



K-State Civil Rights & Title IX (CRIX)

Title VI, VII, & IX

General Info & Responsibilities

2025-2026

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Civil Rights & Title IX
Office of External Engagement

Content warning: Sexual assault, sexual violence, rape, sexual harassment & discrimination

Civil Rights Laws

- Oversee the university's compliance efforts with state and federal laws
 - **Title VI** of the Civil Rights Act of 1964 prohibits discrimination based on color, race, or national origin by any institution, activity, or program that receives financial assistance from the federal government.
 - **Title VII** of the Civil Rights Act of 1964 prohibits employment discrimination based on national origin, color, sex, race, or religion. This law's prohibition against sex discrimination at work also includes prohibitions against discrimination based on sexual orientation, gender identity, and pregnancy status.
 - **Title IX** of the Education Amendments of 1972
 - **Section 504** - federal law designed to protect the rights of individuals with disabilities in programs and activities that receive Federal financial assistance.



- PPM 3010 covers discrimination based on race, color, ethnicity, national origin, sex, sexual orientation, gender identity, religion, age, ancestry, disability, genetic information, military status, or veteran status is prohibited.
- This Policy applies to persons who are on campus or who are otherwise participating in University-sponsored programs and activities, such as employees, students, contractors, vendors, visitors, applicants for employment or admission, and guests.



Protected Categories Under Civil Rights Laws

- Race
- Color
- Ethnicity
- National Origin
- Sex/Gender
- Sexual Orientation
- Religion
- Age
- Ancestry
- Disability
- Genetic Information
- Military Status or Veteran Status

Title IX Offenses

- sexual harassment
- sexual assault
- domestic violence
- dating violence
- stalking



Mandated Reporter/Responsible Employee

Are you a Responsible Employee?

There are two categories of Responsible Employees that are required to report information to Civil Rights & Title IX (CRIX).

Administrators and Supervisory

Administrator Responsible Employees are management level personnel, They typically include department and unit heads, directors, and equal or higher administrators. Administrator Responsible Employees must report all potential prohibited conduct in any university employment, program or activity, regardless of the lack of personal supervisory responsibilities over the Complainant or Respondent.

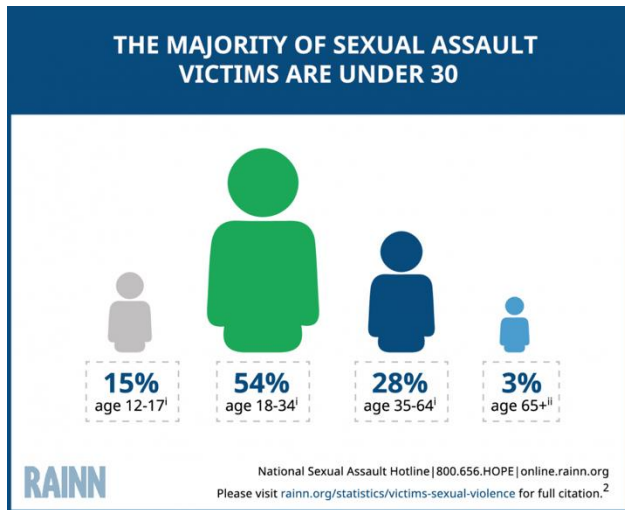
Supervisory Responsible Employees are personnel with authority over other employees or students (such as day-to-day management of employee tasks, including student employees, and hiring and firing responsibility) or with authority over a particular university environment or process (such as responsibility for a classroom, student enrollment, or community/floor in Housing). Supervisory Responsible Employees are only required to make reports to CRIX within their area of supervisory responsibility, but they are strongly encouraged to report all potential prohibited conduct of which they might be aware.

For example, regarding Supervisory Responsible Employees, if a professor who controls a classroom or lab learns about potential prohibited conduct within the classroom or lab, the professor must make a report to CRIX. Similarly, a Resident Assistant (RA) in a residence hall must report any potential prohibited conduct in that facility.

Mandated Reporter/Responsible Employee

What if I'm not a Mandated Reporter/Responsible Employee?

Report it! If we don't know about something it is difficult to change or improve the environment.



Sexual Assault is an epidemic!

- Every 68 Seconds an American is Sexually Assaulted
- Eight out of ten sexual assaults are committed by someone who knows the victim
- Female college-aged students (18-24) are 20% less likely
- than non-students of the same age to be a victim of rape or sexual assault

How Do I Report to CRIX?

1. Calling CRIX at (785) 532-6220
2. Stopping by CRIX in person: 220A Kedzie Hall
 - Monday-Friday 8am-5pm
3. Sending an email directly to
 - civilrights@ksu.edu
 - frederick@ksu.edu
4. Complete an online report-- link located on CRIX and K-State ReportIt websites -- [REPORT](#)

All employees who have information about possible discrimination, harassment, sexual harassment or retaliation are encouraged to report it as soon as possible.



Confidential Resources

K-State Counseling and Psychological Services (CAPS)

<https://www.k-state.edu/counseling/>

lower level of Lafene Health Center Building

Phone: 785-532-6927

The Family Center

<https://www.hhs.k-state.edu/familycenter/>

139 Campus Creek – family@k-state.edu

Phone: 785-532-6984

Center for Advocacy, Response, and Education (CARE)

<https://www.k-state.edu/care/>

206 Holton Hall – ksucare@k-state.edu

Phone: 785-532-6444

Local Options...



Non-Confidential Resources

Civil Rights & Title IX

<https://www.k-state.edu/civil-rights>

220A Kedzie Hall – civilrights@k-state.edu

Phone: 785-532-6220

K-State University Police Department

*(criminal process is separate from ours)

<http://www.k-state.edu/police>

Phone: 785-532-6412, police@k-state.edu

Riley County Police Department

*(criminal process is separate from ours)

www.rileycountypolice.org

Phone: 785-537-2112

U.S. Department of Education – Office of Civil Rights

Phone: 800-421-3481, ocr@ed.gov

CAMPUS SAFETY	FILE A REPORT	POLICE	HOLISTIC STUDENT SUPPORT SERVICES	STUDENT HEALTH AND WELL-BEING	STUDENT THERAPY AND COUNSELING
24/7  K-STATE SAFE  <i>k-state.edu/safe</i>	 Civil Rights & Title IX 785-532-6220 <i>k-state.edu/civil-rights</i>	24/7  K-State Police and Riley County Police Department 785-532-6412 for emergencies dial 911 <i>k-state.edu/police</i>	24/7  Student Support and Accountability 785-532-6432 <i>k-state.edu/student-support</i>	CONFIDENTIAL  Lafene Health Center 785-532-6544 <i>k-state.edu/lafene</i>	CONFIDENTIAL 24/7  Counseling and Psychological Services (CAPS) 785-532-6927 <i>k-state.edu/counseling</i>

MANHATTAN RESOURCES AND SUPPORT

KANSAS STATE
UNIVERSITY

August 2025

EMPLOYEE RESOURCES	EMPLOYEE COUNSELING AND SUPPORT	MEDICAL SERVICES	INDIVIDUAL, COUPLE AND FAMILY THERAPY	SUICIDE PREVENTION AND CRISIS SUPPORT	DOMESTIC AND SEXUAL VIOLENCE SUPPORT
CONFIDENTIAL 24/7  Employee Relations and Engagement 785-532-6277 <i>k-state.edu/hr/employee-relations</i>	CONFIDENTIAL 24/7  State of Kansas Employment Assistance Program 888-270-8897 <i>k-state.edu/eap</i>	CONFIDENTIAL 24/7  Ascension Via Christi Hospital in Manhattan 785-776-3322 <i>healthcare.ascension.org</i>	CONFIDENTIAL 24/7  Family Center 785-532-6984 <i>hhs.k-state.edu/familycenter</i>	CONFIDENTIAL 24/7  The Crisis Center 785-539-2785 or dial 988 <i>thecrisiscenterinc.org</i>	CONFIDENTIAL  Center for Advocacy, Response and Education (CARE) 785-532-6444 <i>k-state.edu/care</i>

Campus & Community Resources

QUESTIONS?

KANSAS STATE

U N I V E R S I T Y