



Wichita State University
Office of Institutional
Equity and Compliance

Annual Report
Academic Year 2019-2020

OUR MISSION

Wichita State University strives to provide an educational, employment and contracting environment that reflects its mission and promotes a deep understanding and appreciation among the diverse members of the University community. It is essential that all members of the community feel included and engaged, and that the contributions of all individuals are respected. All members of the Wichita State University community have a responsibility to uphold these values.

The Office of Institutional Equity and Compliance is committed to preventing and eliminating discrimination or harassment based on protected characteristics, including age (over 40), ancestry, color, disability, gender, gender expression, gender identity, genetic information, marital status, national origin, political affiliation, pregnancy, race, religion, sex, sexual orientation, or status as a veteran.

INTRODUCTION

The Office of Institutional Equity and Compliance (OIEC) is publishing the data in this Annual Report to enhance transparency and inform the campus community about the number of reported instances of sex and gender-based discrimination and harassment (including sexual harassment) and related retaliation, as well as reported instances of other protected characteristic discrimination, harassment and related retaliation managed through the Wichita State University's Office of Institutional Equity and Compliance.¹ OIEC enforces and oversees WSU Policies 8.16, 3.06, 3.19 and 3.47 ("OIEC Policies").² This report details reported incidents in the 2019-2020 Academic Year (AY), August 1, 2019 to July 31, 2020, and informs the way we work to meet the needs of our campus community.³

¹ In August 2018, Wichita State University combined the Title IX Office and Equal Opportunity Office under the Office of Institutional Equity and Compliance (OIEC). This report is a collection of data from both Title IX and Equal Opportunity.

² This report refers to Policy 3.06 which was in place before the DOE issued new Title IX regulations. In August 2020, in compliance with Title IX of the Higher Education Act of 1972, Title IX's Final Regulations issued on May 2020 (34.C.F.R. § 106.30 (2020)), WSU significantly revised 3.06 (and incorporated 8.16 into 3.06) to address new requirements for the handling of sexual harassment and other sex-based offenses. Thus, policies, processes and terms used herein may differ today as a result of policy revisions made to Policy 3.06 since July 2020. For WSU's current version of 3.06, effective August 2020, click here: [WSU 3.06](#).

³ Data in this report is presented in a de-identified aggregate format, and with an intentional delay of one academic year to protect the privacy of all individuals involved.

OIEC STAFF

The Office of Institutional Equity and Compliance team includes our Executive Director, Equal Opportunity Coordinator, and Title IX Coordinator. Together, we combine our collective experience and expertise to address each report of harassment and discrimination we receive. We work together to determine case assignments and meet regularly to discuss ongoing cases and new reports. We support each other in our reviews and investigations and collaborate on providing training to the University community.



Christine Taylor, J.D., L.L.M.
Executive Director

Christine Taylor is the Executive Director of Institutional Equity and Compliance. She leads OIEC and oversees staff in the office and is responsible for coordinating the University's response and compliance with Title IX and associated regulations, as well as federal, state, and local laws concerning nondiscrimination, equal opportunity, affirmative action, and Clery Act compliance. Christine oversees and investigates sex discrimination and harassment matters, as well as other protected characteristic discrimination and harassment matters filed by Wichita State University students, faculty, and staff.

Prior to her appointment at Wichita State University, Christine served as the Title IX Coordinator at Marquette University where she was the designated agent for the university responsible for overseeing university policy, procedures and compliance with Title IX legislation, regulation, and case law. During her time at Marquette, Christine served as the Associate Director for the Graduate Program in Dispute resolution and Associate Adjunct Professor, teaching mediation, advanced mediation, arbitration, dispute resolution and health care, family mediation, and business ethics.

Christine has more than 20 years of experience litigating family, criminal, and civil cases. She was the principal shareholder and founder of Harris & Nelson, LLC. In 2006, Christine successfully transitioned her career to a private mediation and arbitration practice.

Christine was appointed by the Wisconsin Supreme Court to conduct hearings on complaints of attorney misconduct, petitions alleging attorney incapacity, and petitions for license reinstatement, to make findings, conclusions of law and recommendations for sanction and submit them to the Supreme Court for review and appropriate action. Christine has developed and conducted Title IX coordinator and investigator training for private and public universities. She has developed and conducted Title IX Advisor, Hearing Panel/Decision-Maker, and Appeal Officer training in compliance with the new Title IX Regulations.



Michael Irvin, J.D., M.P.A.
Equal Opportunity Coordinator

Mike has served as the Equal Opportunity Coordinator for Wichita State University since 2019. He is responsible for reviewing, investigating, and responding to complaints of protected characteristic discrimination and harassment, and ensures compliance with requirements of the Civil Rights Act, Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act.

Mike received his BA in Criminal Justice from the University of Wyoming where he attended on a football scholarship. He received his Juris Doctorate from the University of Wyoming College of Law and a Master's Degree in Public Administration from Wichita State University. Mike has minors in Sociology and African American Studies, a Graduate Certificate in City/County Management, and a professional certification through the Society for Human Resources Management (SHRM-CP).

Prior to coming to Wichita State University, Mike worked in local government with the Sedgwick County Division of Human Resources as the Employee Relations Specialist. In this role, he consulted with administrators to create personnel policy, manage employee conduct and performance, improve employee satisfaction, and was responsible for investigating allegations of protected class discrimination and harassment.



Sara Zafar, J.D.

Title IX Coordinator

Sara is the Title IX Coordinator for Wichita State University. She receives and responds to all complaints of sex and gender-based discrimination and harassment and sexual misconduct within the Wichita State University community and ensures that the University is in compliance with federal Title IX requirements.

Sara was born and raised in Wichita. She received her B.A. in History from the University of Kansas, and her Juris Doctorate from the University of Kansas School of Law. She is licensed with the Supreme Court of Kansas and the United States District Court, District of Kansas. Sara is a member of the Kansas Bar Association, Kansas Women Attorneys Association, Wichita Bar Association, chair of the WBA Professional Diversity Committee, and President of the Wichita Women Attorneys Association.

Prior to joining Wichita State University, Sara was an attorney with Kansas Legal Services, working with survivors of domestic and sexual violence to provide holistic legal representation, including assisting with protection orders, family law, criminal process advocacy, housing, and other legal matters arising from a crime. Previously, she was the Staff Attorney and Legal Assistance to Victims Attorney at the Kansas Coalition Against Sexual and Domestic Violence in Topeka. She was also an attorney in the Hutchinson Kansas Legal Services office and has served as a volunteer victim advocate for the Wichita Area Sexual Assault Center.

POLICIES

OIEC is committed to implementing informed, effective, prompt, and equitable policies to address reports of sexual and gender-based harassment and violence, including, but not limited to, sexual assault, dating violence, domestic violence, and stalking, as well as other protected characteristic discrimination and harassment, and retaliation.⁴

The policies referenced in this Annual Report were in effect during AY 2019-2020. OIEC oversees WSU Policy 3.06/Sexual Misconduct, Relationship Violence and Stalking Policy for Employees and Visitors⁵; Policy 8.16/Sexual Misconduct, Relationship Violence, and Stalking Policy for Students⁶; [Policy 3.47/Discrimination Review Procedures for Students, Employees and Visitors](#); and, [Policy 3.19/Prohibition of Retaliation](#).

The primary purpose of OIEC policies is to define, eliminate, prevent, and remedy the effects of prohibited conduct; identify care, supportive measures, and reporting options for students and employees; explain the obligations of employees to report prohibited conduct to the University; identify the procedures the University follows to thoroughly, equitably, and promptly investigate and resolve reports of prohibited conduct. OIEC's centralized approach allows the University to track and monitor data, identify trends, and patterns, and support University-wide efforts to promote a diverse and inclusive community free from discrimination and harassment.

REPORTS AND CASES FOR ACADEMIC YEAR 2019-2020

OIEC uses the Maxient information management system to track and maintain data relating to all reports and complaints of sexual harassment, other sex, and gender-based discrimination and harassment, and related retaliation, as well as other protected characteristic discrimination, harassment, related retaliation, and all other reports received. Several other offices and departments at Wichita State University with conduct-related responsibilities also use Maxient in similar ways, providing an integrated, collaborative approach to case management across campus. OIEC tracks several important data points throughout a case, from the time a report is received through the disposition of a case.

⁴ Wichita State University does not tolerate retaliation or intimidation against any individual, group, or organization involved in the complaint, investigation, and/or resolution of an allegation of discrimination or harassment including any individual who attempts to intervene or prevent behavior prohibited by university policies.

⁵ WSU Policies in effect during AY 2019-2020 may be found at: [WSU Policy 3.06](#) Sexual Misconduct, Sexual Harassment, Relationship Violence, and Stalking policy for Employees and Visitors.

⁶ WSU Policies in effect during AY 2019-2020 may be found at: [WSU Policy 8.16](#) Sexual Misconduct, Relationship Violence, and Stalking Policy for Students.

In AY 2018-2019, OIEC began using the Maxient information management system, and OIEC documented 156 reports of unique incidents. In AY 2019-2020, OIEC documented 183 reports of unique incidents.⁷ There was a notable decrease in reports from March 2020 through July 2020. This decrease is likely attributed to campus closures and adjustments due to the Coronavirus pandemic, which disrupted normal campus operations in the last quarter of the 2019-2020 academic year. During this time, Wichita State University remained committed to supporting students, staff, and faculty and to maintaining a living, learning, and working environment free from all forms of discrimination and harassment, as the campus shifted to a remote work and learning model.

DEFINITIONS

The following definitions are used to clarify the information in this report. Specific definitions can be found in the OIEC policies in place during AY2019-2020.

Complainant: An individual who reports to be or is reported to be the victim of conduct that could constitute sexual harassment, sex discrimination, harassment or discrimination based on a protected characteristic, or retaliation.

Prohibited Conduct: Refers collectively to conduct that would trigger the application of OIEC policies 3.06, 8.16, 3.47, and 3.19.⁸

Reporter/Reporting Party: An individual who reports the alleged conduct to the university but who is not the Complainant.

Respondent: An individual alleged to have engaged in conduct that could constitute sexual harassment, sex discrimination, harassment or discrimination based on a protected characteristic, or retaliation.

Unique Incident (“Case”): Describes a report of potential prohibited conduct involving one or more Complainant(s) and one or more Respondent(s). Allegations of prohibited conduct arising

⁷ The majority of reports OIEC received during this time related to either recent or immediate concerns. In some instances, Complainants reported incidents from prior academic years and those are also included in this report. OIEC receives reports through various reporting channels and with varying levels of detail. We have included information about all reports received by OIEC in AY 2019-2020.

⁸ WSU Policies in effect during AY 2019-2020 may be found at: [WSU Policy 3.06](#) Sexual Misconduct, Sexual Harassment, Relationship Violence, and Stalking Policy for Employees and Visitors, and [WSU Policy 8.16](#) Sexual Misconduct, Relationship Violence, and Stalking Policy for Students.

from the same event or occurrence are considered a unique incident despite involving one or more Complainant(s) and one or more Respondent(s).⁹

CASE TYPE

Each Unique Incident is categorized into a “case type.” The case type refers to the broad nature of the alleged conduct reported by the Complainant or Reporter.

Bias Related Incident: Language or conduct which may demonstrate bias against a person for their actual or perceived protected characteristic but does not meet the threshold of prohibited conduct as defined by policy.

OIEC Info Only/Info Only: Reported allegations of conduct that falls outside of OIEC’s policies, the reported conduct does not implicate a WSU student or employee, and/or the reported conduct did not occur within a WSU academic program, activity, or employment.

Pregnancy/Parenting: Concerns alleging discrimination based on pregnancy or pregnancy related conditions made by employees or students. Requests for reasonable academic adjustments for pregnant or parenting students.¹⁰

Retaliation (3.19): An adverse action or threat of an adverse action taken against a Complainant, Respondent, or any individual or group of individuals involved in the complaint, investigation, and/or resolution of a report of prohibited conduct.

Protected Characteristic (3.47): Reports of prohibited conduct based on a Complainant(s) protected characteristics – age (over 40), ancestry, color, disability, gender, gender expression, gender identity, genetic information, marital status, national origin, political affiliation, pregnancy, race, religion, sex, sexual orientation, or status as a veteran.

Sexual Misconduct – Employee Respondent (3.06): Unwelcome conduct of a sexual nature that is committed without consent between people regardless of sex or gender. Includes, sexual harassment, non-consensual sexual intercourse, non-consensual sexual contact, and sexual exploitation. All relationship violence and stalking reports received are covered under this case type despite not necessarily being sexual in nature. Cases under this definition include those where the Complainant identifies the Respondent(s) as a WSU employee.

⁹ Requests for academic support due to pregnancy or pregnancy related conditions are also considered a Unique Incident despite not alleging misconduct or a policy violation.

¹⁰ Pregnant employees needing accommodations utilize the Workplace Modification and Accommodation Request Process through WSU Human Resources and are not captured in this report.

Sexual Harassment – Non-Affiliated/Unidentified Respondent (3.06): Unwelcome conduct of a sexual nature that is committed without consent between people regardless of sex or gender. Includes, sexual harassment, non-consensual sexual intercourse, non-consensual sexual contact, and sexual exploitation. All relationship violence and stalking reports received are covered under this case type despite not necessarily being sexual in nature. Cases under this definition of Sexual Harassment reflect unidentified Respondent(s) or Respondent(s) not affiliated with Wichita State University.

Sexual Misconduct – Student Respondent (8.16): Unwelcome conduct of a sexual nature that is committed without consent between people regardless of sex or gender. Includes, sexual harassment, non-consensual sexual intercourse, non-consensual sexual contact, sexual exploitation. All relationship violence and stalking reports received are covered under this case type despite not necessarily being sexual in nature. Cases under this definition include those where the Complainant identifies the Respondent(s) as a WSU student.

Other: Reports or contacts with OIEC requiring assistance or response to a non-university related matter.

AY 19-20: Case Types	
Protected Characteristic Discrimination/Harassment (3.47)	57
OIEC Info Only	43
Sexual Misconduct – Student Respondent (8.16)	35
Bias Related Incident	14
Sexual Misconduct – Employee Respondent (3.06)	12
Sexual Harassment – Non-Affiliated /Unidentified Respondent (3.06)	10
Retaliation	8
Pregnancy/Parenting	2
Other	2

ALLEGATION TYPES

When a new case is created, OIEC tracks the specific allegation(s) of prohibited conduct in Maxient. Reports alleging violations of Policy 3.47 are categorized based on the protected characteristic identified by the Complainant or Reporter. Reports alleging violations of Policies 8.16 or 3.06 are categorized by the type of sexual misconduct alleged. Complaints alleging retaliation under Policy 3.19 are categorized as retaliation. It is possible for one case to involve multiple allegation types when the Complainant or Reporter alleges harassment or discrimination based on more than one protected characteristic.

During AY2019-2020, twenty-three (23) cases (out of the 183 reports of unique incidents/cases above) did not consist of allegations that fit within the allegation types as defined by OIEC policies. The following allegation types are used to clarify the information in this report.

Discrimination: An educational or employment action, taken on the basis of an individual's protected characteristic (race, age, national origin, etc.), that deprives the individual of employment or educational access, benefit or opportunity.

Harassment: Unwelcome conduct on the basis of membership in a protected class (race, age, national origin, etc.), where the conduct is severe or pervasive enough to create a work or educational environment that a reasonable person would consider intimidating, hostile or abusive (Hostile Environment) OR when tolerating the conduct is a condition of continued employment or participation in an educational opportunity (Quid Pro Quo).

Sexual Misconduct: An umbrella term that includes unwelcome conduct of a sexual nature that is committed without consent between people regardless of sex or gender, relationship violence, and stalking. Sexual misconduct can include both intentional conduct and conduct resulting in negative effects even if those negative effects were unintended.

Sexual Harassment: Unwelcome conduct of a sexual nature that includes conduct that is severe, persistent or pervasive enough to create a work or educational environment that a reasonable person would consider intimidating, hostile or abusive (Hostile Environment) OR when tolerating the sexual conduct is a condition of continued employment or participation in an educational opportunity (Quid Pro Quo).

Relationship Violence: Violence committed by an individual who is or has been in a social relationship of a sexual, romantic, or intimate nature with the Complainant. This includes a current or former spouse of the Complainant.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for one's own safety or the safety of others; or suffer substantial emotional distress.

Non-consensual Sexual Intercourse: Occurs when there is vaginal or anal penetration by any body part or foreign object or oral copulation (mouth to genital contact or genital to mouth contact), however slight, by a person upon another person without consent.

Non-consensual Sexual Contact: Any intentional contact with the breasts, buttocks, groin of another person without consent.

Sexual Exploitation: Taking non-consensual or abusive sexual advantage of another person for one’s own advantage or benefit, or to benefit or provide advantage to anyone other than the person being exploited, when that behavior does not otherwise constitute other sexual misconduct violations.

AY 19-20: Allegation Types (Policy 3.47)	
Discrimination/Harassment: Race	26
Discrimination: Sex	16
Discrimination/Harassment: National Origin	15
Discrimination/Harassment: Disability	11
Discrimination/Harassment: Sexual Orientation	6
Discrimination/Harassment: Political Affiliation	4
Discrimination/Harassment: Gender Identity	3
Discrimination/Harassment: Pregnancy	2
Discrimination/Harassment: Religion	1
Discrimination/Harassment: Age	1

AY 19-20: Allegation Types (Policies 3.06 & 8.16)	
Sexual Misconduct: Stalking	21
Sexual Misconduct: Relationship Violence	11
Sexual Misconduct: Non-consensual Sexual Intercourse	11
Sexual Misconduct: Harassment	10
Sexual Misconduct: Sexual Exploitation	7
Sexual Misconduct: Non-consensual Sexual Contact	1

RESOLUTIONS

When OIEC receives a report alleging prohibited conduct, a case is created in Maxient. If a Complainant is identified in the report, OIEC sends the Complainant an outreach letter through Maxient. The outreach letter provides information including policy links, reporting options, interim measures and resources.¹¹ The outreach letter extends an invitation, offering the Complainant an opportunity to meet with an OIEC staff member to discuss any questions they may have, offer interim measures and resources, and provide any additional information.¹²

RESOLUTIONS NOT INVOLVING A FORMAL INVESTIGATION

Complainant Non-Responsive: The Reporter does not provide any identifying information, or the Complainant files an anonymous report. In this instance, no outreach letter is sent.

OR

OIEC's database indicates the Complainant retrieved and opened the outreach letter. The Complainant either does not respond, or the Complainant responds and declines to meet with OIEC staff.

OR

OIEC's database indicates the Complainant did not retrieve/open the outreach letter. Despite follow-up attempts to make contact through the Maxient system, the Complainant does not retrieve/open the letters.

Other: Contacts with OIEC requiring assistance or response to non-university related requests or reports.

Complainant Requested No Action: The Complainant meets with OIEC. Although the allegations may fall under OIEC's policy, the Complainant does not want OIEC to review the matter. OIEC determines the Complainant's request can be provided under policy.

Services Only: The Complainant meets with OIEC. Although the allegations may fall under OIEC's policy, the Complainant does not want OIEC to review the matter or pursue a formal investigation. OIEC determines the Complainant's request can be provided under policy. The

¹¹ Interim measures are now referred to as "Supportive Measures" under current policy.

¹² Reasonable interim measures are available to Complainants whether or not they wish to participate in a formal investigation.

Complainant requests information about available resources and is offered and/or provided interim measures.

Referred to Other WSU Office: The Complainant meets with OIEC. After discussing the Complainant's allegation, it is clear, without further review, the alleged conduct does not fall within OIEC's policy. OIEC assists the Complainant in referring the matter to the appropriate University Department or office.

Informal Resolution: The Complainant meets with OIEC. The alleged conduct falls within OIEC policy and OIEC begins an initial review. OIEC contacts the Respondent and requests a meeting and collects other available information it may need to initially assess the case for next steps. Based upon OIEC initial assessment, OIEC determines that the behavior/conduct, even if true or based on the limited information available to consider in the case, would not likely rise to the level of an OIEC policy violation. OIEC determines that further formal investigation would not be proper or possible and the matter would be more appropriate for informal resolution. Informal resolution may include an agreement by Respondent to correct any behavior/conduct that occurred, or the matter is referred to the appropriate University Department or office. The Complainant is informed of OIEC's findings and action(s) to correct the behavior/conduct, or referral to the appropriate University Department or office.

Reported Conduct Does Not Meet Policy Jurisdiction or Definitions: The Complainant meets with OIEC. The Complainant alleges conduct that does not implicate a WSU student or employee, and/or did not occur within a WSU academic program, activity, or employment. Therefore, OIEC does not have jurisdiction to review the reported allegation. The Complainant is notified of this determination.

OR

The Complainant meets with OIEC. The Complainant alleges they were subjected to prohibited conduct. OIEC begins an initial review of the allegations which may include interviewing witnesses, the Respondent and reviewing evidence. The initial review fails to provide a threshold of evidence to create a reasonable belief the alleged prohibited conduct falls under OIEC policy. The matter does not proceed to a formal investigation. The matter may be referred to other offices on campus. The Complainant is notified of this determination.

RESOLUTIONS INVOLVING A FORMAL INVESTIGATION

The goal of a formal investigation process is to reach a determination as to whether a Respondent(s) has violated one or more university policies. All investigations and determinations are conducted using a "preponderance of the evidence" standard, meaning did

the evidence show that it was more likely than not that the Respondent violated university policy.

During this process, the Respondent receives written notice of the investigation and allegations. Both the Complainant and Respondent have the opportunity to meet with the investigator, to provide information (evidence) either supporting or refuting the allegations, and to provide names of witnesses who have direct knowledge relating to the allegations. The investigator shares with the parties the evidence packet containing each other's statements, witness statements and any evidence collected during the investigation. The parties are given an opportunity to review and comment on the evidence packet and submit questions to the other party. After the review and comment period, the investigator makes determination of responsibility and submits the Investigation Report, which contains the findings, conclusions, and if there is a finding of responsibility, the appropriate sanction.

Policy Violation: The Complainant meets with OIEC. The Complainant reports they were subjected to prohibited conduct. OIEC begins an initial review of the allegations. During the initial review the investigator may interview witnesses. Based on information provided by the Complainant and witnesses, if the threshold of evidence is met to create a reasonable belief a policy may have been violated, the matter proceeds to a formal investigation as described above. The Respondent is provided written notice of investigation and allegations. The Respondent meets with the investigator and has the opportunity to provide evidence and witnesses. As a result of the formal investigation, OIEC determines, based on a preponderance of evidence standard, it is more likely than not, a policy violation occurred. Sanctions are imposed and appropriate remedial remedies are provided.

No Policy Violation: The Complainant meets with OIEC. The Complainant reports they were subjected to prohibited conduct. OIEC begins an initial review of the allegations. During the initial review, the investigator may interview witnesses. Based on information provided by the Complainant and witnesses, if the threshold of evidence is met to create a reasonable belief a policy may have been violated, the matter proceeds to a formal investigation as described above. The Respondent is provided written notice of investigation and allegations. The Respondent meets with the investigator and has the opportunity to provide evidence and witnesses. As a result of the formal investigation, OIEC determines, based on a preponderance of evidence standard, it is more likely than not, a policy violation did not occur. The Complainant is offered appropriate interim measures, and the matter may be referred to other offices or departments for further action.

AY 19-20: Resolutions

Complainant Non-Responsive	65
Reported Conduct Does Not Meet Policy Definition	54
Complainant Requested No Action	21
Referred to Other Offices	19
Services Only	12
Informal Resolution	6
Policy Violation	3
Other	2
No Policy Violation	1

SANCTIONS

If a student or employee is found responsible for a policy violation after an OIEC investigation, sanctions may be issued. These sanctions range in severity based on the severity of the violation, the context of the violation, and impact on the Complainant and the campus community. The sanctions imposed are appropriate to the nature of the violation, and can include, but are not limited to the following lists.

POSSIBLE SANCTIONS OR CONSEQUENCES FOR STUDENTS

Disciplinary Warning	Residence Hall Transfer or Removal
Disciplinary Probation	No Contact Order
Suspension	Campus and/or Building Ban
Expulsion	No Trespass Order
Dismissal	Knowledge Attainment Activities
Withholding of Transcripts or Degree	Restorative Activities
Revocation of Admission and/or Degree	Wellness Activities
Loss of University Privileges	Reflective Activities

POSSIBLE SANCTIONS OR CONSEQUENCES FOR EMPLOYEES

Corrective Action	No Contact Order
Suspension	No Trespass Order
Separation	Knowledge Attainment Activities
Job Reassignment.	Wellness Activities
Loss of University Privileges	Reflective Activities

INTERIM MEASURES AND SUPPORT

If OIEC receives a report of conduct that may fall under its policies, they may implement appropriate interim measures for the individuals involved and for the larger University community based on the information provided. The outreach letter informs the Complainant of interim measures and reporting options. Often, Complainants will choose to receive interim measures to address their concerns and do not choose to pursue a complaint through the University's process. Interim measures include, and are not limited to:

Referring to counseling, medical, and/or other healthcare service	Issuing no contact orders between the parties
Referring to the Employee Assistance Program	Providing academic support, extensions of deadlines, or other course/program-related adjustments
Assisting with visa and immigration Counseling for student financial aid Referring to community-based service providers	Issuing a University No Trespass Notice Issuing timely warnings
Altering campus housing assignment(s)	Modification of class schedule, withdrawals, or leaves of absence
Altering work arrangements for employees or student-employee	Increasing security and monitoring of certain areas of the campus
Preparing a safety plan	Any other actions deemed appropriate by the Title IX Coordinator
Providing campus safety escorts	

RESOURCES AND REPORTING OPTIONS

ON CAMPUS RESOURCES

Wichita State University Police ("UPD"): 316-978-3450, 24 hours/7 days a week

Wichita Area Sexual Assault Center (WASAC) Advocate: 316-978-5257 (varying hours of availability); hotline 316-263-3002. 24 hours/7 days a week)

Student Health Center: 316-978-4792. Regular business hours, M–F

Counseling and Prevention Services: 316-976-4792. Regular business hours, M–F

Wichita State University Care Team: 316-978-3149

OFF CAMPUS RESOURCES

COMCARE of Sedgwick County Crisis Line: 316-660-7500, 24 hours/7 days a week

Wichita Area Sexual Assault Center hotline: 316-263-3002, 24 hours/7 days a week

Catholic Charities Harbor House: 316-263-6000, 24 hours/ 7 days a week

Wichita Family Crisis Center: (316) 263-SAFE (7233), 24 hours/ 7 days a week

OFF CAMPUS REPORTING OPTIONS

Office for Civil Rights (OCR)

U.S. Department of Education
400 Maryland Avenue, SW
Washington, D.C. 20202-1100
Customer Service Hotline #: (800) 421-3481
Facsimile: (202) 453-6012
TDD#: (877) 521-2172
Email: OCR@ed.gov Web:
<http://www.ed.gov/ocr>

Kansas City Office

Office for Civil Rights
U.S. Department of Education
One Pettycoat Lane
1010 Walnut Street, 3rd Floor, Suite 320
Kansas City, MO 64016
TDD #: 800-877-8339

EEOC Field Office Gateway Tower

400 State Avenue, Suite 905
Kansas City, Kansas 66101
Phone: 1-800-669-4000 TTY: 1-800-669-6820
Fax: 913-551-6957

Kansas Human Rights Commission (KHRC)

900 SW Jackson Street, Suite 568-S
Topeka, KS 66612-1258
Phone: 785-296-3206
Fax: 785-296-0589

OIEC PREVENTION AND EDUCATION EFFORTS

PREVENTION SERVICES ADVISORY BOARD/ON CAMPUS COLLABORATION

Representatives from OIEC sit on Wichita State University's Prevention Services Advisory Board. This advisory board provides educational programming addressing the prevention, identification, and treatment needs of Wichita State University students, faculty, and staff. Programming prevention areas include alcohol/substance abuse, sexual assault, and interpersonal violence, and suicide prevention. The board meets monthly to discuss these issues and collaborate in prevention efforts across campus.

The Sexual Violence Prevention Training subcommittee includes representation from OIEC. The subcommittee was tasked with developing a comprehensive Sexual Violence Prevention training that will be shared with students and employees. OIEC ensured the training met federal and state requirements and that the University’s policies and procedures were clear and accurate in the context of the training.

OIEC PROVIDED TRAINING AND EDUCATION

OIEC provides trainings, workshops, and presentations focusing on Title IX, Title VII, civil liberties, and information about the policies and procedures governing OIEC. Trainings are provided in person, virtually, and in on-demand online modules. Throughout AY 2019-2020, 3800 students and employees took advantage of the following training opportunities offered by OIEC:

Protected Speech Workshop	New Employee Orientation
OIEC 101	New Leader Orientation
Title IX 101	Not Anymore/Student Success (all incoming and transfer students)
New Leader Orientation	Responsible Employee and Campus Security Authority (all employees)
GTA general training	Equal Opportunity: Understanding Discrimination and Harassment in the Work Environment
English Dept GTAs	
Psychology Dept GTAs	
Bystander Intervention	
New Student Orientation	True Life: I’m a College Student

CAMPUS COLLABORATION

The Office of Institutional Equity and Compliance is not just about compliance. We are a campus resource and work closely with our campus partners, including Student Affairs and Community Standards, Human Resources, University Police Department, Academic Affairs, WSU Athletics, Student Government Association, Counseling and Prevention Services and Student Health Center to increase our visibility on campus and create a safe and inclusive campus.

TITLE IX TEAM

The Title IX Coordinator leads the Title IX Committee at WSU. The Committee is a multi-disciplinary team, including representatives from Human Resources, Student Affairs, Student Conduct and Community Services, Academic Affairs, General Counsel’s Office, Athletics, University Police, Student Government Association, and Counseling and Prevention Services.

The Committee meets monthly to discuss updates in case law and regulations, ongoing efforts to promote a campus culture of respect and responsibility, and training regarding effective measures to prevent and address sex and gender-based discrimination and sexual misconduct.

CARE TEAM

The CARE team is a multidisciplinary team made up of members from across campus, that provides a proactive and supportive approach to prevention, assessment, and intervention for circumstances that may interfere with students or employees functioning to their full potential. The team meets every other week to review and assess cases.

ACCESSIBILITY COMMITTEE

The Accessibility Committee is an interdisciplinary team designed to ensure WSU continues to provide accommodations enabling student success in all disciplines. The Committee meets monthly to review ongoing accessibility needs, review policies, and training.

DIVERSITY EQUITY AND INCLUSION PLANNING

OIEC is part of a group of operational leaders contributing to the University's Comprehensive Diversity, Equity, and Inclusion plan. The plan envisions a campus that reflects and promotes – in all community members – the evolving diversity of society.

CONTACT

Complaints, reports/notice of alleged policy violations, or inquiries about this report, WSU policies or OIEC processes please contact:

Office of Institutional Equity and Compliance

116 Human Resources Center
1845 N. Fairmount Street
Wichita, KS 67206

Phone: (316) 978-3205

Web: <https://wichita.edu/oiec>

Email: OIEC@wichia.edu