

# Kansas State University Office of Institutional Equity (OIE)

## Annual Report

(July 1, 2018 – June 30, 2019)

Allegations by Type	2015-2016*	2016-2017**	2017-2018**	2018-2019**
Dating Violence	6 (2.7%)	13 (4.6%)	13 (3.8%)	16 (4.4%)
Domestic Battery	Not Tracked	0	1 (0.3%)	5 (1.4%)
Domestic Violence	Not Tracked	0	2 (0.6%)	6 (1.6%)
Discrimination-Age	5 (2.3 %)	6 (2.1%)	9 (2.7%)	10 (2.7%)
Discrimination-Disability	6 (2.7%)	6 (2.1%)	8 (2.4%)	12 (3.3%)
Discrimination-Ethnic/National Origin or Ancestry	12 (5.5%)	11 (3.9%)	22 (6.5%)	9 (2.5%)
Discrimination-Gender Identity/Expression	6 (2.7%)	6 (2.1%)	3 (0.9%)	2 (0.5%)
Discrimination-Genetic Information	0	0	1 (0.3%)	0
Discrimination-Medical/FMLA Use	5 (2.3%)	3 (1.0%)	0	9 (2.5%)
Discrimination-Military/Veteran/Veteran Status	1 (0.5%)	0	2 (0.6%)	0
Discrimination-Race/Color	18 (8.2%)	25 (8.8%)	21 (6.2%)	12 (3.3%)
Discrimination-Religion	3 (1.4%)	1 (0.3%)	3 (0.9%)	2 (0.5%)
Discrimination-Sex	11 (5.0%)	8 (2.8%)	10 (2.9%)	13 (3.5%)
Discrimination-Sexual Orientation	6 (2.7%)	1 (0.3%)	0	1 (0.3%)
Discrimination-Unspecified	0	2 (0.7%)	11 (3.3%)	6 (1.6%)
Harassment (other than sexual harassment)	17 (7.8%)	63 (22.3%)	33 (9.8%)	12 (3.3%)
Harassment-Age	5 (2.3%)	6 (2.1%)	1 (0.3%)	7 (1.9%)
Harassment-Disability	Counted in Harassment	Counted in Harassment	2 (0.6%)	8 (2.2%)
Harassment-Gender Identity/Expression	Counted in Harassment	Counted in Harassment	2 (0.6%)	3 (0.8%)
Harassment-Genetic Information	Counted in Harassment	Counted in Harassment	0	0
Harassment-Military/Veteran Status	Counted in Harassment	Counted in Harassment	0	1 (0.3%)
Harassment-National/Ethnic Origin or Ancestry	Counted in Harassment	Counted in Harassment	5 (1.5%)	11 (3.0%)
Harassment-Race/Color	Counted in Harassment	Counted in Harassment	5 (1.5%)	21 (5.7%)
Harassment-Religion	Counted in Harassment	Counted in Harassment	2 (0.6%)	5 (1.4%)
Harassment-Sex	Counted in Harassment	Counted in Harassment	21 (6.2%)	63 (17.2%)
Harassment-Sexual Orientation	Counted in Harassment	Counted in Harassment	3 (0.9%)	6 (1.6%)
Retaliation	12 (5.5%)	20 (7.0%)	15 (4.4%)	16 (4.4%)
Sexual Harassment	36 (16.4%)	36 (12.7%)	48 (14.2%)	33 (9.0%)
Sexual Violence-Aggravated Criminal Sodomy	0	0	1 (0.3%)	1 (0.3%)
Sexual Violence-Domestic Battery	0	0	1 (0.3%)	0
Sexual Violence-Rape	15 (6.8%)	18 (6.4%)	25 (7.4%)	15 (4.1%)
Sexual Violence-Sexual Battery	9 (4.1%)	17 (6.0%)	5 (1.5%)	9 (2.5%)
Sexual Violence-Sexual Exploitation of a Child	1 (0.5%)	1 (0.3%)	0	0
Sexual Violence-Other or Not Specified	1 (0.5%)	2 (0.7%)	2 (0.6%)	12 (3.3%)
Stalking	14 (6.4%)	24 (8.5%)	11 (3.25%)	17 (4.6%)
Incest	0	0	0	0
Indecent Liberties with a Child	0	0	0	0
Lewd and Lascivious Behavior	0	0	0	2 (0.5%)
Unlawful Voluntary Sexual Relations	0	0	0	0
Unspecified	0	0	1 (0.3%)	0
Other Non-Discriminatory Mistreatment (not PPM 3010)	35 (16.0%)	20 (7.0%)	49 (14.5%)	21 (5.7%)
<b>GRAND TOTAL</b>	<b>151 in 2014-2015</b>	<b>219*** (+45%)</b>	<b>283*** (+29.2%)</b>	<b>338*** (+19.4%)</b>
<b>***Some individuals claim multiple violations in a single case (example: stalking <u>and</u> sexual harassment or race <u>and</u> gender)</b>				

\*August 15 – August 14

\*\* July 1 – June 30

# Kansas State University Office of Institutional Equity (OIE)

## Annual Report

(July 1, 2018 – June 30, 2019)

<b>COMPLAINANT Classification by Case</b>	<b>2015-2016*</b>	<b>2016-2017**</b>	<b>2017-2018**</b>	<b>2018-2019**</b>
Faculty	25 (14.7%)	27 (12.7%)	23 (8.5%)	21 (8.4%)
Staff	43 (25.3%)	42 (19.7%)	65 (23.9%)	65 (25.9%)
Student	93 (54.7%)	125 (58.7%)	162 (59.8%)	149 (59.4%)
Visitor	3 (1.7%) visitor & vendor	4 (1.9%)	1 (0.4%)	8 (3.2%)
Vendor	0	0	1 (0.4%)	0
Unknown	3 (1.7%)	6 (2.8%)	7 (2.6%)	1 (0.4%)
Other	3 (1.7%)	9 (4.2%)	12 (4.4%)	7 (2.8%)

<b>RESPONDENT Classification by Case</b>	<b>2015-2016*</b>	<b>2016-2017**</b>	<b>2017-2018**</b>	<b>2018-2019**</b>
Faculty	37 (21.8%)	36 (16.9%)	56 (20.7%)	44 (17.5%)
Staff	36 (21.2%)	41 (19.2%)	67 (24.7%)	67 (26.7%)
Student	55 (32.4%)	81 (38.0%)	87 (32.1%)	72 (28.7%)
Visitor	6 (3.5%) visitor & vendor	1 (0.5%)	3 (1.1%)	21 (8.4%)
Vendor	Not Tracked	0	0	0
Unknown	28 (16.5%)	39 (18.3%)	45 (16.6%)	39 (15.5%)
Other	8 (4.7%)	14 (6.6%)	13 (4.9%)	8 (3.2%)

<b>Reporting Year</b>	<b>Unique Cases</b>	<b>Reported Allegations</b>	<b>Administrative Reviews (ARTs)</b>	<b>Violation(s) Found After ART</b>	<b>Violations as % of Unique Cases</b>
<b>2014-2015</b>	152	X	X	X	X
<b>2015-2016*</b>	170 (+ 11.8%)	219 (1.29/case)	38 (22.4% of cases)	13 (34.2% of ARTs)	13/170 (7.6%)
<b>2016-2017**</b>	213 (+ 25.3%)	283 (1.32/case)	59 (27.7% of cases)	12 (20.3% of ARTs)	12/213 (5.6%)
<b>2017-2018**</b>	271 (+ 27.2%)	338 (1.24/case)	72 (26.6% of cases)	9 (12.5% of ARTs)	9/271 (3.3%)
<b>2018-2019**</b>	251 (- 6.8%)	367 (1.40/case)	38 (15.1% of cases)	9 (23.7% of ARTs)	9/251 (3.6%)

<b>Title IX Case Totals</b>	<b>2015-2016*</b>	<b>2016-2017**</b>	<b>2017-2018**</b>	<b>2018-2019**</b>
63 (% not tracked)	105 (47.9% of reports)	124 (44.8% of reports)	156 (46.1% of reports)	205 (55.9% of reports)
Includes: stalking, dating/domestic violence, discrimination-gender identity/expression, discrimination sex, harassment-sex, harassment-sexual orientation, sexual harassment, sexual violence-rape, sexual violence-sexual battery, sexual violence-sexual exploitation, sexual violence-other, lewd and lascivious behavior.				

\*August 15 – August 14

\*\* July 1 – June 30

# Office of Institutional Equity - Training Log

## July 1, 2018 - June 30, 2019

DATE	TIME	TRAINING TYPE	TRAINER	GROUP	LOCATION	ATTENDEES
12/7/2018	9:30-10:15am	WTD 169 (via Zoom Online)- Recognizing and Reporting Discrimination, University Response and Resources	Aaron Sauerwein	Kansas Foresters	Zoom-Online Training	40
1/16/2019	11:00-11:45am	Spring GS Orientation	Scott Jones	GTA/GRA/GA	Wildcat Chamber	70
1/17/2019	1:00-2:00pm	Title IX	Scott Jones	new RA staff	Rocky Ford Conference Room	20
2/21/2019	8:30-12:00pm	Introduction to Supervision - WTD146 Recognizing Discrimination & Sexual Harassment	Scott Jones	Supervisors	1092 Business Building	18
2/21/2019	10:00-10:45am	Safezone Introduction	James Nitta	Faculty and Staff	Durland 1029	5
3/1/2019	8:00am-8:45am	Mandatory Reporting	James Nitta	AG College Dean's Leadership	Waters Hall	7
3/6/2019	11:00am- 12:45pm	Presentation to "No More" Rally	James Nitta	Open Audience	Sudent Union	40
3/20/2019	8:00 - 12:00	K-State Supervisory Foundations: Effectively Utilizing K-State Policies and University Handbook	Scott Jones	Supervisors	Room 4061 College of Business	23
3/27/2019	5:30-6:30pm	PPM 3010 in general including Title IX	Scott Jones	Undergraduates @ Delta Sigma Phi Fraternity	Delta Sigma Phi	50
4/1/2019	All Month	Partipated in SAAM Awareness (Love Letters)	None	All KSU Students & Employees	Manhattan Campus	Unknown
4/10/2019	11:30am-1:00pm	PPM 3010 & Title IX	Scott Jones	KSNEW (K-State New Employee Welcome)	Alumni Assoc., Tadtman Board Room	24
4/19/2019	8:30am -9:30am	Mandatory Reporting	James Nitta	AG- Admin Team	Waters Hall	35
5/8/2019	11:30am - 1:00pm	PPM 3010 & Title IX	Scott Jones	KSNEW (K-State New Employee Welcome)	Alumni Assoc., Tadtman Board Room	12
6/10/2019	2:00-4:00pm	K-State Supervisory Foundations: Effectively Utilizing K-State Policies and University Handbook	James Nitta	Supervisors	Alumni Center	45
6/12/2019	11:30am - 1:00pm	PPM 3010 & Title IX	Scott Jones	KSNEW (K-State New Employee Welcome)	Alumni Assoc., Tadtman Board Room	37

**# of Presentations:**

**32**

**Attendees:**

**1391**

## Office of Institutional Equity - Training Log

### July 1, 2018 - June 30, 2019

DATE	TIME	TRAINING TYPE	TRAINER	GROUP	LOCATION	ATTENDEES
7/11/2018	9:00- 10:00 am	WTD 168 (via Zoom Online)-Title IX: Recognizing and Reporting Sexual Harassment and Sexual Violence, University Response and Resources	Scott Jones	Faculty and Staff	Online-Zoom	8
7/25/2018	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
7/31/2018	8:00 - 9:00 am	Title IX	Scott jones	KSU PD (Staff)	Administrative and Patrol Offices	17
8/2/2018	8:00 - 9:00 am	Title IX	Scott jones	KSU PD (Staff)	Administrative and Patrol Offices	18
8/8/2018	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	12
8/10/2018	4:00pm	Resource Wheels request by Joni Smoller	Scott Jones	K-State Athletics		100
8/13/2018	10:00 - 11:00am	Sexual Harassment, harassment, discrimination	Scott Jones	Kramer Dining Center	Kramer Hall Tallgrass Room	50
8/14/2018	8:00am	K-State New Faculty and Uncl. Profs Orientation	Scott Jones	Faculty and Staff	KSSU	200
8/15/2018	11:25-12:00pm	Fall GS Orientation	Scott Jones	GTA/GRA/GA	Forum Hall	150
8/23/2018	8:30-9:00am	PPM 3010/Title IX	Scott Jones	KSU Athletes	Vanier Team Theatre	175
9/12/2018	9:00-10:00am	WTD 169 (via Zoom Online)-Recognizing and Reporting Discrimination, University Response and Resources	Scott Jones	Faculty and Staff	Online-Zoom	22
9/14/2018	9:00-10:00am	Resource Wheel Request	Scott Jones	Biology Department Faculty and TA's	Ackert Hall	90
6/13/2018	2:30-4:00pm	Resources to Attract a Highly Talented, Diverse Workforce	Cleo Magwaro and Roberat Maldonado-Franzen	Faculty and Staff	123 Leadership Studies	11
10/1/2018	3:30-5:30PM	PPM 3010 in general including Title IX	Scott Jones	New Department Heads	201 Anderson hall	9
9/22/2018	11:00-12:00PM	Title IX	Scott Jones	Omega Psi Phi Fraternity	Union Room 227	25
10/18/2018	8:30-12:00pm	Introduction to Supervision - WTD146 Recognizing Discrimination & Sexual Harassment	Aaron Sauerwein	Faculty and Staff	107 Edwards Hall	15
10/31/2018	10:00-11:00am	Resource Wheel Request	Scott Jones	Students	205 Fairchild Hall	55