

Kansas State University
Office of Affirmative Action
October 1, 2004 to September 30, 2005
Complaints Report

Complaint Type	Disposition	C Status	R Status	Investigator(s)
Sexual Harassment	No violation of Policy and Procedure for Discrimination and Harassment Complaints.	Classified Employee	Student	OAA Associate Director
Sexual Harassment	No violation of Policy and Procedure for Discrimination and Harassment Complaints.	Classified Employee	Classified Employee	OAA Supervisor
Sexual Harassment	Violation of Policy and Procedure for Discrimination and Harassment Complaints—Sexual Harassment.	Student	Student	OAA Assistant Dean Assistant Director
Harassment and Discrimination due to disabled veteran status	Violation of policy based on discrimination / harassment due to disability. Hostile work environment	Classified Employee	Classified Employee	OAA Director Supervisor
Discrimination due to race	No discrimination	Classified Employee	Classified Employee	OAA Professor
Sexual Harassment	Violation found - no merit increase for FY05; 6-mo probation (through 5/05).	Classified Employee	Classified Employee	OAA Professor
Race discrimination	No race discrimination violation found - no follow-up recommendations	Classified Employee	Coordinator	OAA Professor
Sexual Harassment	Violation of state statute 75-2949f personal conduct detrimental to the state service	Classified Employee	Classified Employee	Supervisor
Sexual Harassment	Violation of Policy and Procedure for Discrimination and Harassment Complaints.	Student Employee	Classified Employee	OAA Director HR Professional
Sexual Harassment	No violation of Policy and Procedure for Discrimination and Harassment Complaints.	Classified Employee	Classified Employee	OAA Director
Sexual Harassment	No violation - referred to Human Resources for review by the workplace violence committee	Students	Student	OAA Assistant Dean Professor
National Origin Discrimination/Harassment	No violation of Policy and Procedure for Discrimination and Harassment Complaints.	Classified Employee	Classified Employees	OAA Supervisor
Sexual Harassment	Violation found in all 7 cases; recommended dismissal-reapply in 1 year.	Students	Student	OAA Associate Dean Professor
Disability Discrimination	No violation of Policy and Procedure for Discrimination and Harassment Complaints.	Classified Employee	Classified Employee	OAA Director
Sexual Harassment	Violation of policies: 3 day suspension, letter of reprimand, sexual harassment awareness training.	Classified Employee	Classified Employee	OAA Manager
Sexual Harassment	Violation of Policy and Procedure for Discrimination and Harassment Complaints.	Student	Graduate Student	OAA Professor Associate Dean
Sexual Harassment	No violation of policy	Classified Employee	Classified Employee	OAA Associate Dean
Sexual Harassment	Violation of policy; withhold mid-year increase; letter of reprimand, require deans signature on programs of study.	Graduate Student	Professor	OAA Associate Dean