

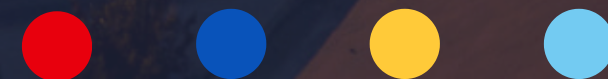
Office of Civil Rights & Title IX

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

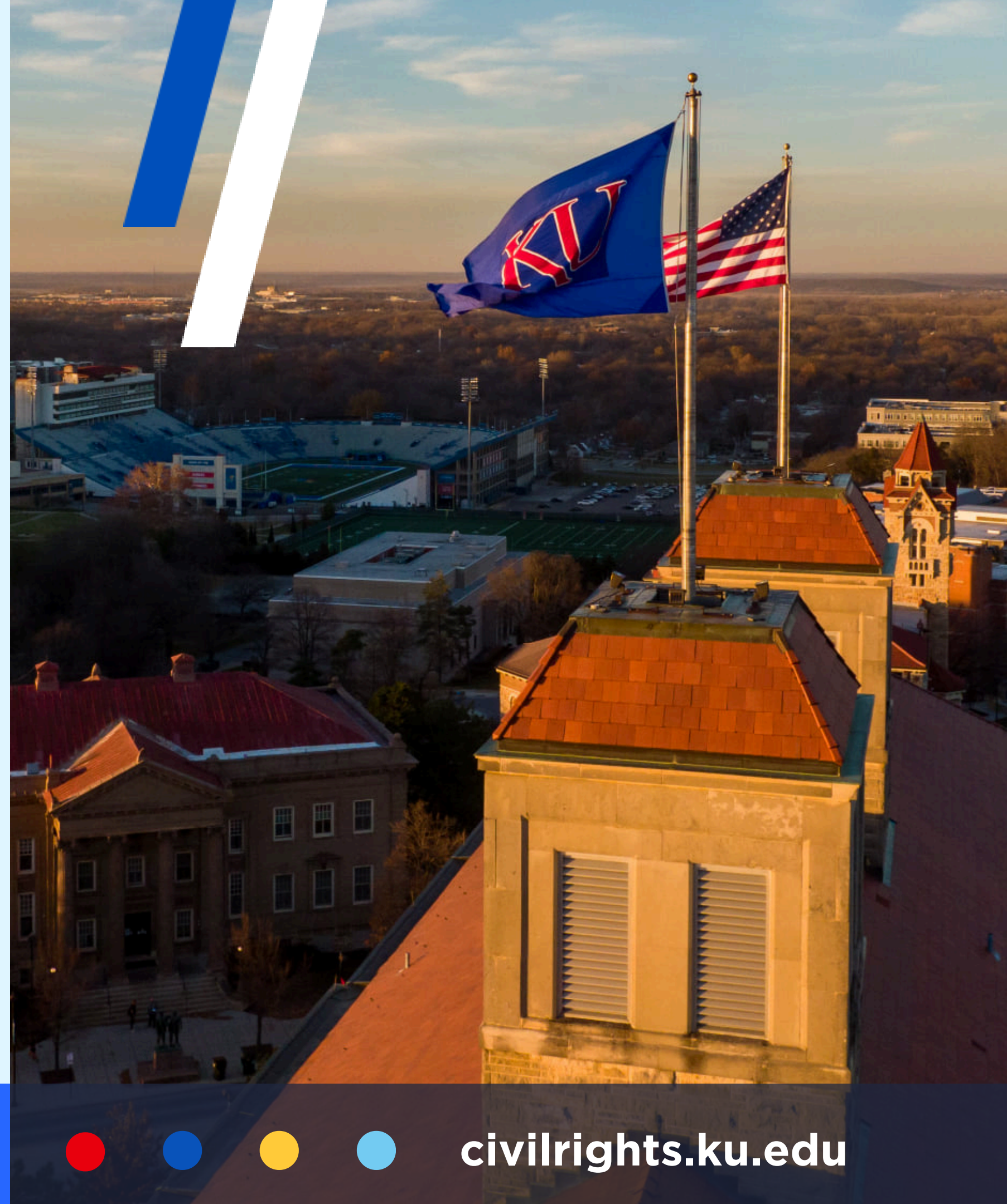
Group Presenting To
Presenter Names



Location | Date



civilrights.ku.edu





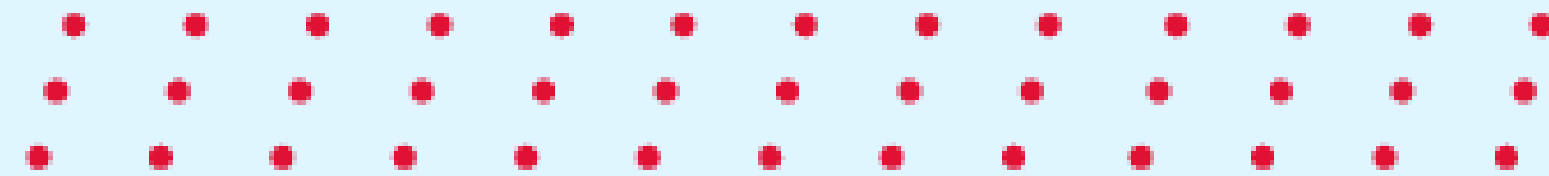
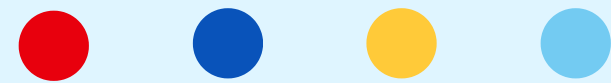
Agenda

01 What We Do

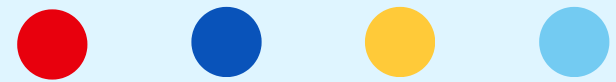
02 Mandatory Reporters

03 Responding to Reports

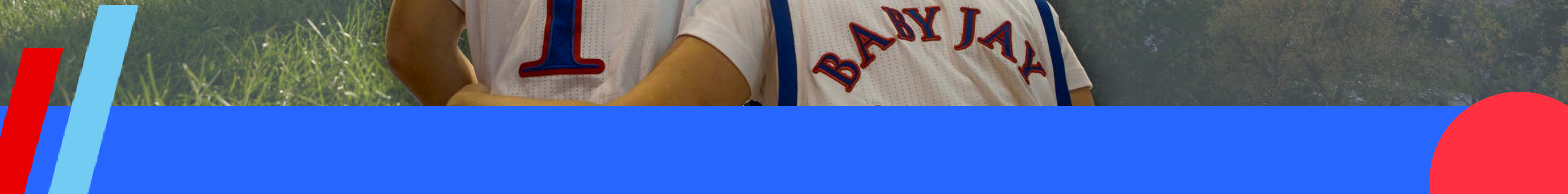
04 Benefits of Reporting



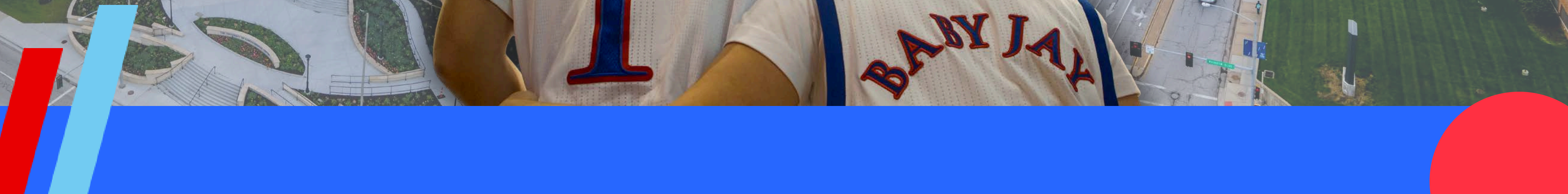
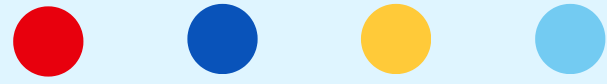
What OCRTIX Does



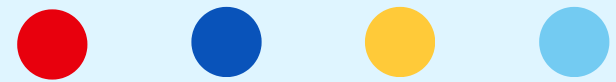
OFFICE OF CIVIL
RIGHTS & TITLE IX



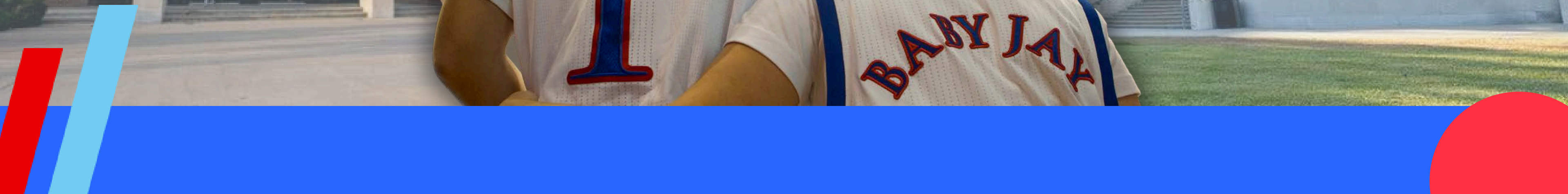
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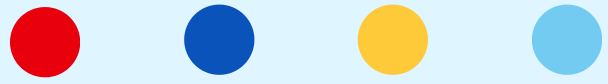
What OCRTIX Does



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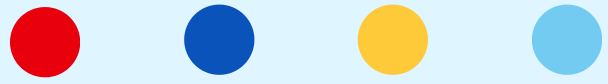


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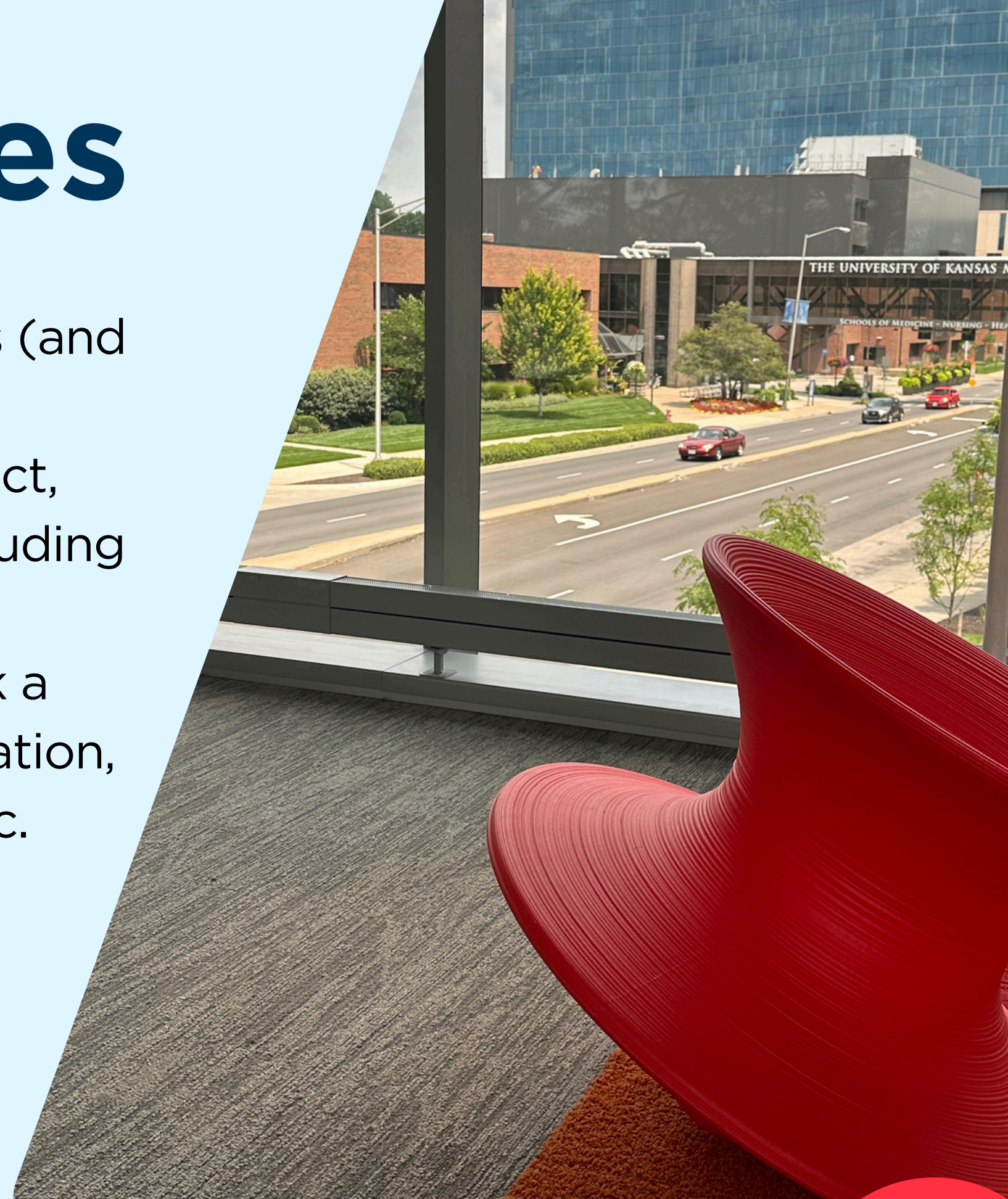


1. **We respond to reports** from mandatory reporters (and others) dealing with discrimination & harassment (based on 16 different identities), sexual misconduct, and related retaliation. All based on identities, including microaggressions.
2. **We conduct investigatory reviews** when we track a potential 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.

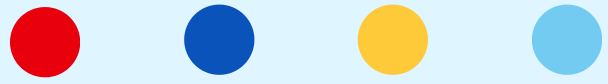
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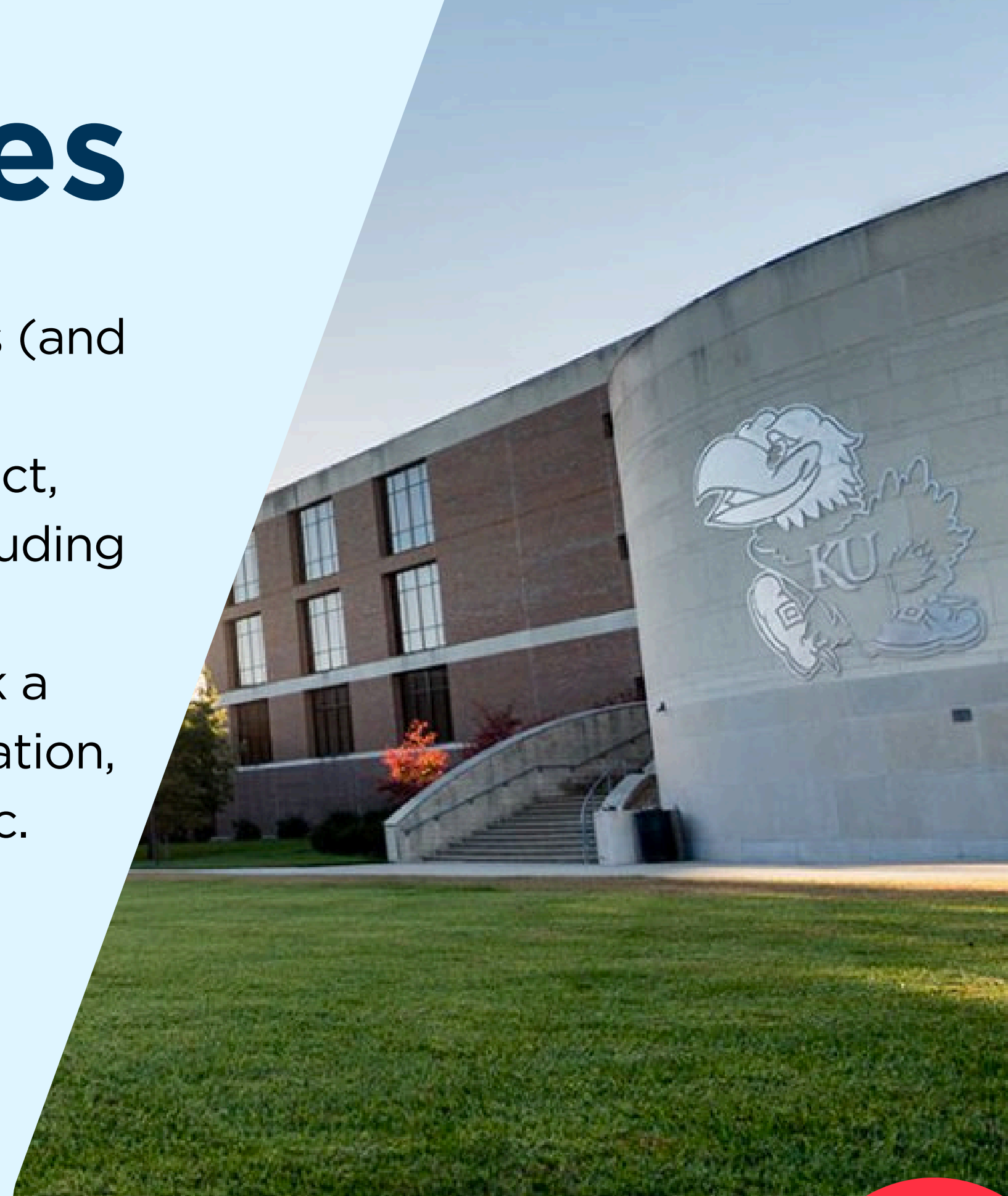
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Mandatory reporters are staff and faculty (including graduate & undergraduate student-staff) who have a special obligation to share information pertaining to harassment, discrimination, and sexual misconduct with the OCRTIX.

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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- 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

**Confidential
Employees**



**Scan for
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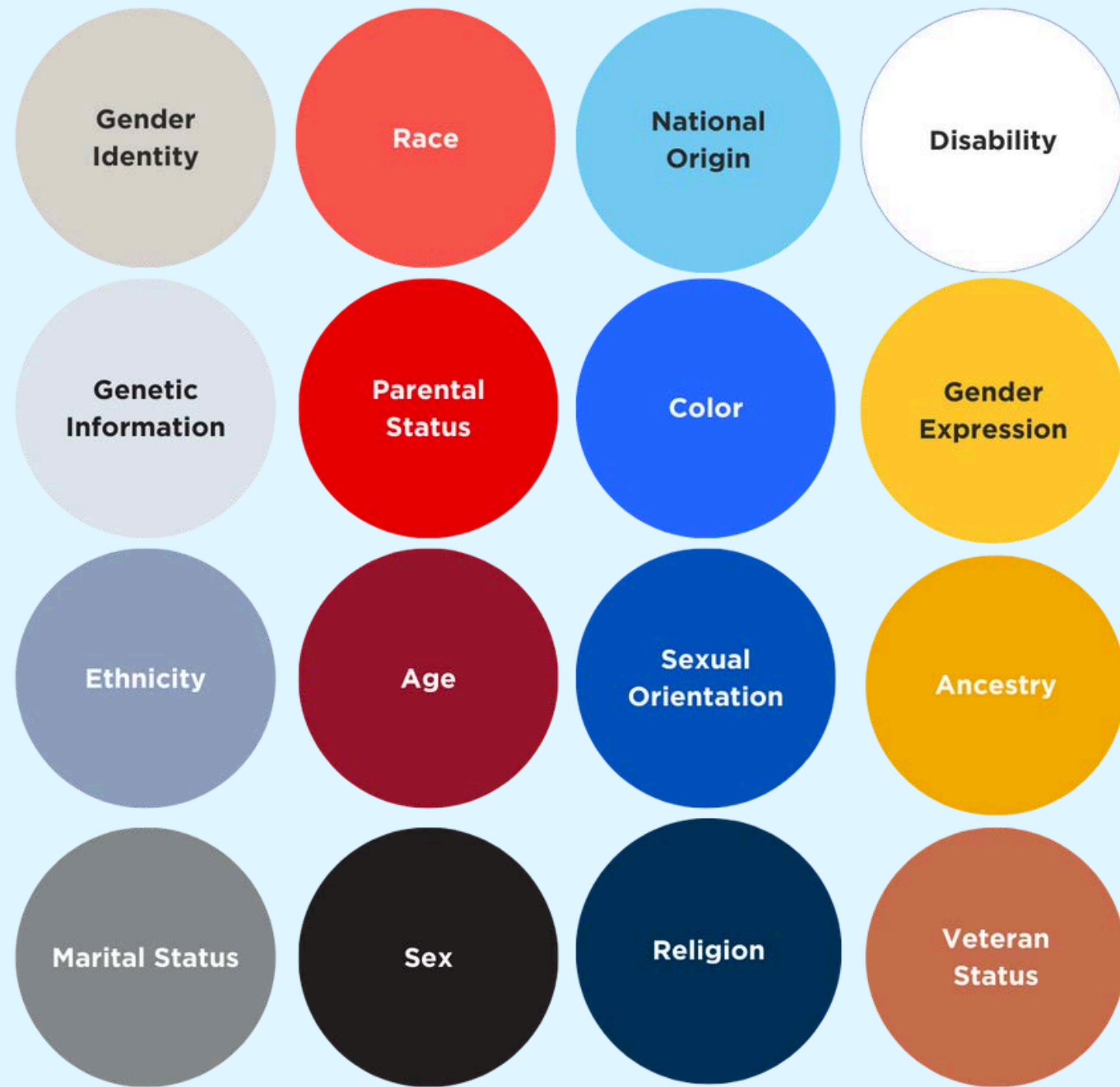


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*If you wonder.
If it even whiffs.
If your spidey-senses
tingle.
If your eyebrows
move.*

16 Protected Classes



Examples of things to report:

- A student tells you they are failing a course because they were assaulted a month ago.
- A student submits a journal for class that mentions an experience that could be harassment/discrimination/sexual misconduct from their childhood.
- A peer uses they/them pronouns and identifies as non-binary. You hear people misgender/deadname them frequently.
- A graduate student requests not to TA for a certain instructor because their they have never honored their accommodations.
- You overhear a staff member say that protests on campus pertaining to a protected class are having an impact on their mental health.

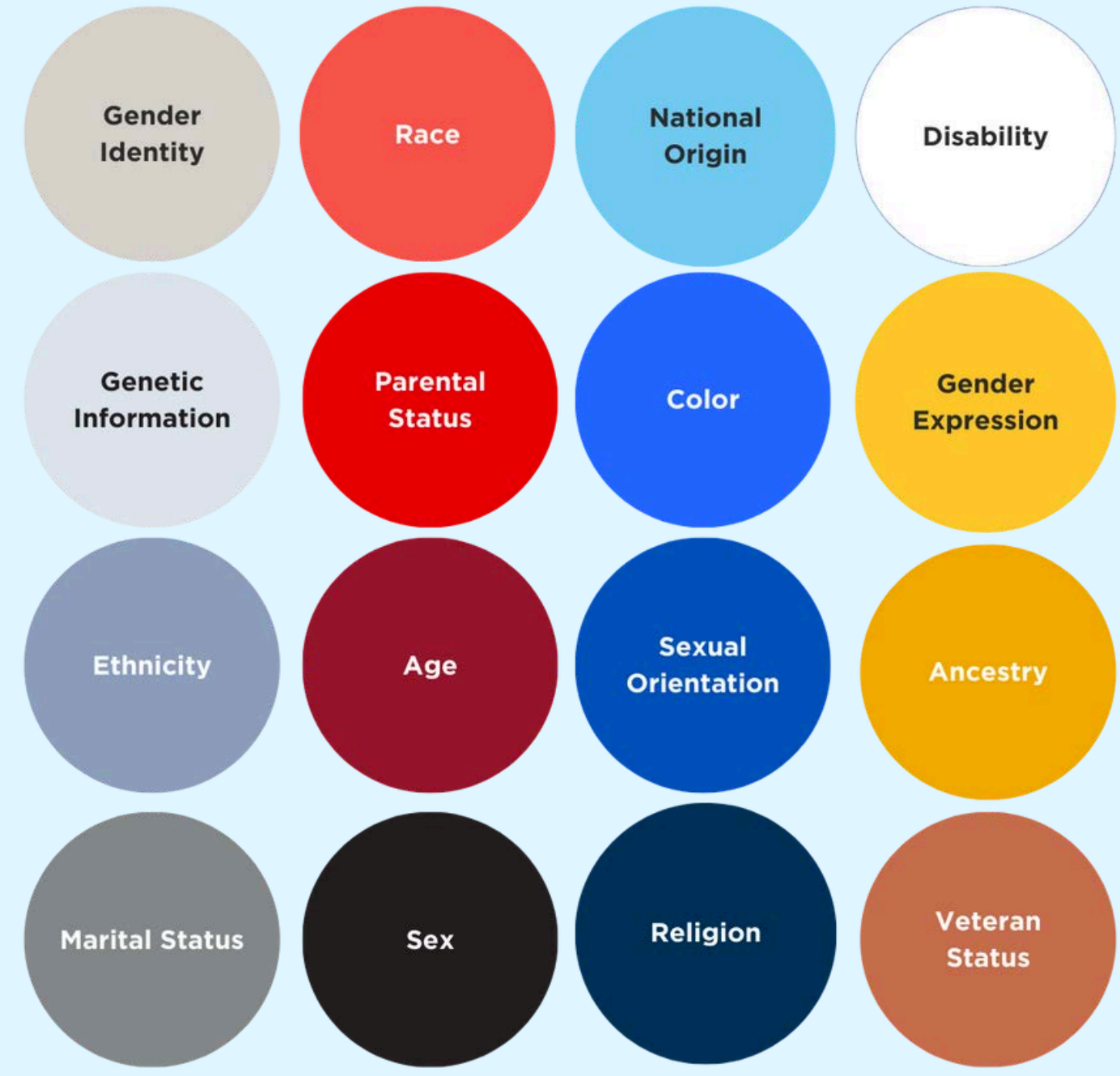
Jurisdiction

- We respond to all on an case-by-case basis. All reports are kept for no less than 7 years.
- We assess our ability to take action, and what kind of action.
- We cover anywhere the educational opportunity extends.

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16 Protected Classes



Examples of things to report:

- You overhear a M3 student say a peer was sexually assaulted last year.
- A staff member is denied accommodations because the supervisor believes people should be “at the top of their game”.
- A student uses they/them pronouns and identifies as non-binary. They say they do not want to be assigned to a specific doctor misgendering.
- You witness a peer treating people differently and you think it might be due to their sex.
- You overhear a staff member say that protests on campus pertaining to a protected class are having an impact on their mental health.

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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 talk through goals, including formal options such as formal complaints and investigations. The person who may have experienced harm helps to guide this conversation with their goals.

3

We explore support measures to the person which can include but is not limited to academic and/or employment accommodations.

4

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

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

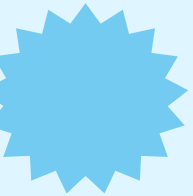


The Benefits of Reporting

- ✓ 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.



- We are here for you all, **both as students** and as **graduate staff members**.
- You **do not have to report your own** incidents of harassment/discrimination/or sexual misconduct, but we encourage you to do so.
- You **do** have to report incidents you **hear about**, even if not directly.
 - We recommend the person who has experienced harm be notified 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 (HR, Faculty Affairs, Student Conduct, etc.).
- **No such thing as over-reporting!**



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

- **Lawrence** - Dole Human Development Center, 1000 Sunnyside Ave, Suite #1082
- **KUMC** - Smith-West 1006
- **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

