

NOTICE OF NONDISCRIMINATION

(including Discrimination, Harassment, Retaliation, Stalking, Sexual Violence, and Domestic Violence)

1. KANSAS STATE UNIVERSITY'S COMMITMENT

Kansas State University is committed to maintaining a safe and healthy educational and work environment that recognizes the inherent worth and dignity of every person, fosters tolerance, sensitivity, understanding, mutual respect, and where no member of the University community is subjected to unlawful discrimination or harassment in any University program or activity.

Kansas State University prohibits discrimination on the basis of race, color, ethnicity, national origin, sex (including sexual harassment and sexual violence), sexual orientation, gender identity, religion, age, ancestry, disability, genetic information, military status, or veteran status, in the University's programs and activities as required by applicable laws and regulations. The person designated with responsibility for coordination of compliance efforts and receipt of inquiries concerning nondiscrimination policies is the University's Title IX Coordinator: the Director of the Office of Institutional Equity, **equity@k-state.edu**, 103 Edwards Hall, Kansas State University, Manhattan, KS 66506-4801, 785-532-6220. Kansas State University also prohibits any qualified person with a disability from being denied the benefits of, or otherwise subjected to discrimination in employment, admission, treatment, or access to university programs or activities. The campus ADA Coordinator is the Director of Employee Relations, **charlott@k-state.edu**, who may be reached at 103 Edwards Hall, Kansas State University, Manhattan, KS 66506-4801, 785-532-6277.

Without limiting the above statements, Kansas State University does not discriminate on the basis of sex in the education program or activity it operates, including in regards to the employment and admission that are part of such program or activity. It is a requirement of Title IX and its implementing regulations not to discriminate in such manner.

Any employee, student, campus visitor or person who has experienced or witnessed discrimination, harassment, sexual violence, retaliation, domestic/dating violence, and/or stalking while participating in a University program or activity is strongly encouraged to report the incident(s) promptly. All employees designated as "Responsible Employees" must report such complaints to the Office of Institutional Equity (OIE) as soon as practicable upon notification or firsthand knowledge (including by email if after regular business hours).

2. WHERE TO REPORT

The University's Title IX Coordinator and the Office of Institutional Equity coordinate the investigation and resolution of all prohibited conduct covered by the University's **Policy Prohibiting Discrimination, Harassment, Sexual Violence, and Stalking, and Procedure for Reviewing Complaint (the Policy)**. To report a concern or to discuss any aspect of the Policy, individuals are encouraged to contact:

- **Office of Institutional Equity**
103 Edwards Hall, 785-532-6220
k-state.edu/oie; equity@k-state.edu

or

- **Title IX Coordinator**
Travis Gill, J.D. – Director of the Office of Institutional Equity
103 Edwards Hall, 785-532-6220; **travisgill@k-state.edu**

Additionally, for Title IX related complaints, a report may be made to:

- **Deputy Title IX Coordinator for Students**
Scott Jones
Associate Dean/Director of Nonviolence Programs, Office of Student Life
101 Holton Hall, 785-532-6432; sjones1@k-state.edu

or

- **Deputy Title IX Coordinator for Athletics**
Jill Shields
Sr. Associate Athletic Director for Student Services, Senior Woman Administrator
K-State Athletics Inc., Vanier ALC, 785-532-6620; shields@k-state.edu

Inquiries regarding the application of Title IX and its implementing regulations to Kansas State University may be referred to the above-listed Title IX Coordinator or the Assistant Secretary, U.S. Department of Education, Office for Civil Rights.

3. REFERRAL RESPONSIBILITY

All employees are strongly encouraged to report potential prohibited conduct with the Office of Institutional Equity or Title IX Coordinator because centralized reporting is an important tool to address, end, and prevent prohibited conduct.

Some employees — designated as “responsible employees” — must report concerns about potential prohibited conduct to the Office of Institutional Equity. There are two categories of “Responsible Employees”: administrative and supervisory.

Administrative responsible employees are management-level personnel. This typically includes department and unit heads, directors and equal or higher ranking administrators. Administrative responsible employees must report all potential prohibited conduct under PPM 3010 related to any University program or activity, regardless of their personal supervisory responsibilities.

Supervisory responsible employees are personnel with authority over other employees (such as day-to-day management of employee tasks, or hiring and firing responsibility) or with authority over a particular University environment (such as responsibility for a classroom or floor of a residence hall). Supervisory responsible employees are only required to make reports to OIE within their area of supervisory responsibility, but they are strongly encouraged to report all potential prohibited conduct under PPM 3010 of which they might be aware.

4. INVESTIGATION PROCEDURES FOR PROHIBITED CONDUCT

For more detailed information regarding what conduct is prohibited, the procedures for reporting a concern and the investigation process, see the PPM 3010 — **Policy Prohibiting Discrimination, Harassment, Sexual Violence, and Stalking, and Procedure for Reviewing Complaints.**

5. CONFIDENTIALITY

The confidentiality of a complaint of discrimination, harassment, sexual violence, or stalking; and all documents, correspondence, and notes of interviews and discussions related to the investigation of a complaint will be maintained, on a need-to-know basis, to the extent permitted by law.

6. PROHIBITION OF RETALIATION

Students, faculty, and staff members are prohibited from retaliating in any way against an individual who has brought a complaint or reported potential prohibited conduct under PPM 3010; or against any individual who has participated in an investigation of such complaints.

7. RESOURCES AND SUPPORT

For more information about resources and support for Manhattan, Olathe, and Polytechnic (Salina) campuses, visit the Title IX and Sexual Misconduct Prevention website at k-state.edu/oie/titleix/victims-survivors/resources.html.

