

Sexual Harassment and Sexual Assault: Information for Students



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Contributing to Student Success

The University of Kansas prohibits sexual harassment and is committed to preventing, correcting, and disciplining incidents of unlawful harassment, including sexual harassment.

The University is committed to providing consistent, compassionate, and comprehensive support to students who are survivors of harassment, to assist in their recovery and to maximize their opportunity to achieve their academic goals.

The complete University of Kansas Policy Against Sexual Harassment is available at <http://www.hreo.ku.edu/files/documents/SexualHarass.pdf>.

What is Sexual Harassment?

Sexual harassment can be:

- An unwelcomed sexual advance
- A request for sexual favors
- A sexually-directed remark or behavior that interferes with one's ability to perform as a student or as an employee
- A sexually-directed remark or behavior that creates an intimidating, hostile or offensive environment
- A sexually-directed remark or behavior that is used as leverage between persons of differing power levels
- Physical assault, including rape

Sexual harassment can occur between:

- Staff and Faculty
- Staff and Students
- Faculty and Students
- Students and Students
- Same sex or opposite sex



Sexual harassment, including rape, sexual assault and other forms of sexual violence, can be a devastating and painful experience for college students, profoundly impacting their well-being as well as their ability to thrive and succeed in the academic environment.

Any University of Kansas student or employee may initiate a complaint of sexual harassment that occurs on the University premises or at a University sponsored activity or results from an association within the University community.

Examples of Sexual Harassment

- Lindsey is a student worker in a campus office. Another office employee, Bill, frequently tells jokes of a sexual nature in the office.
- Michael is a graduate teaching assistant working on his masters degree. He is finding the course content in an elective course to be challenging and asks to meet with the professor to discuss. The professor suggests that they have dinner together to get to know each other better. Michael feels uncomfortable with this request and declines the invitation. Michael makes additional attempts to meet with the professor during office hours, but the professor always refuses to meet.
- Emily returns to her residence hall room with friends after partying off campus. Emily has been drinking heavily. Sometime in the night, Emily awakes to one of the male friends having sex with her. No one else is in the room. Emily tries to get the friend to stop, but he continues.
- Joe is a student. While walking on Jayhawk Blvd, he observes a group of women cat-calling to men walking by. The women are with a student organization that is tabling on Wescoe Beach. The women make a remark about Joe's physical appearance as he passes them.



How KU Can Help

An incident that troubles or concerns you is worth discussing. You may feel partly responsible, be reluctant to get someone else in trouble, or fear retaliation—but you want to get out of the situation. The purpose of our services is to help you.

If you believe that your educational or work experience has been compromised by sexual harassment, you are encouraged to discuss the problem with a University official. In particular, you are encouraged to contact Human Resources and Equal Opportunity (HR/EO), or the Emily Taylor Women's Resource Center. Employees in these offices can help with:

- Reporting the crime to the police
- Pursuing University sanctions
- Adjusting living arrangements
- Managing academic obligations
- Finding emotional support and medical care

What Are My Options?

The University encourages students to report any incident of sexual harassment. A student who has been or believes they have been victimized may choose to pursue one or more of the following options, or take no action. These options generally include an accompanying investigation by HR/EO.

Human Resources Equal Opportunity (HR/EO)

Complaints regarding sexual harassment should be reported to the Department of Human Resources and Equal Opportunity, (785) 864-4946, www.hreo.ku.edu. A trained compliance officer will review individual incidents and make, when appropriate, recommendations for resolution through informal or formal means. KU faculty and staff members are required to inform HR/EO when they have been told of an incident of possible sexual harassment.

Reports to Law Enforcement

Survivors of sexual harassment may choose to pursue criminal prosecution, which involves filing a formal report with a campus or local law enforcement agency. Crimes that are committed on campus property are reported to the KU Public Safety Office (KUPSO) and crimes that occur off-campus are reported to the Lawrence Police Department (LPD).

A confidential report involves notifying the KUPSO or LPD about an incident for informational purposes without taking criminal action. These reports are not investigated by officers unless they are converted to a criminal report. Survivors should consult with a rape crisis advocate or legal counsel for additional information and assistance.

Student Conduct Options

Students may report the incident to the Office of the Vice Provost for Student Success (VPSS) as a possible violation of the University Code of Student Rights and Responsibilities. A student seeking further information should make inquiries through the VPSS Office - www.vpss.ku.edu. Students living in campus housing may choose to pursue conduct charges via the Department of Student Housing (DSH) conduct process. To request assistance, contact the Complex Director or DSH - www.housing.ku.edu.

Other Assistance

Academic Options

Survivors of sexual harassment may request assistance with academic matters. To the extent these requests are reasonable and can be accommodated, every effort will be made to do so. More information on academic options and resources can be obtained by contacting the Emily Taylor Women's Resource Center.

Emotional Support & Medical Care

Students can seek emotional support through several University offices - The Emily Taylor Women's Resource Center (ETWRC) as well as Counseling & Psychological Services (CAPS). Both offices support students who are working through an experience of sexual harassment. Students can receive medical attention through the Student Health Services. ETWRC can help coordinate services available to students on and off campus, including information about personal safety. CAPS services are CONFIDENTIAL, except under limited circumstances.

What Rights Do I Have As A Student?

Sexual harassment is an act that violates the standards of the University of Kansas community and is prohibited in all its forms. As a member of the University community, students are expected to adhere to all published rules, regulations and policies.

The complete Code of Student Rights & Responsibilities can be found at

https://documents.ku.edu/policies/Student_Success/VPSS/Code_Student_Rights_Responsibilities.htm#conduct

Behaviors and actions that violate the Code, including sexual harassment, can be subject to investigation and sanctions. Sanctions can include:

- Warning
- Disciplinary Probation
- Campus/Community Service
- Student Suspension
- Student Expulsion

Most Services at KU are Private, Not Confidential:

All efforts will be made to preserve your privacy; this means that only people who need to know about the incident will be given your name and other limited information as necessary. This is different from confidentiality. Confidentiality means that no information can be disclosed and your support person cannot talk and work with others on your behalf. Most services at KU are private and not confidential.

All reports of sexual harassment made to University staff and faculty will be forwarded to Human Resources/Equal Opportunity for review and investigation.

Additional Information

Retaliation is prohibited. Retaliation against persons who file sexual harassment complaints is also a violation of the sexual harassment policy and the law. Retaliation can result in disciplinary actions.

As defined by the University Policy Against Sexual Harassment, sexual assault is a form of harassment. Sexual assault is any sexual act a person is coerced or forced into without consent. Sexual assault is a broad term referring to acts of violence that involve a sexual component. Perpetrators of sexual assault use sexual contact to inflict humiliation or exert power and control over a victim. Sexual assault includes several different types of acts, many of which are crimes. Most often these acts are perpetrated by someone the victim already knows such as a friend, relative or intimate partner.

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Resources

University of Kansas

Counseling and Psychological Services
www.caps.ku.edu 785-864-2277

Department of Student Housing
www.housing.ku.edu 785-864-4560

Emily Taylor Women's Resource Center
www.etwrc.ku.edu 785-864-3552

Human Resources/Equal Opportunity
www.hreo.ku.edu 785-864-4946

KU Ombuds Office
www.ku.edu/~ombuds 785-864-7261

KU Public Safety Office
www.ku.edu/~kucops (non-emergency) 785-864-5900

Legal Services for Students
www.legalservices.ku.edu 785-864-5665

Student Health Services
www.studenthealth.ku.edu 785-864-9500

Sexual Violence Prevention Services
. 785-864-3600

Office of the Vice Provost for Student Success
www.vpss.ku.edu 785-864-4060

Lawrence

GaDuGi SafeCenter
(Request a GaDuGi advocate 785-841-2345

Lawrence Police Department
(non-emergency) 785-832-7509

Women's Transitional Care Services
(non-emergency) 785-331-2034

Lawrence Memorial Hospital
(Emergency Room) 785-505-6162

Services that provide 24-hour assistance:

KU and/or Lawrence Police 911

GaDuGi SafeCenter 785-841-2345

Women's Transitional Care Services 785-843-3333

Headquarters Crisis Counseling Center . 785-841-2345

Bert Nash Mental Health Center 785-843-9192

Kansas Crisis Hotline 1-888-END-ABUSE