

Attachment 4

Kansas State University Office of Institutional Equity Annual Report (July 1, 2017 – June 30, 2018)

Reported Concerns by Allegation Type	2015-2016*	2016-2017**	2017-2018**
Dating Violence	6 (2.7%)	13 (4.6%)	13 (3.8%)
Domestic Battery	Not Tracked	0	1 (0.3%)
Domestic Violence	Not Tracked	0	2 (0.6%)
Discrimination-Age	5 (2.3 %)	6 (2.1%)	9 (2.7%)
Discrimination-Disability	6 (2.7%)	6 (2.1%)	8 (2.4%)
Discrimination-National/Ethnic Origin or Ancestry	12 (5.5%)	11 (3.9%)	22 (6.5%)
Discrimination-Gender Identity/Expression	6 (2.7%)	6 (2.1%)	3 (0.9%)
Discrimination-Genetic Information	0	0	1 (0.3%)
Discrimination-Medical/FMLA Use	5 (2.3%)	3 (1.0%)	0
Discrimination-Military/Veteran/Veteran Status	1 (0.5%)	0	2 (0.6%)
Discrimination-Race/Color	18 (8.2%)	25 (8.8%)	21 (6.2%)
Discrimination-Religion	3 (1.4%)	1 (0.3%)	3 (0.9%)
Discrimination-Sex	11 (5.0%)	8 (2.8%)	10 (2.9%)
Discrimination-Sexual Orientation	6 (2.7%)	1 (0.3%)	0
Discrimination-Unspecified	0	2 (0.7%)	11 (3.3%)
Harassment (other than sexual harassment)	17 (7.8%)	63 (22.3%)	33 (9.8%)
Harassment-Age	5 (2.3%)	6 (2.1%)	1 (0.3%)
Harassment-Disability	Counted in Harassment	Counted in Harassment	2 (0.6%)
Harassment-Gender Identity/Expression	Counted in Harassment	Counted in Harassment	2 (0.6%)
Harassment-Genetic Information	Counted in Harassment	Counted in Harassment	0
Harassment-Military/Veteran Status	Counted in Harassment	Counted in Harassment	0
Harassment-National/Ethnic Origin or Ancestry	Counted in Harassment	Counted in Harassment	5 (1.5%)
Harassment-Race/Color	Counted in Harassment	Counted in Harassment	5 (1.5%)
Harassment-Religion	Counted in Harassment	Counted in Harassment	2 (0.6%)
Harassment-Sex	Counted in Harassment	Counted in Harassment	21 (6.2%)
Harassment-Sexual Orientation	Counted in Harassment	Counted in Harassment	3 (0.9%)
Retaliation	12 (5.5%)	20 (7.0%)	15 (4.4%)
Sexual Harassment	36 (16.4%)	36 (12.7%)	48 (14.2%)
Sexual Violence-Aggravated Criminal Sodomy	0	0	1 (0.3%)
Sexual Violence-Domestic Battery	0	0	1 (0.3%)
Sexual Violence-Rape	15 (6.8%)	18 (6.4%)	25 (7.4%)
Sexual Violence-Sexual Battery	9 (4.1%)	17 (6.0%)	5 (1.5%)
Sexual Violence-Sexual Exploitation of a Child	1 (0.5%)	1 (0.3%)	0
Sexual Violence-Other	1 (0.5%)	2 (0.7%)	2 (0.6%)
Stalking	14 (6.4%)	24 (8.5%)	11 (3.25%)
Incest	0	0	0
Indecent Liberties with a Child	0	0	0
Lewd and Lascivious Behavior	0	0	0
Unlawful Voluntary Sexual Relations	0	0	0
Unspecified	0	0	1 (0.3%)
Non-Discriminatory Bullying/Mistreatment (not 3010)	35 (16.0%)	17 (6.0%)	9 (2.7%)
Other (not PPM 3010)	0	3 (1.0%)	40 (11.8%)
GRAND TOTAL	151 in 2014-2015	219*** (+45%)	338*** (+19.4%)
<i>***Some individuals claim multiple violations in a single case (example: stalking and sexual harassment or race and gender)</i>			

*August 15 – August 14,

** July 1 – June 30

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COMPLAINANT Classification	2015-2016*	2016-2017**	2017-2018**
Faculty	25 (14.7%)	27 (12.7%)	23 (8.5%)
Staff	43 (25.3%)	42 (19.7%)	65 (23.9%)
Student	93 (54.7%)	125 (58.7%)	162 (59.8%)
Visitor	3 (1.7%) visitor & vendor	4 (1.9%) visitor only	1 (0.4%)
Vendor	0	0	1 (0.4%)
Unknown	3 (1.7%)	6 (2.8%)	7 (2.6%)
Other	3 (1.7%)	9 (4.2%)	12 (4.4%)

RESPONDENT Classification	2015-2016*	2016-2017**	2017-2018**
Faculty	37 (21.8%)	36 (16.9%)	56 (20.7%)
Staff	36 (21.2%)	41 (19.2%)	67 (24.7%)
Student	55 (32.4%)	81 (38.0%)	87 (32.1%)
Visitor	6 (3.5%) visitor & vendor	1 (0.5%)	3 (1.1%)
Vendor	Not Tracked	0	0
Unknown	28 (16.5%)	39 (18.3%)	45 (16.6%)
Other	8 (4.7%)	14 (6.6%)	13 (4.9%)

	Reported Concerns	Unique Cases	Administrative Reviews (ART)	Violation(s) Found After ART	Violations as % of Unique Cases
2014-2015	X	152	X	X	X
2015-2016*	219 (1.29/case)	170 (+ 11.8%)	38 (22.4% of cases)	13 (34.2% of ARTs)	13/170 (7.6%)
2016-2017**	283 (1.32/case)	213 (+ 25.3%)	59 (27.7% of cases)	12 (20.3% of ARTs)	12/213 (5.6%)
2017-2018**	338 (1.24/case)	271 (+ 27.2%)	72 (26.6% of cases)	9 (12.5% of ARTs)	9/271 (3.3%)

Title IX Case Totals**** (excluding stalking)	2015-2016*	2016-2017**	2017-2018**
63 (42% of total Cases)	91 (53.5% of total cases)	100 (46.9% of total cases)	145 (53.5% 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	2015-2016*	2016-2017**	2017-2018**
not tracked as unique category	14	24 (+71%)	11 (-54%)

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2017-2018 Outreach and Education:

47 Outreach efforts, Trainings, and Presentations attended by 1,867 participants (see attached training log)

Office of Institutional Equity - Training Log

DATE	TIME	TRAINING TYPE	TRAINER	GROUP	LOCATION	ATTENDEES
7/31/2017	1:15-2:30pm	Zoom-Discrimination/Harrasment Training	Cleo Magwaro	Extension	Garden City	31
7/31/2017	1:15-2:30pm	Zoom-Discrimination/Harrasment Training	Cleo Magwaro	Extension	Hays	31
7/31/2017	1:15-2:30pm	Zoom-Discrimination/Harrasment Training	Cleo Magwaro	Extension	Colby	19
7/31/2017	1:15-2:30pm	Zoom-Discrimination/Harrasment Training	Cleo Magwaro	Extension	Tibune	5
8/7/2017	3:00-3:30pm	How to recognize and report discrimination involving Title IX	Scott Jones	Resident Assistants, Hall Directors, Assistant Hall Directors.	College of Business Building	170
8/16/2017	11:20-11:30am	Title IX and Reporting Obligations for graduate employees	Scott Jones	GTA & GRA students	KSU Forum Hall	375
8/16/2017	2:45-3:00pm	ASAP Training Requirements	Scott Jones	Not all attendees were GTAs/GRAs	Forum Hall KSU Union	300
9/11/2017	12:00-1:00pm	WTD 168 TitleIX Rec&Report Sexual Harassment	Scott Jones	Students, Faculty, and Staff	K-State Student Union room 206	13
9/14/2017	N/A	Peer Mentor Educating, School of Family Studies and Human Services, Per Kiersten Wukitsch, Student Development Assistant	Scott Jones	Students	Sent resources/materials	4
9/15/2017	10:30-11:30 am.	WTD210 Traditional Relay Service Presentation	Cady Macfee-guest presenter	Staff	127 Leadership Studies	11
9/19/2017	N/A	Sociology Anthropology, Alisa Garni, Requested Resource Wheel and 10 things to know handout for Students	Scott Jones	Students	204 Waters Hall	24
9/20/2017	7:20-8:30am	Grain Science and Management Class	Cleo Magwaro	Students	Shellenberger Hall Room 311	50
9/21/2017	4:00-4:30pm	Goodnow Presentation-knowledge of diversity, take risk to interact, don't assume, be aware of microaggressions	Scott Jones	Residence Hall Students	Goodnow Hall 5th floor lobby	40
9/28/2017	3:00-4:00pm	Recognizing Discrimination	Scott Jones	Faculty and Staff	Student Union 206	6
10/2/2017	4:55pm	Information Request - Stalking Investigations & Complainant Outreach	Scott Jones	Forensic Psychology Class		30

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DATE	TIME	TRAINING TYPE	TRAINER	GROUP	LOCATION	ATTENDEES
10/2/2017	9:00-10:00am	Title IX-Introduction and Awareness Training	Cleo Magwaro	Employees	Salina Polytechnic Campus	9
10/3/2017	1:00-2:00pm	WTD 168 Recog SXV and SH	Scott Jones	Faculty and Staff	Student Union 206	5
10/3/2017	8:45-9:45am	Sexual Harassment & Awareness Training	Cleo Magwaro	Employees-Athletes	Vanier Football Complex	33
10/6/2017	12:00-1:00pm	WTD 169 Recognizing Discrimination	Scott Jones	Faculty and Staff	Edwards Hall 107 Common Area	3
10/6/2017	3:30-4:30pm	Wellbeing: Critical University Issues and Resources	Scott Jones	Edgerly Franklin Scholars	Leadership Studies	13
10/17/2017	9:00am-12:00pm	WTD146-Session 0022-Recognizing Discrimination and Sexual Harassment (Intro to Supervision)	Aaron Sauerwein	Faculty and Staff	Cottonwood Room	22
10/23/2017	5:30-6:00pm	PPM 3010 and Bystander Intervention with focus on Title IX	Scott Jones	Engineering College Student Ambassadors	1107 Fiedler Hall	70
11/6/2017	1:00-2:00 p.m.	WTD 169 Recognizing and Reporting Discrimination	Scott Jones	Faculty and Staff	Edwards Hall 107 Common Area	6
11/13/2017	3:30pm-5:00pm	PPM 3010	Scott Jones	New Department Heads	Union 201	15
11/29/2017	4:45pm - 6:00pm	Title IX and PPM 3010	Scott Jones	ESL Students	Kedzie 004	50
1/9/2018	8:00am-9:00am	Title IX Reporting	Scott Jones	Mid-Year RA Hires	Derby 134	11
1/10/2018	11:00-12:00pm	Reporting Discrimination, Sexual Harassment, and Sexual Violence	Scott Jones	Graduate Students	Wildcat Chamber	125
1/10/2018	2:00-5:00pm	Title IX	Scott Jones	Graduate Students	Wildcat Chamber	125
1/15/2018	1:15pm-3:00pm	PPM 3010 & T9 & AAP	Scott Jones	ASC and HCS	226 Union	4
1/23/2018	11:30am-1:30pm	Outreach Tabling - National Stalking Awareness Month	Scott Jones	KSU General	KSU Union	15
1/26/2018	12:00pm-1:00pm	Title IX- Sexual Harassment, Sexual Violence Reporting	Scott Jones	Faculty and Staff	Leadership Studies 126	8
2/1/2018	12:00-1:00pm	Recognizing & Reporting Discrimination	Scott Jones	Faculty and Staff	Leadership Studies 201	15
2/19/2018	1:00-2:00pm	Title IX - Recognizing & Reporting Sexual Harassment & Sexual Violence	Scott Jones	Faculty and Staff	Leadership Studies 126	3
2/20/2018	8:30am-12:00pm	Supervisory Anti-Discrimination	Aaron Sauerwein	Faculty and Staff Supervisors	KSSU 206	21
3/5/2018	8:30-9:30am	WTD 168 (via Zoom Online)-Title IX: Recognizing and Reporting Sexual Harassment and Sexual Violence, University Response and Resources	Scott Jones	Faculty and Staff	Zoom-Online Training	7

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DATE	TIME	TRAINING TYPE	TRAINER	GROUP	LOCATION	ATTENDEES
3/13/2018	12:00pm	Resource Wheels request by Oscar Gonzales	Scott Jones	International Admissions Office		80
3/13/2018	3:30-4:30 pm	WTD 168 SX V and SXH Presentation	Scott Jones	Employees and Students	Leadership Studies Room 127	5
3/14/2018	12:30pm - 1:00 pm	Presentation to USS Senate	Scott Jones	Faculty and Staff	Cottonwood Room	25
3/15/2018	9:00-10:00 am	WTD 188 0001 Discrimination and Harassment	Scott Jones	Faculty and Staff	Polytechnic Campus	27
3/15/2018	10:30-11:30 a.m.	WTD 188 0002 Discrimination and Harassment	Scott Jones	Faculty and Staff	Polytechnic Campus	17
3/15/2018	12:30-2:30pm	Introduction to Supervision (Including recognizing and reporting harassment and discrimination)	Scott Jones and Kati Lappi	Faculty and Staff	Polytechnic Campus	9
3/27/2018	3:30-4:30pm	WTD 169 Recognizing and Reporting Discrimination	Scott Jones	Employee and Students	Leadership 127	10
4/2/2018	8:30-9:30 am	WTD 169 (via Zoom Online)- Recognizing and Reporting Discrimination, University Response and Resources	Scott Jones	Faculty and Staff	Online-Zoom	12
4/12/2018	9:00-10:00am	WTD 168 Sexual Harrassment and Sexual Violence	Scott Jones	Staff	Willard 122	1
4/19/2018	8:30-9:30am	WTD 169 Anti Discrimination	Scott Jones	Faculty and Staff	CBA BB3082	1
6/19/2018	8:30 - 12:00	Introduction to Supervision - WTD146 Recognizing Discrimination & Sexual Harassment	Scott Jones	Faculty and Staff	College of Business Building, Room 1092	3
6/27/2018	9:00- 10:00 am	WTD 169 (via Zoom Online)- Recognizing and Reporting Discrimination, University Response and Resources	Scott Jones	Faculty and Staff	Online-Zoom	8
# of Presentations:				47	Attendees: 1867	