

Kansas State University
Civil Rights & Title IX
Annual Report
2025-2026

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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

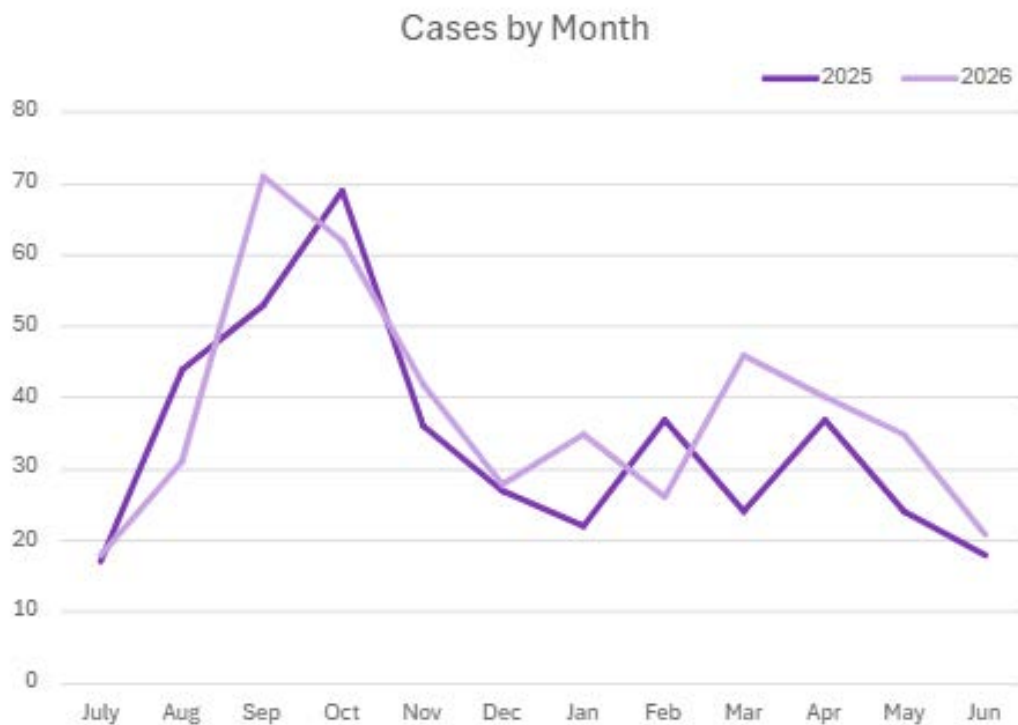
- **Training Modernization:**
 - **Biennial Training:** Updated the existing biennial training in Qualtrics by creating a new, interactive training using Canvas to deploy and track completion for all staff and employees during Fall 2025. Collaborated with IT to integrate Canvas completion data with HRIS, allowing training completion to be recorded alongside other University-required trainings. The updated biennial training was completed by over 6,600 staff and faculty, and achieved a 99% completion rate.
 - **New Employee Training:** Transitioned the new employee training from Qualtrics to Canvas, creating a more engaging introduction to Civil Rights and Title IX policy (PPM 3010). The training is required for all faculty and staff within their first 60 days of employment. Since January 1, 2026, 595 new employees have completed the required training, and 88% compliance for all new employees within 60 days of employment.
- **New Hire:** Kevin Moore was hired as an Investigator in CRIX. Kevin brings experience of investigating in criminal justice-related positions, including criminal tax and unemployment fraud, and most recently as an HR Specialist in the Resource Center and Operations at K-State.
- **Unit Transition:** Following the departure of Dr. Marshall Stewart and reorganization of his reporting units, Civil Rights and Title IX was moved to Human Resources under Shanna Legleiter.

COMMITMENT TO K-STATE

- **Physical Presence and Outreach:** CRIX will be conducting three in-person trainings on the Salina Campus in August 2026. In-person training for the Olathe campus will be scheduled later in the academic year.
- **Collaboration with Campus Partners:** We are participating in a collaborative process with campus partners to review the Threat Management Team (TMT) process for all parties involved.
- **Accessibility with Compliance:** Updates have been made to the Civil Rights website and resources to meet accessibility needs and requirements as well as provide user-friendly resources.
- **Strengthen Resources:** collaborated with DCM to redesign our resource guides for each campus.

CASES BY MONTH

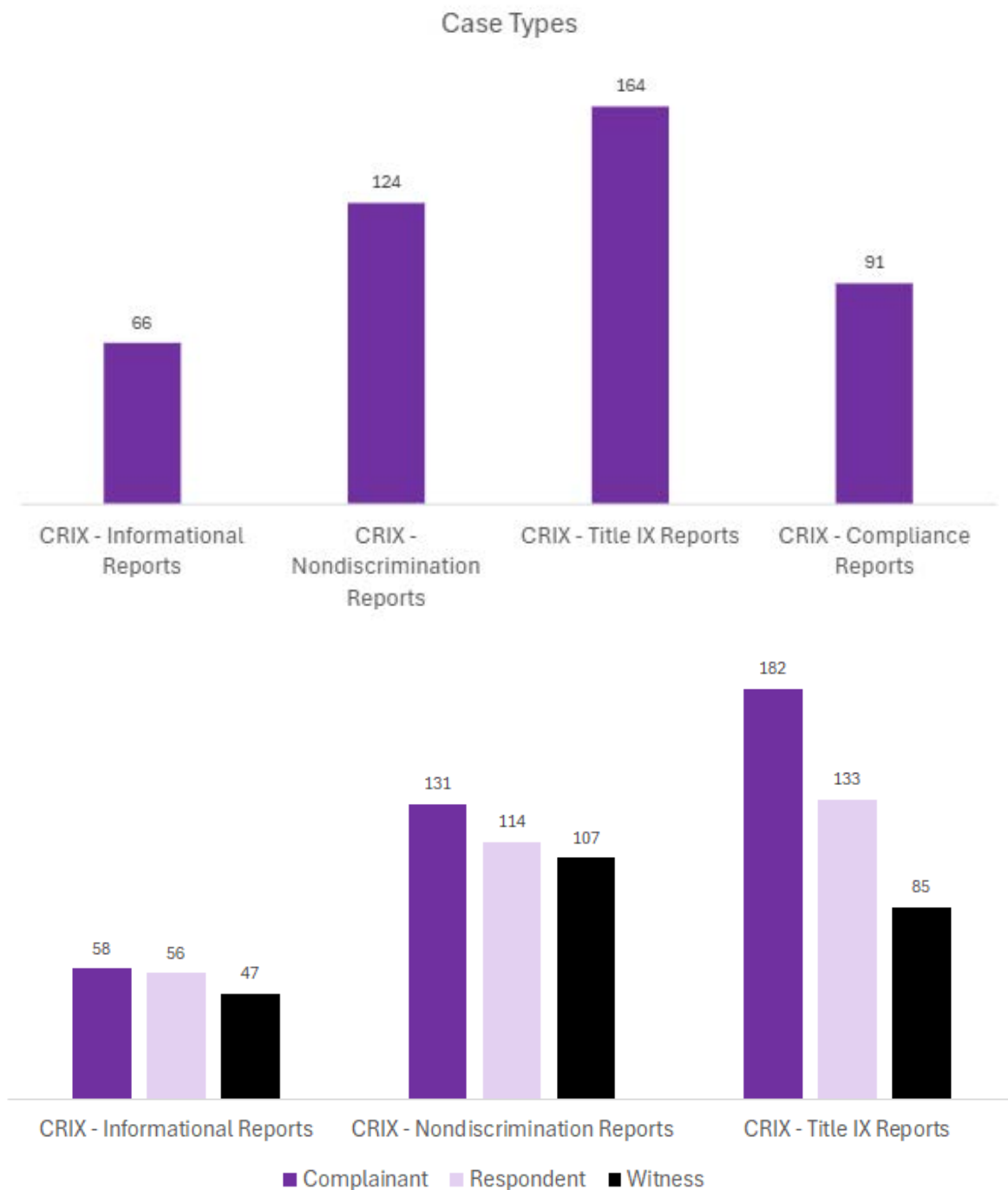
CRIX received 455 reports between July 1, 2025- June 30, 2026. Report number indicates nondiscrimination, Title IX, compliance request, and information only reports.

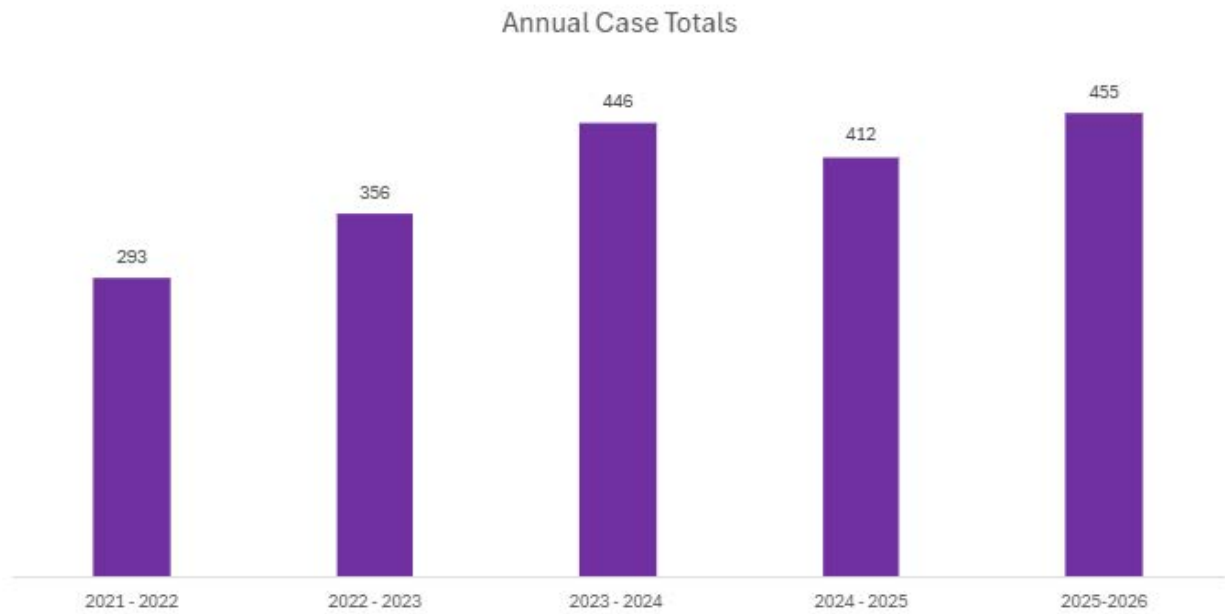


CASES AND PEOPLE

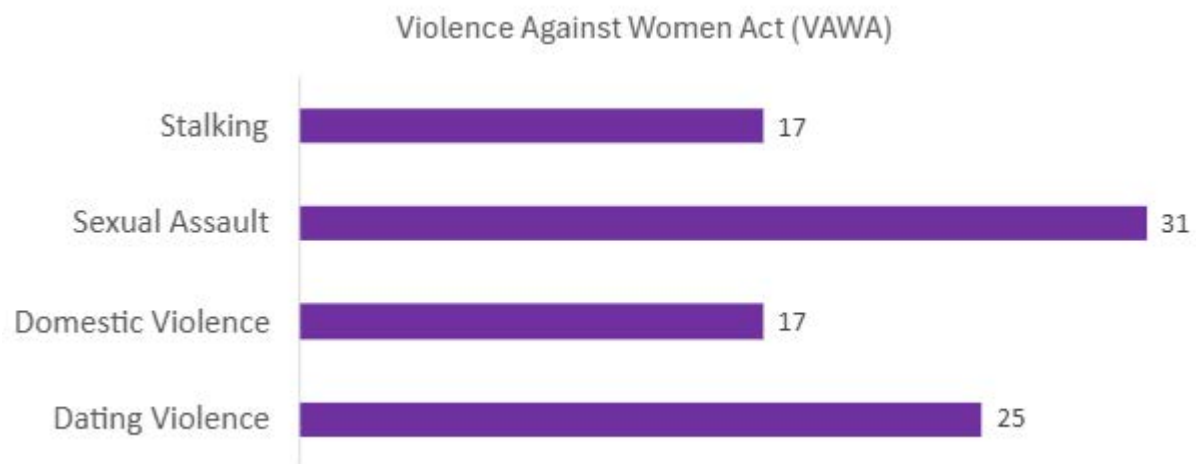
455 cases created with 394 complainants - When CRIX receives a complaint, the complainant(s) listed in the complaint are provided resources and invited to visit with the Director of Civil Rights and Title IX Coordinator to discuss the process and resources. This meeting is referred to as an Intake and Resources Meeting.

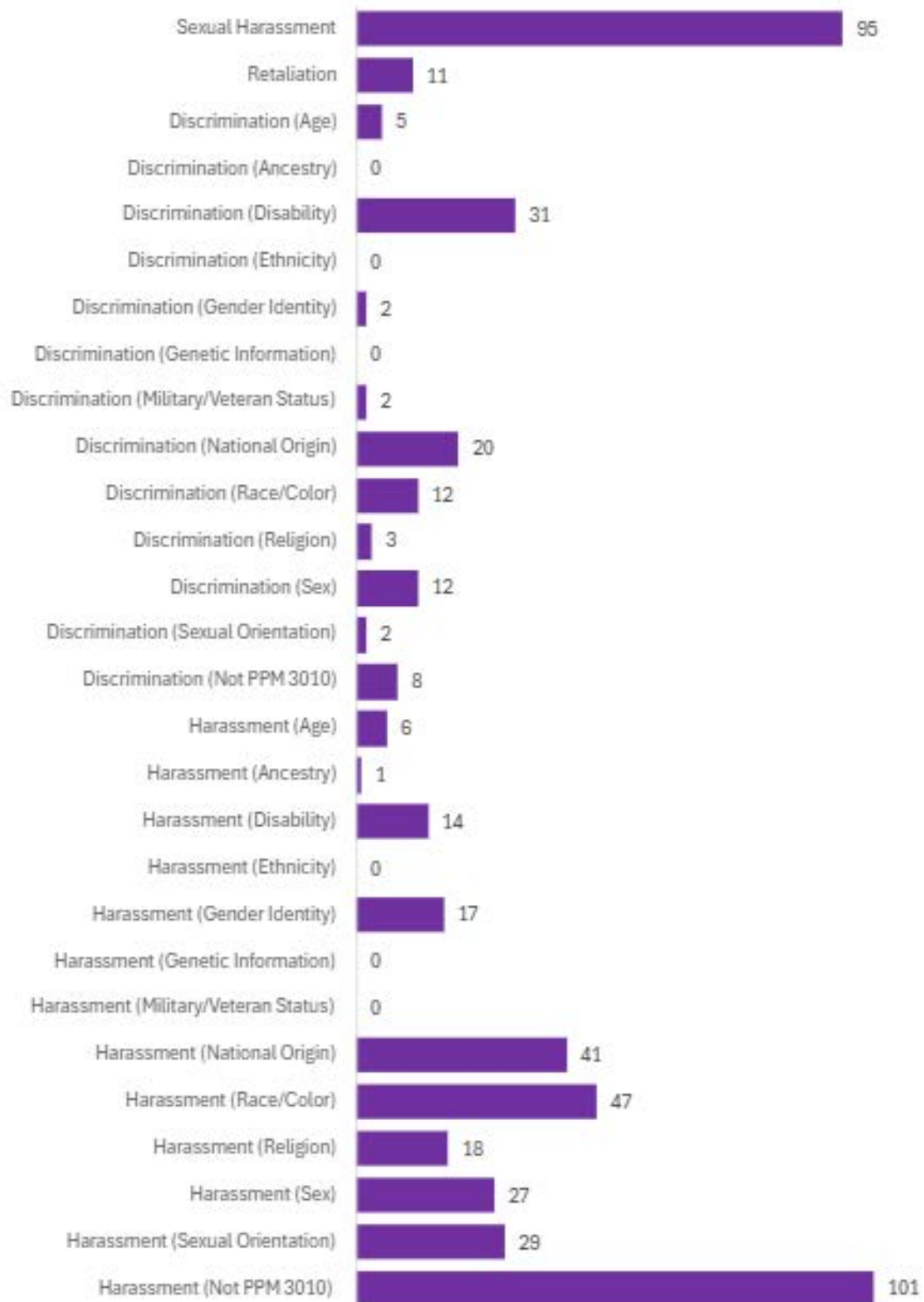
CRIX has seen an increase in nondiscrimination reports and compliance requests during this reporting year, while Title IX and informational reports reflected similar totals from last year. The number of reports received is higher than reported, as multiple reports on the same matter are combined into one singular file/report as part of our process.





ALLEGATIONS REPORTED





During the 2025-2026 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 359 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.

CRIX Letters Sent vs Opened Data

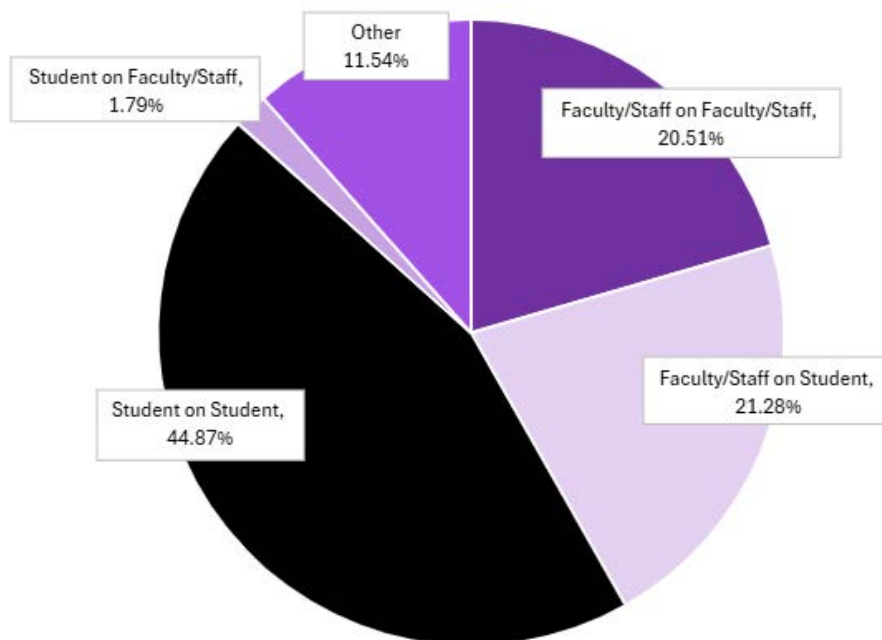
Year	Sent	Opened	% of Letters Opened
2022 - 2023	421	344	81.71%
2023 - 2024	405	329	81.23%
2024 - 2025	351	281	80.06%
2025 - 2026	359	288	80.22%

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.

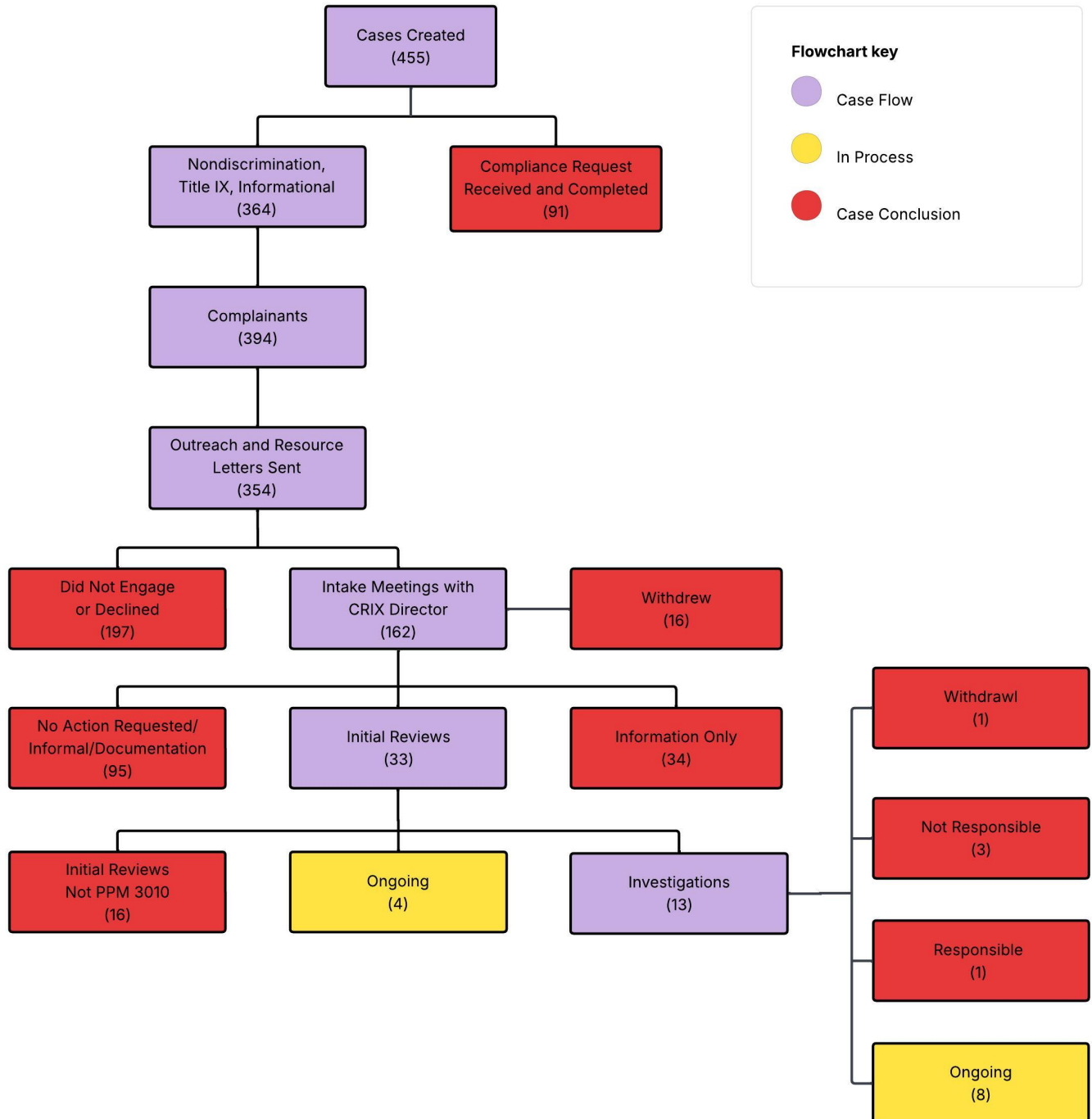
The first step in reviewing a complaint is an initial review. To proceed beyond an initial review, a complaint must meet the following criteria:

- 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

PARTY INVOLVEMENT



CASE BREAKDOWN FLOWCHART



INVESTIGATIONS

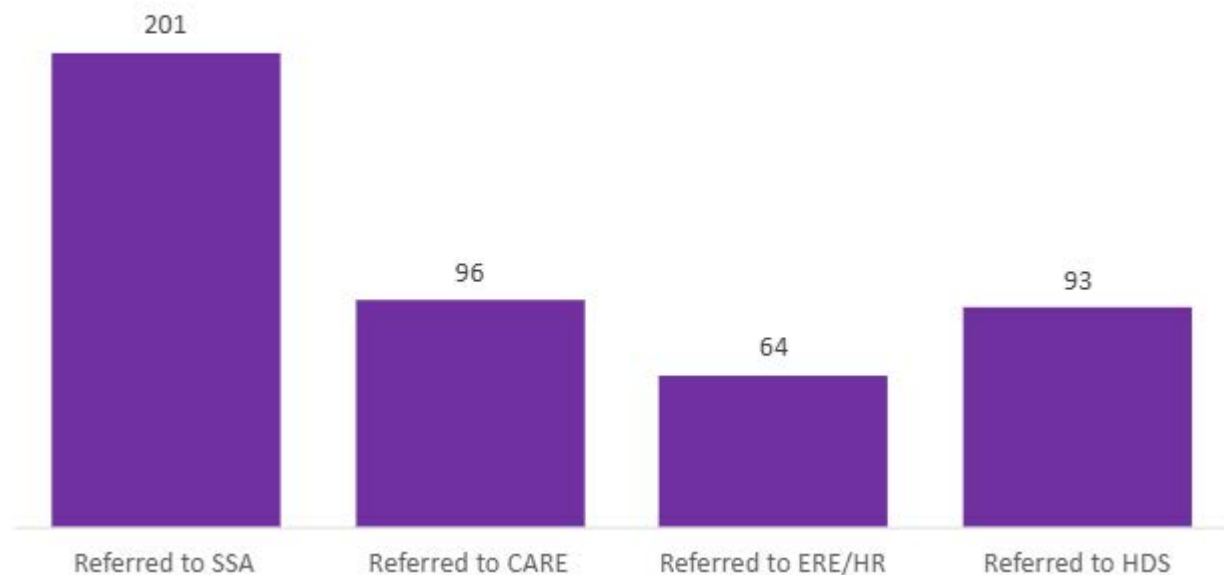
2025 – 2026 Investigations by type, allegation(s), and finding		
Type	Allegation(s)	Finding
CRIX – Nondiscrimination	Discrimination & Harassment (Disability)	Not Responsible
CRIX - Nondiscrimination	Discrimination & Harassment (Disability, Retaliation)	Not Responsible
CRIX – Title IX	Sexual Assault	Responsible
CRIX – Nondiscrimination	Harassment (Gender Identity), Sexual Harassment	Withdrawn
CRIX - Nondiscrimination	Discrimination & Harassment (Sex)	Ongoing
CRIX - Title IX	Domestic Violence	Ongoing
CRIX - Nondiscrimination	Discrimination & Harassment (Disability)	Not Responsible
CRIX - Nondiscrimination	Discrimination & Harassment (Age)	Ongoing
CRIX - Nondiscrimination	Discrimination & Harassment (Disability)	Ongoing
CRIX - Nondiscrimination	Discrimination (National Origin, Disability)	Ongoing
CRIX - Nondiscrimination	Discrimination & Harassment (Race/Color)	Ongoing
CRIX - Title IX	Sexual Assault, Sexual Harassment	Ongoing
CRIX - Nondiscrimination	Harassment (National Origin)	Ongoing
CRIX - Nondiscrimination	Harassment (National Origin)	Ongoing
CRIX - Nondiscrimination	Discrimination (National Origin, Sex), Harassment (Sex)	Ongoing
CRIX - Nondiscrimination	Discrimination (National Origin, Race/Color)	Ongoing

Findings of 2024 – 2025 Ongoing Investigations from EOY Report		
Type	Allegation(s)	Finding
CRIX - Nondiscrimination	Discrimination (Sex, Disability), Retaliation	Not Responsible
CRIX - Nondiscrimination	Discrimination (Sex)	Not Responsible
CRIX - Nondiscrimination	Discrimination (Sex)	Not Responsible
CRIX - Nondiscrimination	Sexual Harassment	Not Responsible
CRIX - Nondiscrimination	Retaliation	Not Responsible

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.

Top Referrals



SUMMARY

CRIX plays a crucial role in fostering a healthy and equitable environment at Kansas State University. The office continues to enhance its visibility, accessibility, and transparency across campus.

CRIX presented on PPM 3010, including Title VI, VII, and IX, interpersonal violence, and consent, to campus groups and classes including K-State Athletics and Cheer, ROTC, Salina campus, department head and new faculty orientations, and Housing and Dining Services. CRIX also participated in campus tabling events.

In addition to reviewing and investigating complaints, CRIX completes Compliance Requests, which continue to increase annually. Requests come from organizations including the NCAA, colleges and universities, the Departments of Agriculture, Transportation and Energy, and the NFL. It is noteworthy that compliance requests continue to increase in relation to the Transfer Portal and Employer background-check requirements, involving past sexual or interpersonal violence.

CRIX also collaborates with Human Resources on required compliance reporting, including VETS-4212, Equal Employment Opportunity (EEO), and reviewing data related to hiring, promotion, and separation from the university (voluntary or involuntary).

CRIX launched an updated biennial training course in October 2025 and has further developed additional training for new employees, launched April 2026, as part of their onboarding. Additionally, we are working to release training for student athletes that would meet NCAA guidelines and requirements. Through these efforts we have increased accessibility and completion rates. In-person training remains available upon request, and for individuals without Canvas access.

In 2026, CRIX joined Human Resources, creating opportunities for greater collaboration, streamlined processes, and stronger coordination of compliance and employee-related responsibilities. The transition has supported continued integration of CRIX services and resources while maintaining the office's commitment to being an independent, accessible and private reporting location. We continue to serve students and will be completing education and communication efforts targeted at students to remind them the CRIX office offers them a grievance process, supportive measures, and resources. The office continues to experience consistent reporting and inquiries, reflecting its role as a trusted campus resource. CRIX remains mindful of barriers to reporting, including safety, privacy, and fear of retaliation, and will continue enhancing communication, accessibility, and resources. We have continued to refine our data collection and this year's End of Year Report is the most accurate and comprehensive to date.