



SEXUAL HARASSMENT AND SEXUAL ASSAULT

Information for Students

OFFICE OF THE VICE PROVOST
for Student Affairs

1450 Jayhawk Blvd., #133
785-864-4060
studentaffairs.ku.edu

The University of Kansas prohibits sexual harassment and is committed to preventing, correcting, and disciplining incidents of unlawful harassment, including sexual harassment.

The university is committed to providing consistent, compassionate, and comprehensive support to students who are survivors of harassment to assist in their recovery and maximize their opportunity to achieve their academic goals.

The complete University of Kansas policy on Sexual Harassment is available at documents.ku.edu/policies/IOA/Sexual_Harassment.htm. For more information, visit sexualharassment.ku.edu.

What Behavior May Be Considered Sexual Harassment?

Sexual harassment can be:

- Any unwelcome sexual advance
- A request for sexual favors
- A sexually-directed remark or behavior that interferes with your ability to perform as a student or employee
- An intentional, malicious, and repeated following or harassment of another person
- A sexually-directed remark or behavior that creates an intimidating, hostile, or offensive environment
- A sexually-directed remark or behavior that is used as leverage between persons of differing power levels
- Physical assault, including rape

Sexual harassment can occur between:

- Staff and faculty
- Staff and students
- Faculty and students
- Students
- Same sex or opposite sex

Sexual harassment, including rape, sexual assault, and other forms of sexual violence, can be a devastating and painful experience for college students, profoundly impacting their well-being as well as their ability to thrive and succeed in the academic environment.

At the University of Kansas, Lawrence, an individual may initiate a complaint of sexual harassment that occurs on the university premises or at a university sponsored activity, results from an association within the university community, or interferes with or limits a person's ability to participate in or benefit from the university's programs and activities.

Examples of Sexual Harassment

- Lindsey is a student worker in a campus office. Another office employee, Bill, frequently tells jokes of a sexual nature in the office. Lindsey has expressed concern to her supervisor, and together they have communicated their dislike for the jokes to Bill. Bill laughed off their concern and continues to make sexual remarks and jokes in Lindsey's presence.

- Michael is a graduate teaching assistant working on his master's degree. He is finding course content to be challenging and asks to meet with the professor to discuss it. The professor suggests that they have dinner together so they can get to know each other better and identify strategies for improvement. Michael declines the invitation. Michael later makes additional attempts to meet with the professor during office hours, but the professor always refuses to meet.
- Emily returns to her residence hall room with friends after partying off campus. Emily has been drinking heavily. Sometime in the night, Emily awakes to one of the male friends having sex with her. No one else is in the room. Emily tries to get the friend to stop, but he continues.
- Joe is a student. While walking on Jayhawk Blvd., he observes a group of women cat-calling to men walking by. The women are with a student organization that is tabling on Wescoe Beach. The women make a remark about Joe's physical appearance as he passes them. He turns around and tells the women that he doesn't appreciate the comment. As he is walking away, he overhears them make sexual remarks to another guy. Joe calls the president of the student organization to complain. The president tells Joe there is nothing she can do and that they were probably just having some fun.



How KU Can Help

An incident that troubles or concerns you is worth discussing. You may feel partly responsible, be reluctant to get someone else in trouble, or fear retaliation — but you want to get out of the situation. The purpose of our services is to help you.

If you believe that your educational or work experience has been compromised by sexual harassment, you are encouraged to discuss the problem with a university official. In particular, you are encouraged to contact the Title IX Coordinator in the Office of Institutional Opportunity & Access (IOA). The coordinator can help with:

- Reporting the crime, if any, to the police
- Pursuing prompt and effective remedial actions
- Adjusting living arrangements
- Managing academic obligations
- Finding emotional support and medical care

What Are My Options?

The university encourages students to report any incident of sexual harassment, including sexual violence. A student who has been or believes he or she has been victimized may choose to pursue one or more of the following options or take no action. These options generally include an accompanying investigation by the Title IX Coordinator in IOA.

Office of Institutional Opportunity & Access

Complaints regarding sexual harassment should be reported to the Title IX Coordinator, 785-864-6414, or email ioa@ku.edu. You may visit sexualharassment.ku.edu for additional information. A trained compliance officer will review individual incidents and, when appropriate, make recommendations for resolution through informal or formal means. KU faculty and staff members are required to inform the Title IX Coordinator when they have received allegations or information about an incident that may be sexual harassment, including sexual violence.

Reports to Law Enforcement

Survivors of sexual harassment may choose to pursue criminal prosecution, which involves filing a formal report with a campus or local law enforcement agency. Crimes that are committed on campus property are reported to the KU Public Safety Office (KUPSO), and crimes that occur off campus are reported to the Lawrence Police Department (LPD).

A confidential report involves notifying the KUPSO or LPD about an incident for informational purposes without taking criminal action. These reports are not investigated by officers unless they are converted to a criminal report. Survivors should consult with a rape crisis advocate or legal counsel for additional information and assistance.

Student Conduct Options

Students may report the incident to the Office of the Vice Provost for Student Affairs (VPSA) as a possible violation of the University Code of Student Rights and Responsibilities. A student seeking further information should make inquiries through VPSA, studentaffairs.ku.edu. Students living in campus housing may choose to pursue conduct charges via the KU Student Housing conduct process. To request assistance, contact the Complex Director or KU Student Housing, housing.ku.edu. Complaints made against a student to IOA will be investigated and then referred to VPSA and KU Student Housing for adjudication.

Other Assistance

Academic Options

Survivors of sexual harassment may request assistance with academic matters. To the extent these requests are reasonable and can be accommodated, every effort will be made to provide the appropriate assistance. More information on academic options and resources can be obtained by contacting Emily Taylor Center for Women & Gender Equity.

Emotional Support & Medical Care

Students can seek emotional support through the center and Counseling & Psychological Services (CAPS). Both offices support students who are working through an experience of sexual harassment. Students can receive medical attention through Student Health Services. The center can help coordinate services available to students on and off campus, including information about personal safety. CAPS services are confidential, except under limited circumstances.

What Rights Do I Have As A Student?

Sexual harassment is an act that violates the standards of the University of Kansas community and is prohibited in all its forms. As a member of the university community, students are expected to adhere to all published rules, regulations and policies. The complete Code of Student Rights and Responsibilities can be found at documents.ku.edu/policies/Student_Affairs/Code_Student_Rights_Responsibilities.htm.

Behaviors and actions that violate the code, including sexual harassment, can be subject to investigation and sanctions.

Sanctions can include:

- Warning
- Restitution
- Fine
- Disciplinary probation
- Campus/community service
- Student suspension
- Student expulsion

Most services at KU are private, not confidential. All efforts will be made to preserve your privacy; this means that only people who need to know about the incident will be given your name and other limited information as necessary. This is different from confidentiality. Confidentiality means that no information can be disclosed and that your support person cannot talk and work with others on your behalf. Most services at KU are private and not confidential.

All reports of sexual harassment made to university staff and faculty will be forwarded to the Title IX Coordinator for review and investigation.

Additional Information

Sexual assault is any sexual act a person is coerced or forced into without consent. Sexual assault is a broad term referring to acts of violence that involve a sexual component. Perpetrators of sexual assault use sexual contact to inflict humiliation or exert power and control over a victim. Sexual assault includes several different types of acts, many of which are crimes. Most often these acts are perpetrated by someone the victim already knows, such as a friend, relative or intimate partner.

Resources

University of Kansas

Sexual Violence Prevention Services	785-864-3600
Counseling & Psychological Services caps.ku.edu	785-864-2277
KU Student Housing housing.ku.edu	785-864-4560
KU Student Health Services studenthealth.ku.edu	785-864-9500
KU Office of Public Safety ku.edu/~kucops (non-emergency)	785-864-5900
Emily Taylor Center for Women & Gender Equity emilytaylorcenter.ku.edu	785-864-3552
Office of Institutional Opportunity & Access ioa.ku.edu/	785-864-6414
Legal Services for Students legalservices.ku.edu	785-864-5665
Vice Provost for Student Affairs studentaffairs.ku.edu	785-864-4060

Lawrence

GaDuGi SafeCenter	785-843-8985
Lawrence Police Department (non-emergency)	785-832-7509
Willow Domestic Violence Center (non-emergency)	785-331-2034
Lawrence Memorial Hospital (Emergency Room).	785-505-6162

Services that provide 24-hour assistance

KU and/or Lawrence Police	911
GaDuGi SafeCenter	785-843-8985
Willow Domestic Violence Center	785-843-3333
Headquarters Crisis Counseling Center	785-841-2345
Bert Nash Mental Health Center.	785-843-9192
Kansas Crisis Hotline	888-END-ABUSE 888-363-2287
National Sexual Assault Hotline	800-656-HOPE 800-656-4673