

OIE responds to reports & complaints or concerns about discrimination or harassment on the basis of race, color, ethnic or national origin, sex, sexual orientation, gender identity, religion, age, ancestry, disability, genetic information, military status, or veteran.

We provide trainings to address these concerns focusing on discrimination, harassment, sexual violence, respectful workplaces, diversity & available resources.

ACADEMIC YEAR 2015-2016

(Reporting from August 15, 2015 – August 15, 2016)

TRAINING SESSIONS:

Number of Presentations - **46**
 Number of Students, Staff, & Faculty present – **1,983**

ACHIEVEMENTS:

- ✓ Implemented Mandatory Title IX Training Program for graduate employees
- ✓ Acquired new Online Training Module for Faculty/Staff to cover Diversity and Title IX
- ✓ Created a new OIE/Title IX interactive website and online complaint reporting options
<http://www.k-state.edu/oie/titleix/>
- ✓ Offered additional trainings to the campus community
- ✓ Created the 1st Big 12 **Title IX Coordinator Association** that expanded Nationally in Spring 2016
- ✓ Facilitated meetings with 18 major universities to explore best practices for addressing sexual violence on college campuses
- ✓ Instituted **K-State Title IX Task Force**
- ✓ Formed and launched the **K-State Campus Climate Response Team**
- ✓ Streamlined reporting process and information sharing between K-State Police and OIE
- ✓ Worked with the Diversity Office to prepare for a broad AAP/Recruitment strategy

COMPLAINTS REPORTED:

Dating/Domestic Violence	6
Discrimination - Age	5
Discrimination - Disability	6
Discrimination – Gender Identity/ Expression	6
Discrimination – Genetic Information	0
Discrimination – Medical Condition/ FMLA Use	5
Discrimination – Military/Veteran Status	1
Discrimination – National/Ethnic Origin or Ancestry	12
Discrimination – Race/Color	18
Discrimination – Religion	3
Discrimination – Sex	11
Discrimination – Sexual Orientation	6
Harassment (other than sexual harassment)	17
Retaliation	12
Sexual Harassment	36
Sexual Violence - Rape	15
Sexual Violence – Sexual Battery	9
Sexual Violence – Sexual Exploitation	1
Sexual Violence – Other or “I’m still trying to process what happened”	1
Stalking	14
Non-Discriminatory Bullying/Mistreatment	35
Total	219

Note: Some individuals claimed multiple violations in a single case (ex. stalking and sexual harassment or race and gender.)

COMPLAINTS FILED BY:

Faculty	25
Staff	43
Students	93
Visitor/Vendor	3
Other	3
Unknown (anonymous)	3
Total	170