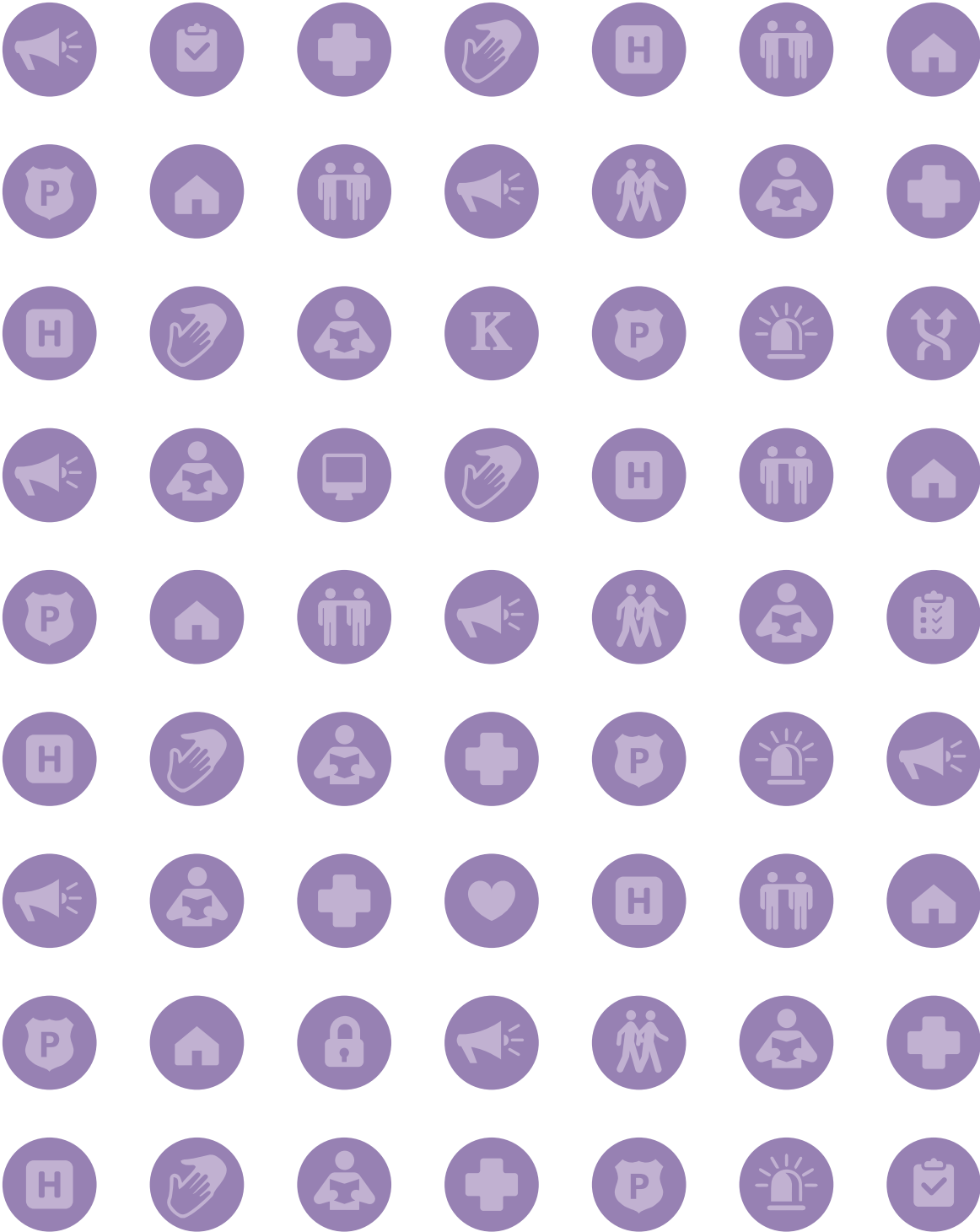


Here to Help



A guide to resources and support services for individuals in the K-State community

Kansas State University is committed to providing a safe and positive living, learning and working environment where students, staff, faculty and visitors can enjoy the benefits and opportunities the K-State community offers free from discrimination.

Sexual violence, dating and domestic violence, and stalking are significant experiences and can be traumatizing. Each person's experience is unique and numerous options are available for support and reporting at the Manhattan, Olathe and Polytechnic campuses. It is important to note there is no one correct response — simply different options to access support and different reporting options.

K Your options as a K-Stater

Options for students and employees

- You have the option to request reasonable changes to academic, living, transportation and working situations when available, regardless of whether a report is made to campus police or local law enforcement. For students, often the Office of Student Life, along with any applicable academic departments, will consider your request and will help facilitate changes. You may also request a “no contact” order, which in most cases will be issued simultaneously to the parties involved to preserve the status quo while the complaint is processed by the Office of Institutional Equity, unless otherwise imposed as a risk management measure by the university.
- You have the option to seek counseling and support.
- You have the option to preserve physical evidence of a sexual or physical assault through a forensic exam, free of charge and with or without reporting to law enforcement, to be obtained at your local hospital or medical facility.
- You have the option to seek a protection from abuse or a protection from stalking order from the applicable judicial court. Center for Advocacy, Response and Education, or CARE, advocates can provide more information and assistance regarding the process to seek such an order. If you are on the Polytechnic campus in Salina, you may seek assistance with this process from the Academic & Student Services Office. Additional information on protection orders is available below.
- You have the option to report to the university if you have experienced sexual harassment, sexual violence, dating or domestic violence, or stalking by reporting to the Office of Institutional Equity; a support person may assist you throughout the university investigative process if it pertains to sexual violence or another crime.
- You have the option to request that the university take no further action.

*Any requests for the university to refrain from taking further action are subject to review and may be denied in an effort to protect others from harm or discrimination.

- You have the option to report any attempted or completed adverse retaliatory actions defined under PPM 3010 and for that report to be processed in accordance with that policy.
- You have the option to make a report to local law enforcement.
- You have the option to abstain from making a report to local law enforcement.
- You have the option to apply for Crime Victims Compensation through the Kansas Attorney General's Office.

Additional rights for K-State employees

Kansas law requires employers to provide survivors of sexual assault or domestic violence with at least eight days of leave each calendar year for any of the following reasons:

- Obtaining or trying to obtain a restraining order or similar injunctive relief for yourself or your children;
- Seeking medical care for injuries resulting from sexual assault or domestic violence;
- Obtaining services from a sexual assault or domestic violence advocacy program; or
- Appearing in court proceedings related to sexual assault or domestic violence.
- Your employer cannot discharge, discriminate or retaliate against you for taking this time away from work.

If you wish to take this leave, you should provide your employer with advance notice. Then, you must provide documentation of why you needed to take this leave within 48 hours after returning to work. Any employee who has such documentation may notify the Office of Institutional Equity or the CARE office to discuss options.

Allowable forms of documentation:

- A police report indicating that you experienced sexual assault or domestic violence;
- A court order protecting or separating you from the perpetrator of an act of sexual assault or domestic violence, or other evidence from the court or prosecutor that you appeared in court; or
- Documentation from a medical professional, sexual assault or domestic violence advocate, health care provider or counselor that you received treatment for physical or mental injuries caused by sexual assault or domestic violence.



Emotional and physical effects

Emotions are expected.

Sexual violence, dating and domestic violence, and stalking are significant and can be traumatizing. Though each person's experience is unique, there are a wide range of emotions that may be felt over the days, weeks, months and even years following a traumatic experience. These reactions may change over time and it may be helpful to address them with the assistance of a counselor or therapist.

Possible physical effects

- Pain and soreness
- Injuries
- Nausea
- Vomiting
- Headaches
- Panic attacks
- Sleep pattern disturbances, insomnia or sleeping more than usual
- Loss of appetite or change in eating habits (overeating or under-eating)

Possible psychological and emotional effects

- Impaired memory
- Shock
- Denial
- Irritability and anger, sadness and grief, social withdrawal, numbing
- Apathy (detachment, loss of caring)
- Overwhelming emotions
- Hypervigilance (always on guard)
- Easily startled (jumpiness)
- Sleep disturbance (including nightmares)
- Flashbacks
- Difficulty concentrating
- Loss of self-esteem
- Loss of trust in self or others
- Guilt, shame or embarrassment
- Thoughts of suicide or death
- Diminished interest in activities or sex
- Increased interest in sexual activity

Find support.

Contact a close friend, relative or advocate who can provide support and be present during a medical exam and/or at the police department, should you choose to go. Advocates from CARE, are available to provide a range of support following an assault.



Steps to consider following a sexual assault:

First and foremost, find a safe space.

Safety should always be the first priority following an assault.

Consider taking steps to preserve all physical evidence.

Preserving evidence may assist in proving that the alleged criminal offense occurred and/or may be helpful in obtaining a protection order.

- Do not bathe, shower, brush teeth, douche or otherwise clean the environment in which the assault occurred.
- Do not remove clothing items worn during or following an assault as they frequently contain valuable fiber, hair and fluid evidence.
- If you have experienced stalking, you should also preserve evidence of the crime to the best extent possible, such as any electronic communications that have been received.

Get medical attention as soon as possible.

Your health and safety are of the upmost importance and an exam may reveal the presence of physical injury that may not be distinct or initially identifiable.

- The state of Kansas allows individuals who have experienced sexual assault to preserve evidence with or without reporting to law enforcement. If you choose at the time of your exam not to report to law enforcement, the evidence collected at your exam will be sent to the Kansas Bureau of Investigation and held for five years. A Sexual Assault Forensic Exam, known as SAFE, can be performed at a local or regional medical center.
- In addition to preserving and documenting evidence, obtaining medical attention might also entail providing prophylaxis, sexually transmitted infection testing and follow-up treatment.
- Emergency contraception can be provided to women at risk of pregnancy from an assault — if taken within 120 hours.
- If there is a report of memory loss, loss of consciousness or other circumstances that might indicate a drug-facilitated assault, a urine test may be done within 96 hours. Some of the commonly used drugs, however, are only detectable in the urine for six to eight hours after ingestion.



Reporting options

Consider reporting to the police

Sexual battery, rape, other sex crimes, domestic violence and stalking are against the law in Kansas. You can report these crimes and others to campus police or to local police.

- In Manhattan, the local police department is the Riley County Police Department, or RCPD, at 911 or 785-537-2112. Administrators in the Office of Student Life and the CARE office can assist in notifying law enforcement authorities if you choose to do so. Generally, the campus police have jurisdiction over criminal conduct that occurs on university property, and RCPD has jurisdiction over criminal conduct everywhere else.
- In Salina, the local police department is the Salina Police Department at 911 or 785-826-7210. Administrators in the Academic & Student Services Office and advocates from the Domestic Violence Association of Central Kansas, or DVACK, can assist in notifying law enforcement authorities if you choose to do so.
- In Olathe, the local police department is the Olathe Police Department at 911 or 913-971-7500. Administrators in the K-State Olathe Student Services office and the CARE office can assist in notifying law enforcement authorities if you choose to do so.

It is important to remember that reporting a crime is not the same as prosecuting the crime. You may also decline to notify law enforcement authorities. Be advised, however, that the university may also independently notify law enforcement authorities. Also, after a thorough investigation, the decision about whether or not to prosecute is made by the county attorney, not the university or police.

Consider reporting to the Office of Institutional Equity

An act of sexual violence, domestic violence, dating violence or stalking may violate the university's Policy Prohibiting Discrimination, Harassment, Sexual Violence, and Stalking, known as PPM 3010, and thus violations are subject to disciplinary sanctions through that policy. The policy is implemented by the Office of Institutional Equity, or OIE, and reports of any conduct should be made to OIE. Reports can be made by calling OIE at 785-532-6220 or filling out the online reporting form available at k-state.edu/oie/file-complaint.html.

The office will process all reported violations of PPM 3010. If a violation of the policy is found, disciplinary sanctions will be recommended up to and including exclusion from the campus, dismissal from employment or expulsion from the university. A Deciding Administrator then has authority to decide on and implement sanctions and other remedial measures. For more information on PPM 3010 and the university's procedures for processing reported violations, visit k-state.edu/oie/resolution.

*** Reporting to responsible employees and/or Campus Security Authorities, CSAs**

While all members of the K-State community are encouraged to accurately and promptly report crimes and other emergencies to the appropriate law enforcement

agencies, we know not all crime is directly reported to the police. Instead, many individuals who have experienced sexual violence, dating and domestic violence, and stalking may decide to first tell a colleague, friend, mentor or advisor. Under K-State's anti-discrimination policy, PPM 3010, the term "responsible employee" applies to individuals who must report information about discrimination, including harassment and sexual violence, dating and domestic violence, and stalking to the Office of Institutional Equity. Campus Security Authorities, or CSAs, are responsible for reporting any Clery reportable crime about which they have knowledge that is alleged to have occurred within K-State's Clery geography. Additionally, all university employees have an obligation to report threatening or violent behavior to the extent set forth under the university's threat management policy. Because various individuals on campus may have multiple reporting responsibilities, you may want to discuss reporting obligations with colleagues, friends, mentors or advisors before sharing personal information.

CARE advocate

CARE advocates provide confidential advocacy services to assist individuals who have experienced sexual violence, dating violence, stalking and sexual harassment with communication and referrals to other offices and agencies on and off campus, including law enforcement and legal, medical and academic resources. CARE advocates are not required to report alleged violations of PPM 3010 to the Office of Institutional Equity unless requested by the individual.

Consider talking to a counselor or therapist

Seeing a counselor or therapist may be important in helping understand feelings and begin the process of recovery.

Protection orders

Where applicable, orders of protection, no-contact orders, restraining orders or similar lawful orders may be issued by a criminal, civil or tribal court. Any student or employee who has one of these orders against another individual — whether or not that individual is also a student or employee of the university — is encouraged to notify the K-State Police Department and to provide a copy of the restraining order. The police department will keep the order on file, and it will be enforced, if necessary. Individuals on the Polytechnic campus are encouraged to contact the Campus Security office or the Academic & Student Services office. Restraining orders are different than no contact directives sometimes issued by the university. To request a university-issued no-contact directive, individuals may contact the Office of Institutional Equity at 785-532-6220 or equity@k-state.edu.

If a complaint is being processed by the Office of Institutional Equity, a no-contact order may be issued simultaneously to the parties involved to preserve the status quo, unless otherwise imposed as a risk management measure by the university.

To obtain a Protection from Abuse or a Protection from Stalking order, you will need to fill out forms found at the district court's clerk office at your local county courthouse. CARE advocates can provide more information and assistance regarding the process to seek such orders or you may contact the Kansas Crisis Hotline at 1-888-363-2287 or Kansas Legal Services at 1-800-723-6953 to help find an attorney or advocate.

Where to report

K-State Police Department

Manhattan campus
785-532-6400
108 Edwards Hall
k-state.edu/police

Riley County Police Department

Manhattan
785-537-2112
1001 S. Seth Child Road
rileycountypolice.org

Salina Police Department

Salina
785-826-7210
255 10th St.
salina-ks.gov/police-department

Olathe Police Department

Olathe
913-782-0720
501 Old 56 Highway
olatheks.org/police

Office of Institutional Equity, OIE

785-532-6220
103 Edwards Hall
Evaluates reports of discrimination, harassment, sexual violence, stalking, dating and domestic violence, and retaliation.
k-state.edu/oie

Center for Advocacy, Response and Education, CARE

785-532-6444
206 Holton Hall
CARE provides services and advocacy for survivors of sexual violence, dating violence, stalking and sexual harassment, and education around related topics.
k-state.edu/care

Domestic Violence Association of Central Kansas, DVACK

785-826-7195
DVACK serves survivors of domestic violence, sexual assault, stalking, human trafficking, teen dating violence and elder abuse.
dvack.org



Campus support

Office of Student Life

Manhattan campus
201 Holton Hall
785-532-6432

Division of Student Life: Provides students and their families direct support, referral services and advocacy in a variety of settings.
k-state.edu/studentlife

Academic & Student Services, office Polytechnic campus

208 College Center
785-826-2674
polytechnic.k-state.edu/studentlife

K-State Olathe Student Services

22201 W. Innovation Drive
913-307-7313
olathe.k-state.edu/academics/student-resources

LGBT Resource Center

207 Holton Hall
785-532-5352
Serves the lesbian, gay, bisexual, transgender, queer and allied community. The center provides support and resources for student issues dealing with sexuality and gender identity.
k-state.edu/lgbt

Wildcat Walk

Manhattan campus
108 Edwards Hall
785-395-7233
Provides escorts for students to on-campus destinations or up to two blocks off campus by K-State police and security officers.
k-state.edu/studentlife/wildcatwalk



Community support

The Crisis Center of Manhattan

785-539-2785
Offers the campus and community free, confidential, 24-hour assistance, advocacy, hotline services and safe shelter for those who have experienced sexual or domestic violence.

Veridian Behavioral Health

Salina
785-452-4930 or 785-452-6113
Provides quality mental health care, consultation, and crisis support.
veridianbh.com

SAFEHome

Olathe
913-262-2868
Confidential location in Johnson County offering services to victims of domestic violence in Johnson County.



Medical support

Lafene Health Center

Manhattan campus
1105 Sunset Ave.
785-532-6544
Offers comprehensive and high-quality outpatient care.
k-state.edu/lafene

Via Christi Hospital

Manhattan
1823 College Ave.
785-776-3322
viachristi.org

◇ **Geary Community Hospital**

Junction City
1102 St. Marys Road
785-238-4131
gearycommunityhospital.org

◇ **Salina Regional Health Center**

Salina
400 S. Santa Fe Ave.
785-452-7000
srhc.com

◇ **Shawnee Mission Health**

Shawnee
9100 W. 74th St.
913-676-2000
shawneemission.org

◇ This facility may provide access to a Sexual Assault Forensic Exam, known as a SAFE exam.



Therapeutic and counseling services

Counseling Services

Manhattan campus
232 English/Counseling Services Building 785-532-6927
k-state.edu/counseling

K-State Family Center

Manhattan campus
139 Campus Creek Complex
785-532-6984
he.k-state.edu/familycenter

Johnson County Mental Health

Olathe

1125 W. Spruce St.
913-826-4200
913-268-0156, 24-hour emergency services
jocogov.org/dept/mental-health/our-services/mental-health/adult-services

Veridian Behavioral Health

Salina
730 Holly Lane
785-452-4930
Salina, KS 67401
veridianbh.com

* Polytechnic students may be referred to Veridian after speaking with a staff member in the Academic & Student Services Office; up to two sessions may be paid for by the college.



Additional resources

Student Legal Services

Manhattan campus
201 Holton Hall
785-532-6432
Provides free consultation for students regarding legal options and services.

National Sexual Assault Hotline

1-800-656-4673

Kansas Crime Victims Compensation Board

Topeka
120 S.W. 10th Ave., second floor
785-296-2359
Provides victims with financial assistance for loss of earnings and out-of-pocket loss for injuries sustained as a direct result of violent crime. This includes reasonable medical care, mental health counseling or other services necessary as a result of the injury.



Reasonable changes

Regardless of where the reported violence occurred, or if an individual chooses to make a report to the university, information on counseling or therapeutic services, medical services, victim advocacy, legal assistance, visa and immigration assistance, and student financial aid assistance is available.

Additionally, the university may offer reasonably available changes to academic, living, transportation or working situations if requested. However, available changes may be limited if there is no report to OIE and/or no finding that a policy violation occurred.

Reasonable changes can include, but are not limited to:

Academic	Housing	Employment	Financial Aid	Safety	Support	Transportation
<ul style="list-style-type: none"> Discrete professor notification and accommodation (receiving extensions, rescheduling exams, etc.) Alternative course completion options (course load reduction or withdrawal) Voluntary leave of absence Academic support, such as tutoring 	<ul style="list-style-type: none"> Change in campus housing Change in campus dining location Assistance in finding alternative housing 	<ul style="list-style-type: none"> Change in work schedule Change in job assignment Voluntary leave of absence 	<ul style="list-style-type: none"> Emergency funds or loans Potential refund of tuition and fees as a result of alternate course completion Back-dated withdrawal with refund 	<ul style="list-style-type: none"> No-contact order Providing an escort to ensure safe movement between class and activities 	<ul style="list-style-type: none"> Access to counseling services Medical services Arrangements to ensure safety and access to other support services Assistance in identifying a support person to help secure additional resources or assistance Assistance with visa immigration procedures 	<ul style="list-style-type: none"> Shuttle service, cab voucher, or parking



Confidentiality

The university keeps its PPM 3010 process and associated steps in a particular evaluation confidential to the extent possible. This confidentiality is limited by, for example, due process, lawfully issued subpoenas and other instances in which university employees have a need to know. The university is committed to keeping confidential information related to victims, including not putting identifying personal information in publicly available records, to the extent permitted by law. For example, the university does not

include personally identifying information in the Clery Annual Security Report, which includes statistics for reports of certain crimes. Moreover, the university will confidentially maintain information about options and reasonably available changes utilized by a person to the extent permitted by law and so as not to impair the university's ability to provide them. If necessary to disclose personal information to provide the accommodation, the university will so advise the individual who experienced the crime.