

Office of Institutional Equity

2021-2022 | Report

Equal opportunity to

LEARN, WORK, AND CONTRIBUTE



Office of Institutional Equity
103 Edwards Hall
1810 Kerr Drive
Kansas State University
equity@ksu.edu
Twitter/Instagram: @KStateOIE

Office of Institutional Equity

Kansas State University is committed to fostering an intellectually diverse student, faculty and staff environment that is rooted in respect and fair practices. The Office of Institutional Equity is engaged in training, outreach, affirmative action planning, equal employment opportunity compliance and conducting investigations in accordance with PPM 3010, laws, regulations, executive orders and other applicable policies that uphold equal opportunity and civil rights laws.

The Office of Institutional Equity accomplishes this through collaboration with students, faculty and staff in hiring practices, training and reporting. Our goal is to serve as a resource for the university and to coordinate fair, equitable treatment and practices to all regardless of race, color, ethnicity, national origin, sex, sexual orientation, gender identity, religion, age, ancestry, disability, genetic information, military status or veteran status.



Stephanie Lott (they/them)
Director and Title IX Coordinator



Tim Hegarty (he/him)
Investigator



Eric Bicaba (he/him)
Investigator



Amber Shumway (she/her)
Investigator



Amanda Ruthstrom (she/her)
Office Manager

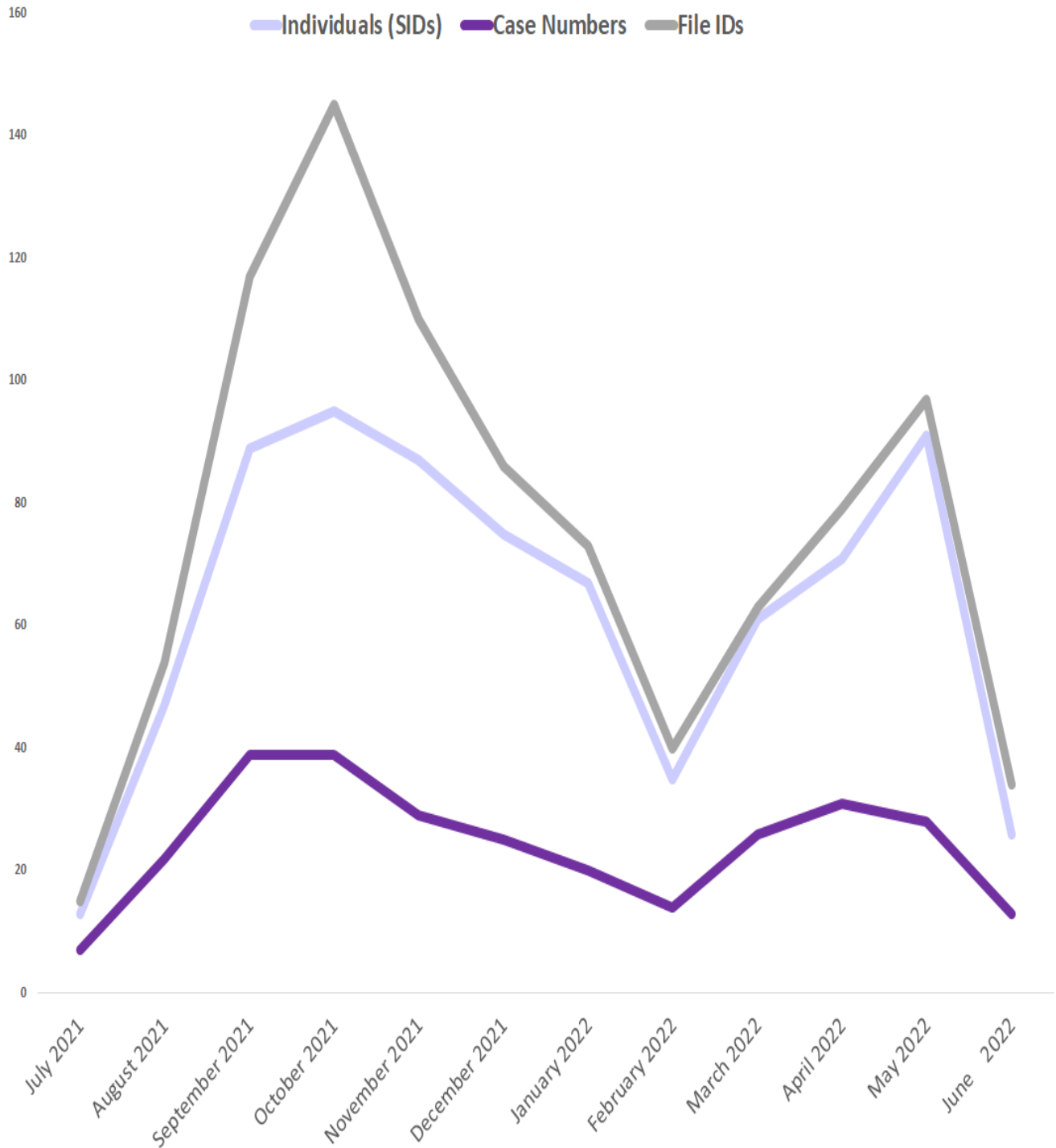


Updates

- In partnership with OSL and CARE, developed and implemented a required syllabus statement regarding PPM 3010 and available campus resources; special thank you to Dr. Tanya Gonzalez for her leadership and support
- K-State homepage now features a Nondiscrimination/Title IX link that routes to OIE's homepage
- Hired two new, full-time investigators to the OIE staff
- Received go ahead to launch required PPM 3010 training for all employees (mirrors cyber security training and features); will be required every two years; expected to go live fall 2022
- Established a partnership with the graduate school to provide training for all graduate students on a routine basis
- Currently working with Human Capital Services to develop a system that will give employees the opportunity to provide additional demographic information

Cases by Month 07/01/2021-06/30/2022

File/Cases/Unique Individuals by month based on the reported date of the case occurring in the period from 07/01/2021-06/30/2022



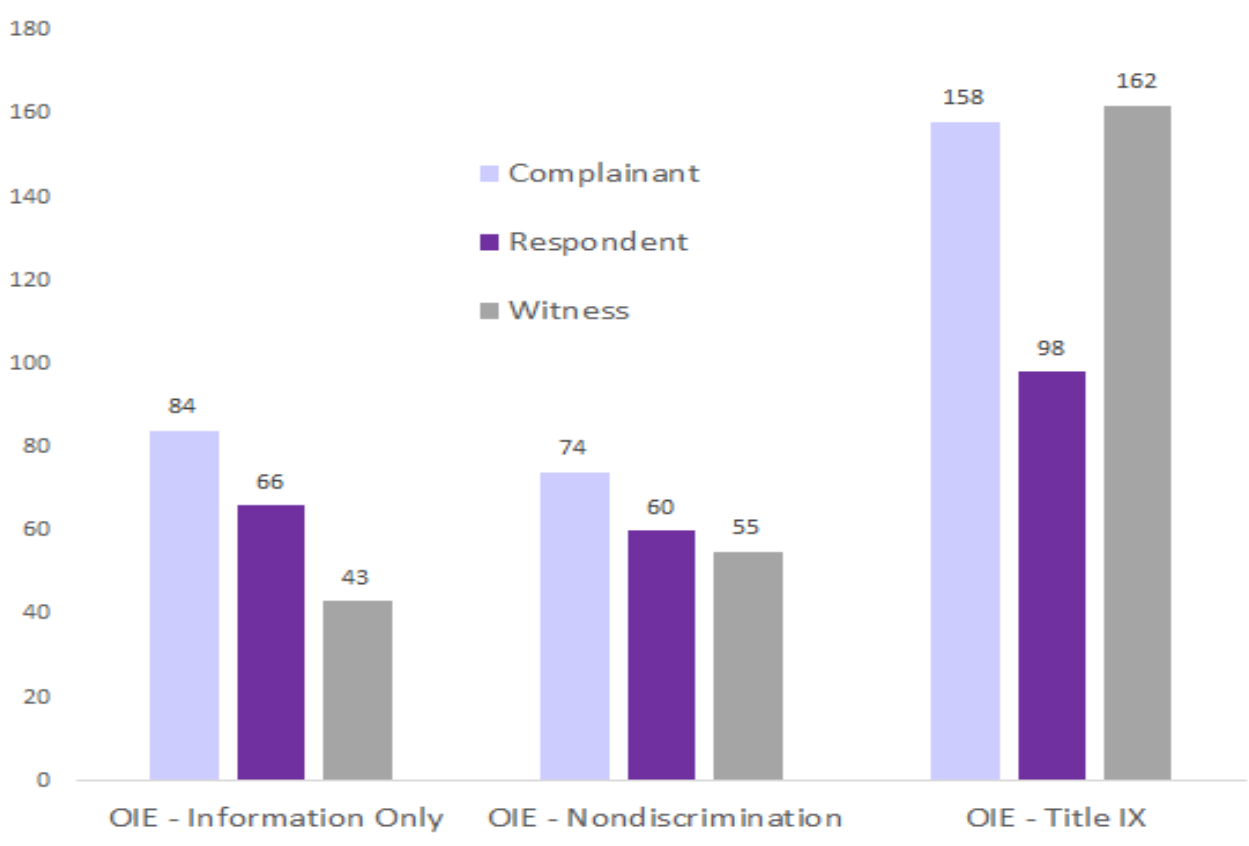
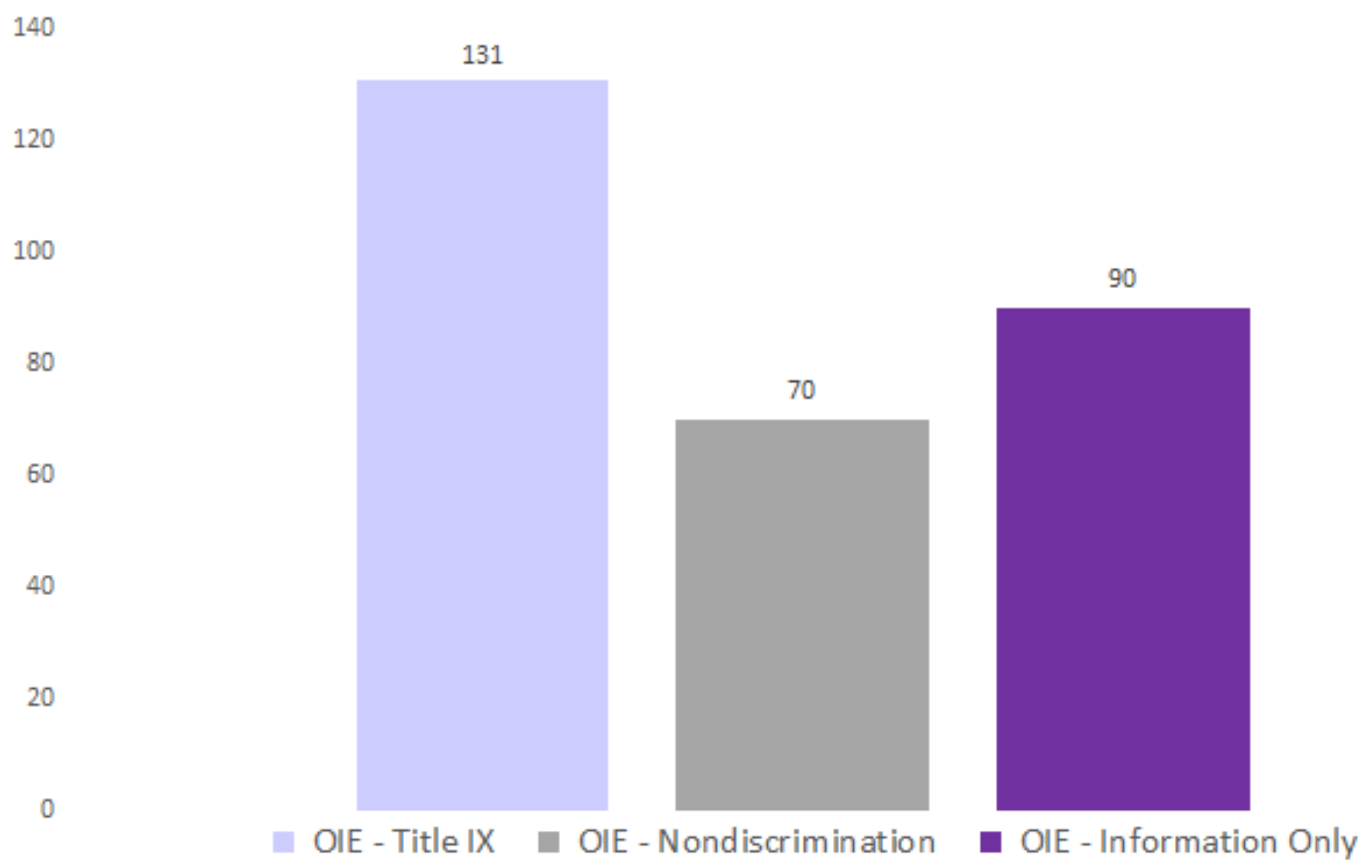
*File Ids represent unique persons involved in a case

*Individuals (SID) represents de-duplicated persons involved in a case

*Case Numbers represents a singular incident (case)



Case Types 07/01/2021-06/30/2022



Nondiscrimination (Non-Title IX): 70 unique incidents involving 189 individuals

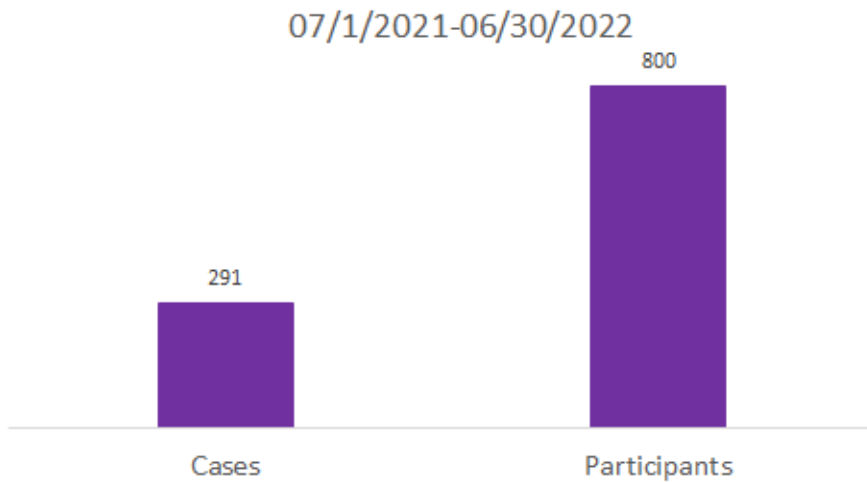
- 74 complainants, 60 respondents, 55 witnesses

Title IX: 131 unique incidents involving 418 individuals

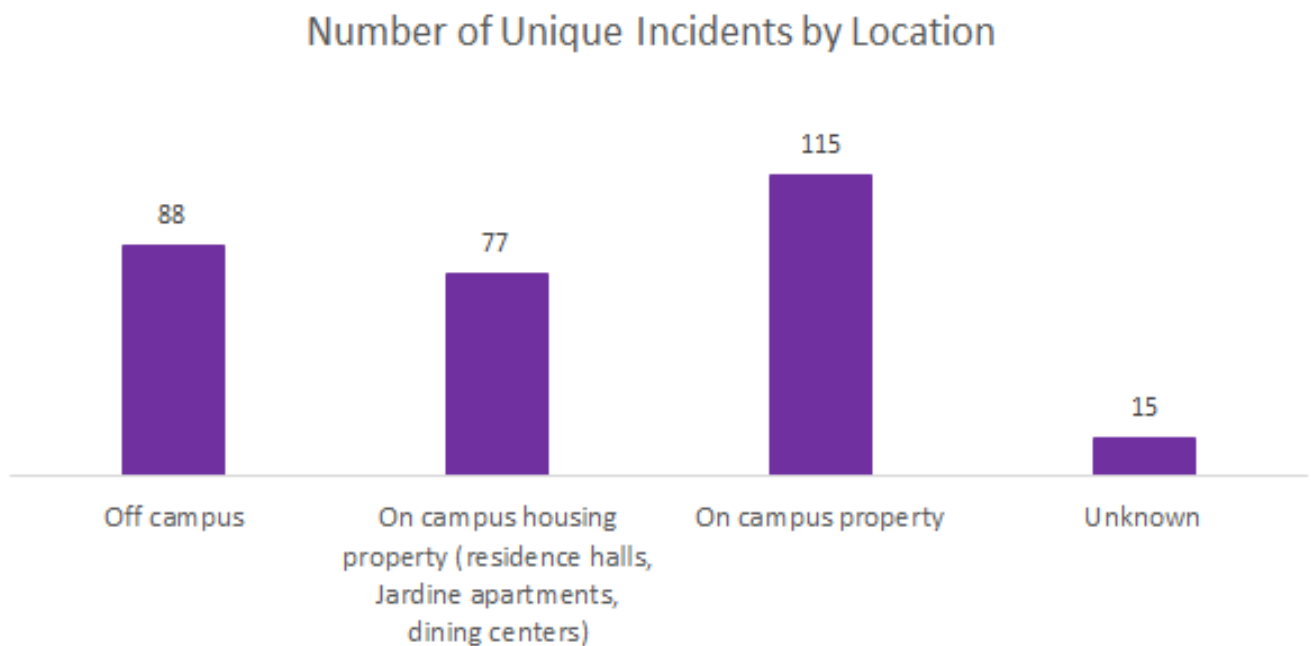
- 158 complainants, 98 respondents, 162 witnesses

Information Only: 90 unique incidents involving 193 individuals

- 84 complainants, 66 respondents, 43 witnesses



Incident Locations: 07/01/2021-06/30/2022



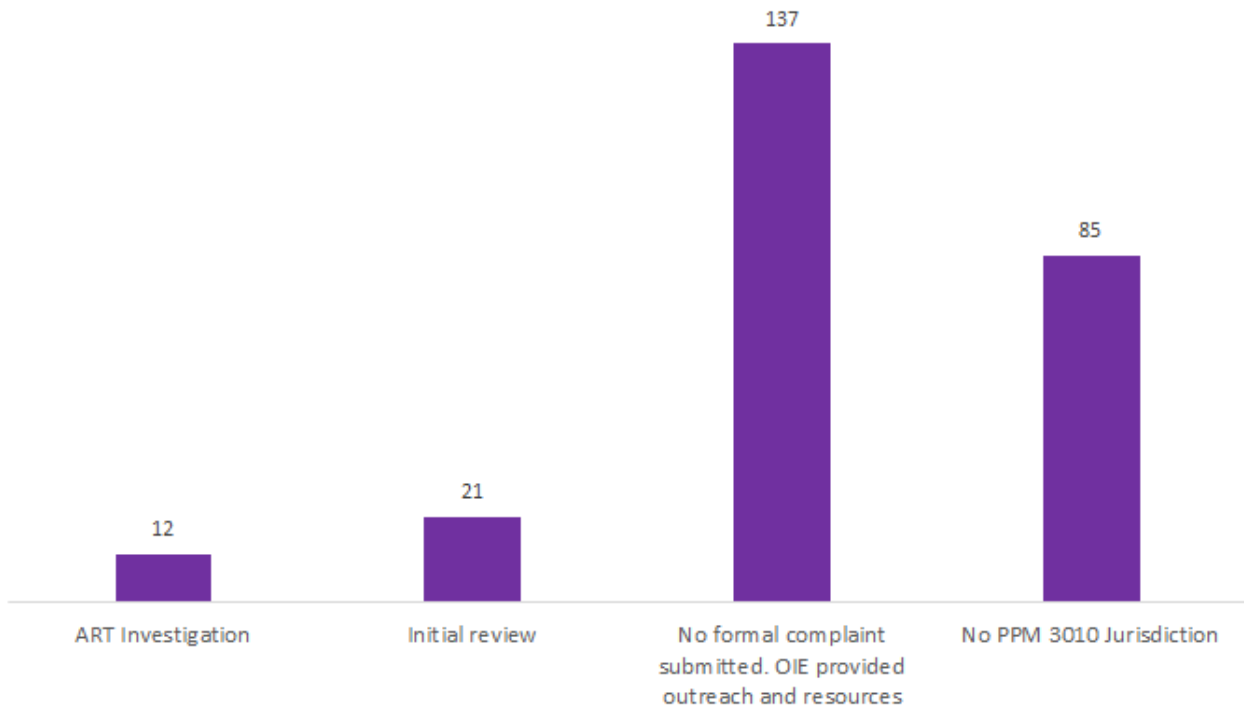
How does OIE define a report?

A report is an initial complaint/piece of information shared with our office via telephone, in person, email, online reporting form (Maxient), KSU PD, Riley County PD, other outside law enforcement agency, etc.

At this stage, the report has not been classified with a case type, tied to a formal complaint, or had an investigation completed in association with said report.

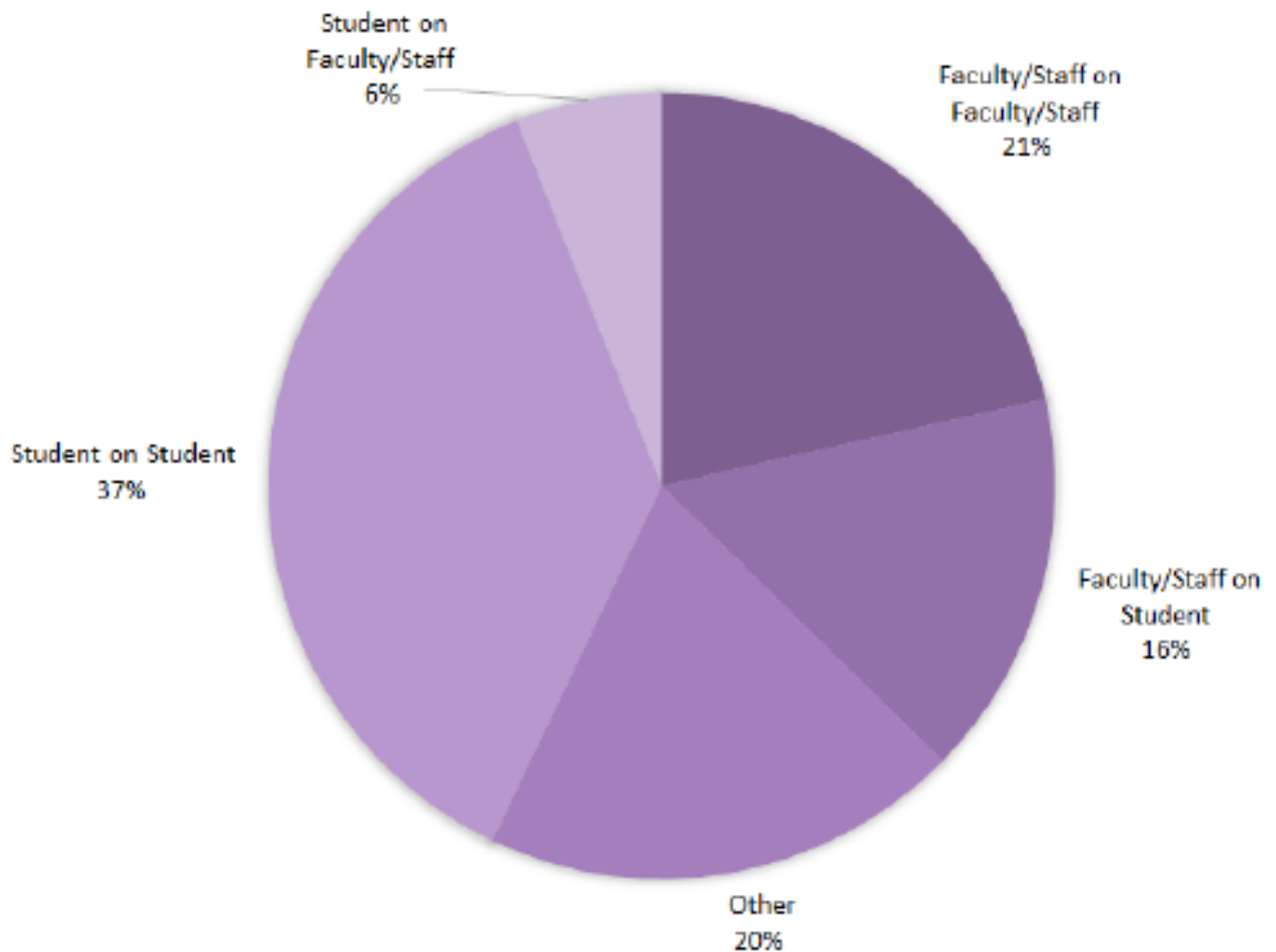
OIE received 291 reports between 07/1/2021-06/30/2022

- 61 of the reports were self-reported
- 85 cases did not meet jurisdictional requirements
- 12 cases resulted in an ART investigation

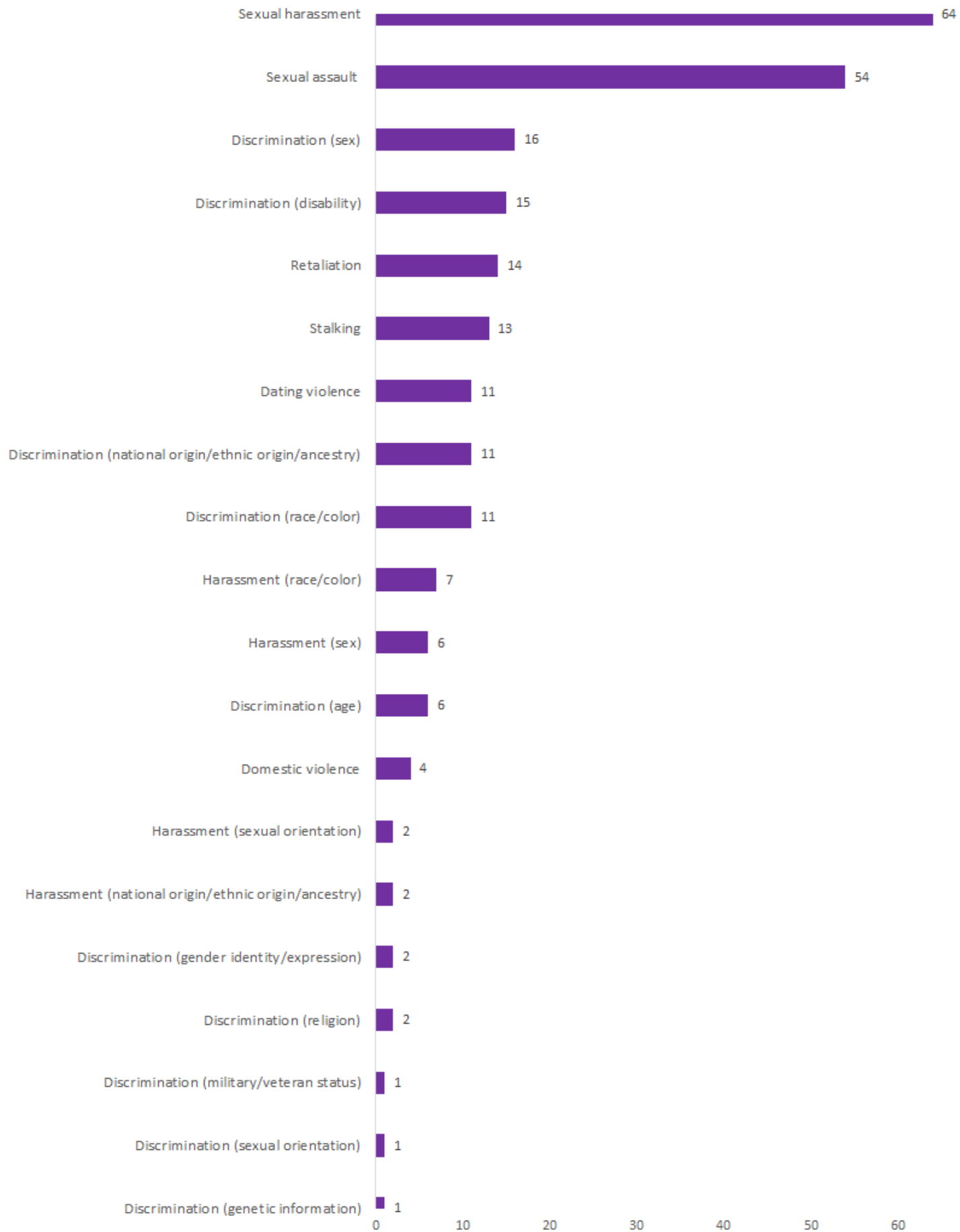


ART Investigation	Discrimination (disability), retaliation	No Violation
ART Investigation	Sexual harassment	No Violation
ART Investigation	Discrimination	No Violation
ART Investigation	Discrimination (disability), retaliation	Ongoing
ART Investigation	Harassment, sexual harassment, retaliation	No Violation
ART Investigation	Discrimination (disability)	Violation
ART Investigation	Discrimination (sex)	Ongoing
ART Investigation	Discrimination (sex) Harassment (disability)	No Violation
ART Investigation	Sexual assault	Ongoing
ART Investigation	Discrimination (disability), harassment (race/color)	Violation
ART Investigation	Sexual harassment	No Violation
ART Investigation	Discrimination, Harassment, sexual harassment	Violation

BREAKDOWN OF REPORTS RECEIVED



Breakdown of Allegations Reported



Referrals

OIE made 460 referrals to campus resources between 07/1/2021-06/30/2022

