it is important to provide them with tools and options. We recognize it is never the person's fault if they experience sexual misconduct of any kind.

Alcohol

The majority of sexual assaults occur when one or more parties have been consuming alcohol. Alcohol does not cause an assault, however it can be used as a tool to facilitate an assault. If you are consuming alcohol and want to use risk reduction strategies, here are some options:

- Create a plan for how much you want to drink.
- Have a sober friend who knows your plan.
- Always get your own drinks and do not leave them unattended.
- If possible, discuss your sexual intentions with others before you consume alcohol.

Others Tips

- Know the resources available to you if something were to happen.
- Stay alert and aware of your surroundings.
- Create a back up plan.



For more tips on risk reduction from RAINN

<https://rainn.org/articles/staying-safe-campus>

Risk Reduction

In addition to learning ways to reduce your risk of experiencing sexual misconduct, it's also important to reduce your risk of committing acts of sexual misconduct.

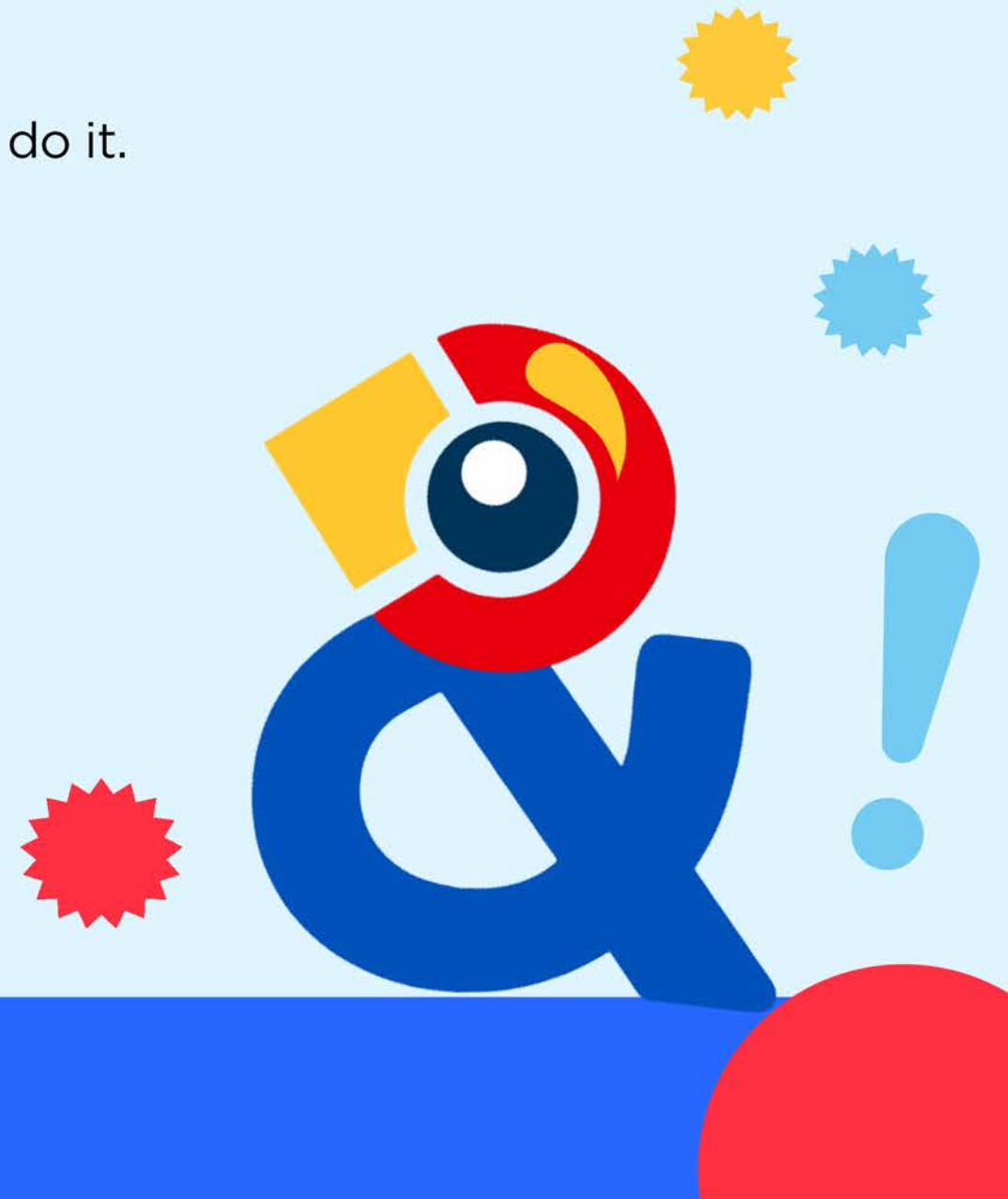
Communication

- Communicate your intentions, questions, and more in a way the other person can understand, and do so clearly.
- Don't take actions without having a clear understanding of your and other's consent
- Have proactive conversations about what is "on" and "off" limits.
- If you do not have a clear "yes" to engage in an act, you should not engage in it.
- Ask as many questions as you need to engage in fully consensual acts. If you question it, don't do it.

Alcohol

Alcohol can also limit our ability to communicate effectively. If you are choosing to engage with alcohol, or the other party are engaging in alcohol, you may need to communicate even more to ensure there is consent. It is also possible yourself or others are not able to give consent due to alcohol use. Having consumed alcohol does not excuse or justify sexual misconduct.

NOT FOR DISTRIBUTION OR DUPLICATION



Resources



Policy Library with full definitions

<https://policy.ku.edu/civil-rights/sexual-harassment>



KUMC OCRTIX website

<https://www.kumc.edu/office-of-integrity-and-compliance/civil-rights-and-title-ix/title-ix-and-sexual-violence.html>



OCRTIX collection of materials

<https://civilrights.ku.edu/collection-materials>



OCRTIX collection of materials

<https://policy.ku.edu/civil-rights/mandatory-reporting>



For more tips on risk reduction from RAINN

<https://rainn.org/articles/staying-safe-campus>



For more tips on being an active bystander from RAINN

https://rainn.org/articles/your-role-preventing-sexual-assault?_ga=2.251065478.1052514376.1721786654-671095215.1712686304



Practicing Active Bystander Intervention from RAINN

<https://rainn.org/articles/practicing-active-bystander-intervention>



Bystander Intervention Tip Sheet from the American Psychological Association

apa.org/pi/health-equity/bystander-intervention?utm_source=canva&utm_medium=iframe



How to Report



NOT FOR DISTRIBUTION OR DUPLICATION



Options 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
- KU Medical Center
Smith-West 1006

Additional Contacts

Contact a Deputy Title IX Coordinator:

- Natalie Holick in Compliance

Contact our Liaisons

- Sarah Briley (sbriley@kumc.edu)- Wichita HR
- Lisa Larson (llarson2@kumc.edu)- Salina Faculty



Questions?

Departmental Contact and Info

civilrights@ku.edu
785-864-6414
civilrights.ku.edu



NOT FOR DISTRIBUTION OR DUPLICATION