

Attachment 4

Kansas State University Office of Institutional Equity Annual Report (July 1, 2016 – June 30, 2017)

Reported Concerns by Allegation Type	2015-2016*	2016-2017**
Dating/Domestic Violence	6 (2.7%)	13 (4.6%)
Discrimination-Age	5 (2.3%)	6 (2.1%)
Discrimination-Disability	6 (2.7%)	6 (2.1%)
Discrimination-National/Ethnic Origin or Ancestry	12 (5.5%)	11 (3.9%)
Discrimination-Gender Identity/Expression	6 (2.7%)	6 (2.1%)
Discrimination-Genetic Information	0	0
Discrimination-Medical/FMLA Use	5 (2.3%)	3 (1.0%)
Discrimination-Military/Veteran/Veteran Status	1 (0.5%)	0
Discrimination-Race/Color	18 (8.2%)	25 (8.8%)
Discrimination-Religion	3 (1.4%)	1 (0.3%)
Discrimination-Sex	11 (5.0%)	8 (2.8%)
Discrimination-Sexual Orientation	6 (2.7%)	1 (0.3%)
Discrimination-Unspecified	0	2 (0.7%)
Harassment (other than sexual harassment)	17 (7.8%)	63 (22.3%)
Non-Discriminatory Bullying/Mistreatment	35 (16.0%)	17 (6.0%)
Retaliation	12 (5.5%)	20 (7.0%)
Sexual Harassment	36 (16.4%)	36 (12.7%)
Sexual Violence-Rape	15 (6.8%)	18 (6.4%)
Sexual Violence-Sexual Battery	9 (4.1%)	17 (6.0%)
Sexual Violence-Sexual Exploitation	1 (0.5%)	1 (0.3%)
Sexual Violence-Other or "I'm still processing"	1 (0.5%)	2 (0.7%)
Stalking	14 (6.4%)	24 (8.5%)
Unknown/Other	0	3 (1.0%)
GRAND TOTAL	151 in 2014-2015	283*** (+29.2%)
***Some individuals claim multiple violations in a single case (example: stalking and sexual harassment or race and gender)		

COMPLAINANT Classification	2015-2016*	2016-2017**
Faculty	25 (14.7%)	27 (12.7%)
Staff	43 (25.3%)	42 (19.7%)
Student	93 (54.7%)	125 (58.7%)
Visitor	3 (1.7%) visitor and vendor	4 (1.9%) visitor only
Vendor	0	0
Unknown	3 (1.7%)	6 (2.8%)
Other	3 (1.7%)	9 (4.2%)

RESPONDENT Classification	2015-2016*	2016-2017**
Faculty	37 (21.8%)	36 (16.9%)
Staff	36 (21.2%)	41 (19.2%)
Student	55 (32.4%)	81 (38.0%)
Visitor	6 (3.5%) visitor and vendor	1 (0.5%) visitor only
Vendor	Not Tracked	0
Unknown	28 (16.5%)	39 (18.3%)
Other	8 (4.7%)	14 (6.6%)

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	Reported Concerns	Unique Cases	Administrative Reviews (ART)	Violation(s) Found After ART
2014-2015	X	152	X	X
2015-2016*	219 (1.29/case)	170 (+ 11.8%)	38 (22.4% of cases)	13 (34.2% of ARTs)
2016-2017**	283 (1.32/case)	213 (+ 25.3%)	59 (27.7% of cases)	12 (20.3% of ARTs)

Title IX Case Totals**** (excluding stalking)		
2014-2015	2015-2016*	2016-2017**
63 (42% of total Cases)	91 (53.5% of total cases)	100 (46.9% of total cases)
****Includes: dating/domestic violence, gender identity/expression, sex, sexual orientation, sexual harassment, sexual violence-rape, sexual violence-sexual battery, sexual violence-sexual exploitation, sexual violence-other		

Stalking Case Totals		
2014-2015	2015-2016*	2016-2017**
not tracked as unique category	14	24 (+71%)

2016-2017 Outreach and Education:

- 32 Presentations attended by 1,017 participants (see attached training log)
- Increased frequency of in-person training on: (1) Recognizing and Reporting Discrimination; (2) Recognizing and Reporting Sexual Harassment and Sexual Violence (Spring 2017)
- Collaborative presentations and programs with KSU Safezone, www.ksu.edu/safezone, KSU CARE, www.ksu.edu/care, and KSU LGBT Resource Center, www.ksu.edu/lgbt
- Assisted KSU CARE to write and receive a \$260,000 Victims of Crime (VOCA) Grant through state of Kansas, which funded additional CARE staff for outreach education, victim support and advocacy, and case management for October 1, 2016-September 30, 2017.
- Trained 24,278 students in collaboration with KSU Lafene Health Center's Health Promotion unit through required annual online training for all students on alcohol and sexual assault prevention (ASAP) www.ksu.edu/asap via four age-specific modules 45 – 90 minutes in length.
 - As a result of KSU ASAP Training:
 - Undergraduates (all first-year students <22 YO or first-time at KSU <22 YO)
 - 98% "can recognize sexually violent attitudes".
 - 96% "know how to safely have fun at college parties".
 - 90% better understand "campus sexual culture".
 - 88% "understand healthy relationships"
 - Adult Learners (22 and older) who responded (n=336-357)
 - 95.2% "feel more confident to intervene in a high-risk situation"
 - 91.9% "prepared to respond to gender misconduct in academic setting".
 - 92.3% "prepared to respond to intimate partner violence or sexual assault".
 - Graduate students who responded (n=278-292)

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- 94.7% “feel more confident to intervene in a high-risk situation”
- 96.6% “prepared to respond to gender misconduct in academic setting”.
- 97.5% “prepared to respond to intimate partner violence and sexual assault”.

Office of Institutional Equity Training Log Faculty Senate Report 7/1/2016 - 6/30/17

DATE	TIME	TRAINING TYPE	TRAINER	GROUP	LOCATION	ATTENDEES
7/25/2016	9:00 - 10:30 a.m.	Respect and Professionalism in the Workplace for non-supervisors	Cleo Magwaro	Faculty and Staff	Edwards Hall Commons	13
7/25/2016	9:00 - 10:30 a.m.	Title IX - Housing & Dining Staff Training Meeting	Cleo Magwaro	Staff	Jardine Towers, Floor 4, KSU	13
8/4/2016	9:00 - 10:30 a.m.	Respect and Professionalism in the Workplace for non-supervisors	Cleo Magwaro	Faculty and Staff	Edwards Hall Commons Area	16
8/16/2016	11:00-11:45 a.m.	Title IX - Housing & Dining Services Student Staff	Travis Gill, Cleo Magwaro	Graduate Training	163 Justin Hall	103
8/16/2016	10:10 - 10:20	New Faculty & Unclassified Professional Staff Orientation	Travis Gill	Faculty and Staff	Forum Hall, K-State Student Union	165
8/17/2016	1:30 - 2:15 p.m.	Harassment, Discrimination and Bullying (at the College of Engineering Academic Programs Team retreat)	Travis Gill	Faculty and Staff	1139 Engineering Hall (new building, new part)	17
8/17/2016	10:30 - 11:30 a.m.	Title IX - Graduate School Orientation - 30-minute training presentation	Travis Gill, Cleo Magwaro	Graduate Training	Forum Hall, K-State Student Union	200
9/8/2016	8:00 - 9:30 a.m.	Enhancing Diversity in an Organization	Travis Gill, Aaron Sauerwein	non-campus community	Four Points Sheraton, Manhattan, KS	40
9/12/2016	11:30 - 12:30	Safe Zone/OIE parenting and pregnant student rights	Travis Gill, Cleo Magwaro	Faculty and Staff/Students	Leadership Studies room 112	6
9/13/2016	8:00 - 9:00 a.m.	Sexual Harassment in the Workplace	Travis Gill, Cleo Magwaro	New Staff	Athletics	20
9/21/2016	8:00 a.m.	Athletics New Staff Training	Travis Gill, Cleo Magwaro	Staff	Steel & Pipe Theatre, Vanier	60
10/11/2016	9:30 - 11:30 a.m.	Recognizing Discrimination and Sexual Harassment for Supervisors	Travis Gill, Aaron Sauerwein, Cleo	Faculty & Staff	Edwards Hall Commons Area	10
10/11/2016	12:00 - 1:00 p.m.	Safe Zone Training	Aaron Sauerwein	Graduate Students	Rathbone Hall	15
10/13/2016	1:00 - 2:30 p.m.	Respect and Professionalism in the Workplace for Supervisors	Cleo Magwaro	Faculty & Staff		31
11/28/2016	9:30 - 11:30 a.m.	Recognizing Discrimination and Sexual Harassment	Aaron Sauerwein, Cleo Magwaro	Supervisors & employees	Edwards Hall	11
11/30/2016	7:00 p.m.	Recognizing and reporting discrimination, including sexual violence. University, fraternity, and sorority life and OIE options	Scott Jones	Panhellenic Council	KSU Student Union	45
12/2/2016	5:30 p.m.	How to recognize and report discrimination. Fraternity, sorority life, and OIE options	Scott Jones	Pi Kappa Alpha Fraternity	Pi Kappa Alpha Fraternity	65
1/11/2017	1:30 - 3:45 p.m.	ASAP training	Scott Jones	GTA & GRA students	KSU Ballroom	40

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Office of Institutional Equity Training Log
Faculty Senate Report
7/1/2016 - 6/30/17

DATE	TIME	TRAINING TYPE	TRAINER	GROUP	LOCATION	ATTENDEES
1/18/2017	4:00 - 5:00 p.m.	Housing and Dining RA Staff - Mid-Year Title IX Training	Aaron Sauerwein, Cleo Magwaro	Housing & Dining RA staff	Ford Hall Conference Room	8
2/2/2017	8:30 - 10:00 a.m.	Title IX Refresher	Scott Jones, Cleo Magwaro, Aaron Sauerwein	KSU PD	1041 Pat Roberts Hall	10
2/16/2017	8:30-9:30 a.m.	WTD 169 Discrimination Presentation	Scott Jones	Faculty and Staff	Cottonwood Room	6
2/21/2017	8:30-10:00 a.m.	Title IX Refresher	Cleo Magwaro, Aaron Sauerwein	KSU PD	1041 Pat Roberts Hall	10
2/28/2017	1:00-2:00 a.m.	WTD 168 SX V and SXH Presentation	Scott Jones	Faculty and Staff	Union 206	8
3/8/2017	4:30- 5:20 p.m.	Recognizing, Reporting and Responding to Discrimination; Including Sexual Harassment and Sexual Violence	Scott Jones	Graduate Training	Cardwell 131	15
3/8/2017	11:30- 1:30 p.m.	Training for Implicit Bias Workgroups	Scott Jones, Cleo Magwaro	Faculty and Staff	Union 209	8
3/29/2017	11:00- 12:00PM	Recognizing and Reporting Sexual Harassment	Scott Jones	Staff and Students	Union Konza Room	7
3/30/2017	3:30- 4:30p.m.	Recognizing and reporting discrimination	Scott Jones	Faculty, Staff and Students	Leadership Studies Room 127	9
4/20/2017	3:30- 4:30pm	Safe Zone Introductory Training	Scott Jones	Faculty and Staff/Student	Leadership 113	10
4/24/2017	11:00- 12:00pm	WTD 169 Discrimination	Cleo Magwaro	Staff	Leadership Studies, Room 123	10
5/18/2017	2:00- 3:00pm	OGC-Minors on Campus Training	OGC and Scott Jones	Faculty and Staff	KSSU 206	20
6/8/2017	9:00am- 12:00pm	Recognizing Discrimination and Sexual Harrassment	Scott Jones	Faculty and Staff	123 Leadership Studies	11
6/28/2017	8:30am- 9:30am	Housing and Dining Services Senior Staff	Cleo Magwaro	Senior Staff	Lakeview room of Kramer (Kramer 169)	15
# of Presentations:			32	Attendees:		1017