

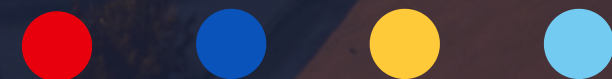
# Office of Civil Rights & Title IX

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

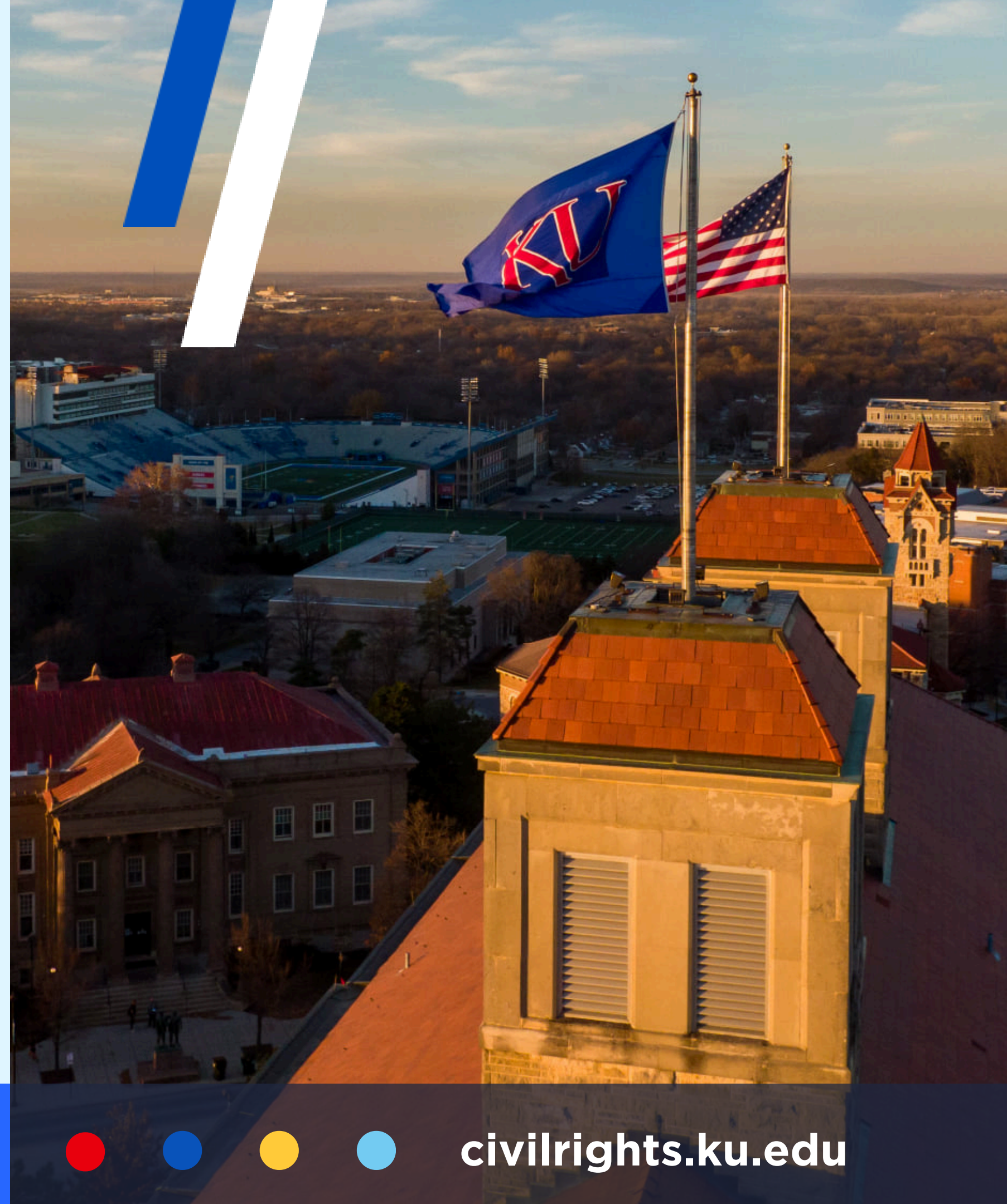
**Group Presenting To**  
**Presenter Names**



Location | Date



[civilrights.ku.edu](http://civilrights.ku.edu)







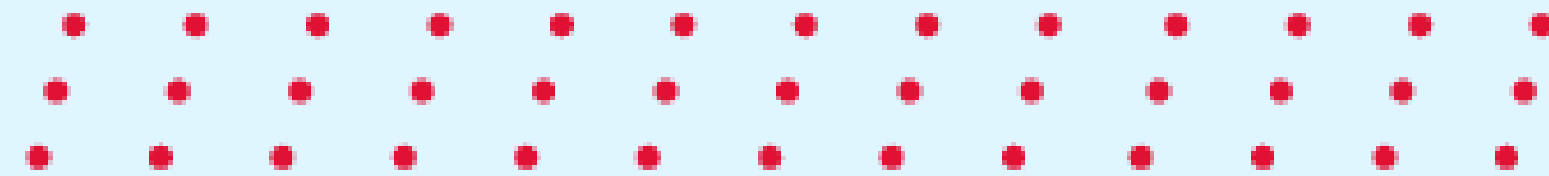
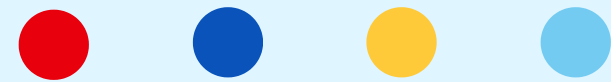
# Agenda

**01** Reintroduce Office

**02** What We Do

**03** Benefits of Reporting

**04** Expanded footprint across KU





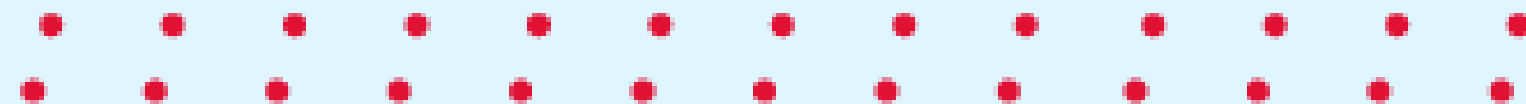
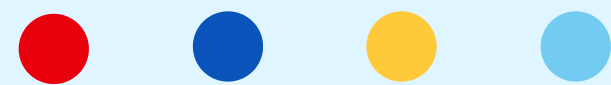


# Content Warning

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 step out or take a minute if needed.





# Why We're Here

- Introduce our office
- Give proactive information
- Introduce idea of Mandatory Reporters
- Everyone deserves support



**No one is  
in trouble!**





# One University Office

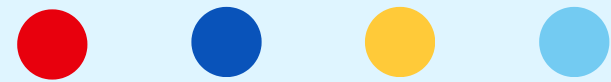
- Lawrence - Dole Human Development Center, 1000 Sunnyside Avenue #1082
- Edwards - Regnier Hall 270 M,N,P,Q
- KUMC - Smith-West 1006



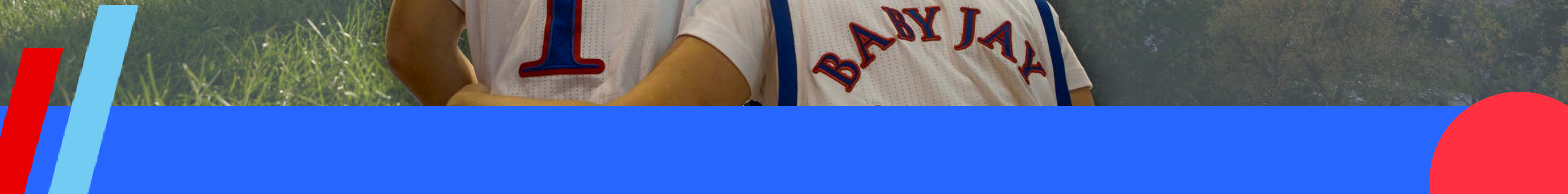
Reintroduce Office



# What OCRTIX Does

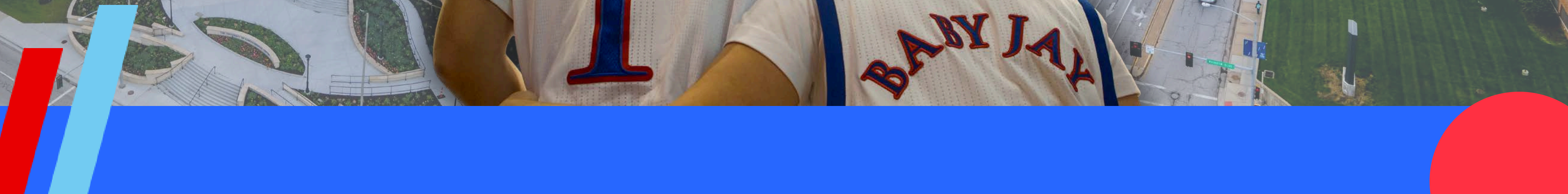
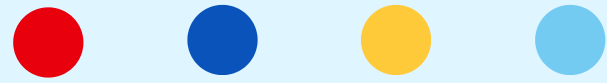


OFFICE OF CIVIL  
RIGHTS & TITLE IX



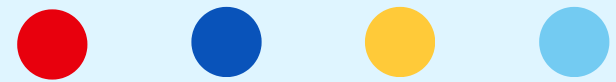


# What OCRTIX Does

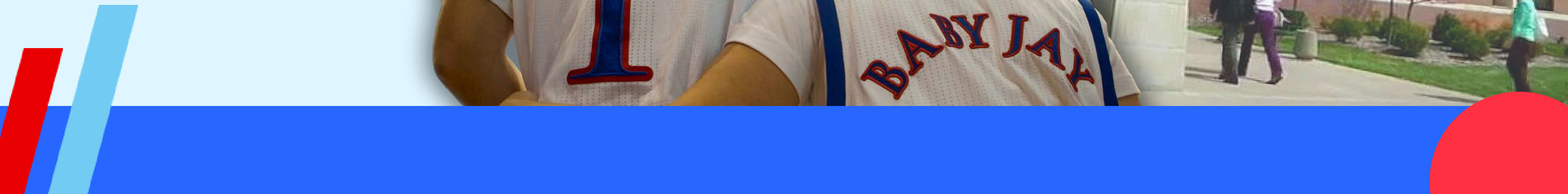




# What OCRTIX Does



OFFICE OF CIVIL  
RIGHTS & TITLE IX





## Office Highlight! - We address more than just sexual misconduct.

1. **We respond to reports** from mandatory reporters (and others) dealing with discrimination & harassment (based on 16 different identities), sexual misconduct, and related retaliation. All based on identities, including microaggressions.
2. **We conduct investigatory reviews** when we track a potential pattern related to harassment, discrimination, or sexual misconduct by specific schools, units, etc.
3. **We support pregnant and parenting students.**
4. **We oversee Clery compliance**, resulting in timely warnings, emergency notifications, and the annual security and fire safety report.





**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:**

- CARE Services
- CAPS Therapist
- Watkins Medical Providers
- Ombuds Office
- Student Legal Services
- Journalists
- Pastoral Advisors
- Some IRB approved research/climate studies
- KU's General Counsel's Office

**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.**



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- Health Care Providers
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- 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

**Confidential Employees**

**Scan for mandatory reporting policy**

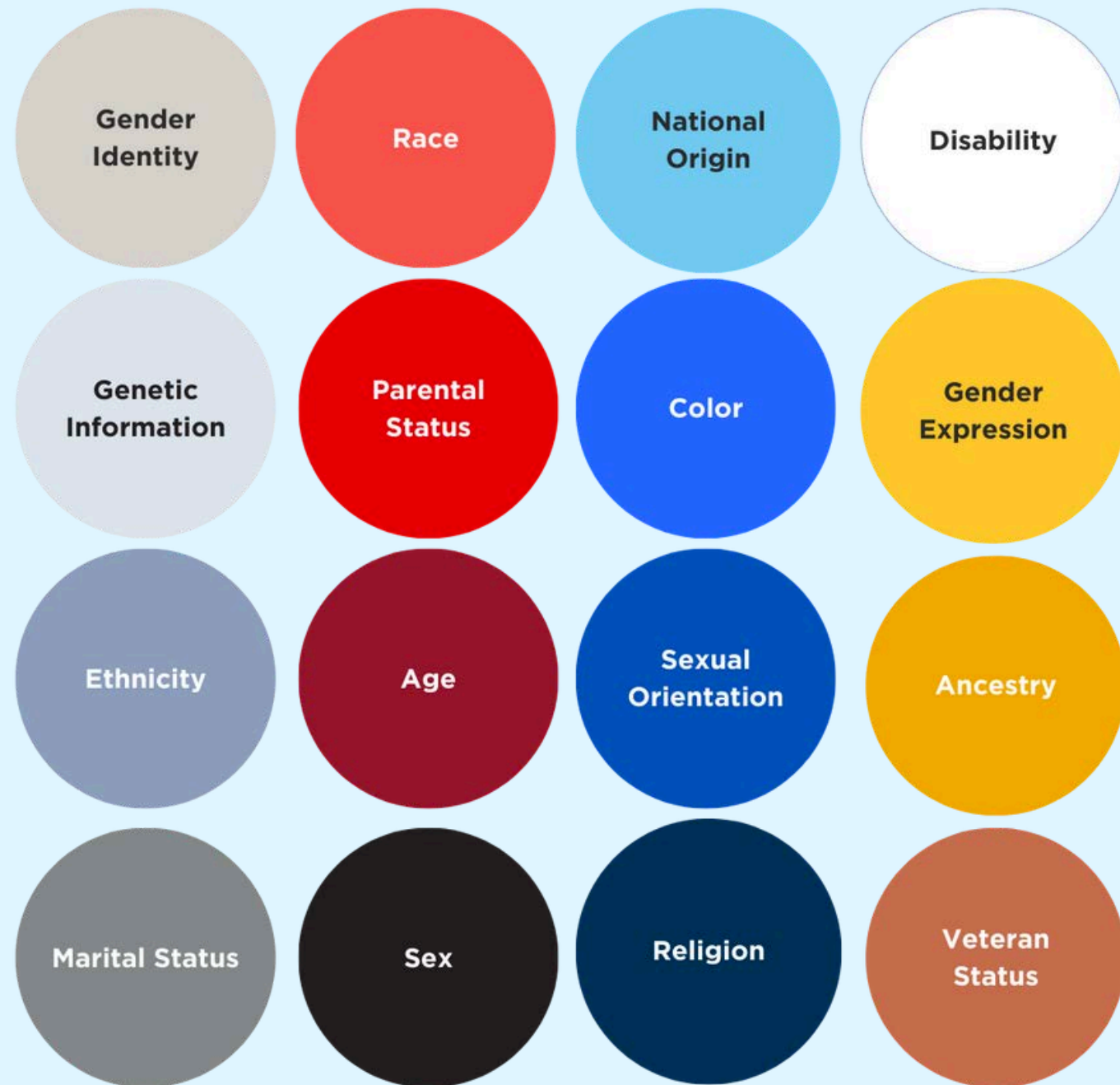


**“Mandatory reporting” means different things in different professions. Be careful to understand which definition applies to your settings.**



**We respond to reports from anyone (including mandatory reporters) dealing with discrimination & harassment (based on identities), sexual misconduct, and related retaliation. All based on identities, including microaggressions.**

## 16 Protected Classes



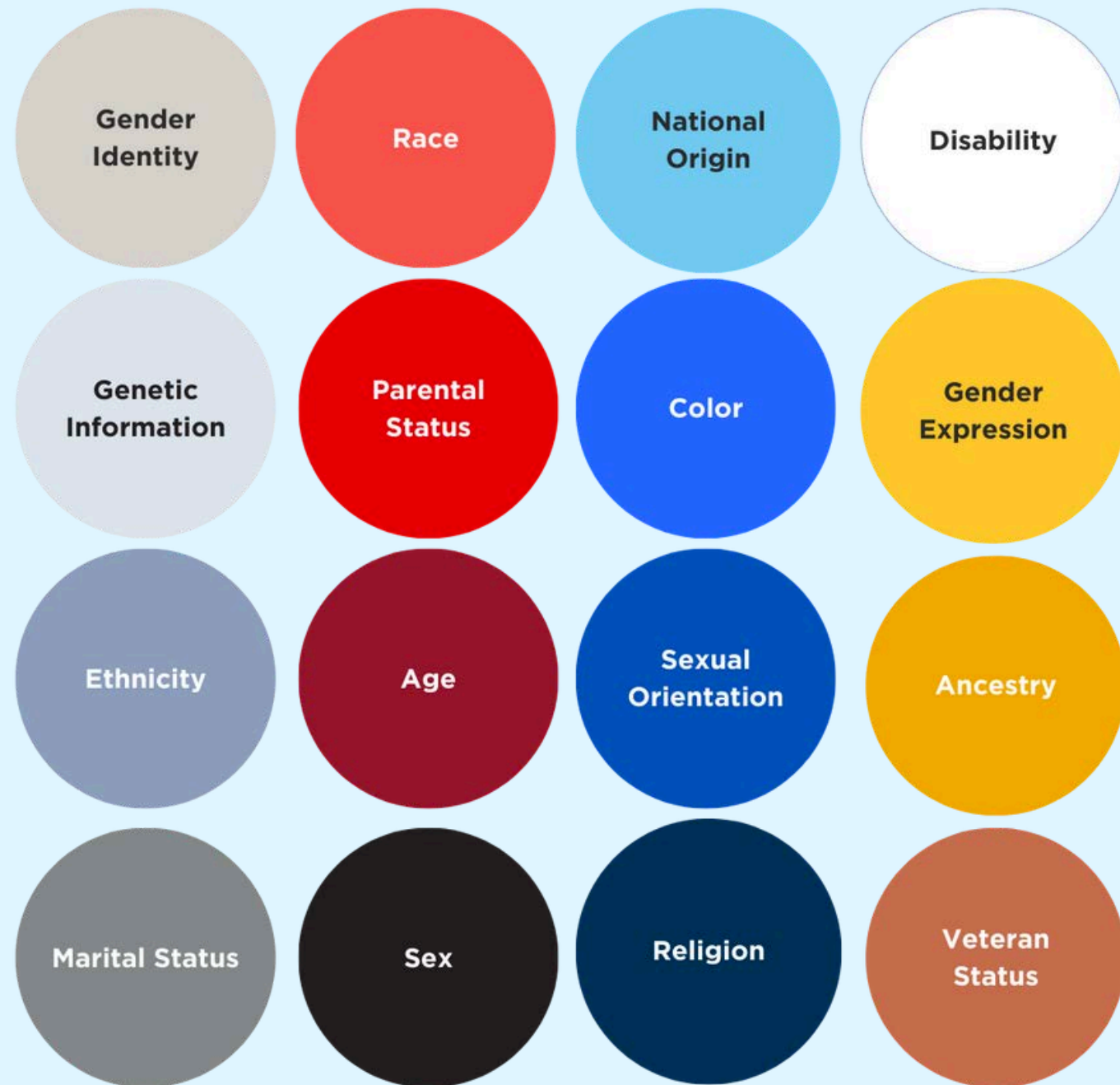
## Students aren't mandatory reporters unless they are employed. Examples of things you MAY to report:

- Your friend tells you they are failing a course or their job performance is slipping because they were assaulted a month ago.
- A classmate uses they/them pronouns and identifies as non-binary. You hear people misgender/deadname them frequently.
- When at a student conference you see a student or staff member being “creepy” and always around another student.
- 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.
- A perspective student visits and questions if KU is for them because of how they were treated due to their race.
- The way a staff member is engaging in on-campus protests is making you uncomfortable based on an identity you hold.



**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.**

## 16 Protected Classes



## Examples of things to report:

- You overhear a M2 student say a peer was sexually assaulted.
- A student is denied accommodations because the instructor believes someone in the medical field should be “at the top of their game”.
- A student uses they/them pronouns and identifies as non-binary. They do not want to be assigned to a specific doctor because of how they are treated.
- You witness a peer treating people differently and you think it might be due to their sex.
- A young “up-and-coming” doctor engaged in groundbreaking, grant-funded, clinical research treats older staff poorly because they are “out of date” with current methods.
- A student believes they are being given different opportunities because of their race, ethnicity, or color.



# How to respond when you receive a report - “back-pocket 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.

## If you get a disclosure without being able to share context

“I want to pause you for a minute. Thank you for sharing that with me. It sounds like a really challenging experience. Before we move forward, I want to let you know I’m a mandatory reporter. That means...

- Know that trauma doesn’t allow for linear thinking.
- Acknowledge the challenging nature of the conversation.

### Be thinking about options you can provide

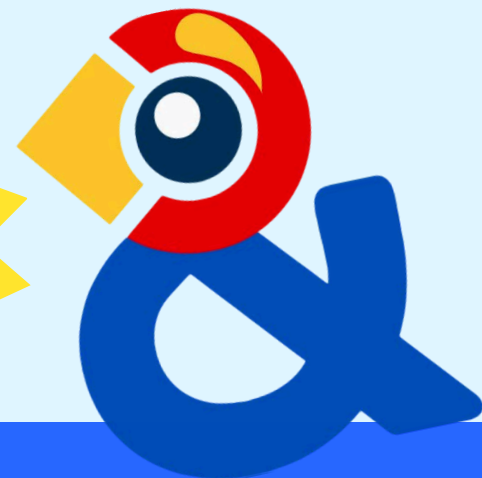
- Ask questions about safety - “Are you feeling safe now?” “Would you like me to call *resource* with you know? - Resource: KUPD, Housing
- Talk about evidence preservation - “It can be helpful to keep any potential evidence so you can continue to make decisions in the future, even if you’re not ready to do that now. Would you like me to help connect you to *resource*? - Resource: 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.

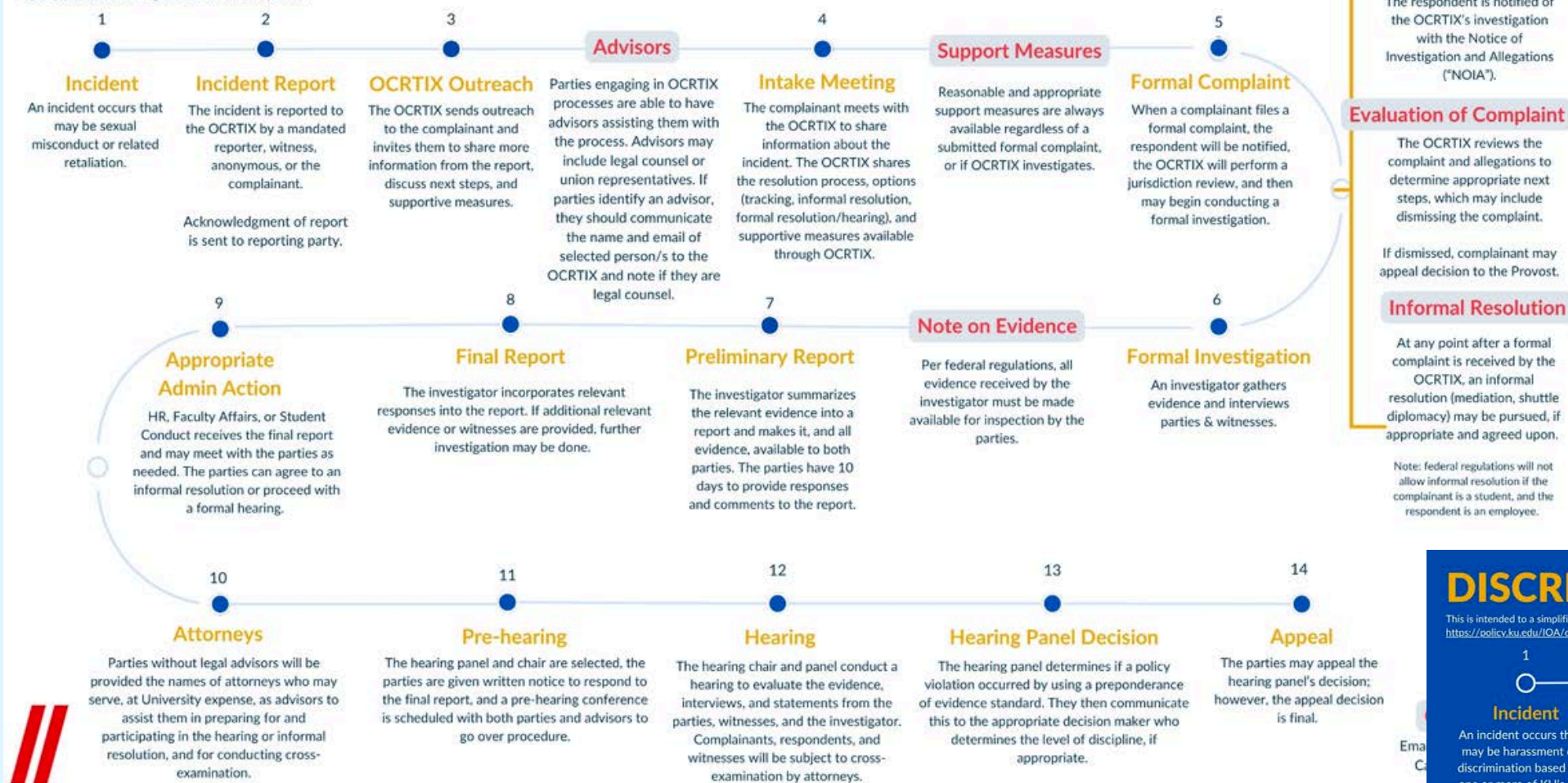




# TITLE IX - SEXUAL HARASSMENT RESOLUTION PROCESS

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>

L/E: 4/26/24, Incidents - Pre 8/1/24



**We have policies and processes we use to resolve reports.**

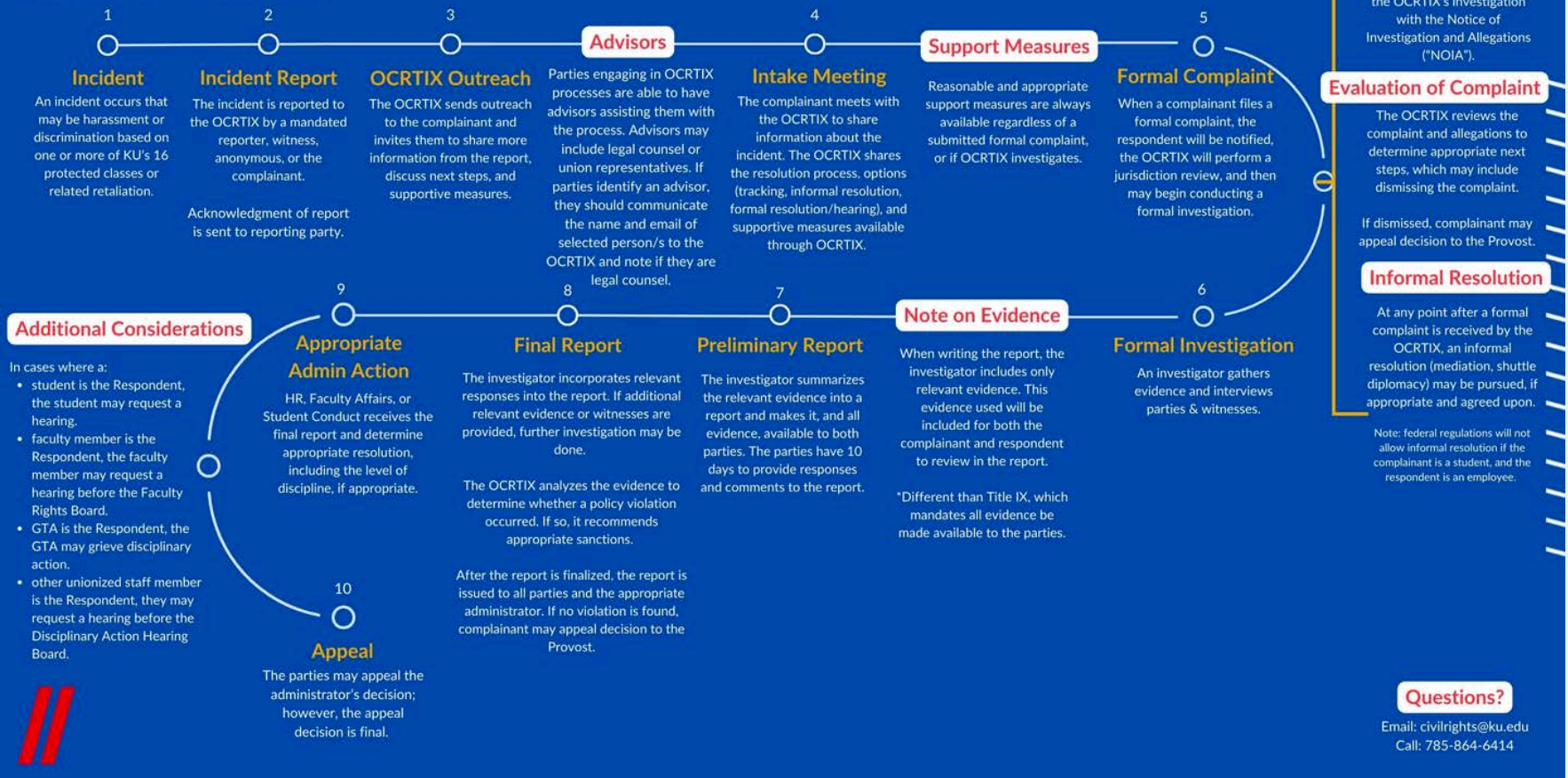


**Scan here to access our collection of materials!**

# DISCRIMINATION COMPLAINT RESOLUTION PROCESS (DCRP)

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/qa/discrimination-complaint-resolution>

L/E: 4/26/24, Incidents - Pre 8/1/24



**Questions?**

Email: [civilrights@ku.edu](mailto:civilrights@ku.edu)  
Call: 785-864-6414



**OCRTIX Myth - Once a report is made, OCRTIX opens a formal investigation**

**Fact - Once a report is made we reach out to the person who may have experienced harm, invite them to a conversation, and share options. A formal complaint is not opened.**

Outreach to complainant (person experiencing harm)

- Invitation to a conversation
- Follow up if no response within 5-7 days.
- May attempt more outreach depending on severity of the report.

If invitation is not accepted, case is closed, but complainant can re-engage at any time.

Report only for tracking - helps OCRTIX recognize patterns.

**OCRTIX Myth - The person experiencing harm has no say over what happens to their report. OCRTIX will take action without their permission.**

**Fact - Only in very rare cases that involve an ongoing threat to safety or egregious pattern of continued harassment, discrimination, or violence will OCRTIX take action without a complainant. In almost all cases, the complainant actively informs the process and actions taken. The person alleged to cause harm will not be notified without a formal complaint being submitted (later in process).**



**OCRTIX Myth - Meetings with complainants are intrusive, triggering, and feels like an interrogation.**

**Fact - Complainants get to share what they would like to and are not compelled to share any information about their case they do not wish to. Additionally, intakes are completed with a trauma informed approach. We've received feedback on our intake process that they are "therapeutic", allow the person to feel heard, and are overall helpful. Additionally, anyone is able to bring an advisor for support.**

An intake generally includes:

- An overview of our office.
- The complainant sharing their experience. Staff may ask clarifying questions to best understand the nature of the report and the nuances involved.
- The complainant sharing their goals.
- The exploration of support measures.
  - Referral to resources (university, local, state, national).
  - Educational conversations/policy reminders.
  - Voluntary reassignments (units, supervisors, etc.).
  - Establishing accommodations (academic or workplace).
- Exploration of formal options



**Support Measures  
must be  
appropriate to the  
situation and  
environment.  
They are not  
guaranteed.**





**OCRTIX Myth - Every time someone wants a formal investigation, it is granted.**

**Fact - In order for OCRTIX to investigate, the alleged incident must be in OCRTIX's jurisdiction. An analysis of jurisdiction is complex (informed by federal/case/case law). It includes variables such as where the incident occurred, if we have authority over the person alleged to have caused harm, if there was likely a violation of an OCRTIX policy, and more.**



### **Formal investigations**

- OCRTIX investigators are trained as neutral fact finders. They collect information through interviews, document reviews, and anything helpful.
- OCRTIX investigators write a report and invite feedback from complainant and respondent.
- OCRTIX passes report to decision maker (processes may differ based on nature of incident).



## We conduct investigatory reviews when we track a potential pattern related to harassment, discrimination, or sexual misconduct by specific schools, units, etc.

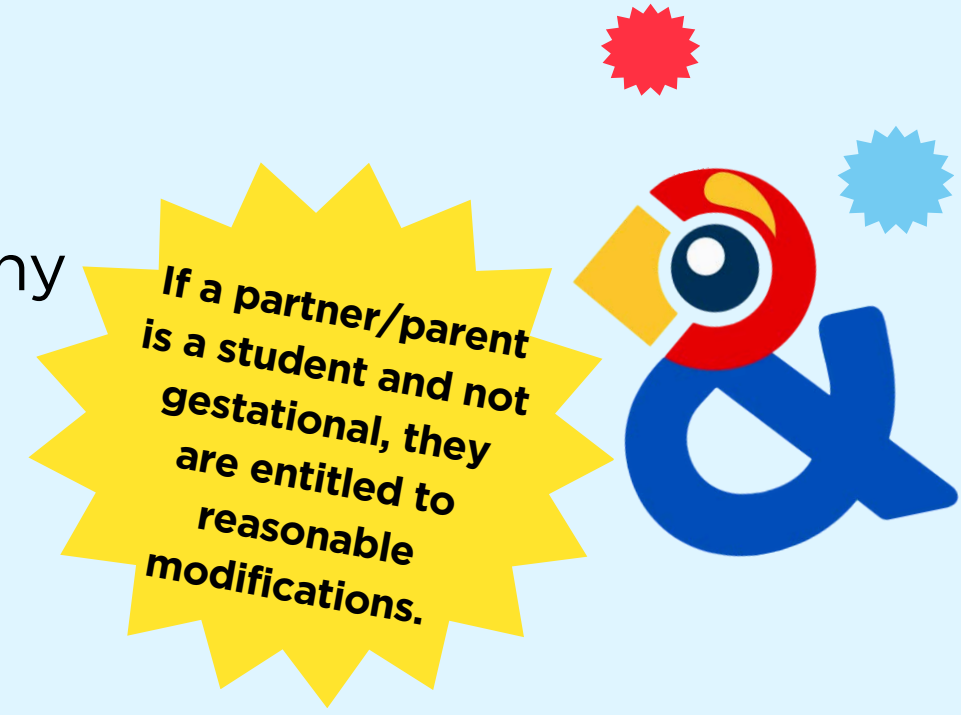
1. We are federally required to keep all reports received for no less than 7 years. This allows us to see patterns. When a potential pattern is identified within a unit/school, OCRTIX can conduct an investigatory review. The decision to do so is carefully weighed and often has input from university leadership.
2. 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:

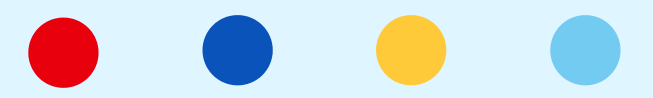
- Additional excused absences for medical appointments (including termination, delivery, check-ups, etc.).
- Larger desk/working area, larger seats.
- Permission to use the bathroom more regularly.
- Permission to bring water into labs.



*If a partner/parent is a student and not gestational, they are entitled to reasonable modifications.*



# Reporting gets people resources and options not available otherwise.



**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. We can't have compliance without care and diligence. We can't have care and diligence with compliance.**

Mandatory reporters for harassment, discrimination, sexual misconduct, and related retaliation should recognize the following benefits of reporting:

1. Gets the person experiencing harm access to resources and options otherwise not available.
2. Allows you to remain neutral and not be in the details.
3. Allows the university to be in compliance.



**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.





## **If you don't have a job on campus, you're not a mandatory reporter, however, you can still report.**

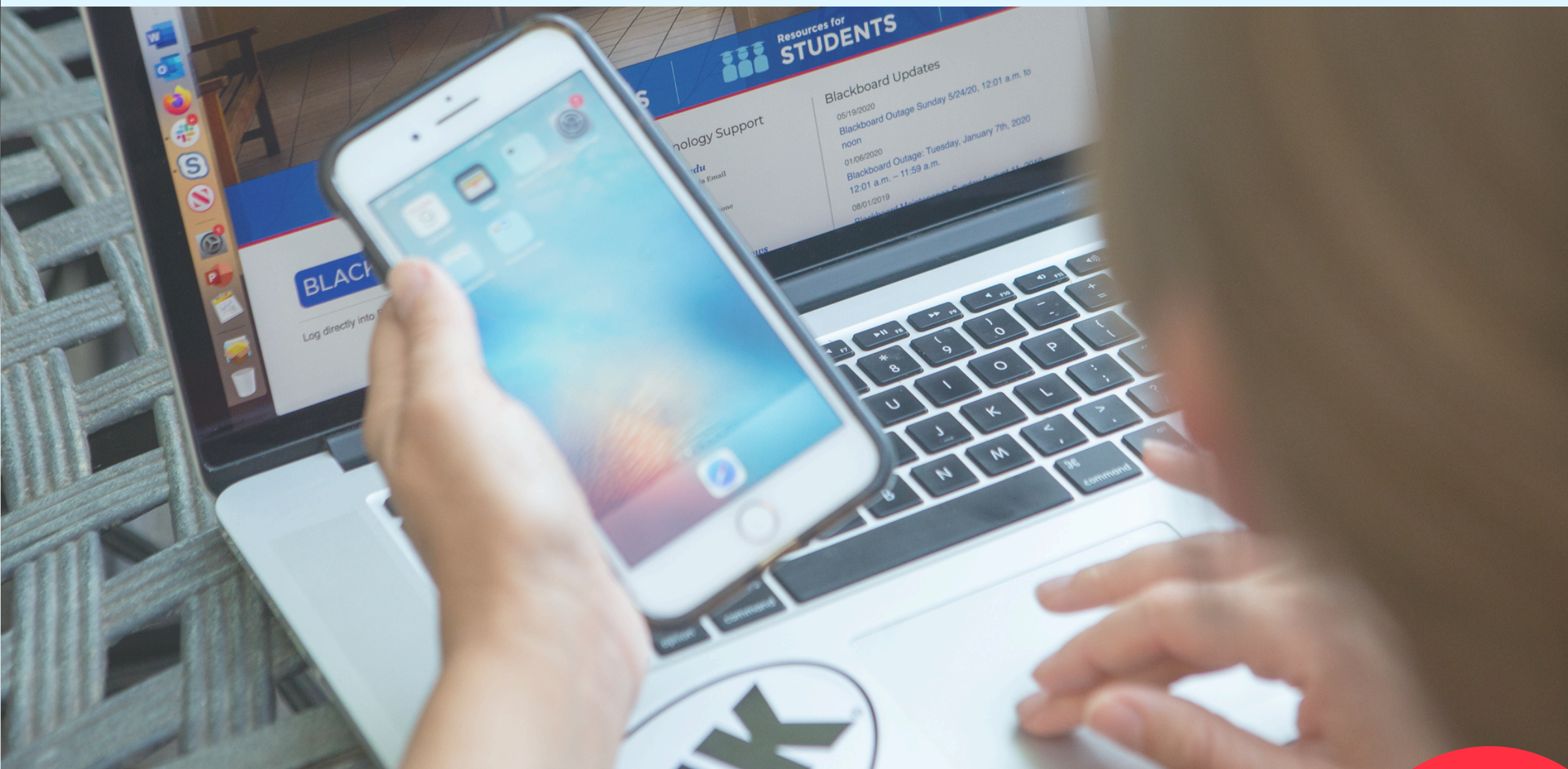
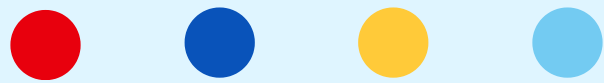
- Mandatory Reporters **do not have to report your own** incidents of harassment/discrimination/or sexual misconduct, but we encourage you to do so.
- Mandatory Reporters **do** have to report incidents you **hear about**, even if not directly.
- We recommend the person who has experienced harm be told 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 (Student Conduct, HR, Faculty Affairs, etc.).
- No such thing as overreporting!

We want to give people options, resources, and support





# How to Report





## Options to Report



File an incident report on the OCRTIX website

- <https://civilrights.ku.edu/reporting-incident>



Email OCRTIX

- [civilrights@ku.edu](mailto:civilrights@ku.edu)



Call OCRTIX

- 785-864-6414



Visit our office

- KUMC - Smith-West 1006
- Lawrence - Dole Human Development Center, 1000 Sunnyside Ave, Suite #1082
- Edwards - Regnier Hall, Suite 270 M, N, P, Q



## Additional Contacts

- Contact a Deputy Title IX Coordinator:
  - Natalie Holick in Compliance
- Contact our Liaisons
  - Sarah Briley - Wichita HR
  - Lisa Larson - Salina Faculty



# Questions?



## Contact Info

Ash Wilson

Director of Intakes and Outreach &  
Deputy Title IX Coordinator

[ashwilson@ku.edu](mailto:ashwilson@ku.edu)

## Other Opportunities

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

## Departmental Contact and Info

[civilrights@ku.edu](mailto:civilrights@ku.edu)

785-864-6414

[civilrights.ku.edu](http://civilrights.ku.edu)

