



Kansas State University

Office of Institutional Equity

Annual Report 2022-2023

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 for all regardless of race, color, ethnicity, national origin, sex, sexual orientation, gender identity, religion, age, ancestry, disability, genetic information, military status, or veteran status.



Justin Frederick
Director and Title
IX Coordinator



Eric Bicaba
Investigator



Tim Hegarty
Investigator



Amanda Ruthstrom
Office Manager



Amber Shumway
Investigator

Contents

Updates	3
Goals	3
Cases by Month	4
Case Types	4
Cases and People	6
Investigations	9
Additional Information	10

Updates

The Office of Institutional Equity experienced a change in leadership in the fall of 2022. Justin Frederick served as the Interim Director of the Office of Institutional Equity and Title IX Coordinator from September 2022 to June 2023. Frederick was hired as the director and Title IX coordinator in June 2023. Justin's passion and expertise will undoubtedly continue to strengthen the impact of the OIE at Kansas State University. His leadership will further advance our mission to create a campus community that values respect, fairness, and equal opportunities for all members.

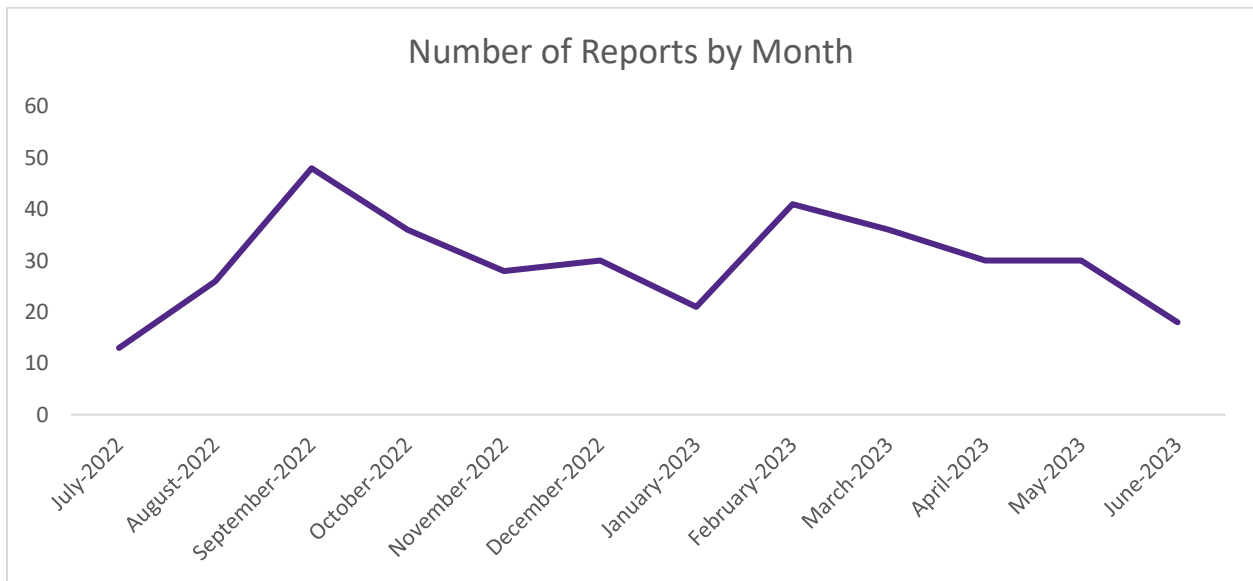
The OIE moved from Edwards Hall to Kedzie Hall in January 2023. This relocation marked a crucial step in enhancing the accessibility and visibility of our services across campus.

Goals

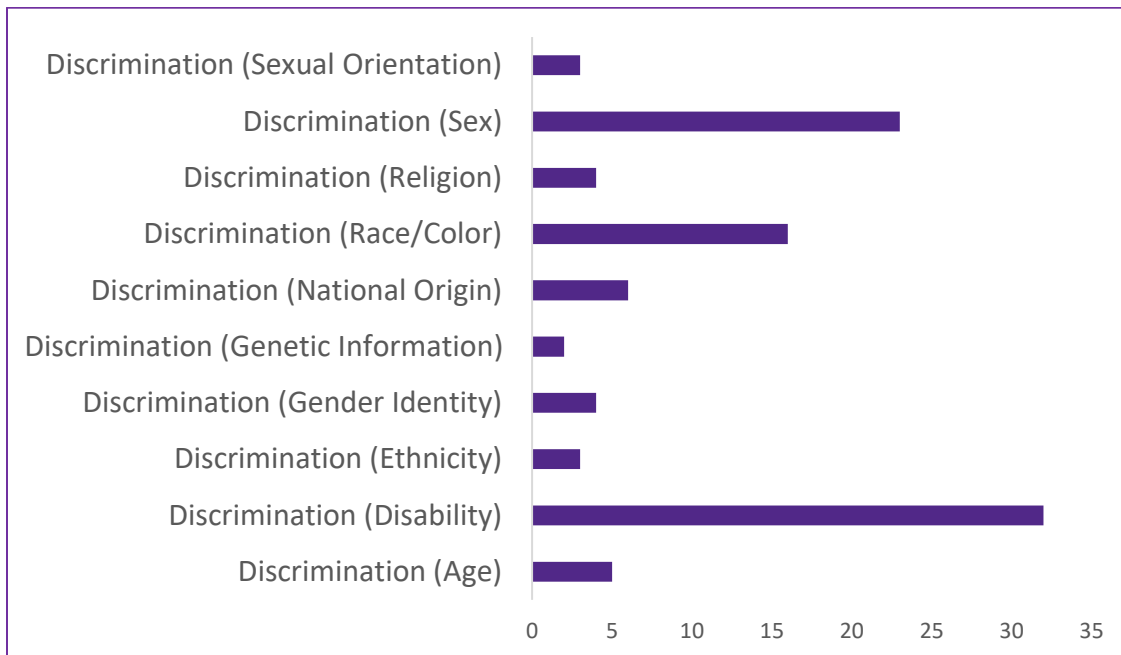
- **Update and Revise PPM 3010**
 - Review and revise the existing PPM 3010 Policy to align with new regulations while also working to provide further clarity and assuring the policy is following best practices for Titles VI, VII, & XI.
 - Seek input from stakeholders and subject matter experts in revisions.
 - Effectively communicate changes to university community at all campuses.
 - Ensure Federal compliance.
- **Increase Investigations Effectiveness**
 - Strive to complete investigation in 90 days.
 - Monitor and track investigations that take longer and evaluate reasons why.
 - Evaluate and make changes when possible, to increase efficiency.
- **Continue to Increase Outreach and Education Efforts**
 - Identify departments, organizations and populations for increased prevention and education efforts.
 - Publicize "Request a Presentation" form available on our website.
 - Complete intentional relationship building with new and increased university partners.
 - Utilize social media as a tool for these efforts.
 - Complete in-person presentations at our Olathe and Salina campuses in addition to the Manhattan campus.

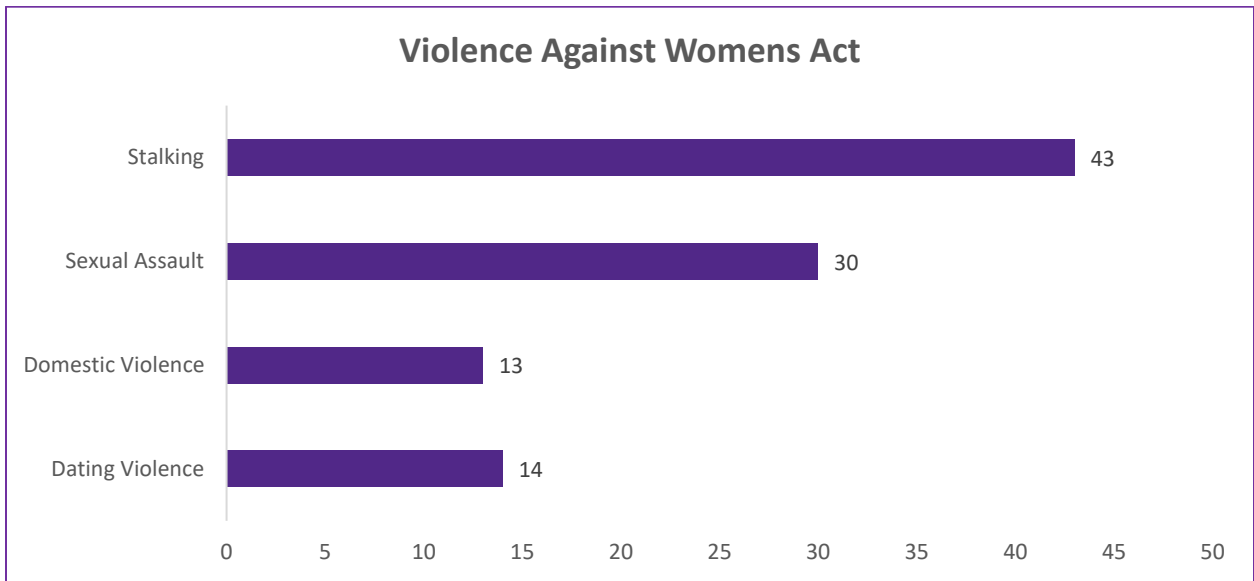
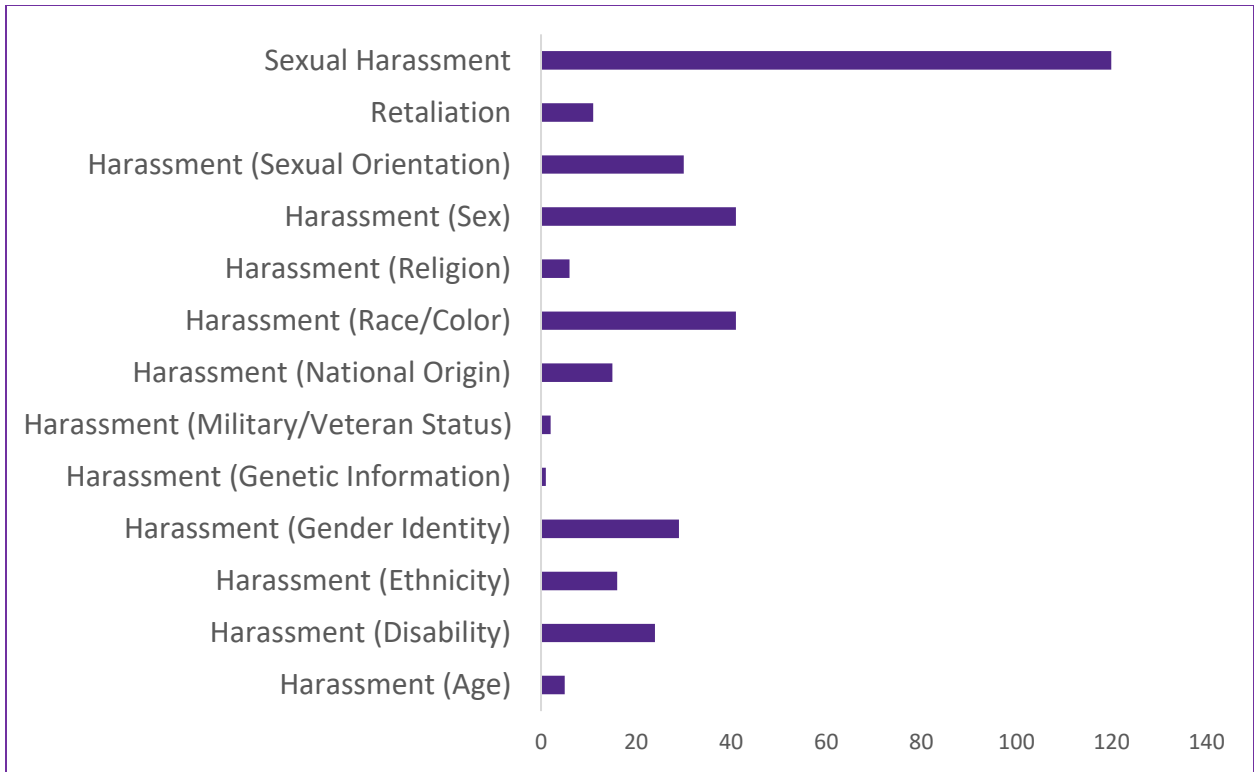
Cases by Month

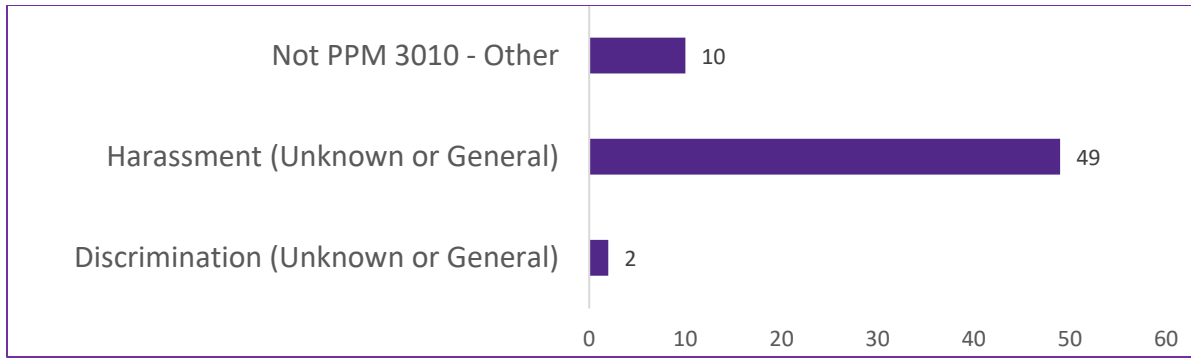
OIE received **356** reports between 07/01/2022-06/30/2023.



Case Types



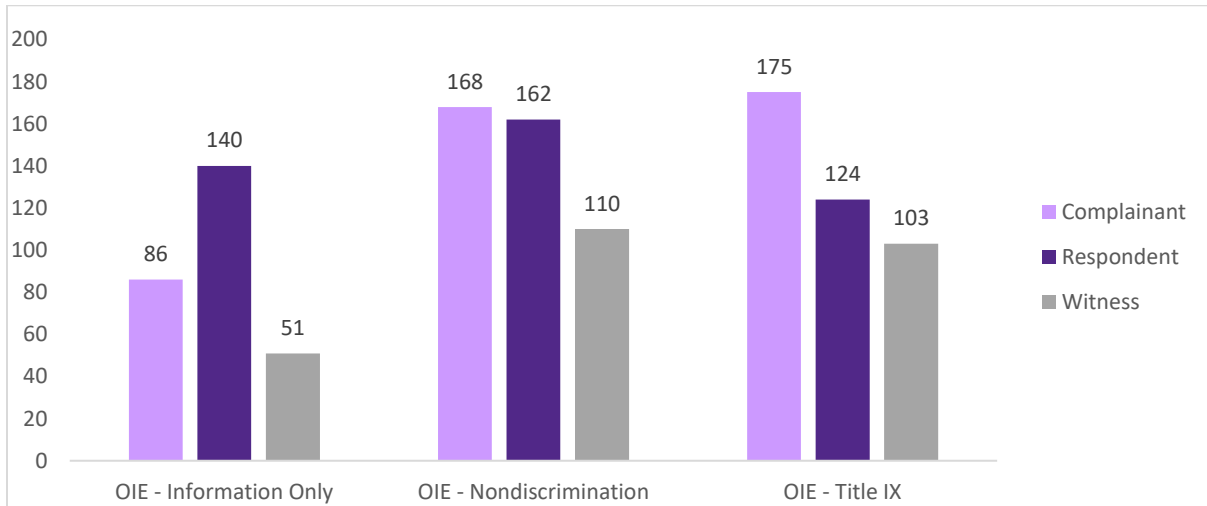




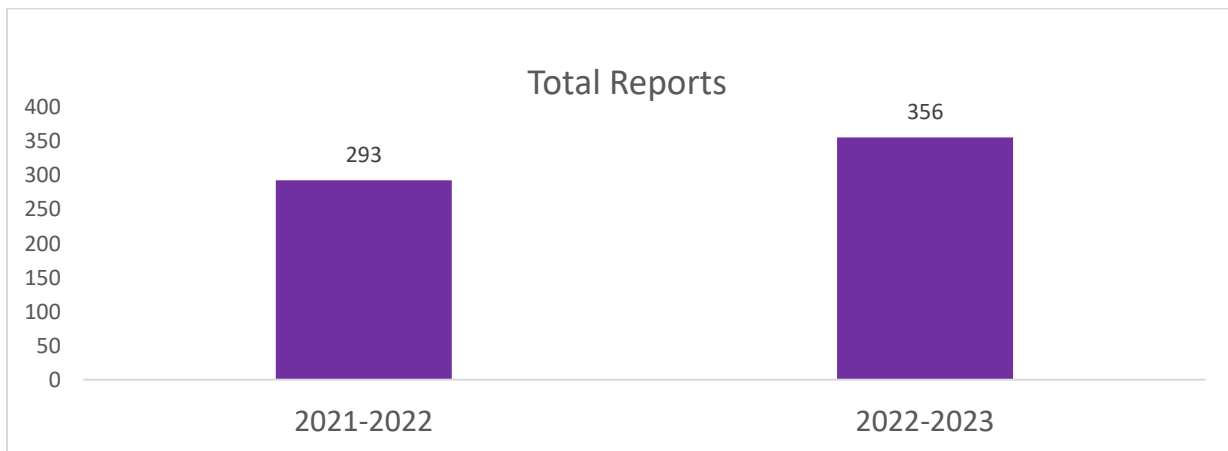
Cases and People

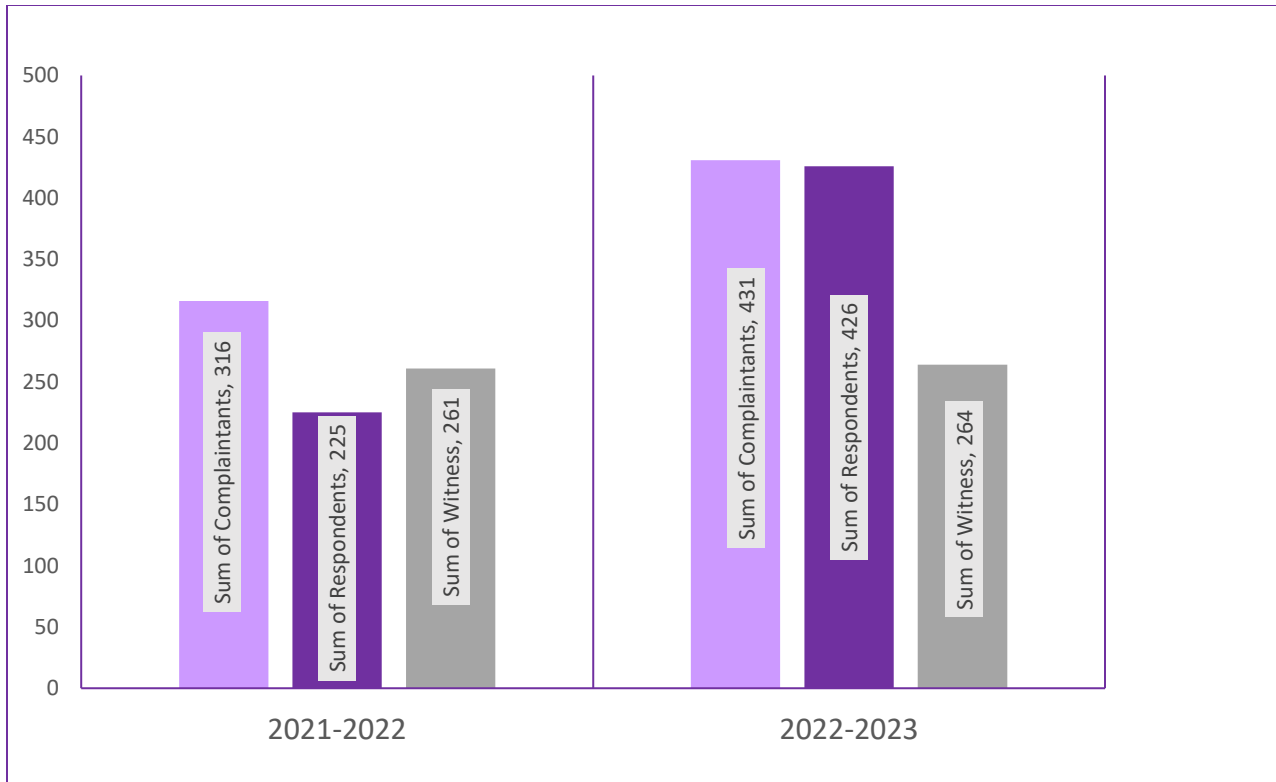
356 reported incidents involving 429 complainants.

When OIE receives a complaint, the complainant(s) listed in the complaint are provided resources and invited to visit with the Director of OIE and Title IX Coordinator to discuss the process and resources. This meeting is referred to as an initial meeting.



OIE experienced an increase in reports from 2021-2022 to 2022-2023

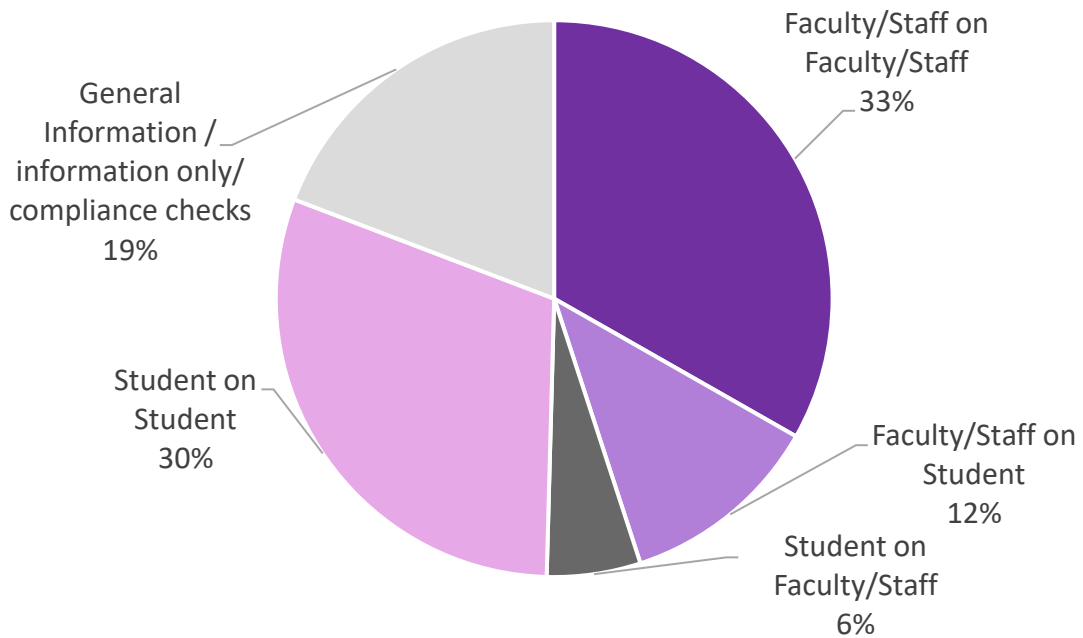
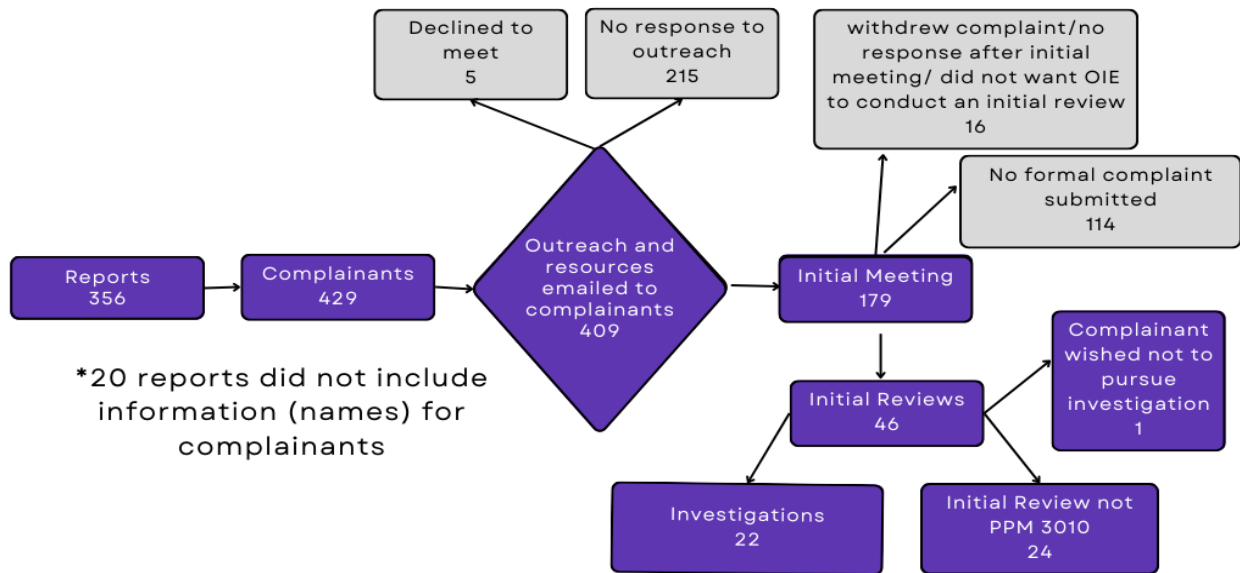




When OIE receives a report, the office reaches out to the complainant(s) listed in the report. Reports can come from the complainant themselves or a third-party reporter. The complainant(s) are offered resources and invited to meet with the director of OIE to discuss the case, resources, and process.

The first step in reviewing a complaint is an initial review. To proceed beyond an initial review, a complaint must meet the following criteria:

- The reported allegations, if true, could violate PPM 3010.
- The complainant(s) must be engaged and have the desire for OIE to proceed with an investigation.



Investigations

Type	Allegation	Finding
OIE - Nondiscrimination	Discrimination (Sex) harassment (Sex) Retaliation	Responsible
OIE - Nondiscrimination	Harassment (Sex), Discrimination (Sex)	Not Responsible
OIE - Nondiscrimination	Discrimination (Disability), Retaliation	Not Responsible
OIE - Nondiscrimination	Discrimination (Disability), Retaliation	Not Responsible
OIE - Nondiscrimination	Discrimination (Disability)	Not Responsible
OIE - Title IX	Sexual Harassment, Sexual assault	Complaint withdrawn
OIE - Nondiscrimination	Discrimination (Disability), Discrimination (Gender Identity), Harassment (Gender Identity). Harassment (Disability)	Not Responsible
OIE - Nondiscrimination	Harassment (Sexual Orientation), Sexual Harassment	Not Responsible
OIE - Nondiscrimination	Discrimination (Disability)	Not Responsible
OIE - Title IX	Sexual Assault, Dating Violence, Domestic Violence	Ongoing
OIE - Nondiscrimination	Harassment (National Origin)	Ongoing
OIE - Nondiscrimination	Harassment (Disability)	Ongoing
OIE - Nondiscrimination	Sexual Harassment	Not Responsible
OIE - Nondiscrimination	Harassment (Race/Color), Discrimination (Race/Color), Harassment (National Origin), Discrimination (National Origin)	Not Responsible
OIE - Nondiscrimination	Discrimination (Sexual Orientation), Harassment (Sexual Orientation), Harassment (Sex), Discrimination (Sex)	Ongoing
OIE - Title IX	Sexual Assault	Ongoing
OIE - Nondiscrimination	Harassment (Disability), Discrimination (Sex), Retaliation	Not Responsible
OIE - Title IX	Sexual Harassment	Complaint withdrawn
OIE - Nondiscrimination	Discrimination (Disability)	Responsible
OIE - Nondiscrimination	Discrimination (Disability), Harassment (Disability)	Responsible
OIE - Nondiscrimination	Discrimination (Race/Color), Retaliation	Ongoing
OIE - Nondiscrimination	Discrimination (Age)	Ongoing

Additional Information

The OIE plays a crucial role in fostering an inclusive and equitable environment at Kansas State University. The OIE has been actively working to enhance the office's visibility and accessibility across campus. OIE was invited to present on PPM 3010 to an array of campus groups and classes, including K-State First classes, student-athletes, and housing and dining services staff as well as participating in a variety of tabling events across campus.

The OIE also launched a new, biennial training for all faculty and staff in February 2023. The training was sent to 7,140 employees. By the deadline date, 61% of employees had completed the training. As of August 2023, 76% of employees have completed the training.

The OIE has also received feedback and noted an increase in reporting to the office over the past academic year. This implies that efforts to increase outreach and earn back trust in the office for effectively addressing issues related to discrimination, harassment, sexual harassment, and sexual and interpersonal violence are making an impact. Kansas State University completed more Title IX Investigations that resulted in a complaint/survivor proceeding through to the live hearing than other public Universities in the state. This is a testament to the staff including but not limited to recently revising the reporting process and intake process to allow participants in an OIE investigation/case to ask more questions and better understand the process. This also suggests to effectiveness of trainings that OIE Investigators have completed for investigative process, including trauma informed interviewing. K-State OIE understands that increased reporting and continuance through the process is a positive outcome.

In addition to reviewing and investigating complaints, the OIE also received and completed 20+ compliance checks from July 1, 2022- June 30, 2023. These checks come from various organizations such as the NCAA, other college and universities, the Department of Agriculture, Department of Energy, and professional sports organizations. The department also works on the compliance side in collaboration with Human Resources to administer and report on Affirmative Action Planning and requires reports. This includes efforts under VETS-4212 and under the Office of Federal Contractor Compliance Programs (OFFCP).