

Office of Civil Rights & Title IX

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

Introduction to OCRTIX Open Session

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October 3rd, 2025 | Burge Union





Agenda

01 OCRTIX @ KU

02 What We Do & How We Do It

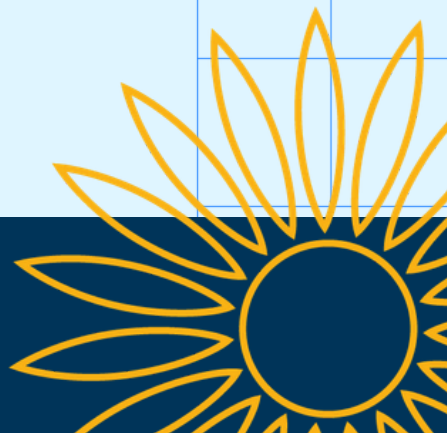
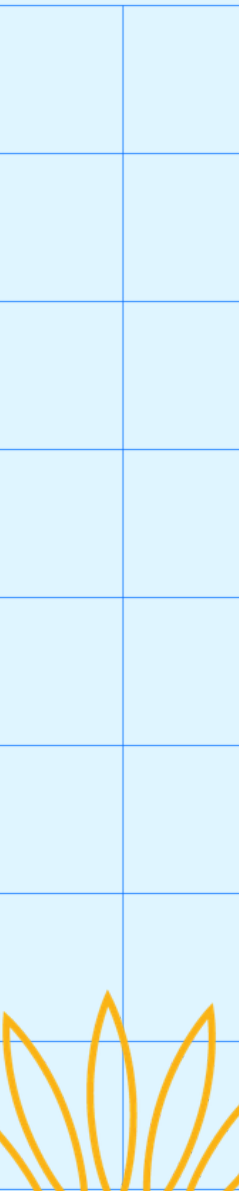
Mandatory Reporters

Examples of Reports

Processes

Why Report?

03 Wrapping Up





Content Warning

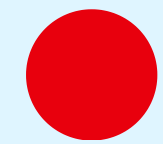
Some of the content of this presentation may be challenging and evoke strong emotions.

Most content involves definitions and conversations around harassment, discrimination, or sexual misconduct.

Please feel free to take a minute if needed.



One University Office



Lawrence

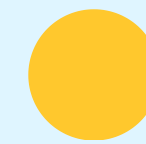
Strong Hall #121

Dole Human Development
Center #1082



Edwards

Regnier Hall 270 M,N,P,Q



Kansas City

Wescoe Room
#3035, #3038 & #3045



Our Office



What OCRTIX Does*

- **We respond to reports** pertaining to discrimination & harassment (based on 16 different identities), sexual misconduct, and related retaliation. We provide support measures, informal and formal resolution options, and conduct investigatory reviews.
- **We assess and respond to impact** from incidents occurring across campus, and work to create a greater sense of **belonging** for all.
- **We support pregnant and parenting students.**
- **We engage in outreach and education.**
- **We oversee Clery compliance**, resulting in timely warnings, emergency notifications, and the annual security and fire safety report. **Includes Hazing*
- **We are responsible for Drug Free Schools and Communities Act** compliance and distribute the Drug and Alcohol Abuse Prevention Program (DAAPP).



What We Do – *We address more than just sexual misconduct



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

Every employee when engaged in their KU capacity except:

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

**Otherwise
known as
Confidential
Employees!**

**For more information,
check out the
Mandatory Reporting
Policy on the
KU Policy Library**

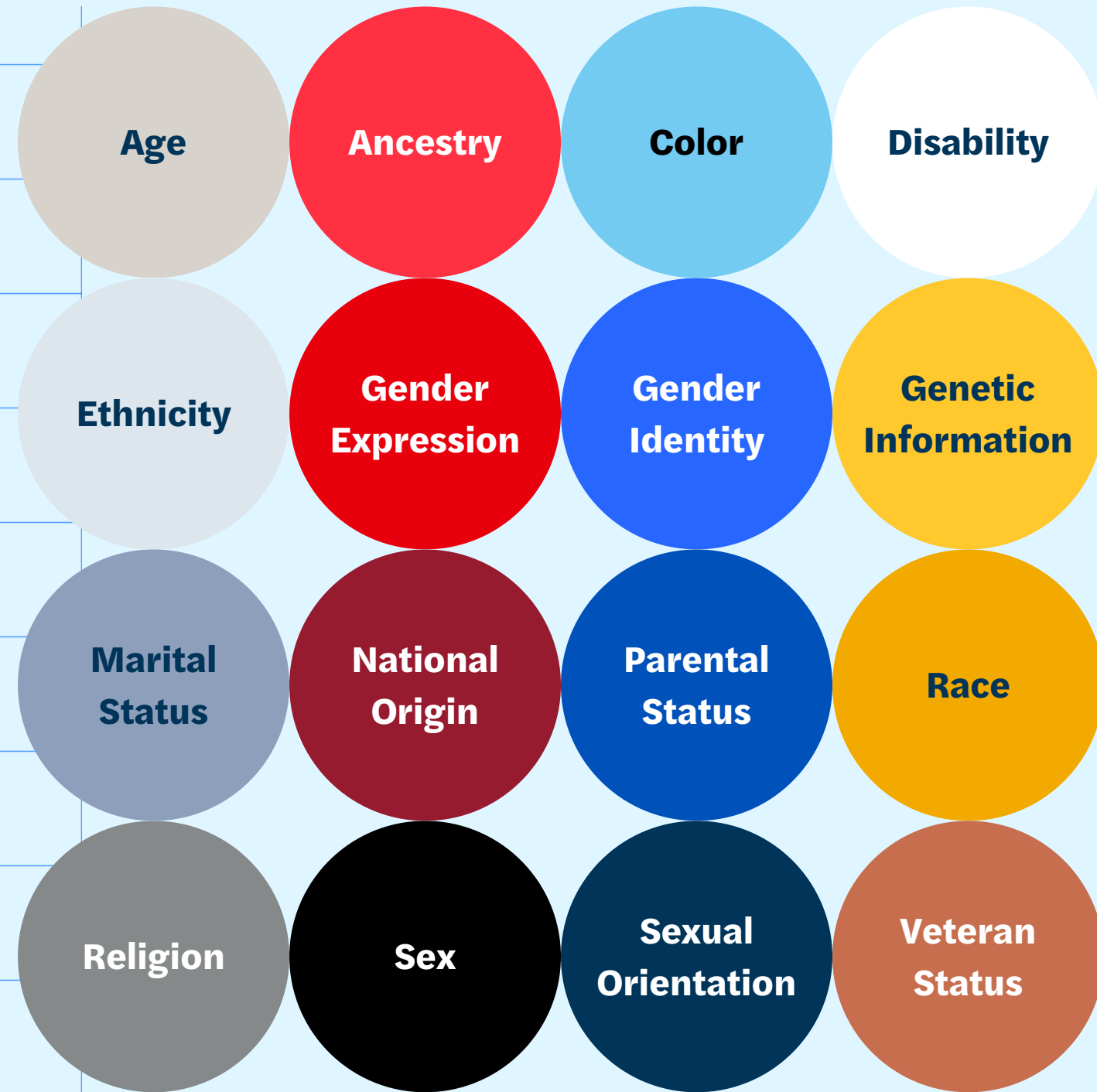


**“Mandatory reporting” means different things in different professions.
Be careful to understand which definition applies to your settings.**

Mandatory Reporters

**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 staff member tells you they are failing a course because they were assaulted a month ago.
- A colleague is being treated differently by their supervisor compared to others and you believe it's based on a protected class .
- A peer shares that they were touched by someone in a non consenting and inappropriate manner on campus.
- 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 & Guidance

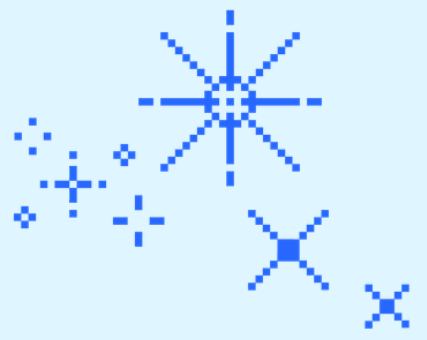
- We respond to all reports on an case-by-case basis. We don't take automatic action without permission.*
- We don't reach out to the person causing harm without permission.*
- Menu of options is different based on location.

We Respond to Reports – *Unless we assess there is a serious threat to campus.



How to respond when you receive a report:

“Ready-made Responses”



Do not inform the person reported to have caused harm that you’ve received a report.

If someone has disclosed but tells you it needs to be confidential:

Although we want to honor someone’s request, we are also mandatory reporters. That means we’re required to report, even when the person tells us not to. Being understanding of their concerns and having an understanding of what occurs next can help.

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...

If you get a disclosure without being able to share context before:

“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...

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.



How to respond when you receive a report: Trauma Informed Responses

Be trauma informed

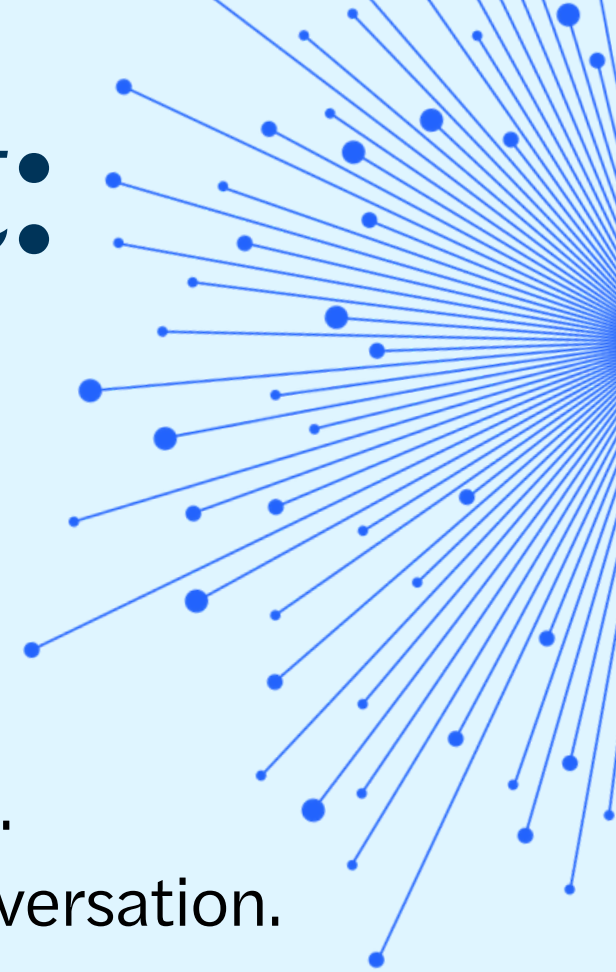
- ★ Think about tone. Slow down, be “soft”.
- ★ Think about lighting. Soft and low lighting can help.
- ★ Allow for emotions to be present.
- ★ Be at eye level.
- ★ Ask permission when possible (ex: door closed).
- ★ Acknowledge the challenging nature of the conversation.
- ★ Know that trauma may not allow for linear thinking.

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 now?”
Resources: local law enforcement, housing, hospital, etc.
- ★ Talk about evidence preservation - “It can be helpful to keep any potential evidence so you can continue to make decisions in the future. Would you like me to help connect you to resource?” - Resource: Hospital/SAFE exam
- ★ What other campus/community resources might be helpful? - Resource: university therapy, EAP

Do not pry for information.

You do not need to have all the information in order to support someone well



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 explore support measures which can include but is not limited to working with instructors/supervisors to establish reasonable modifications or workplace accommodations.

3

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

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.

We will not inform the person causing harm of the report unless requested*

Our Resolution Processes can be found on our website civilrights.ku.edu

We will not take action unless requested.*



OCRTIX Processes

Outreach

- ★ Email to the person potentially experiencing harm. Invitation to meet and resources.
- ★ Follow-up in one week.
- ★ Close case if no engagement.
- ★ Schedule intake if requested.

Intake

- ★ Virtual and in-person options.
- ★ Trauma informed.
- ★ 3 parts - information about our office, person's experience, goals.
- ★ Initial discussion of support measures.

The person is welcomed to bring an advisor to assist them through the process.

We keep all information shared with us for seven years. This helps us to track patterns and inform our response.

Support Measures

- ★ **Informal and non-punitive ways to de-escalate or resolve a situation.**

Must be determined to be reasonably appropriate. Support measures can be explored but are not guaranteed.

Two most commonly requested support measures are:

- ★ Referrals to campus and community resources &
- ★ Educational conversations -
Addresses situations by OCRTIX staff having an informative conversation with the person causing harm. Content is informed by the person experiencing the harm).

Additional options include, but are not limited to:

- ★ Mutual No Contact Agreement.
- ★ Changing work locations.
- ★ Housing relocations.



Informal Resolutions

The IR process is a **voluntary, structured interaction** between parties to a dispute to resolve allegations of discrimination, harassment, or retaliation. **Mediation, Restorative Justice, and Shuttle Diplomacy** are options for an informal resolution. This process is intended to be **flexible, providing for a full range of possible outcomes for both parties.**

-  **Overseen by a facilitator** and in consultation with OCRTIX, parties (complainant(s) and respondent(s)) to a dispute will **agree to engage** with one another to **create mutually agreed upon terms** to resolve the dispute. Facilitators will help parties determine the best IR method (mediation, restorative justice, or shuttle diplomacy) which will inform **the location of the conversation and how it is facilitated.**
-  Once parties come to a verbal and mutually agreed upon terms this will be put into a **Informal Resolution Agreement. Informal Resolution Agreements may include but are not limited to:**
 - Admission or denial of responsibility or false allegations
 - Training for either party
 - Educational programming
-  **Once the IR Agreement is signed** parties cannot initiate or resume the University's grievance procedures for concerns arising from the same allegations. If parties do not come to an agreement, the grievance procedures will resume.

**For the full IR
process, check out
civilrights.ku.edu**

Additional Resolution Options

Investigations

Process to determine if there was a policy violation based upon an OCRTIX policy (harassment, discrimination, sexual harassment, related retaliation).

OCRTIX is not the decision maker in this process, just the information gatherer. Gather pieces of the puzzle (interviews, evidence), put the puzzle together (report), and give the puzzle to decision maker.

Investigatory Reviews

‘A formal review of a unit, usually prompted by a potential pattern, or a larger/public incident. Conducted by an investigator.



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.



We oversee Clery compliance, resulting in timely warnings, emergency notifications, and the Annual Security & Fire Safety Report.

Clery is a federal law that requires institutions receiving federal funding to publicly report statistics concerning the occurrence of certain criminal offenses involving students, faculty, staff or visitors.

Simply put, it is a safety consumer law.

Campus Security Authorities (CSAs) must, however we encourage all to report issues of safety. CSAs - anyone who has significant responsibility for student and campus activities.



- ★ **Primary Crimes:**
 - Murder/Non-Negligent Manslaughter Manslaughter by Negligence
 - Rape
 - Fondling
 - Statutory Rape
 - Incest
 - Robbery
 - Aggravated Assault
 - Burglary
 - Motor Vehicle Theft
 - Arson

- ★ **Arrests or Referrals for Disciplinary Action:**
 - Liquor Law Violations
 - Drug Law Violations
 - Weapon Law Violations

- ★ **VAWA Offenses:**
 - Domestic Violence
 - Dating Violence
 - Stalking
- ★ **Hate Crimes:**
 - Crimes motivated by perpetrator's bias against the victim's protected class.
- ★ **Hate crimes include:**
 - Larceny-theft
 - Simple assault
 - Intimidation
 - Destruction/Damage/Vandalism
- ★ **and all primary crimes, except:**
 - Manslaughter by Negligence
- ★ **Hazing**

Reporting crimes allows for:

- Emergency notifications
- Timely warnings
- Accurate counts of Clery crimes
- Accurate reporting of Clery crimes

The goal is increased safety for all using our campus and increased awareness of climate.

Clery Compliance – Program Directors, Deans, Chairs, & more are CSAs @ KU!



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.



Being in Compliance

- ★ **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.



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.

Why Report?



Other Nuances

- You have to report, even if someone tells you something “privately”.
- 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!** When we collectively work together, we can make a more informed and welcoming campus for all.



Following Up & Recommendations

- **Community Garden of Support**
 - Your department / classrooms can be communities to nourish and grow.
- **Office of Civil Rights & Title IX**
 - Hypotheticals & questions about process
 - Tailored Presentations for depts, classes, etc.
 - Climate mapping
- **Provide resources**
 - Immediate resources - KUPD, SCRT, Housing, etc.
 - Support Services - SCRT, CARE Services, EAP, etc.
 - Create a physical resource folder for the main office - KU, local, regional, national resources.
 - Digital resources for quick access - canvas module.
- **Continued Follow-Up**
 - Checking in with the person impacted.
- **Create community guidelines / garden of support in your working spaces**
 - Highlighting support resources
 - Highlighting mandatory reporter status
- **Action Plan for the office / department**
 - Establishing community / dept. guidelines. for addressing situations.
 - Regular check-ins with one another
 - Knowing & communicating capacity
- **Faculty/Staff Support Resources & Systems**
 - Faculty Affairs / Human Resources
 - Office of Civil Rights & Title IX
 - Confidential Resources
 - Employee Assistance Program
 - etc.



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, #1082 & Strong Hall, #120
- **KUMC** - Wescoe #3035, #3038 & #3045
- **Edwards** - Regnier Hall, Suite 270 M, N, P, Q

Additional Contacts

- Contact a Deputy Title IX Coordinator:
 - Natalie Holick in Compliance
 - Nicole Corcoran in Athletics





THE UNIVERSITY OF KANSAS
Office of Civil Rights
& Title IX



Questions?

Departmental Contact and Info

civilrights@ku.edu

785-864-6414

civilrights.ku.edu

Fill out our Outreach
Survey to help us for
future presentations!

Assessment Code:

100325 - Sam



Resources & Opportunities

You can find ALL of OCRTIX's resources on our website:

civilrights.ku.edu

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

