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
- Fear of retaliation-reporting will hurt my career
- I don’t want to be known as victim/snitch/weak
- That is just the way they are, learn to deal with it
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
<table>
<thead>
<tr>
<th>Topic</th>
<th>Reporting Office</th>
<th>Reporting Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>Discrimination/Harassment</td>
<td>Equal Opportunity Office within the Office of Compliance</td>
<td><a href="mailto:dwangombe@kumc.edu">dwangombe@kumc.edu</a> or <a href="mailto:nholick@kumc.edu">nholick@kumc.edu</a></td>
</tr>
<tr>
<td>Relationships</td>
<td></td>
<td>Online Complaint Form</td>
</tr>
<tr>
<td>Accommodations- Denial</td>
<td>Equal Opportunity Office</td>
<td>Same as above</td>
</tr>
<tr>
<td>Accommodations- Requesting</td>
<td>Employees: Human Resources</td>
<td>Chari Young: <a href="mailto:cyoung8@kumc.edu">cyoung8@kumc.edu</a></td>
</tr>
<tr>
<td></td>
<td>Students: Academic Accom. In Student Affairs</td>
<td>Cyn Ukoko: <a href="mailto:cukoko@kumc.edu">cukoko@kumc.edu</a></td>
</tr>
<tr>
<td>Mistreatment/Workplace</td>
<td>Employees: HR</td>
<td>Online Concerning Behaviors Form</td>
</tr>
<tr>
<td>violence</td>
<td>Students: Associate Dean</td>
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<tr>
<td>Performance/Academic</td>
<td>Employees: HR/Supervisor</td>
<td>Consider addressing first at the first level, follow program handbook</td>
</tr>
<tr>
<td>Conduct</td>
<td>Students: Assoc Dean/Program Director</td>
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Reporting Resources

Academic and Student Affairs Reporting Resources (kumc.edu)
What Happens Next: Complaint Resolution Process

**Receive a Report**
- Contact Complainant
- Supportive Measures

**Initial Review**
- Jurisdiction
- Informal Resolution
- Formal Investigation

**Investigation**
- Witnesses
- Evidence
- Analysis
- Report
Reports to the EO Office 2018-2020

### 2018 Complaints
- **Race**: 21%
- **Sex**: 46%
- **Disability**: 10%
- **Other**: 23%

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

### 2019 Complaints
- **Race**: 15%
- **Sex**: 40%
- **Disability**: 17%
- **Other**: 28%

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

### 2020 Complaints
- **Race**: 28%
- **Sex**: 17%
- **Disability**: 8%
- **Other**: 47%

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

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