

Kansas State University
Civil Rights & Title IX
Annual Report
2024-2025

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Kansas State University is dedicated to fostering an intellectually diverse student, faculty, and staff environment that is rooted in respect and fair practices. Civil Rights & Title IX (CRIX) is actively involved in training, outreach, 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. CRIX 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, religion, age, ancestry, disability, genetic information, military status, or veteran status.

UPDATES

- **Name Change:** Engaged with key stakeholders across campuses to gather input and feedback during 2024. The name of our office was changed in December 2024 to Civil Rights & Title IX to better represent the subject areas we cover and based on feedback from Stakeholders to better equalize the departmental work on Title VI, VII, & IX
- **Position Descriptions Modernization:** Completed a review of all Position descriptions to update to represent accurate staff roles and changes since last position updates occurred. This resulted in the creation of a blended position in the office, and we now have a Case/Office Manager.
- **Internal Staffing Update:** Eric Bicaba was promoted after a staffing restructuring and search for the new Associate Director, Deputy Title IX, and Lead Investigator position. This has provided the office with better coverage in absence of the director.
- **New Hire:** Trina Knight was hired as an Investigator in CRIX following the departure of Amber Shumway. Trina joins the office after serving the past three years as the Sexual and Relationship Violence Prevention Coordinator in the Morrison Family Center for Well-Being.
- **Updated Resource Guides & Title IX Flowchart:** During the summer in coordination with Communications and Marketing, we enhanced and updated our Resource Guides (all campuses) to a new format that is easier to read. Additionally, we now have a Title IX Process Flowchart available as an additional supporting document to increase understanding of the process.

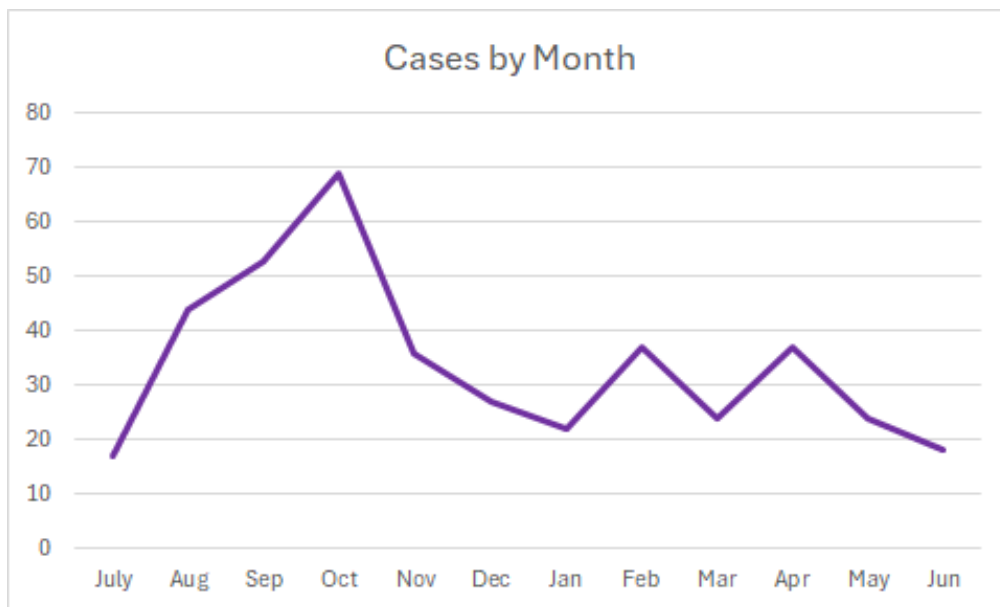
GOALS

- **Outreach and Training:** We will be releasing our Biennial Training, fall 2025 and the training will be available through January 2026. Our goal is to have a completion rate of 90%.
- **Staffing:** We are continuing our research and review of how to serve K-State Salina, Olathe, and Extension through effective and responsive staffing.
- **Increasing Title VI Training:** We will be creating and increasing collaboration with other university offices and stakeholders to provide increased training and content on Title VI.
- **Communication & Compliance:** We will continue monitoring federal and state legislation and executive orders that could have an impact on the PPM 3010 process. We will send out effective communication to the university community as needed.

CASES BY MONTH

CRIX received 412 reports between July 1, 2024- June 30, 2025

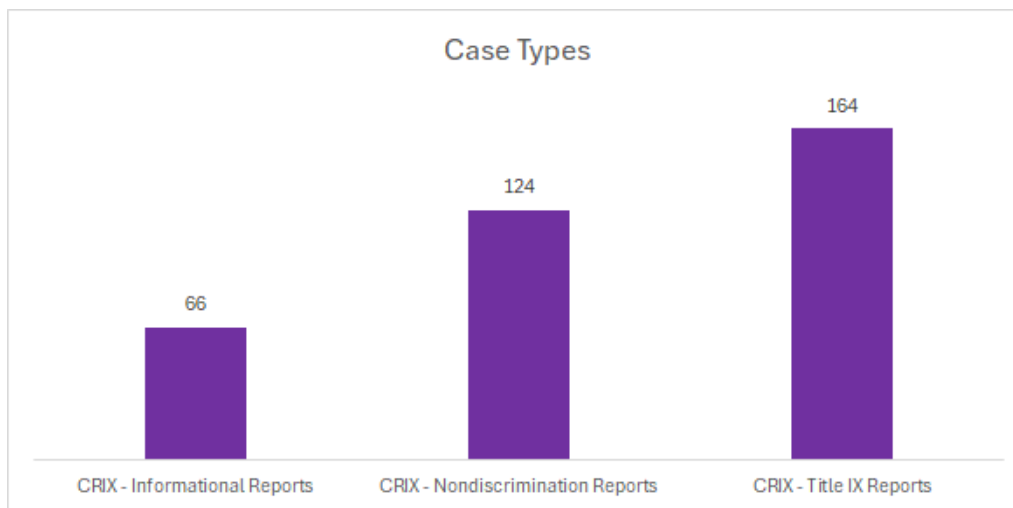
Report number indicates nondiscrimination, Title IX, compliance request, and information only reports.

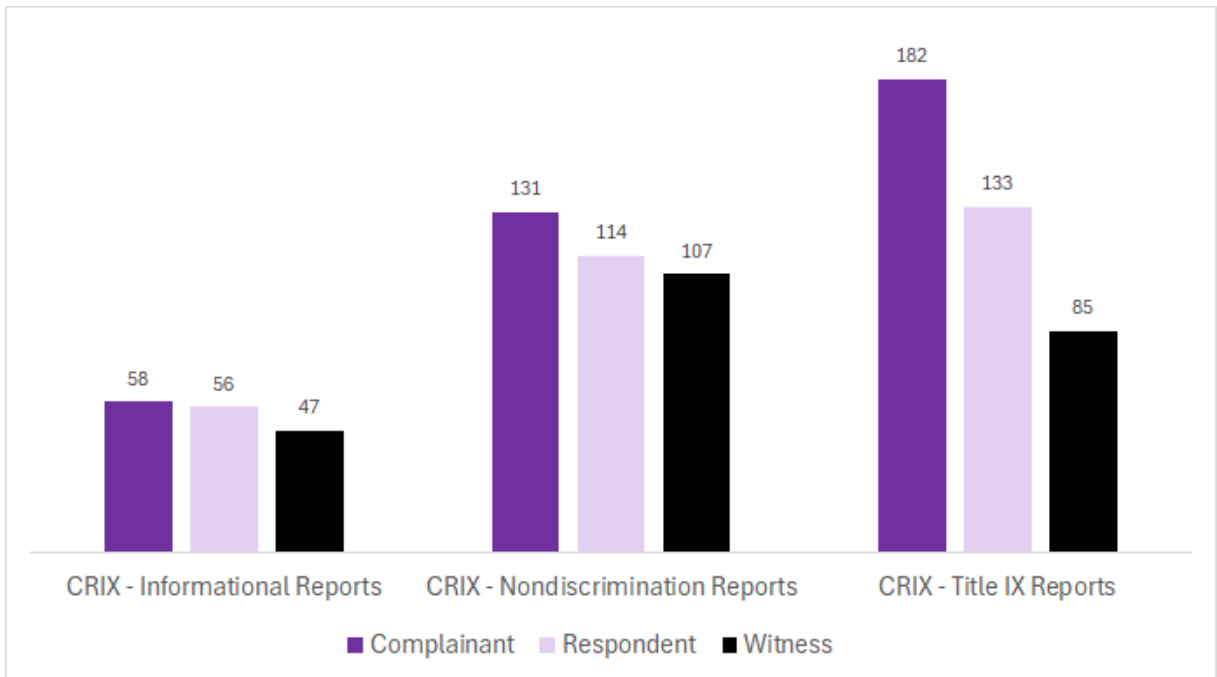


CASES AND PEOPLE

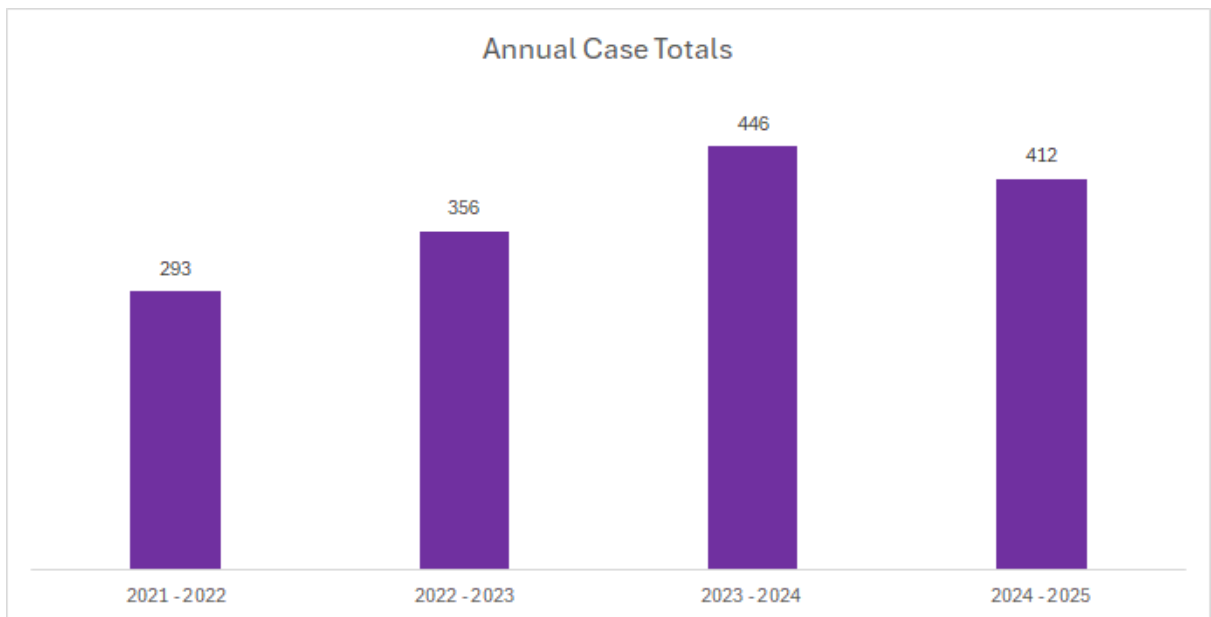
354 cases with 372 complainants

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





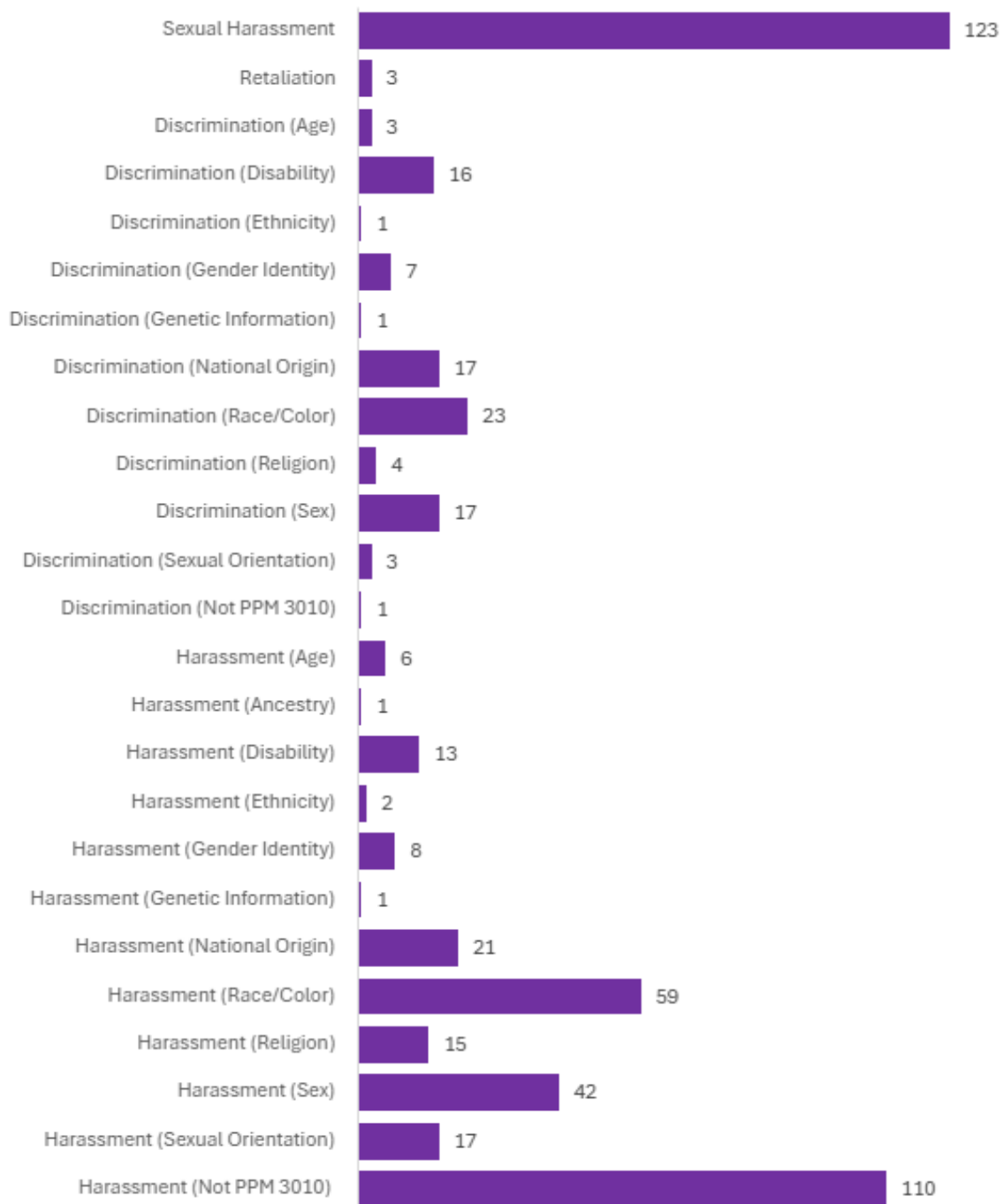
CRIX has seen a leveling of reports and reports continue to be submitted in the same monthly trends. The number of reports received is higher than reported, as multiple reports on the same matter are combined into one singular file/report as part of our process.



COMPLIANCE REQUEST

CRIX completed 58 compliance requests between July 1, 2024- June 30, 2025. There has been a continued increase in compliance requests for the department.

ALLEGATIONS REPORTED





During the 2024-2025 academic year, Civil Rights & Title IX (CRIX) effectively utilized Maxient as a communication tool to engage with individuals involved in various processes. CRIX sent a total of 351 outreach and resource letters through Maxient, achieving an impressive 80% open rate. Additional communications encompass a range of purposes, including meeting notices, notices of investigations, academic support, and other essential communications. This high engagement rate reflects the office's commitment to maintaining clear and timely communication with all parties involved.

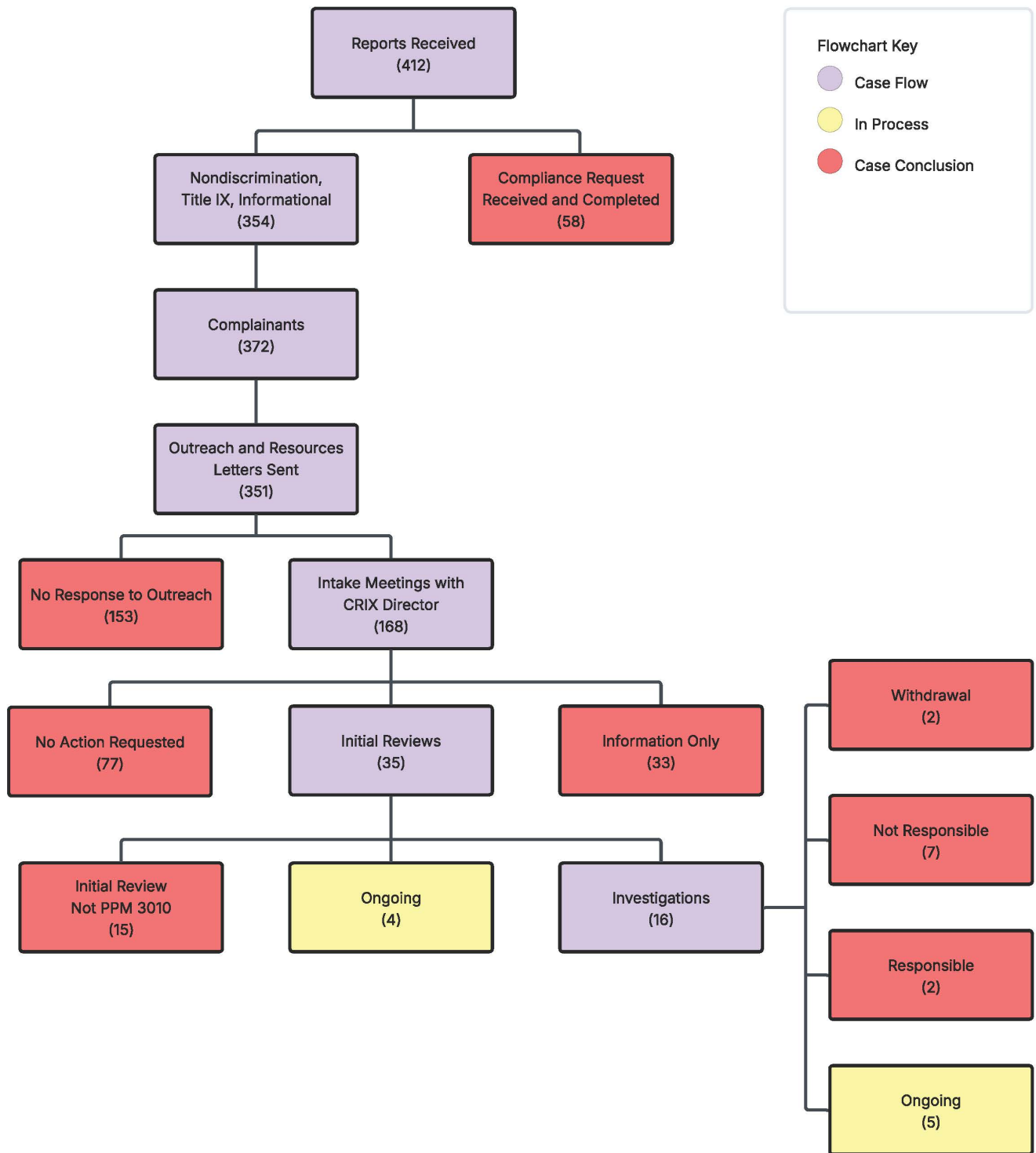
Year	Sent	Opened	% of Letters Opened
2022 - 2023	421	344	81.71%
2023 - 2024	405	329	81.23%
2024 - 2025	351	281	80.06%

When CRIX 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 CRIX (or designee) 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 complainant(s) must file a formal written complaint with the Office.
- The reported allegations, if true, would violate PPM 3010. This includes review of Subject Matter and Geographic Jurisdiction.
- The complainant(s) must be engaged and have the desire for CRIX to proceed with an investigation.

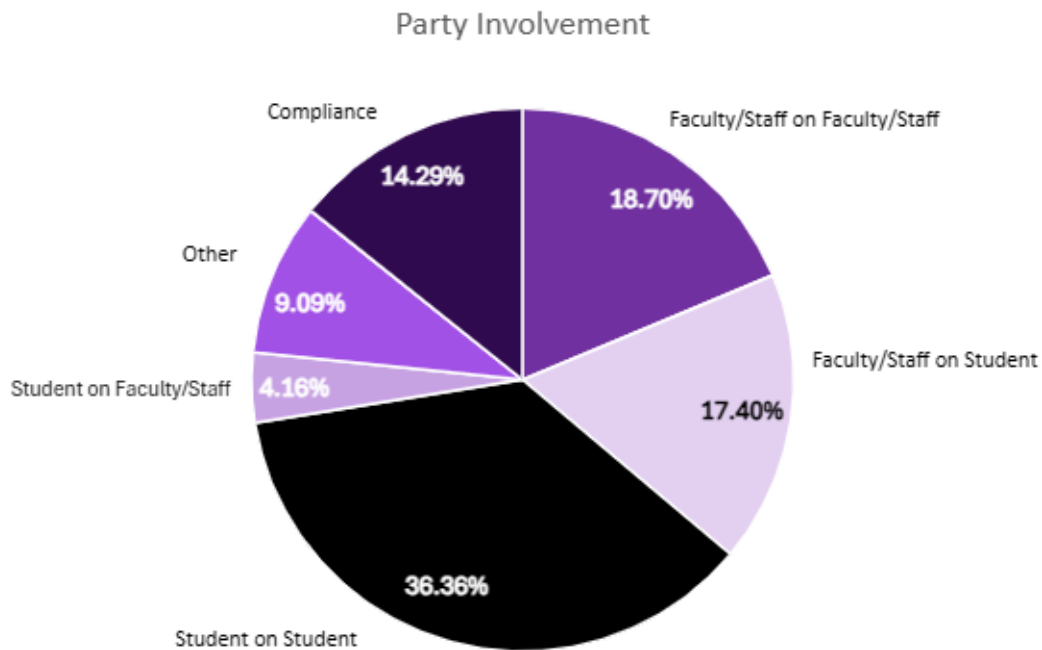
CASE BREAKDOWN FLOWCHART



INVESTIGATIONS

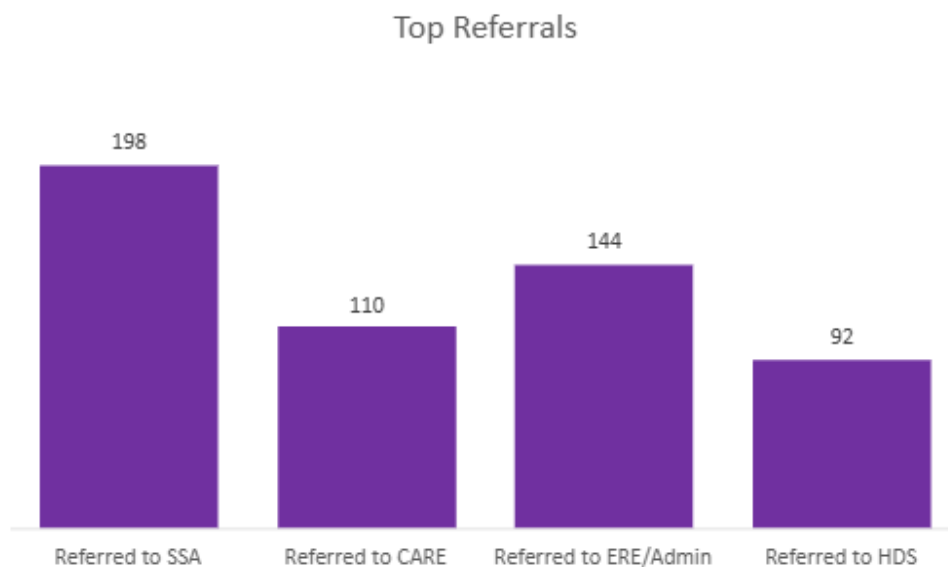
Type	Allegation(s)	Finding
CRIX – Nondiscrimination	Discrimination (Disability), Harassment (Disability)	Not Responsible
CRIX – Nondiscrimination	Discrimination (Disability)	Responsible
CRIX - Title IX	Sexual Harassment	Not Responsible
CRIX – Title IX	Sexual Harassment	Responsible
CRIX - Nondiscrimination	Discrimination (Disability)	Not Responsible
CRIX - Nondiscrimination	Discrimination (Disability)	Not Responsible
CRIX – Nondiscrimination	Harassment (Sexual Orientation)	Not Responsible
CRIX – Title IX	Sexual Violence	Withdrawn
CRIX – Nondiscrimination	Discrimination (Disability) Harassment (Disability) Retaliation	Not Responsible
CRIX – Nondiscrimination	Harassment/Discrimination (Race/Color, Sex)	Not Responsible
CRIX – Nondiscrimination	Discrimination (Disability)	Not Responsible
CRIX -Nondiscrimination	Discrimination (Sex, Disability) Harassment (Sex, Disability) Retaliation	Ongoing
CRIX – Nondiscrimination	Discrimination (Sex) Harassment (Sex)	Ongoing
CRIX - Nondiscrimination	Discrimination (Sex)	Ongoing

PARTY INVOLVEMENT



REFERRALS

CRIX makes referrals to other departments and/or policies as deemed necessary by the director or Final Report. A referral can happen at any point after a complaint is received. A complaint may be referred before, during, or after an Initial Review if it is determined that the alleged conduct does not fall within the scope of PPM 3010. During an Investigation, if information is learned that should be referred to another department and/or policy, CRIX will make that referral at the conclusion of the Investigation.



SUMMARY

CRIX plays a crucial role in fostering a healthy and equitable environment at Kansas State University. The CRIX continues to actively work to enhance the office's visibility, accessibility, and transparency (as able) across campus.

CRIX was invited to present on PPM 3010 (Including Topics on Title VI, VII, and IX, interpersonal violence, and consent) to an array of campus groups and classes, including K-State athletics and cheer, ROTC, department head orientation, new faculty orientation, and housing and dining services staff, as well as participating in a variety of tabling events across campus.

In addition to reviewing and investigating complaints, CRIX completes Compliance Requests, and we continue to see these numbers grow each year. These checks come from various organizations such as the NCAA, other colleges and universities, the Department of Agriculture, Department of Energy, and the NFL. The largest increases are in Athletics students transferring and states with employer requirements requesting incidents of past sexual or interpersonal violence in the workplace as part of their hiring background checks.

The department also works on the compliance side in collaboration with Human Resources to administer and report on required reports. This includes efforts under VETS-4212 and continued compliance under the Equal Employment Opportunity (EEO), and federal grant reporting requirements under the Office of Federal Contract Compliance Programs (OFFCP) when required.

CRIX will be launching a much needed and update training course for our Biennial training in October 2025. We have moved the training from Qualtrics and into Canvas utilizing new training software. This will provide greater accessibility and greater ease in tracking completion of the required training. This process included coordination with Information Technology (IT) and Human Resources (HR) to make the process more seamless for CRIX and all parties engaging in the training. CRIX will offer in-person training to any department or staff member who requests this option and for those who do not have CANVAS access. We remain committed to utilizing Informal Resolution processes when appropriate. We also remain committed to providing transparency to the campus community and offering opportunities for feedback when feasible. We seek to collect feedback that we can use to improve our processes and services to all who are participating or attempting to participate in the University activities, programs, employment, and more.

CRIX continues to experience consistency in number of reports and inquiries, reflecting the office's reputation as a trusted resource for addressing concerns and complaints in line with our policy. As reporting grows, we remain mindful of the difficulties individuals may face (safety, privacy, and fear of retaliation, among others) when coming forward and are committed to enhancing our communication and accessibility across the campus community in the coming year, including our resources and website accessibility. We have continued to enhance our reporting and data input to ensure data is tracked accurately and handled with the utmost privacy for all parties involved. The data found in this current report was easier to track and we feel the most accurate accumulation of data presented since CRIX began compiling an End of Year Report in 2021.