

Prohibiting sexual violence:

10 things to know about Kansas State University's policy

- 1. What is prohibited?** K-State prohibits sex discrimination, sexual harassment, sexual violence, dating violence, domestic violence, stalking and retaliation, as stated in K-State's Policy and Procedures Manual, Chapter 3010 (PPM 3010). Sexual violence includes acts commonly referred to as rape, sexual assault and sexual battery.
- 2. Reporting.** The university's response to sexual violence under PPM 3010 is an internal university process. It is different, and separate, from the criminal justice process that police and prosecutors use to charge and convict criminals. The university strongly encourages any person who believes they or someone else is the victim of sexual violence to make a report to the university as well as a report to police. In the context of making a sexual violence report, the university will not discipline a student for alcohol and drug violations if the student reports to have been a victim of sexual violence.
- 3. Who? Where? When?** K-State's policy that prohibits sexual violence applies to all members of the university community. The policy prohibits sexual violence that occurs in a university employment or education program or activity, regardless of location. The university also investigates off-campus sexual violence if it relates to discrimination, harassment, or retaliation alleged on campus, in university employment, or in a university education program or activity. For example, if someone alleged that s/he experienced sexual violence off campus and it was then followed by related conduct on campus, the university would investigate the off-campus conduct as part of determining whether there is a hostile environment in the university's programs. Reports of sexual violence should be made to the Office of Institutional Equity within 180 calendar days of the incident.
- 4. Response to reports.** Consistent with PPM 3010, the university always evaluates and processes any report of sexual violence concerning a member of the K-State community. No matter where the sexual violence is alleged to have occurred, OIE and/or a review team will evaluate the facts of the report, and may conduct a preliminary investigation to determine next steps. Whether or not a report triggers a full investigation, the university offers support and assistance services to reported victims.
- 5. Voluntary participation.** The university encourages reported victims to participate in the PPM 3010 process, but participation is not required. If a reported victim declines to participate, it may not be possible for the university to determine if university policy was violated and the university may be unable to take action against the accused.
- 6. Reporting to confidential employees.** Mental health counselors (Counseling Services), medical professionals (Lafene Health Center), and/or victim advocates (CARE) are not "responsible employees," (see below, section 7). This means they are not required to report to OIE sexual violence concerns (or other prohibited conduct) disclosed to them by their clients. Therefore, they all are generally referred to as "confidential employees," with whom you can discuss sexual violence matters. But the degree of confidentiality varies among the different professionals. In particular, for example, CARE advocates must report threatening or violent behavior that poses a continued threat to the university community. So in some limited circumstances, the advocate may disclose information to only those with a need-to-know, in a discrete and respectful manner, so the university can take steps to maintain a safe environment for all.

7. **Reporting to responsible employees.** Responsible employees include all administrators and supervisory employees within their scope of supervision. Responsible employees are required to report to OIE about incidents of sexual violence and other conduct prohibited by PPM 30130. This is to ensure that K-State addresses prohibited conduct that occurs in its control and of which the university has knowledge through responsible employees. It also enables the university to suggest and provide applicable assistance and support services. More information on who qualifies as a responsible employee can be found at k-state.edu/oie/titleix/education/responsible-employees.html.
8. **Consent.** The presence or absence of consent is a critical factor in determining whether sexual violence has occurred. Every member of the K-State community is responsible for knowing the university's definition of consent, what conduct is prohibited, and ensuring they have consent before engaging in sexual activity. For a full definition of consent and explanatory videos see k-state.edu/oie/titleix/education/consent.html.
9. **Safeguarding privacy.** If the university receives a report of sexual violence, details only will be shared with individuals who have a legitimate administrative or legal reason to know. A report to a confidential employee typically does not constitute a report to the university under PPM 3010; confidential employees are not responsible employees outside their scope of supervision.
10. **All-inclusive assistance.** Regardless if a reported victim participates in the PPM 3010 process, the university helps reported victims of prohibited conduct by providing support and assistance services. Support and assistance services are available to respondents as well. Depending on the circumstances, these may include medical and counseling services; changes in academic, living, and transportation situations; providing a support person or advocate; assistance in obtaining protective court orders; and assistance in making a report to local police. On-and off-campus resources are available at k-state.edu/oie/titleix/resources.html.

Available assistance

Academic	Housing	Employment	Financial Aid	Safety	Support	Transportation
<ul style="list-style-type: none"> • Discrete professor notification and accommodation (receiving extensions, rescheduling exams, etc.) • Alternative course completion options (course load reduction or withdrawal) • Voluntary leave of absence • Academic support, such as tutoring 	<ul style="list-style-type: none"> • Change in campus housing • Change in campus dining location • Assistance in finding alternative housing 	<ul style="list-style-type: none"> • Change in work schedule • Change in job assignment • Voluntary leave of absence 	<ul style="list-style-type: none"> • Emergency funds or loans • Potential refund of tuition and fees as a result of alternate course completion • Back-dated withdrawal with refund 	<ul style="list-style-type: none"> • No-contact order • Providing an escort to ensure safe movement between class and activities 	<ul style="list-style-type: none"> • Access to counseling services • Medical services • Arrangements to ensure safety and access to other support services • Assistance in identifying a support person to help secure additional resources or assistance • Assistance with visa immigration procedures 	<ul style="list-style-type: none"> • Shuttle service, cab voucher, or parking

Learn more:

k-state.edu/oie/titleix