

PRESENTED BY THE OFFICE OF COMPLIANCE

# *The Who, What, When and Where of Reporting*

A Discussion with the Title IX Coordinator

# Topics

1. WHAT concerns should/must be reported
2. WHO should report concerns
3. WHY don't people report
4. WHERE/HOW are matters reported
5. WHAT happens next

## What should be reported

KUMC strives to be a community that values all persons and is inclusive of all cultures, ideas, experiences and differences.

Discrimination/Harassment- [Non-Discrimination Policy](#)/[Sexual Harassment](#)

Relationships- [Relationships Policy](#)

Mistreatment/Violence- [Concerning Behaviors Policy](#)/[Workplace Violence](#)

Performance/Academic Conduct- Job Expectations/Program requirements

Accommodations- [Employment](#)/[Academic](#)/[Religious Policies](#)



# We know harassment and other concerning behaviors are under-reported but *why?*

Nothing  
will  
change

That is just  
the way they  
are, learn to  
deal with it

Fear of  
retaliation-  
reporting will  
hurt my  
career

I don't want to be  
known as  
victim/snitch/weak

# What happens if we don't report?

Stress, Depression, Anxiety, Substance Abuse

Absenteeism, Loss of Productivity

Impaired decision making leading to increase  
in performance (medical/experiment) errors

Sabotage and Theft

Increased violence or retaliation

Environment doesn't change- what about the  
next person?

## Who should report matters of concern

**Mandatory Reporter-** All KUMC employees have a responsibility

**Supervisor-** Responsibility and opportunity to curtail behavior and change culture

**Bystander-** See something, say something. Speak up, report behavior, encourage victim to report

**Victim-** Tell someone

# Where do I report? How do I report?

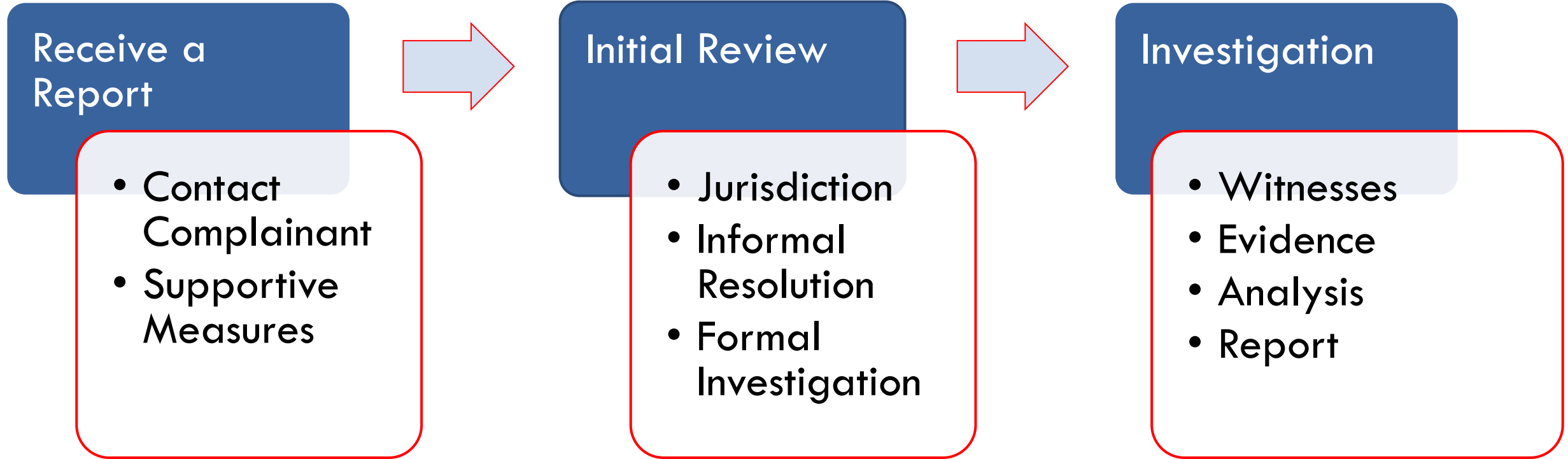
Topic	Reporting Office	Reporting Options
Discrimination/Harassment Relationships	Equal Opportunity Office within the Office of Compliance	<a href="mailto:dwangombe@kumc.edu">dwangombe@kumc.edu</a> or <a href="mailto:nholick@kumc.edu">nholick@kumc.edu</a> Online Complaint Form
Accommodations- Denial Accommodations- Requesting	Equal Opportunity Office Employees: Human Resources Students: Academic Accom. In Student Affairs	Same as above Chari Young: <a href="mailto:cyoung8@kumc.edu">cyoung8@kumc.edu</a> Cyn Ukoko: <a href="mailto:cukoko@kumc.edu">cukoko@kumc.edu</a>
Mistreatment/Workplace violence	Employees: HR Students: Associate Dean	Online Concerning Behaviors Form
Performance/Academic Conduct	Employees: HR/Supervisor Students: Assoc Dean/Program Director	Consider addressing first at the first level, follow program handbook

# Reporting Resources

[Academic and Student Affairs Reporting Resources \(kumc.edu\)](http://kumc.edu)

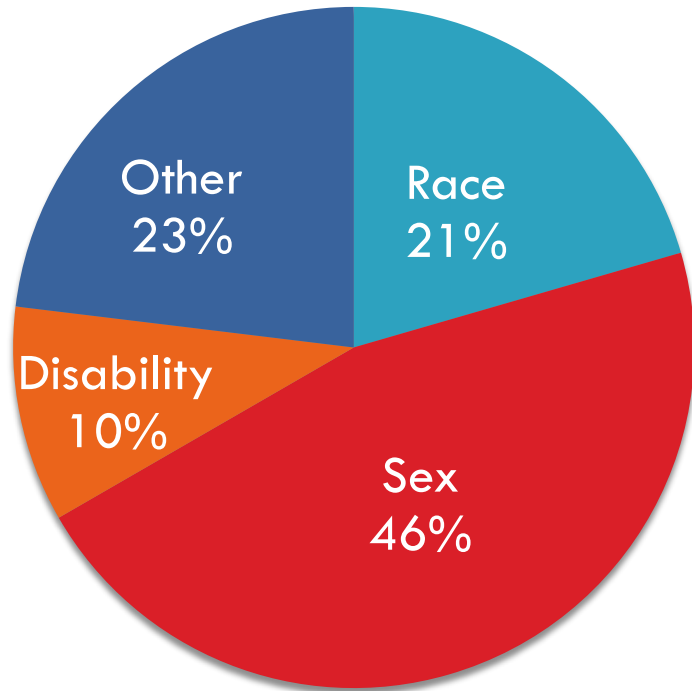


# What Happens Next: Complaint Resolution Process



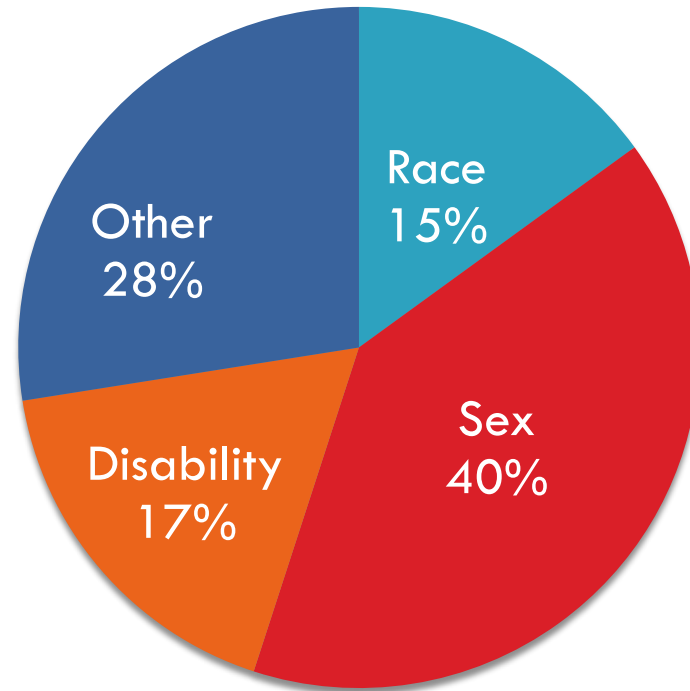
# Reports to the EO Office 2018-2020

## 2018 Complaints



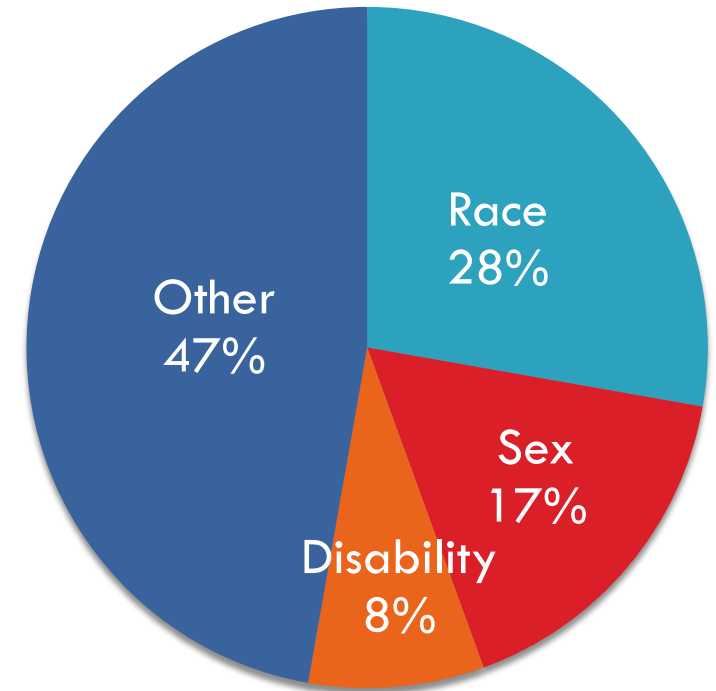
Employees: 22 Students: 14  
External: 5 Total: 41

## 2019 Complaints



Employees: 25 Students: 10  
External: 4 Total: 39

## 2020 Complaints



Employees: 25 Students: 9  
External: 1 Total: 35

Sex: includes sex-based, harassment, gender identity  
Other: includes bullying, non-EO retaliation



# Questions?