The University of Kansas
School of Medicine-Wichita

2022 Annual Security Report
Information for 2022-2023 Academic Year and crime statistics for 2019, 2020, and 2021

In compliance with the
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The Clery Act

The “Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act,” commonly known as the Clery Act, requires colleges and universities to:

- Publish an annual report every year by October 1 that contains three years of campus crime and certain campus security policy statements.
- Disclose crime statistics for the campus, public areas immediately adjacent to or running through the campus, and certain non-campus facilities and remote classrooms. The statistics must be gathered from campus police or security, local law enforcement, and other University officials who have “significant responsibility for student and campus activities.”
- Provide “timely warning” notices of those crimes that have occurred and pose an ongoing “threat to students and employees.”
- Issue an emergency notification, upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus.
- Disclose in a public crime log, “any crime that occurred on campus or within the patrol jurisdiction of the campus police and is reported to the campus police.”

The University of Kansas School of Medicine-Wichita (KUSM-W or University) Safety and Emergency Management Department prepares this report to comply with the Clery Act using information maintained by the department, information provided by other Campus Security Authorities, and information provided by local law enforcement agencies. For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year the crime was reported. A written request for statistical information is made on an annual basis to all Campus Security Authorities (as defined by federal law) and to all University Deans, Directors, and Department Heads.

The statements contained in this report apply to KUSM-W with current references to the University of Kansas Medical Center (KUMC) and the University of Kansas (KU) as applicable.

KUSM-W distributes a notice of the availability of this Annual Security Report (ASR) by October 1 of each year to every member of the campus community via email. Anyone, including prospective students and employees, may obtain a paper copy of this report by contacting the Safety and Emergency Management Department at 316-293-3409, email at somwemergencysafety@kumc.edu or by visiting the Safety and Emergency Management webpage (click on Clery Act and Annual Security Report). The Annual Security Report for the University of Kansas Medical Center (KUMC-Kansas City) can be found at here. University of Kansas School of Medicine-Wichita (KUSM-W) Safety and Emergency Management Department submits the annual crime statistics published in this brochure to the Department of Education (ED). The statistical information gathered by the Department of Education is available to the public through the ED website.

Safety & Emergency Management Department

Safety, security, and emergency preparedness at KUSM-W is a comprehensive effort by the campus community to include students, staff, faculty, and visitors. The Safety and Emergency Management Department strives to provide a safe place to learn, work and study; however, the campus is not
immune to inappropriate and criminal behavior. With that in mind, protective measures are created and maintained to provide a reasonably safe environment on campus.

Safety and security are both personal and shared responsibilities. Several policies are in place to foster teamwork needed to provide the safest environment possible. It is up to every member of the campus community to comply with these policies and to maintain awareness while on campus. One such policy is the University’s Crime Reporting Policy. To help ensure a safe learning and work environment, it is critical to report crimes and suspected crimes to campus security and/or local law enforcement immediately upon observing the activity. Though the University of Kansas is progressive with its policies, programs, and education, it is up to each individual to live with a sense of awareness and use reasonable judgment when working, learning, or working on campus.

The Safety and Emergency Management Department also oversees all phases of emergency management to include prevention, preparedness, mitigation, response and recovery. This includes developing, maintaining, and facilitating the implementation of the Emergency Operations Plan (EOP) and executing the Incident Command Structure during incidents. The Safety and Emergency Management Department also maintains and distributes the Emergency Action Guide to departments and certain common areas.

Role, Authority and Training
The Safety and Emergency Management Department consists of the Security, Safety and Emergency Supervisor, and two non-commissioned safety and security officers who have jurisdiction on all KUSMW owned and controlled property. Safety and security officers patrol buildings and campus grounds to monitor for suspicious activity and unsafe conditions. The Safety and Emergency Management team have the authority to enforce KUSMW policies and procedures and to ask for identification to determine whether the person(s) have lawful business on KUSM-W property. They also have the authority to issue parking tickets on campus parking lots and are authorized to escort individuals to vehicles. Security officers provide patrol services by car and foot daily during normal hours of operation. Security officers do possess private person arrest power in accordance with specifications of K.S.A. 22-2403. A person who is not a law enforcement officer may arrest another person when:

1. A felony has been or is being committed and the person making the arrest has probable cause to believe that the arrested person is guilty thereof; or
2. Any crime, other than a traffic infraction or a cigarette or tobacco infraction, has been or is being committed by the arrested person in the view of the person making the arrest.

The Safety and Emergency Management team are trained in Basic First Aid and CPR/AED certified. The Safety and Security Management team also have the authority to act as Incident Command during campus emergencies until more qualified personnel arrive on-scene (e.g., law enforcement, fire department, EMS).

The campus is secured after normal business hours by perimeter gates and facility access control points. Students and employees have access to campus parking lots and facilities through use of their assigned campus access badge. KUSM-W has closed circuit security cameras located throughout both the interior
and exterior areas of campus. Surveillance is recorded 24/7 and is actively monitored during normal business hours. After-hours footage is available for review as needed.

Working Relationships with Local, State and Federal Law Enforcement
The Safety and Emergency Management Department maintains a cooperative working relationship with the Wichita Police Department (WPD), Sedgwick County Sheriff’s office, the FBI Kansas Division Wichita office, and other local emergency response agencies. There is no written Memorandum of Understanding between agencies; however, local response agencies periodically train with and visit the KUSM-W campus. KUSM-W security has jurisdiction on KUSM-W property only and will contact WPD for any incidents observed off-campus.

KUSM-W security may initiate initial investigations to determine if criminal activity has occurred and will contact WPD for further guidance as needed. KUSM-W security will notify WPD of any criminal activity that occurs on campus. KUSM-W security will provide WPD with incident reports and surveillance data as requested to aid in criminal investigations. WPD notifies campus security of criminal activity or unusual circumstances in the local area that may affect campus.

Monitoring and Recording of Criminal Activity by Students at Non-Campus locations of Recognized Student Organizations
There are no non-campus locations owned or controlled by KUSM-W. KUSM-W does not have officially recognized student organizations that own or control housing facilities outside of the KUSM-W core campus. Therefore, local PD is not used to monitor and record criminal activity since there are non-campus locations of student organizations.

Daily Crime Log
The Safety and Emergency Management Department maintains a daily crime log of all incidents reported to them and identifies the type (s), location (s), and time (s) of each incident. The law requires this initial information be open for public inspection within two business days of the report of the crime. This is true unless the release of information would jeopardize an ongoing investigation, cause a suspect to flee, or results in the destruction of evidence. In this case the information will be withheld until the adverse effect is no longer likely. The most current 60 days are immediately available upon request. Requests for more than 60 days will be provided within two business days of the request. The most current daily crime log is found: [KUSM-W Daily Crime Log](#) and click on Daily Crime log. Hard copies can be requested in the security office, Room 1001. The KUMC (Kansas City campus) daily crime log can be found at [here](#).

Reporting Criminal Actions or Other Emergencies
All members of the KUSM-W community and all visitors are encouraged to accurately and promptly report potential criminal activity, suspicious behavior, and any emergencies that occur on campus, on public property running through or immediately adjacent to the campus, or in other property that is owned or controlled by KUSM-W by calling 316-293-2662. All personnel are encouraged to report all suspicious activity and behavior- “If You See Something, Say Something.”
KUSM-W Campus Crime Reporting Options

**dial 9 first from campus phones to get an external line**

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<thead>
<tr>
<th>Emergency</th>
<th>9-1-1</th>
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<tr>
<td></td>
<td>On-campus: 316-293-2662/3-2662 from campus phone (answered 24/7)</td>
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| Non-Emergency | On-campus: KUSM-W Security: 316-293-2662 (answered 24/7) |
|               | On-campus: Safety and Emergency Management: [o] 316-293-3409 |
|               | Off-campus: Wichita PD: 316-268-4111 |

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<tr>
<th>Anonymously</th>
<th>KUSM-W Anonymous Report Form</th>
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<tr>
<td></td>
<td>Crime Stoppers: Call 316-267-2111 or 800-222-TIPS/ or submit online.</td>
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<th>Security office: Bldg. 90, Room 1001</th>
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<tr>
<td></td>
<td>Report to a Campus Security Authority (See Campus Security Authority Section)</td>
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<th>Online</th>
<th>KUSM-W Safety and Emergency Management at <a href="mailto:somwemergencysafety@kumc.edu">somwemergencysafety@kumc.edu</a></th>
</tr>
</thead>
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| Sexual assault, | Wichita Police Department: 9-1-1 |
| domestic violence, | Title IX Coordinator-Wichita: 316-293-1802 |
| dating violence, | Title IX Coordinator-KUMC Kansas City: 913-588-8011 |
| or stalking | |

<table>
<thead>
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<th>Student Assistance Program &amp; Counseling and Educational Support Services</th>
<th>EMPAC Student Assistance Program: 316-265-9922 or 800-234-0630</th>
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<tr>
<td></td>
<td>300 W. Douglas, Suite 930 in R.H. Garvey Bldg., Wichita, KS</td>
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<tr>
<td></td>
<td>KUMC Counseling and Educational Support Services (located in Kansas City but available to all medical students, residents, and health science students): 913-588-6580 or visit: <a href="http://www.kumc.edu/student-affairs/counseling-and-educational-support-services.html">http://www.kumc.edu/student-affairs/counseling-and-educational-support-services.html</a></td>
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**Response to a Report**

Dispatchers are available at these respective telephone numbers 24 hours a day to answer your calls. In response to a call, KUSM-W Security will take the required action, either dispatching an officer or asking the victim to report to KUSM-W Security to file an incident report. All reported crimes will be investigated by the University and may become a matter of public record. All KUSM-W Security incident reports are forwarded to the Dean of Students Office for review and referral to the Office of Academic and Student Affairs or The School of Pharmacy Office for potential action, as appropriate. KUSM-W Security Investigators will investigate a report when it is deemed appropriate. Additional information obtained via the investigation will also be forwarded to the Office of Academic and Student Affairs or The School of Pharmacy Office. If assistance is required from the Wichita Police Department or the Wichita Fire Department, KUSM-W Security will contact the appropriate unit. If a sexual assault or rape
Voluntary, Confidential, Anonymous Reporting

To prevent others from becoming victims of crime it is essential to report crimes accurately and promptly. KUSM-W encourages all members of the community to report anything suspicious to the appropriate authorities. In accordance with the University’s Crime Reporting and Whistleblower policies, employees must report acts that they believe violate law or University policy. Additionally, the University’s Workplace and Campus Violence Policy requires all employees and students to report crimes, actual or perceived, promptly and to participate in, and support crime prevention efforts. Due to limited access to the KUMC intranet, the KUMC’s policy statement on workplace violence is as follows: The University of Kansas Medical Center is committed to providing a safe learning and working environment for its students, faculty, staff, affiliates, and visitors. To that end, the University will take reasonable measures to foster an environment that is free from violence, in any form, both on campus and at off-campus locations under the control of the University.

If you are a victim of a crime or want to report a crime or potential crime, but do not wish to pursue action, you are encouraged to file a voluntary, confidential report using the form located at: KUSM-W Crime Report Form. If you wish to remain anonymous, do not fill out your name or email address on the form. The purpose of a confidential report is to comply with your wish to keep your personally identifying information confidential while taking steps to ensure your safety and the safety of others. The confidential report allows KUSM-W to compile accurate records on the types and frequency of incidents occurring on campus, determine where there is a pattern of crime with regard to a particular location, method, or assailant; and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the Annual Security Report. In limited circumstances, confidentiality cannot be assured. For example, crimes involving sexual offenses such as sexual harassment, sexual assault, domestic violence, dating violence and stalking must be disclosed to the Title IX Coordinator. Similarly, employees must promptly report incidents of possible fraud or theft of university assets.

Reporting to Campus Security

The security office must be notified of any crime or potential crime that occurs on campus so that the incident can be assessed, and timely warnings can be sent to the community if a threat to health and safety exists. When you report a crime to the KUSM-W office the security officer will ask questions to determine if assistance is needed from the WPD. Depending on the nature of the crime, security may or may not physically report to the location of the crime. Upon arrival, security may ask for details to complete an incident report and/or an official statement. These documents are made available to WPD during a criminal investigation. While it is preferred that all crimes be promptly reported to security or to the Wichita Police Department, crimes may also be reported to Campus Security Authorities (CSAs). The Clery Act defines CSAs as “officials of an institution who have significant responsibility for student and campus activities, including but not limited to, student housing, student discipline, and campus
judicial proceedings. An Official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.” Members of the community are helpful when they immediately report crimes or emergencies to the WPD or KUSM-W Security and/or to the following Campus Security Authorities for purposes of including them in the annual statistical disclosure and assessing them for issuing a Timely Warning Notices, when deemed necessary.

**Campus Safety and Emergency Management**

*Sean McKinney*, Emergency, Safety & Security Supervisor, Clery Compliance Coordinator, email: smckinney5@kumc.edu

*Joe Van Metre*, Safety and Security Officer, email: jvanmetre@kumc.edu

*Mark Schutte*, Safety and Security Officer, email: mschutte@kumc.edu

**Reporting Authorities**

*Dr. Garold Minns*, Dean School of Medicine-Wichita, email: gminns@kumc.edu

*Dr. Bradley Newell*, Campus Coordinator, School of Pharmacy-Wichita, email: bnewell@ku.edu

*Crytal Nevin*, Director, Human Resources, Title IX Coordinator, email: cnevin@kumc.edu

*Heather Van Buuren*, Director, Academic and Student Affairs, email: hvanbuuren@kumc.edu

*Ally Turner*, Assistant Director, Academic and Student Affairs, email: aturner11@kumc.edu

You can email a request for the list of CSA’s at somwemergencysafety@kumc.edu.

**Accurate and Prompt Reporting**

Crimes should be accurately and promptly reported to the KUSM-W Security or the appropriate police agency, when the victim of a crime elects to, or is unable to, make such a report.

**Professional and Pastoral Counselors**

Pastoral and professional counselors who are appropriately credentialed and hired by KUMC to serve in a counseling role are not considered CSAs when they are acting in the counseling role. This exemption does not relieve counselors of the duty to exercise reasonable care to protect a foreseeable victim from danger posed by the person being counseled or to make reports mandated by law. As a matter of policy, the University encourages pastoral and professional counselors to notify those whom they are counseling of the voluntary, confidential reporting options available to them. When speaking to a victim or witness to a crime, counselors are encouraged, when they deem appropriate, to inform the individual of procedures to report crimes on a voluntary basis for inclusion into the annual crime statistics.

A pastoral counselor is a person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling and is functioning within the scope of that recognition as a pastoral counselor. A mental health counselor is a person whose official responsibilities include providing mental health counseling to members of the institution’s community and who is functioning within the scope of his or her license or certification. This definition also applies to professional counselors who are not employees of the institution, but who are under contract to provide counseling at the institution.
Protection from Retaliation
The Clery Act protects any individual against retaliation by an institution, officer, employee, or agent of the institution for exercising their rights under the Clery Act. Retaliation includes intimidation, threats, coercion, discrimination, or any other form of harassing conduct or disparate treatment towards any individual who reported or participated in the investigation of an alleged Clery Act crime. KUSM-W encourages reporting of all crimes and is committed to preventing retaliation against any person who submits an allegation of criminal activity, whether that person is a victim, witness, third party, or CSA.

Emergency Communications and Response
Various methods of communication are available to issue timely warnings including RAVE text/email alerts, RAVE Guardian app notifications, broadcast emails, public address overhead paging system, the KUSM-W webpage, social media, local television and radio media, runners, and phone calls. The content of the message and method(s) of communication is/are determined on a case-by-case basis by the Safety and Emergency Management Department in collaboration with Public Affairs. Follow up information will be provided at the discretion of Safety and Emergency Management, Public Affairs, and/or senior administration in the method deemed appropriate. Communications, to include reports, are provided in a timely manner while withholding the names of victims as confidential to aid in the prevention of similar occurrences. In the event a crime is reported within the KUSM-W Clery Geography (On Campus, Public Property, and non-campus property), that, in the judgment of the Associate Director, Safety and Emergency, or designee, constitutes a serious or continuing threat, a campus wide “timely warning” notice will be issued.

Timely Warnings are typically issued for the following Uniform Crime Reporting Program (UCR)/National Incident Based Reporting System (NIBRS) crime classifications:

- Murder/Non-Negligent Manslaughter
- A string of Burglaries or Motor Vehicle Thefts that occur in reasonably close proximity to one another.
- Aggravated Assault (cases involving assaults among known parties, such as two roommates fighting which results in an aggravated injury, will be evaluated on a case-by-case basis to determine if the individual is believed to be an ongoing threat to the larger KUSM-W community)
- Robbery involving force or violence (cases including pick pocketing and purse snatching will typically not result in the issuance of a Timely Warning Notice, but will be assessed on a case-by-case basis)
- Sexual Assault (considered on a case-by-case basis depending on the facts of the case, when and where the incident occurred, when it was reported, and the amount information known by the Associate Director, Safety and Emergency, or designee). In cases involving sexual assault, they are often reported long after the incident occurred, thus there is no ability to distribute a “timely” warning notice to the community. All cases of sexual assault, including stranger and non-stranger/acquaintance cases, will be assessed for potential issuance of a Timely Warning Notice.
• Major incidents of Arson
• Other Clery crimes as determined necessary by the Associate Director, Safety and Emergency, or his or her designee in his or her absence.

Timely warnings are issued for certain crimes that represent a serious, on-going, threat to members of the campus community. The intent of a timely warning is to enable people to protect themselves; therefore, warnings are issued as soon as pertinent information is available, in a manner that withholds the names of victims as confidential. The decision to issue a timely warning is made on a case-by-case basis, considering the nature of the crime, the danger to the campus community, and the possible risk of compromising law enforcement efforts.

Timely warnings will be issued when the following criteria are met: (1) a crime is committed; (2) the perpetrator has not been apprehended; AND (3) there is substantial risk to the physical safety of the campus community due to the crime committed. Timely warnings may also be issued where there is a pattern of crimes against persons or property of the campus community. During emergencies, the Associate Director, Safety and Emergency, Security Supervisor, and Associate Director, Public Affairs are authorized to write and send out timely warnings.

Timely Warning Notices will be issued to the campus community via email blast to all KUSM-W assigned email accounts. Timely warnings may also be issued using some or all of the following methods of communication: text messages or emails sent through the University’s KUSM-W ALERT system or building postings by Building Administrators.

The institution is not required to issue a Timely Warning with respect to crimes reported to a pastoral or professional counselor.

Emergency Notifications
KUSM-W has developed a process to notify the campus community in cases of emergency. While it is impossible to predict every significant emergency or dangerous situation that may occur on campus, the following identified situations are examples which may warrant an emergency (immediate) notification after confirmation: armed/hostile intruder; bomb/explosives (threat); communicable disease outbreak; severe weather; terrorist incident; civil unrest; natural disaster; hazardous materials incident and structural fire.

Individuals can report emergencies occurring at KUSM-W by calling (316-293-2662).

In the event of an emergency, KUSM-W will initiate and provide, without delay, immediate notifications to the appropriate segment(s) of the University community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, employee and visitors.
Emergency Notifications are issued upon confirmation that a significant emergency or dangerous situation is occurring or is imminent on campus that poses an immediate threat to health and safety (i.e., severe storms, chemical release, etc.). The Safety and Emergency Management Department is responsible for responding to reported emergencies and confirming there is a significant or dangerous situation by collaborating with Public Affairs and/or local authorities such as, Sedgwick County Emergency Management, the Wichita Police Department and other local emergency response agencies.

If the Director of Safety and Emergency Management Department, or designee, in conjunction with other University administrators, local first responders, Public Health Officials and/or the National Weather Service, confirms that there is an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the KUSM-W community, the Safety and Emergency Management Department and Public Affairs will collaborate to determine the content of the message and will use some or all of the systems described below to communicate the threat to the KUSM-W Community or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population. KUSM-W will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the judgment of the first responders (including, but not limited to: KUSM-W Security, Local PD, and/or the Local Fire and Emergency Medical Services), compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Notification will be made by using some or all of the following methods depending on the type of emergency: KU Alert System (which contains email, cell phone text, voice message alert); fire alarm (where available), public address systems (where available), social media, digital signage (where available), local media, webpage and/or in person communication. If any of these systems fail or the University deems it appropriate, in person communication may be used to communicate an emergency.

The same methods of communication are available to use for emergency notifications that are used for timely warnings and include: RAVE text/email alerts, RAVE Guardian app notifications, broadcast emails, public address system overhead paging, the KUSM-W webpage, social media, local television and radio media, runners, and phone calls. The content of the message and method(s) of communication is/are determined on a case-by-case basis by the Safety and Emergency Management Department in collaboration with Public Affairs. There may be situations, such as active shooter or armed assailant that may not allow timely mass notifications, although all attempts will be made to issue mass notifications. Persons should be aware of all methods of communication available to include yelling, phone calls, use of runners, etc.

**RAVE Emergency Text Messaging**

RAVE is an emergency text and email notification service available to all KUSM-W students, faculty, staff, and affiliates on campus (MPA, School of Pharmacy, Simulation Center, etc.). All medical students and KUSM-W assigned employees are automatically enrolled in RAVE. Affiliates, to include the School of Pharmacy-Wichita, KU Endowment Association, and Medical Practice Association employees must register using the affiliate instructions provided on the [Safety and Emergency Management](#) webpage.
RAVE Guardian Phone Application

RAVE Guardian is a voluntary phone application (app) that campus members can download on their phone selecting their respective campus. The Guardian app has numerous safety features and receives push notifications when emergency messages are sent out on their campus. All KUMC personnel can find more information on RAVE Guardian here.

Overhead Public Address System

The overhead PA system is only used for emergencies such as tornado sheltering, lockdown, armed assailant/active shooter, etc. Procedures for the PA system use are maintained in the campus Emergency Communication Plan.

Emergency Action Guide

The Emergency Action Guide (EAG) is a quick reference guide for emergency contact information and response guidance for medical emergencies, fires, tornados, shelter-in-place (non-tornado), earthquakes, suspicious behavior and activity, facility lockdowns, workplace violence and active shooters, bomb threats, HAZMAT releases, and utility failures. A hard copy of the EAG is available in all departments.

My EOP Phone Application

All KUMC personnel are encouraged to download the My EOP application. This app allows you easy access to campus emergency response procedures at the touch of a button. Follow instructions for download on the Apple Store or Google Play Store and search for the “MyEOP” app and follow the instructions or email somwemergencysafety@kumc.edu for assistance.

To opt-in for emergency text and voice messaging, students, faculty, and staff can do in the following ways:

University faculty and staff are automatically enrolled** through http://myidentity.kumc.edu/

KUMC Students are automatically opted in** through Enroll and Pay: https://sa.ku.edu/psp/csprd/?cmd=login&languageCd=ENG&

Affiliates, to include the School of Pharmacy-Wichita, register through https://www.getrave.com/login/kumc

**If you wish not to receive text alerts (not recommended), you must opt-out

The local news media may be utilized to disseminate emergency information to members of the larger community, including neighbors, parents, and other interested parties. The larger community can also access emergency information via the KU School of Medicine - Wichita homepage and/or social media.

If there is an immediate threat to the health or safety of students or employees occurring on campus, an institution must follow its emergency notification procedures. An institution that follows its emergency
notification procedures is not required to issue a timely warning based on the same circumstances; however, the institution must provide adequate follow-up information to the community as needed, and will do so using some or all of the same systems used to disseminate the initial emergency notification to the campus community.

**Emergency Evacuation Procedures**

The emergency evacuation procedures are tested at least twice each year. Students and employees learn the locations of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting each facility for a short-term building evacuation. The [CPSA] does not tell building occupants in advance about the designated locations for long-term evacuations because those decisions are affected by time of day, location of the building being evacuated, the availability of the various designated emergency gathering locations on campus, and other factors such as the location and nature of the threat. In both cases, KUSM-W Security staff on the scene will communicate information to students regarding the developing situation or any evacuation status changes.

The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of a fire or other emergency. At KUSM-W evacuation drills are used as a way to educate and train occupants on fire safety issues specific to their building. During the drill, occupants ‘practice’ drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm.

**Fire Alarm and General Evacuation Procedures**

The fire alarm system is utilized only to warn of fires. The alarm is a very loud tone and flashing lights. Once sounded, all occupants must evacuate the building in accordance with the fire evacuation plans and report to designated fire evacuation assembly points. Other means of communication are typically not used during a fire evacuation unless deemed necessary by the Incident Commander.

1. If you are the first to recognize a fire situation, activate the alarm, evacuate to a safe location using the nearest exit, and notify KUSM-W Security (316-293-2662) or dial 911.

   1. Remain Calm
   2. Do NOT use Elevators, Use the Stairs.
   3. Assist the physically impaired. If he/she unable to exit without using an elevator, secure a safe location near a stairwell, and immediately inform KUSM-W Security or the responding Fire Dept. of the individual’s location.
   4. Proceed to a clear area at least 150 feet from the building. Keep all walkways clear for emergency vehicles.
   5. Make sure all personnel are out of the building.
   6. Do not re-enter the building.

**Shelter-in-Place Procedures –What it Means to “Shelter-in-Place”**

If an incident occurs and the buildings or areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors, because
leaving the area may expose you to that danger. Thus, to “shelter-in-place” means to make a shelter of the building that you are in, and with a few adjustments this location can be made even safer and more comfortable until it is safe to go outside.

Basic “Shelter-in-Place” Guidance

If an incident occurs and the building you are in is not damaged, stay inside in an interior room until you are told it is safe to come out. If your building is damaged, take your personal belonging (purse, wallet, access card, etc.) and follow the evacuation procedures for your building (close your door, proceed to the nearest exit, and use the stairs instead of the elevators). Once you have evacuated, seek shelter at the nearest [University] building quickly. If police or fire department personnel are on the scene, follow their directions.

How You Will Know to “Shelter-in-Place”

The overheard Public Address system, in conjunction with other methods of communication, are typically used to direct shelter-in-place for tornadoes and other emergencies as needed. Each department has assigned floor monitors to assist personnel to the nearest emergency exits and assembly areas.

How to “Shelter-in-Place”

No matter where you are, the basic steps of shelter-in-place will generally remain the same. Should the need ever arise, follow these steps, unless instructed otherwise by local emergency personnel:

1. Follow instructions on where to seek shelter.
2. Proceed to shelter area through interior corridors-do NOT walk or drive outdoors.
3. Remain in shelter until given the “All-Clear.”
5. Close and lock doors and windows in your work area.
6. Close air vents, air-conditioning units to reduce air drawn in from the outside (this is done by Facilities Management).
7. Wet towels may also be used to temporarily seal off gaps in doorways and windows.
8. Do not touch liquids or airborne mists.
9. Do not eat or drink water that may have been exposed to the contaminant.

Evacuation maps can be found throughout the facility.

Emergency Response

KUSM-W maintains an Emergency Response Plan that outlines responsibilities of campus units during emergencies. This plan outlines incident priorities, campus organization and specific responsibilities of particular units or positions.
University units are responsible for developing emergency response and continuity of operations plans for their areas and staff. Campus emergency management provides resources and guidance for the development of these plans. Emergencies occurring on campus should be reported to campus security (316-293-2662) and/or Safety and Emergency Management (316-293-3409).

Fire evacuation and tornado shelter-in-place procedures are drilled annually on campus and directed by the Safety and Emergency Management Department. In conjunction with other emergency agencies, the University conducts emergency response drills and exercises each year, such as tabletop exercises, field exercises, and tests of the emergency notification systems on campus. Drills and tests (regularly scheduled drills, exercises, and appropriate follow-through activities, designed for assessment and evaluation of emergency plans and capabilities) may be announced or unannounced. Documentation for training and exercises are maintained by the Safety and Emergency Management Department and files include details such as the exercise description, date, time and if it was announced or unannounced.

The campus publicizes a summary of the emergency response and evacuation procedures via email at least once each year in conjunction with a test (exercise and drill) that meets all of the requirements of the Higher Education Opportunity Act.

Campus Security and Facility Access
KUSM-W is a public institution, which means many areas are open to the general public during normal business hours. Normal business hours are 8 a.m. - 5 p.m. Monday-Friday, except most state holidays. The campus also houses two outpatient clinics, which are also open to the public during normal business hours. Security officers are typically on-site Monday-Friday from 6:30 a.m. – 8:30 p.m. and as requested for special events and certain holidays in which the clinics are open. Video surveillance is available 24/7; however, is not monitored when security officers are not on site.

Access-control entrances, perimeter gates and turnstiles allow 24/7 access to designated areas for KUSM-W designated personnel. Department supervision in collaboration with security determines to whom access rights may be assigned. Access requests are completed by department supervision with the online access request form found on the Safety and Emergency Management webpage. For large groups, a roster may be sent directly to security in lieu of the online request form. Access card readers are located at exterior entrances, perimeter gates, as well as designated areas within the facility.

Maintenance of Campus Facilities
Security officers routinely patrol the campus and monitor entrances and exits for unsafe conditions and security vulnerabilities. Any building-specific safety or security deficiency/malfunction is reported to Facilities Management for repair. The Facilities Management Department is responsible for designing and constructing facilities in compliance with applicable building and safety codes as well as maintaining the campus grounds. Facilities Management and Safety and Emergency Management work together to complete monthly inspections on life-safety equipment such as fire extinguishers, AEDs, emergency lighting, etc. Annual fire safety inspections are conducted by third-party agencies and coordinated with
both the facilities and safety and emergency management departments. Parking lot lighting, under Facilities Management is controlled by motion, meaning that they get brighter when there is motion detected. KUSM-W does not have campus residences.

Crime Prevention and Safety Awareness Programs
In an effort to promote safety awareness, KUSM-W through KUMC participates in a variety of programs to educate and inform students, employees, parents, and the community at large on a variety of issues with the intent to inform students of good crime prevention and security awareness practices. Programs are presented upon request or are scheduled at various times and locations. Below are some of the programs and services that are available upon request.

During the 2020-2021 academic year, KUSM-W offered approximately four crime prevention and security awareness programs. Topics such as personal safety, drug and alcohol abuse awareness and sexual assault prevention are some examples of programs offered during the prior academic year.  R.A.D. Basic Physical Defense Program

University Police offer the R.A.D. Basic Physical Defense Program. The program is a comprehensive, women-only course that begins with awareness, prevention, risk reduction, and risk avoidance, and progresses to the basics of hands-on defense training. It includes lecture, discussion, and self-defense techniques, suitable for women of all ages and abilities. The course is held on the Kansas City campus, but all campuses can participate.

Active Shooter Awareness Training
Creates awareness and discussion of what to do in an active shooter or hostile intruder situation; this program includes a lecture in conjunction with a security assessment of the area where students or employees work and / or study. Contact Safety and Emergency Management at somwemergencysafety@kumc.edu to schedule.

New Hire, Student, Faculty Orientation Program
New staff are assigned safety and security orientation training during their first week of hire. Training material is provided by Human Resources in conjunction with Safety and Emergency Management.

New students are given safety and security orientation training through Academic and Student Affairs in collaboration with Safety and Emergency Management during the first week on campus. School of Pharmacy students are given safety and security training during the first week on campus.

New faculty are given safety and security orientation training as coordinated through the Faculty Affairs and Development Department.

Department Specific Training

Department-specific safety, security, and emergency management trainings are available upon request. Training may be formal or informal. Trainings may include presentations, demonstrations, and hands-on activities. Contact the Safety and Emergency Management Department at somwemergencysafety@kumc.edu for coordination.

Safety Intervention Team

To enhance emergency preparedness and prevention efforts, KUMC has established a Safety Intervention Team which focuses primarily on safety concerns pertaining to the Kansas City campus, but also provides support to the Wichita and Salina campuses. The objective of the Safety Intervention Team is to systematically identify, evaluate, and manage potentially threatening situations, including persons of concern or suspicious behaviors, at the University. The multidisciplinary team is composed of faculty and staff from the Kansas City University campus as well as representation from the Wichita and Salina campuses.

Crime Prevention and Safety Policies

In addition to the many programs offered, the University has established several policies, procedures, and trainings related to ensuring a reasonably safe campus community. KUSM-W encourages all students and employees become familiar with these policies and programs and be responsible for their own safety and the safety of others. Many of these policies and programs have been referred to throughout this publication. Listed below are additional programs and policies of which the campus community should be aware. Participants in these programs are asked to be alert, security-conscious and involved and advised to call KUSM-W Security to report suspicious behavior. For additional questions regarding crime prevention, contact the department directly at 316-293-2662.

As part of the department’s community-oriented policing philosophy, KUSM-W Security offers crime prevention presentations each semester to classrooms, campus clubs and student groups as requested. Topics of these presentations include personal safety awareness, Rape Aggression Defense (R.A.D.) and property protection strategies. Anyone interested in having a KUSM-Security Officer speak to his or her classroom or group should contact them at 316-293-2662.

Weapons Policy

Open carry of firearms and possession of weapons other than concealed handguns shall be prohibited on the KU School of Medicine-Wichita campus. As further detailed in the University-Wide Weapons Policy ("Weapons Policy"), any individual who is 21 years of age or older and who is not prohibited or disqualified by law and who is lawfully eligible to carry a concealed handgun in Kansas shall not be precluded from doing so in KUMC's Wichita campus unless adequate security measures are temporarily provided. Failure to comply with the University weapons policy will result in disciplinary action against violators who are associated with the University. Individuals not affiliated with the University should be reported to the police for appropriate action. Violations of this policy may result in disciplinary action,
up to and including dismissal of employees or expulsion of students. Violators also may be asked to leave University property, and if they refuse to do so, such refusal may constitute an unlawful trespass.

Whistleblower Policy
The KUMC Whistleblower Policy protects any KUMC employee or other member of the KUMC community who makes a good-faith disclosure of suspected wrongful conduct. The full policy is here: KUMC’s Whistleblower Policy.

Workplace Violence Policy
KUMC’s Workplace and Campus Violence Policy provides that threats, threatening behavior, acts of violence, or any related conduct which disrupts another’s work performance, academic endeavors, or the organization’s ability to execute its mission will not be tolerated. Any person who makes threats, exhibits threatening behavior, or engages in violent acts on state-owned or leased property may be removed from the premises. Violations of the workplace and campus violence policy may result in disciplinary action against violators.

Fraud and Theft Prevention Policy
For the safety of the University, as well as the protection of our campus members, the University encourages that all campus employees and students be responsible for the prevention and detection of fraud and theft that might otherwise occur within the scope of their work assignments and for reporting any known or suspected fraud and theft. For University information on reporting and the investigation of fraud for the KUSM-W campus, click here.

Drug Free Schools and Communities Act
In compliance with the Drug Free Schools and Communities Act, KUSM-W publishes information regarding the [University]’s prevention programs related to drug and alcohol abuse prevention which include standards of conduct that prohibit the unlawful possession, use, and distribution of alcohol and illegal drugs on campus and at institution-associated activities; sanctions for violations of federal, state, and local laws and University policy; a description of health risks associated with alcohol and other drug use and abuse; and a description of available counseling, treatment, rehabilitation and/or re-entry programs for KUSM-W students and employees. A complete description of these topics, as provided in the [University]’s annual notification to students and employees, is available online at: https://kumc-publicpoliciesandprocedures.policystat.com/policy/9070213/latest/. Federal law requires KUSM-W to notify annually all faculty, staff, and students of certain information pertaining to the unlawful possession, use or distribution of illicit drugs and alcohol on its property or at university-sponsored activities. The information included in this report and in the policies below complies with the Drug-Free Schools and Campuses regulations annual notification requirements.

In the state of Kansas, it is illegal for anyone under the age of 21 to possess, consume, obtain, or purchase alcoholic liquor or cereal malt beverage in Kansas, except as authorized by law.

Additionally, state laws provide criminal penalties for specific violations occurring on campus. The most common include:
POSSSESSION AND CONSUMPTION OF ALCOHOL IN PUBLIC PLACES

Kansas Law:
It is illegal for anyone of any age to consume alcoholic liquor on state property, except where specific exemptions are provided by law.
Maximum Penalty: 6 months in jail; $200 fine.

It is illegal for anyone under 21 years of age to possess, purchase, attempt to purchase or consume cereal malt beverage or alcoholic liquor except where specific exemptions are provided by law.
Maximum Penalty: 1 month in jail; $200 minimum fine (18-21 years of age); $500 fine (under 18 years of age); perform 40 hours of public service; attending an alcohol education program; and up to 1-year suspension of driving privileges.

FURNISHING ALCOHOL TO MINORS

Kansas Law:
It is illegal for anyone to furnish cereal malt beverage or alcoholic liquor to another person under 21 years of age.
Maximum Penalty: 6 months in jail; $200 minimum fine; and attending an alcohol education program.

It is illegal for anyone to host a person under 21 in such a manner that permits the minor to consume alcoholic liquor or cereal malt beverages.
Maximum Penalty: 1 year in jail, $1,000 minimum fine; performance of community service.

DRIVING UNDER THE INFLUENCE

Kansas Law:
In Kansas, it is illegal for anyone to operate a vehicle under the influence of alcohol, drugs, or both alcohol and drugs, with a breath or blood alcohol content of .08 or more. For anyone under 21, it is illegal to do so with a breath or blood alcohol content of .02 or greater. If convicted, you are subject to the following penalties:

First Conviction (Misdemeanor): Maximum Penalty: 6 months in jail; $1,000 fine; required completion of an alcohol education program; suspended driver’s license for 30 days; then use of ignition interlock device for 180 days (1-year suspension and subsequent 1-year ignition interlock device if alcohol concentration is .15 or greater)

Second Conviction (Misdemeanor): Maximum Penalty: 1 year in jail; $1,750 fine; completion of alcohol treatment program; suspended driver’s license for 1 year; then use of ignition interlock device for 1 year (2 years, if alcohol concentration is .15 or greater)

Third Conviction (Misdemeanor): (Felony if prior conviction within preceding 10 years) Maximum Penalty: 1 year in jail; $2,500 fine; completion of alcohol treatment program; suspended driver’s license for 1 year; use of ignition interlock device for 2 years (3 years, if alcohol concentration is .15 or greater), with costs.

Fourth Conviction (Felony): Maximum Penalty: 1 year in jail; $2,500 fine; participation in alcohol abuse program; required mental health evaluation; suspended driver’s license for 1 year, then use of ignition interlock device for 3 years (4 years, if alcohol concentration is .15 or greater), with costs.
Fifth & Subsequent Convictions (Felony): Maximum Penalty: 1 year in jail; $2,500 fine; participation in alcohol abuse program; required mental health evaluation; suspended driver’s license for 1 year, then use of ignition interlock device for 10 years, with costs.

REFUSAL TO SUBMIT TO ALCOHOL OR DRUG TESTING (FELONY)

Kansas Law:

Penalty:

- 1st time - suspended driver’s license for 1 year; driving is restricted by ignition interlock device for two years.
- 2nd time - suspended driver’s license for 1 year; driving is restricted by ignition interlock device for three years,
- 3rd time - suspended driver’s license for 1 year; driving is restricted by ignition interlock device for four years,
- 4th time - suspended driver’s license for 1 year; driving is restricted by ignition interlock device for five years,
- 5th time - suspended driver’s license for 1 year; driving is restricted by ignition interlock device for ten years.

KUMC’s Alcohol and Drug Policy

The University prohibits the unlawful possession, use, manufacture, or distribution of alcohol or drugs by students, faculty, and staff on its property or as part of any of its activities. Consumption of alcohol on the premises of KUMC is prohibited except under certain circumstances. Regulations for the use of alcohol at university events can be found in the University Alcoholic Liquor at Events Policy. The drinking age in Kansas is 21. State law deals strongly with underage drinking and makes it a crime to furnish alcohol to underage individuals. University policy and enforcement procedures are in full compliance with the state law.

Wichita Police Department is responsible for the enforcement of state underage drinking laws and the enforcement of Federal and State drug laws.

The KUMC Policy on the Prevention of Illegal Drug and Alcohol Use on Campus and in the Workplace expresses the University’s commitment to the prevention of the illegal use of drugs and alcohol by students and employees. Any student or employee found to be using, possessing, manufacturing, or distributing controlled substances or alcohol, or whose behavior evidence being under the influence of alcohol or controlled substances, in violation of the law on university property or at University events shall be subject to disciplinary action in accordance with policies of the State of Kansas, the Board of Regents, and KUMC. For employees, the University will take appropriate personnel action for alcohol or drug violations up to and including termination. Students who violate this policy will be subject to sanctions, which include completion of an approved drug or alcohol rehabilitation program, disciplinary warning, probation, suspension, or possibly expulsion from the University.

Drug Use and Alcohol Abuse Assistance Program

Drug use and alcoholism can lead to serious or chronic health problems such as heart problems, infections, lung or liver damage, convulsions, and death. KUMC recognizes that individuals can face personal problems related to alcohol abuse or drug use. Therefore, the University provides information to employees and students regarding both on-campus and off-campus professional assistance programs.
related to the control of alcohol abuse and drug use in the KUMC policy on Employee and Student Drug Use and Alcohol Abuse Assistance Program

Student Conduct
The mission of the Department of Academic and Student Affairs is to promote a safe, orderly, and civil University community and to encourage and inspire students to become good citizens by engaging in personal responsibility, ethical decision making, and demonstrating respect for the rights and safety of others.

The Student Code of Conduct
Each individual school is responsible for administering the code of conduct for its students in addition to the general guide, which articulates the behavioral standards and the equitable procedures employed by the University to respond to allegations of student misconduct.

The code of conduct for students is administered at all KUMC campuses and may address off-campus student misconduct when a student’s behavior affects a substantial University interest. Students who are found responsible for violations may be subject to sanctions ranging from disciplinary warning or probation to suspension or expulsion from the University. You can find more on the general guide and each respective Code of Student Conduct on the KUMC Student Handbook site. The KU School of Medicine Policies and Procedures are found here and the Medical Student Honor Code is found KU School of Medicine Office of Student Affairs site. The School of Pharmacy student handbook is in the KU Policy Library found here.

JEANNE CLERY DISCLOSURE OF CAMPUS SECURITY POLICY AND CAMPUS CRIME STATISTICS ACT, AS AMENDED BY THE VIOLENCE AGAINST WOMEN REAUTHORIZATION ACT OF 2013
KUSM-W expressly prohibits the offenses of domestic violence, dating violence, stalking, sexual assault (as defined by the Clery Act) and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the university community. Toward that end, KUSM-W issues this statement of policy to inform the campus community of our programs to address domestic violence, dating violence, sexual assault and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, which will be followed regardless of whether the incident occurs on or off campus when it is reported to a university official.

Sexual misconduct in any form violates the University’s Nondiscrimination, Title IX, and Sexual Harassment Policies as well as the Student Handbook and the Faculty and Unclassified Staff Handbook. Sexual harassment or violence also violates federal and state laws and can be a criminal offense. Visit the Equal Opportunity and Academic Compliance webpage for related policies, procedures, and resources.
Even though sexual violence in any form is a reportable offense, victims often have difficulty reporting a sexual assault for numerous reasons, such as knowing the perpetrator, fearing retaliation, or not wanting to involve law enforcement. The University recognizes these concerns but emphasizes that it is vital to report such incidents to get help from resources available and to help prevent an aggressor from raping or assaulting another person. Accordingly, the University strongly encourages the immediate reporting of any and all incidents of sexual assault.

Title IX Policy
The University’s Title IX Policy prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking as those terms are defined for purposes of the Clery Act. The policy also defines consent and describes safe and positive options for bystander intervention. As stated in the policy, if a complaint of dating violence, domestic violence, sexual assault, or stalking is received, the University will conduct a prompt and thorough investigation. Additionally, the victim will be provided written notice of their rights and options, including appropriate interim measures that may be imposed, and written notice of existing internal and external resources available to them. KUMC policy and procedures for addressing allegations of sexual misconduct and violence can be found on the Title IX and Sexual Violence webpage.

Sexual Violence Definitions
“Bystander Intervention” means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and acting to intervene.

Consent as defined in KUMC Policy means words or actions that show an active, knowing, and voluntary agreement to engage in mutually agreed-upon sexual activity. It is the responsibility of the initiator, or the person who wants to engage in the specific sexual activity to make sure that he or she has consent. Consent cannot be gained by force, by ignoring or acting without regard to the objections of another, or by taking advantage of the incapacitation of another, where the accused knows or reasonably should have known of such incapacitation. For example, a person who is intoxicated may not be capable of giving consent. Consent is also absent when the activity in question exceeds the scope of consent previously given or when the person from whom consent is sought is deemed incapable of giving consent under the law of the State of Kansas. A person always has the right to revoke consent at any time during a sexual act. Failure to say "no" does not imply consent.

“Consent” is not a separately defined term under Kansas criminal law. However, K.S.A. 21-5503 (Rape) and K.S.A. 21-5505 (Sexual battery) provide that consent is absence under the following circumstances:

1. when an individual is overcome by force or fear.
2. when an individual is unconscious or physically powerless; or,
3. an individual is unable to give consent because of mental deficiency or disease; or because of the effect of any alcohol liquor, narcotic, drug or other substance, which condition was known by the offender or was reasonably apparent to the offender.

Dating Violence as defined in KUMC Policy means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of the
length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purpose of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

**Dating Violence as defined under the Clery Act**

is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition—

A) Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

B) Dating violence does not include acts covered under the definition of domestic violence.

i. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

**Dating Violence under Kansas law**

is not separately defined in the criminal statutes. It is included in the crimes of “domestic violence,” “domestic battery,” and “aggravated domestic battery” cited below.

**Domestic Violence as defined in KUMC Policy and under the Clery Act**

means a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

**Domestic Violence under Kansas State Law**

Pursuant to K.S.A. 21-5111(i), “Domestic violence” means an act or threatened act of violence against a person with whom the offender is involved or has been involved in a dating relationship, or an act or threatened act of violence against a family or household member by a family or household member. Domestic violence also includes any other crime committed against a person or against property, or any municipal ordinance violation against a person or against property, when directed against a person with whom the offender is involved or has been involved in a dating relationship or when directed against a family or household member by a family or household member. For the purposes of this definition:

(1) "Dating relationship" means a social relationship of a romantic nature. In addition to any other factors the court deems relevant, the trier of fact may consider the following when making a determination of whether a relationship exists or existed: Nature of the relationship, length of time the relationship existed, frequency of interaction between the parties and time since termination of the relationship, if applicable.

(2) "Family or household member" means persons 18 years of age or older who are spouses, former spouses, parents or stepparents and children or stepchildren, and persons who are presently residing together or have resided together in the past, and persons who have a child in common regardless of whether they have been married or have lived together at any time. Family or household member also
includes a man and woman if the woman is pregnant and the man is alleged to be the father, regardless of whether they have been married or have lived together at any time.

In addition, pursuant to K.S.A. 21-5414, “domestic battery” and “aggravated domestic battery” include:

(a) Domestic battery is:

(1) Knowingly or recklessly causing bodily harm to a person with whom the offender is involved or has been involved in a dating relationship or a family or household member; or

(2) knowingly causing physical contact with a person with whom the offender is involved or has been involved in a dating relationship or a family or household member, when done in a rude, insulting, or angry manner.

(b) Aggravated domestic battery is:

(1) Knowingly impeding the normal breathing or circulation of the blood by applying pressure on the throat, neck or chest of a person with whom the offender is involved or has been involved in a dating relationship or a family or household member, when done in a rude, insulting or angry manner; or

(2) knowingly impeding the normal breathing or circulation of the blood by blocking the nose or mouth of a person with whom the offender is involved or has been involved in a dating relationship or a family or household member, when done in a rude, insulting, or angry manner.

Sexual Assault is defined in KUMC Policy as an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting program. A sex offense is “any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.”

- “Rape” is the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- “Fondling” is the touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- “Incest” is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- “Statutory rape” is sexual intercourse with a person who is under the statutory age of consent.

Sexual Assault under the Clery Act: An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is defined as any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent. For Clery purposes, this includes

- rape, is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- fondling, is defined as the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is
incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity

- incest, is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law
- statutory rape, is defined as sexual intercourse with a person who is under the statutory age of consent.

**Sexual Assault under Kansas State Law** is not a defined term in Kansas criminal statute. The definitions of sex offenses under Kansas law are set forth in K.S.A. 21-5501 *et seq.*, including but not limited to:

“Rape” (K.S.A. 21-5503):

Rape is:

1. Knowingly engaging in sexual intercourse with a victim who does not consent to the sexual intercourse under any of the following circumstances:
   
   (A) When the victim is overcome by force or fear; or
   
   (B) When the victim is unconscious or physically powerless.

2. Knowingly engaging in sexual intercourse with a victim when the victim is incapable of giving consent because of mental deficiency or disease, or when the victim is incapable of giving consent because of the effect of any alcoholic liquor, narcotic, drug or other substance, which condition was known by the offender or was reasonably apparent to the offender.

3. Sexual intercourse with a child who is under 14 years of age.

4. Sexual intercourse with a victim when the victim’s consent was obtained through a knowing misrepresentation made by the offender that the sexual intercourse was a medically or therapeutically necessary procedure; or

5. Sexual intercourse with a victim when the victim’s consent was obtained through a knowing misrepresentation made by the offender that the sexual intercourse was a legally required procedure within the scope of the offender’s authority.

“Sexual Battery; aggravated sexual battery” (K.S.A. 21-5505):

(a) Sexual battery is the touching of a victim who is not the spouse of the offender, who is 16 or more years of age and who does not consent thereto, with the intent to arouse or satisfy the sexual desires of the offender or another.

(b) Aggravated sexual battery is the touching of a victim who is 16 or more years of age and who does not consent thereto with the intent to arouse or satisfy the sexual desires of the offender or another and under any of the following circumstances:

   1. When the victim is overcome by force or fear.
   
   2. When the victim is unconscious or physically powerless; or
   
   3. When the victim is incapable of giving consent because of mental deficiency or disease, or when the victim is incapable of giving consent because of the effect of any alcoholic liquor, narcotic, drug or other substance, which condition was known by, or was reasonably apparent to, the offender.
“Sexual Violence” means any physical act that is sexual in nature that is committed by force or without the full and informed consent of all persons involved. Sexual violence may include but is not limited to rape, sexual assault, sexual battery, sexual exploitation, stalking, and forms of domestic/dating violence. Sexual violence can occur between strangers or acquaintances, including people involved in an intimate or sexual relationship. Sexual violence can be committed by anyone, and between anyone.

Stalking as defined in KUMC Policy means engaging in a course of conduct directed at a specific person that would cause a reasonable person to: a) fear for the person's safety or the safety of others; or b) suffer substantial emotional distress. For the purpose of this definition, “course of conduct” means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person’s property. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Stalking under the Clery Act is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

1) Fear for the person’s safety or the safety of others; or,
2) Suffer substantial emotional distress.

i. For the purposes of this definition—
   A) Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person’s property.
   B) Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
   C) Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

ii. For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Stalking under the Kansas State Law

Pursuant to K.S.A. 21-5427, “Stalking” is:

1) Recklessly engaging in a course of conduct targeted at a specific person which would cause a reasonable person in the circumstances of the targeted person to fear for such person’s safety, or the safety of a member of such person's immediate family and the targeted person is actually placed in such fear.

2) Engaging in a course of conduct targeted at a specific person with knowledge that the course of conduct will place the targeted person in fear for such person's safety or the safety of a member of such person's immediate family; or

3) After being served with, or otherwise provided notice of, any protective order included in K.S.A. 21-3843, prior to its repeal or K.S.A. 2012 Supp. 21-5924, and amendments thereto, that prohibits contact
with a targeted person, recklessly engaging in at least one act listed in subsection (f)(1) that violates the provisions of the order and would cause a reasonable person to fear for such person's safety, or the safety of a member of such person's immediate family and the targeted person is actually placed in such fear.

How to Be an Active Bystander
Bystanders play a critical role in the prevention of sexual and relationship violence. They are “individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it.”1 We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list2 of some ways to be an active bystander. Further information regarding bystander intervention may be found. If you or someone else is in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

1. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
2. Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
3. Speak up when someone discusses plans to take sexual advantage of another person.
4. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
5. Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

Risk Reduction
With no intent to victim blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one’s risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org)

1. Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to avoid isolated areas. It is more difficult to get help if no one is around.
3. Walk with purpose. Even if you don’t know where you are going, act like you do.
4. Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn’t the best place to be.
5. Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
6. Make sure your cell phone is with you and charged and that you have cab money.
7. Don’t allow yourself to be isolated with someone you don’t trust or someone you don’t

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2 Bystander intervention strategies adapted from Stanford University’s Office of Sexual Assault & Relationship Abuse
8. **Avoid putting music headphones in both ears** so that you can be more aware of your surroundings, especially if you are walking alone.

9. **When you go to a social gathering, go with a group of friends.** Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.

10. **Trust your instincts.** If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).

11. **Don't leave your drink unattended** while talking, dancing, using the restroom, or making a phone call. If you’ve left your drink alone, just get a new one.

12. **Don't accept drinks from people you don't know or trust.** If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don’t drink from the punch bowls or other large, common open containers.

13. **Watch out for your friends, and vice versa.** If a friend seems out of it, is way too intoxicated for the amount of alcohol they’ve had, or is acting out of character, get him or her to a safe place immediately.

14. **If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).** Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).

15. If you need to get out of an uncomfortable or scary situation here are some things that you can try:
   a. **Remember that being in this situation is not your fault.** You did not do anything wrong; it is the person who is making you uncomfortable that is to blame.
   b. **Be true to yourself.** Don’t feel obligated to do anything you don’t want to do. "I don’t want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
   c. **Have a code word with your friends or family** so that if you don’t feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
   d. **Lie.** If you don’t want to hurt the person’s feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.

16. **Try to think of an escape route.** How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?

17. **If you and/or the other person have been drinking,** you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.
Primary Prevention and Awareness Programs

The University promotes an inclusive, engaging, and safe environment through a variety of educational programs administered through the Office of Academic and Student Affairs, Human Resources, the Office of the Vice Chancellor for Diversity, Equity & Inclusion, and the Equal Opportunity & Academic Compliance Office. Together, these offices offer a variety of training and programming focusing on sexual assault prevention and awareness, including:

New Student Orientation - online training which provides that KUMC prohibits all acts of sexual violence, as defined, and addresses sexual violence, dating violence, domestic violence, sexual assault, stalking, and prevention awareness through bystander intervention training and risk reduction options.

New Employee Orientation - initial person training and ongoing online training provides that KUMC prohibits all acts of sexual violence, as defined, and addresses sexual violence, dating violence, domestic violence, sexual assault, stalking and prevention awareness through bystander intervention and risk reduction options.

Annual Compliance training for all employees and students - online training which provides that KUMC prohibits all acts of sexual violence, as defined, and addresses the prevention of sexual violence, dating violence, domestic violence, sexual assault, stalking through bystander intervention and risk reduction options.

Sexual Assault Awareness Week annual programming, including Bringing in the Bystander Intervention training, which discusses safe and positive options to be an active bystander, as well as Trauma Informed Examinations Education, and sexual violence awareness presentations.

Rape Aggression Defense System (RAD) – Conducted by University Police on the Kansas City campus, but available to all campuses, this free 12-hour course is currently available to all female students on campus as requested and is annually made available to female employees as well.

Active Shooter Civilian Response Training-In person training conducted by Campus Security upon request and available to all campuses. This program includes education and practice scenarios regarding how to respond and be safe during an active shooter situation.

“Walk a Mile in Her Shoes” program – Nationally recognized event to promote awareness of domestic violence. This includes a partnership with Rose Brooks, a Kansas City, KS domestic violence shelter. The program is available in Kansas City; however, all campus personnel can attend.

Unconscious Bias Training- in person or virtual live training offered through the Office of the Vice Chancellor for Diversity, Equity & Inclusion on a monthly basis or upon department request.

Ongoing information regarding the prevention of dating violence, domestic violence, sexual assault, and stalking, including definitions, is also provided through available brochures, in-person training and speaker presentations as requested through the Equal Opportunity & Academic Compliance Office.
Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs

Any person taking courses at KUSM-W, attending KUSM-W programs, using KUSM-W facilities, working at or for the KUSM-W, or participating in KUSM-W sponsored activities may file a complaint of sexual harassment or report sexual misconduct against a member of the University community, including, any employees (faculty and staff), students, affiliates, volunteers, vendors, contractors, or guests of the University. All University employees, other than those in a pastoral or professional counseling role, who become aware of an allegation of dating violence, domestic violence, sexual assault, or stalking are required to report the allegation to the Title IX Coordinator.

In Kansas, evidence may be collected even if you chose not to make a report to law enforcement. Upon the request of any law enforcement officer and with the written consent of the reported victim, or upon the request of the victim, any physician, a licensed physician assistant, who has been specially trained in performing sexual assault evidence collection, or a registered professional nurse, who has been specially trained in performing sexual assault evidence collection, shall examine persons who may be victims of sexual using Kansas bureau of investigation sexual assault evidence collection kits or similar kits approved by the Kansas bureau of investigation, for the purposes of gathering evidence of any such crime. If an examination has taken place solely upon the request of the victim, the medical care facility shall not notify any law enforcement agency without the written consent of the victim, unless otherwise required by law. K.S.A. 65-448. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so that evidence may be preserved that may assist in proving that the alleged criminal offense occurred/or is occurring or may be helpful in obtaining a protection order. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy.

3 Under the Violence Against Women and Department of Justice Reauthorization Act of 2005, starting in 2009, states must certify that they do not “require a victim of sexual assault to participate in the criminal justice system or cooperate with law enforcement in order to be provided with a forensic medical exam, reimbursement for charges incurred on account of such an exam, or both.”
and/or sexually transmitted infections. Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to university adjudicators/investigators or police.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with Campus Public Safety or other law enforcement to preserve evidence in the event that the victim decides to report the incident to law enforcement or the University at a later date to assist in proving that the alleged criminal offense occurred or that may be helpful in obtaining a protection order.

Involvement of Law Enforcement and Campus Authorities

If you are aware that a crime of sexual violence, including dating violence, domestic violence, sexual assault, or stalking, has occurred, you are urged to call 911. You can also report to the local Crime Stoppers Hotline at 316-267-2111.

You may choose to pursue criminal prosecution, which involves filing a formal report with law enforcement. At your request, KUSM-W security will assist you in notifying local law enforcement authorities and can provide information regarding orders of protection, no contact orders, restraining orders, or similar lawful orders that could be issued by a court. Although the university strongly encourages all members of its community to report violations of this policy to law enforcement (including on campus law enforcement and/or local police), it is the victim’s choice whether or not to make such a report. Furthermore, victims also have the right to decline to notify local law enforcement. If you are a victim of sexual violence, it is important to preserve evidence that may assist in proving a crime occurred should you choose to involve law authorities.

Reporting Incidents of Domestic Violence, Dating Violence, Sexual Assault and Stalking

Additionally, victims may report sexual violence, including dating violence, domestic violence, sexual assault, or stalking, to the University’s Title IX Coordinator at your respective campus, listed below:

<table>
<thead>
<tr>
<th>Title IX Coordinator/Liaison</th>
<th>Campus</th>
<th>Email</th>
<th>Phone #</th>
</tr>
</thead>
<tbody>
<tr>
<td>Crystal Nevins</td>
<td>Wichita</td>
<td><a href="mailto:cnevins@kumc.edu">cnevins@kumc.edu</a></td>
<td>316-293-1802</td>
</tr>
<tr>
<td>Natalie Holick</td>
<td>Kansas City</td>
<td><a href="mailto:nholick@kumc.edu">nholick@kumc.edu</a></td>
<td>913-588-8011</td>
</tr>
</tbody>
</table>

Reports of all domestic violence, dating violence, sexual assault and stalking made to KUSM-W will automatically be referred to the Title IX Coordinator for investigation regardless of if the complainant choses to pursue criminal charges.
Further information on reporting procedures can be found on the: Equal Opportunity, Title IX and Sexual Violence webpage.

**Reporting to Pastoral, Health Care and/or Mental Health Counselor**

To be exempt from disclosing reported offenses, pastoral or professional counselors must be acting in their roles of pastoral or professional counselors. This exemption does not relieve counselors of the duty to exercise reasonable care to protect a foreseeable victim from danger posed by the person being counseled or to make reports mandated by law. When speaking to a victim or witness to a crime, counselors are encouraged to inform the individual to report the crime to police. While pastoral, health care and mental health counselors may be exempt from reporting the identity of a particular student that has asked not to be identified, the University has an obligation to ensure all students know who to report to, especially if they later change their mind. The pastoral or professional counselor can also seek the student’s permission to alert authorities to the events and general descriptions of the facts, without divulging the name of the student, in the event there may be a campus safety issue or there are trends or areas of concern that should be addressed at an institutional level.

**Procedures for Responding to Reports of Sexual Assault**

KUSM-W endeavors to prevent dating violence, domestic violence, sexual assault and stalking by ensuring a reasonably safe campus environment and by educating the campus community on safety and crime prevention measures that can be taken to reduce their risk of becoming a victim. However, should a crime of sexual violence or misconduct occur, KUSM-W is committed to responding promptly and effectively to any allegation of sexual violence, harassment, or misconduct. The University has procedures in place that serve to be sensitive to victims who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and an accused party, such as changes to housing, academic, protective orders, transportation and working situations, if reasonably available. The University will make such accommodations or protective measures, if the victim requests them and if they are reasonable available, regardless of whether the victim chooses to report the crime to the Campus Security or local law enforcement. Students and employees should contact Title IX Liaison in Wichita: Crystal Nevins, 316-293-1802.

If a report of domestic violence, dating violence, sexual assault or stalking is reported to the University, below are the procedures that the University will follow:

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4 EDITORIAL NOTE – NOT FOR PUBLICATION IN ASR: This document will use “victim” and “complainant” and “perpetrator” and “accused party” interchangeably. Each institution needs to use language consistent with their institutional policies.
<table>
<thead>
<tr>
<th>INCIDENT BEING REPORTED</th>
<th>PROCEDURE INSTITUTION WILL FOLLOW</th>
</tr>
</thead>
</table>
| SEXUAL ASSAULT          | 1. Depending on when reported (immediate vs delayed report), institution will provide complainant with access to medical care  
|                         | 2. Institution will assess immediate safety needs of complainant  
|                         | 3. Institution will assist complainant with contacting local police if complainant requests AND provide the complainant with contact information for local police department  
|                         | 4. Institution will provide complainant with referrals to on and off campus mental health providers  
|                         | 5. Institution will assess need to implement interim or long-term protective measures, if appropriate.  
|                         | 6. Institution will provide the victim with a written explanation of the victim’s rights and options  
|                         | 7. Institution will provide a “No trespass” (PNG) directive to accused party if deemed appropriate  
|                         | 8. Institution will provide written instructions on how to apply for Protective Order  
|                         | 9. Institution will provide a copy of the policy applicable to Sexual Assault to the complainant and inform the complainant regarding timeframes for inquiry, investigation, and resolution  
|                         | 10. Institution will inform the complainant of the outcome of the investigation, whether or not the accused will be administratively charged and what the outcome of the hearing is  
|                         | 11. Institution will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation |
| Stalking                | 1. Institution will assess immediate safety needs of complainant  
|                         | 2. Institution will assist complainant with contacting local police if complainant requests AND provide the complainant with contact information for local police department  
|                         | 3. Institution will provide written instructions on how to apply for Protective Order  
|                         | 4. Institution will provide written information to complainant on how to preserve evidence  
|                         | 5. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate  
|                         | 6. Institution will provide the victim with a written explanation of the victim’s rights and options  
|                         | 7. Institution will provide a “No trespass” (PNG) directive to accused party if deemed appropriate |
| Dating Violence         | 1. Institution will assess immediate safety needs of complainant |
Upon receipt of a complaint, KUSM-W will promptly initiate an investigation in accordance with KUSM-W’s Discrimination Complaint Resolution Procedures.

**Assistance for Victims: Rights & Options**

Regardless of whether a victim elects to pursue a criminal complaint or whether the crime occurred on or off campus, KUSM-W will assist victims of sexual assault, domestic violence, dating violence, and stalking and provide the victim with written explanation of their rights and options. Such written information will include:

- the availability of counseling, health services, victim advocacy, and other services within the institution and in the community
- action to be taken following a crime of domestic violence, dating violence, sexual assault or stalking,
• information about how the institution will protect the confidentiality of victims and other necessary parties.
• the assistance of KUSM-W security in contacting local law enforcement if the victim seeks to file a report.
• an explanation of the procedures for institutional disciplinary action

Accommodations and Protective Measures Available for Victims

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, KUSM-W will provide written notification to students and employees about accommodations available to them, including academic, living, transportation, protective orders and working situations. The written notification will include information regarding the accommodation options, available assistance in requesting accommodations, and how to request accommodations and protective measures (i.e., the notification will include the name and contact information for the individual or office that should be contacted to request the accommodations).

At the victim’s request, and to the extent of the victim’s cooperation and consent, university offices will work cooperatively to assist the victim in obtaining accommodations. If reasonably available, a victim may be offered changes to academic, living, working, protective measures or transportation situations regardless of whether the victim chooses to report the crime to campus police or local law enforcement. Examples of options for a potential change to the academic situation may be to transfer to a different section of a class, withdraw and take a class at another time if there is no option for moving to a different section, etc. Potential changes to living situations may include moving to a different room or residence hall. Possible changes to work situations may include changing working hours. Possible changes in transportation may include having the student or employee park in a different location, assisting the student or employee with a safety escort, etc.

To request changes to academic, living, transportation and/or working situations or protective measures, a victim should contact the Title IX Coordinator, at cnevins@kumc.edu, who will assist the victim in requesting accommodations by working with the Wichita PD, Associate Dean for Student Affairs, Human Resources, or other departments involved in providing the protective measures.

University-Initiated Protective Measures

In addition to those protective measures previously described the Title IX Coordinator or their designee will determine whether reasonable interim measures that may be available through the victim’s department chair, school dean, or other administrator and that the University would be obligated to implement, such as making adjustments to academic or work schedules, parking locations, classroom/office locations, or similar situations, if the changes are requested after an alleged offense and are necessary to ensure the prevention of further misconduct and to provide separation between the victim and the alleged perpetrator. Factors to consider in determining the reasonableness of any request would include its impact on the victim’s or respondent’s ability to continue their coursework, the extent to which the request would further the goal of providing a safe environment for the victim,
and any impact on the mission of the University. Interim measures may also include the implementation by the department chair, school dean, or other administrator of no contact orders between the victim and the perpetrator if both are members of the KUMC community. The University will provide reasonable interim measures regardless of whether the victim chooses to report the crime and will also maintain the confidentiality of any interim measures or assistance, to the extent possible, so long as such confidentiality does not impair the ability of the institution to provide the assistance or accommodation. These remedies may be applied to one, both, or multiple parties involved. Violations of the Title IX Coordinator’s directives and/or protective measures may constitute related violations that may lead to additional disciplinary action. Protective measures imposed may be temporary pending the results of an investigation or may become permanent as determined by KUSM-W.

Rights of Victims and the Institution’s Responsibilities for Orders of Protection, “No Contact” Orders, Restraining Orders, or Similar Lawful Orders Issued by a Criminal, Civil, or Tribal Court or by the Institution

KUSM-W complies with Kansas law in recognizing orders of protection, no contact orders, restraining orders, or similar orders provided to KUSM-W. Any person who obtains an order of protection from Kansas or any reciprocal state (list reciprocal states) should provide a copy to Campus Security and the Office of the Title IX Coordinator. A complainant may then meet with Campus Security to develop a Safety Action Plan, which is a plan for campus security and the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include, but in not limited to: escorts, special parking arrangements, providing a temporary cellphone, changing classroom location or allowing a student to complete assignments from home, etc.)

Assistance from KUSM-W security in enforcing any court orders of protection, no contact orders, restraining orders, or similar orders that the victim provides KUSM-W security. KUSM-W security personnel are not authorized to issue protection, no contact orders, restraining orders, or similar orders, but can assist in contacting Wichita PD. Forms for seeking such orders can be found the Kansas Judicial Council page and turned in at the Sedgwick County Courthouse at 525 N. Main St., Wichita, Room 134 (Family Court Services).

SAMPLE CHART DEMONSTRATING TYPES OF ORDERS AVAILABLE IN JURISDICTION

The University may issue an institutional no contact order if deemed appropriate or at the request of the victim or accused. If the University receives a report that such an institutional no contact order has been violated, the University will initiate disciplinary proceedings appropriate to the status of the accused (student, employee, etc.) and will impose sanctions if the accused is found responsible for violating the no contact order.
## TYPES OF ORDERS AVAILABLE IN KANSAS

<table>
<thead>
<tr>
<th>Type of Order:</th>
<th>Who Can File For One:</th>
<th>Court:</th>
<th>Based On:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Domestic Violence Civil Protection Order – up to 5 years, can be renewed**</td>
<td>Family or household members including: • Spouses, former spouses • Parent, child, foster parent • People who have kids together • Intimate partners who lived together in the last 5 years • Same sex couples are eligible</td>
<td>Domestic Relations Court – where victim lives, where abuser lives or has a business, or where incident(s) occurred</td>
<td>Causing or trying to cause injury or placing someone in fear of imminent serious harm (Courts use different requirements for how recent the incident must be)</td>
</tr>
<tr>
<td>Stalking Protection Order - up to 5 years, can be renewed**</td>
<td>Any person who is a victim of stalking. No relationship with stalker is required.</td>
<td>Common Pleas Court - where victim lives (if family or household member, can be filed as DV Protection Order, see above)</td>
<td>Pattern of conduct (2 or more events), closely related in time, that cause distress or make a victim believe the stalker will cause harm</td>
</tr>
<tr>
<td>Sexually Oriented Offense Protection Order - up to 5 years, can be renewed**</td>
<td>Any person who was a victim of a sexually oriented offense (see ORC 2950.01). No relationship with offender is required. Case does not have to be criminally prosecuted.</td>
<td>Common Pleas Court – where victim lives</td>
<td>Sexual assault or unwanted sexual contact (see ORC 2950.01)</td>
</tr>
<tr>
<td>Juvenile Protection Order – until abuser reaches age 19</td>
<td>Victim of abuse by a person who is under age 18, or the victim’s parent or another household member, or other parties the Court approves.</td>
<td>Juvenile Court – where victim lives</td>
<td>Assault, stalking, sexual offenses, threats of harm or aggravated trespass</td>
</tr>
</tbody>
</table>

### On and Off Campus Services for Victims

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, KUSM-W will provide written notification to students and employees about existing assistance with and/or information about obtaining resources and services including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and assistance in notifying appropriate local law enforcement. These resources include the following:
<table>
<thead>
<tr>
<th><strong>ON CAMPUS</strong></th>
<th><strong>Type of Services Available</strong></th>
<th><strong>Service Provider</strong></th>
<th><strong>Contact Information</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Counseling for Students</td>
<td>Psychological counseling</td>
<td>Affiliated Psychiatric</td>
<td>316-687-0006</td>
</tr>
<tr>
<td>Counseling for employees</td>
<td>Psychological, family, parenting, domestic violence</td>
<td>ComPsych (through Employee Assistance Plan) KUMC ID: SOKEAP</td>
<td>Employee Assistance Program (EAP)</td>
</tr>
<tr>
<td>Health</td>
<td>Forensic Exam, physical exam</td>
<td>Ascension – 9211 E. 21st St. North, Wichita, KS 67206</td>
<td>316-609-4501</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Ascension - 3311 E. Murdock, Wichita, KS 67208</td>
<td>316-274-8280</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Conducting a forensic examination does not require filing of a police report</td>
</tr>
<tr>
<td>Mental Health</td>
<td>See counseling above</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Legal Assistance for employees</td>
<td></td>
<td>See EAP above</td>
<td></td>
</tr>
<tr>
<td>Visa and Immigration Assistance</td>
<td>Provide support and contacts for local resources</td>
<td>Office of International Programs – KC Campus</td>
<td>913-588-1480</td>
</tr>
<tr>
<td>Student Financial Aid</td>
<td>Academic and Student Affairs</td>
<td></td>
<td>316-293-2603</td>
</tr>
</tbody>
</table>
### OFF CAMPUS

<table>
<thead>
<tr>
<th>Type of Services Available</th>
<th>Service Provider</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counseling</td>
<td>Wichita Area Sexual Assault Center</td>
<td>316-263-0815</td>
</tr>
<tr>
<td>Health</td>
<td>Local Hospitals Asset Health Systems (St. Francis, St. Joseph, St. Teresa) Wesley Medical Center</td>
<td></td>
</tr>
<tr>
<td>Victim Advocacy</td>
<td>Wichita Area Sexual Assault Center</td>
<td>316-263-0815</td>
</tr>
<tr>
<td>Legal Assistance</td>
<td>Kansas Legal Services</td>
<td>1-800-723-6953</td>
</tr>
</tbody>
</table>

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

- Rape, Abuse, and Incest National Network [http://www.rainn.org](http://www.rainn.org)
- Department of Education, Office for Civil Rights [http://www2.ed.gov/about/offices/list/ocr/index.html](http://www2.ed.gov/about/offices/list/ocr/index.html)
- National Domestic Violence Hotline: 1-800-799-7233
- National Sexual Assault Hotline: 1-800-656-4673
- US Dept. of Justice Office on Violence Against Women: [https://www.justice.gov/ovw](https://www.justice.gov/ovw)
- U.S. Citizenship and Immigration Services: [https://www.uscis.gov/](https://www.uscis.gov/)
- Immigration Advocates Network: [https://www.immigrationadvocates.org/](https://www.immigrationadvocates.org/)

Additionally, the victim will be informed of the following:

- The University has an obligation to report the names of the alleged perpetrator and the individual involved in the alleged sexual violence, as well as relevant facts regarding the incident, to the Title IX Coordinator.
- The victim has the option to request that the University maintain confidentiality, which the Title IX Coordinator will consider.
- The victim can share information confidentially through counseling in the Office of Academic and Student Affairs or through community services such as Wichita Area Sexual Assault Center.
- The victim has the right to file a complaint with the Title IX Coordinator and/or with the campus or local law enforcement. The victim also has the option of declining to notify authorities.
Confidentiality:
Victims may request that directory information on file with the University be withheld by request. Employees on either campus may request through Human Resources at 316-293-2615 and students on either campus may request through the Academic and Student Affairs at 316-293-2603. Regardless of whether a victim has opted-out of allowing the University to share “directory information,” personally identifiable information about the victim and other necessary parties will be treated as confidential and only shared with persons who have a specific need-to-know, i.e., those who are investigating/adjudicating the report or those involved in providing support services to the victim, including accommodations and protective measures. By only sharing personally identifiable information with individuals on a need-to-know basis, the institution will maintain as confidential, any accommodations or protective measures provided to the victim to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

All complaints filed with the Title IX Coordinator will be handled discreetly but the Equal Opportunity Office cannot guarantee confidentiality or anonymity because the University has an obligation to investigate complaints, and to maintain a safe environment free from harassment and discrimination. Because of its obligations under the law, the University may not be able to honor all requests for confidentiality or all requests that a complaint not be investigated and pursued. The determination as to whether confidentiality can be maintained will be made by the Title IX Coordinator upon consideration of whether maintaining confidentiality would inhibit the ability to maintain a safe campus environment or prevent completion of an investigation, which could pose an ongoing safety risk to the campus community. To ensure that the University meets its obligations to provide a safe environment for all, University employees must also consult with appropriate University members concerning what identifying information they must share within the institution to respond to the report of a crime and to promote campus safety. However, personally identifying information will not be disclosed in the collection of crime data gathered for Clery Act reporting or in the Daily crime Log. Furthermore, if a Timely Warning Notice is issued on the basis of a report of domestic violence, dating violence, sexual assault or stalking, the name of the victim and other personally identifiable information about the victim will be withheld.

University employees who have received a report of sexual harassment shall refrain from disclosing information about a complaint to anyone who does not have a legitimate business need or right to know. Such disclosures could compromise the investigative process, are unprofessional, and may result in disciplinary action.

Notification to Victims of Crimes of Violence
Upon written request, the University will disclose to the victim of any crime of violence or sex offense, the report on the final results of any disciplinary proceeding conducted by the University against a student who is the alleged perpetrator of such crime or offense with respect to such crime or offense. If
the victim of such crime or offense is deceased as a result of that crime or offense, the next of kin shall be treated as the victim for purposes of this paragraph. In addition to the foregoing, in cases involving sexual harassment, including sexual violence (sexual assault, domestic violence, dating violence, and stalking), the victim automatically receives the final results of any disciplinary proceeding.

**Disciplinary Process in Sexual Misconduct Incidents**

Reports of sexual misconduct, including sexual harassment, sexual assault, domestic violence, dating violence, or stalking, will be investigated promptly, impartially, and fairly by the Title IX Coordinator who has been trained in conducting sexual assault investigations. The Title IX Coordinator will reach a conclusion based on a preponderance standard of evidence. If the investigation results in a finding of misconduct, the Title IX Coordinator will recommend to the appropriate Department Chair, Dean or Vice Chancellor that effective corrective action is taken.

In accordance with the applicable handbook (student, faculty, staff), KUSM-W will conduct a prompt, fair and impartial review to determine the appropriate discipline. Any disciplinary review will be completed by officials who do not have any conflict of interest or bias regarding the accused or accuser and will be conducted within a reasonable period and in a manner consistent with KUSM-W policies and procedures that is transparent to the accuser and the accused. Usually, the resolution of domestic violence, dating violence, sexual assault and stalking complaints are completed within the timeframe specified in each policy the institution maintains. However, each procedure allows for extensions of timeframes for good cause with written notice to the accuser and the accused of the delay and the reason for the delay. University officials involved in the investigation or adjudication of domestic violence, dating violence, sexual assault and stalking complaints are trained annually on the issues related to domestic violence, dating violence, sexual assault, and stalking as well as how to conduct an investigation and hearing process that protects the safety of the victim and promotes accountability.

Furthermore, each policy

- The accuser and the accused will be entitled to the same opportunities to be notified of the proceeding and be present, to have equal access to the appropriate officials and information being considered, and
- The accuser and the accused will have the same opportunities to have others present during any institutional disciplinary proceeding.
- The accuser and the accused each have the opportunity to be accompanied by an advisor of their choice at any stage of the process and to be accompanied by that advisor to any related meeting or proceeding. The University will not limit the choice of advisor or presence for either the accuser or the accused in any meeting or institutional disciplinary proceeding.
- "Advisor" is an individual who was not a witness or otherwise involved in the allegations of the complaint and acts as a representative for either the complainant or the respondent. An Advisor may be present for any questioning of their "client" during the investigation but is expected to play a passive role. An Advisor (does not have to be the same as during the investigation) also represents each party during the subsequent hearing and participates by questioning the opposing party. The Advisor may also question witnesses during the hearing on behalf of their party. For purposes of the hearing, an Advisor will be appointed by the University if either party does not select an Advisor for themselves.
both the individual charged and the individual bringing the charges will be simultaneously notified, in writing of any initial, interim, and final outcome of the disciplinary proceeding, any change to that outcome, any sanction imposed, and the procedures by which the victim or the accused may appeal the results of the disciplinary proceeding.

When an appeal is filed, the accuser and the accused will be notified simultaneously in writing of any change to the result prior to the time that it becomes final as well as of the final result once the appeal is resolved.

If the individual bringing the charges is deceased as a result of the crime of offense, the University will notify the outcome of the disciplinary proceedings to the victim’s next of kin, if so requested. Release of this information does not constitute a violation of the Family Educational Rights and Privacy Act.

Whether or not criminal charges are filed, the university or a person may file a complaint under the following policies, depending upon the status of the accused (student or employee):

**Process for Students to Initiate Complaints of Alleged Domestic Violence, Dating Violence, Sexual Assault and Stalking**

**Title IX Resolution Process:**

https://kumc-publicpoliciesandprocedures.policystat.com/policy/12189052/latest/

**How to File a Disciplinary Complaint Under this Policy**

A Complainant may initiate the complaint process through this online portal: https://redcap.kumc.edu/surveys/?s=E9EL7AYDXH or by submitting a written complaint to cnevins@kumc.edu. Complainants are encouraged to file their formal complaints within one hundred eighty (180) days of any occurrence of alleged discrimination. A formal complaint must be made while the complainant is still enrolled in a program with KUMC, intends to re-enroll in a program with KUMC, is employed by or seeking employment with KUMC, or is participating or attempting to participate in an education program of KUMC.

**How the University Determines Whether This Policy will be Used**

Upon receiving a formal complaint, the Title IX Coordinator shall conduct an initial evaluation of the formal complaint and determine the appropriate action required. In conducting its initial review of the formal complaint, the Title IX Coordinator may meet with the Complainant or take other steps to learn of the basis of the formal complaint, including examining University records. The formal complaint shall be dismissed when:
• The conduct alleged in the formal complaint would not constitute sexual harassment even if proved,

• The conduct did not occur in the University's educational programs or activities, or

• The conduct did not occur against a person in the United States the Title IX Coordinator may dismiss a formal complaint if at any time during the investigation or hearing:

  • A complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein

  • The respondent is no longer enrolled or employed by the University

  • The complainant refuses to cooperate or participate with the University's investigation

  • The complainant is anonymous

  • The complaint was filed when the complainant was not participating or attempting to participate in an education program or activity of the university; or

  • Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein. If it is determined that the Title IX Coordinator will not proceed with investigation of a formal complaint, the Title IX Coordinator will notify the complainant (if not anonymous) and respondent in writing explaining the reasons why the complaint is not being investigated under Title IX. The Title IX Coordinator may notify the complainant that their formal complaint will be investigated by the EOAC under the Discrimination Complaint Resolution Process (DCRP) or that the matter is being referred to another office for review. The notification letter will include a statement regarding the complainant and respondent right to appeal the Title IX Coordinator's decision if no formal investigation will occur under this policy or other process pursuant to section VI below.

A formal investigation will be initiated if a complaint is complete, timely, within the scope of this policy and articulates sufficient facts, which if determined to be accurate, would support a finding that the University's Sexual Harassment policy has been violated.

Steps in the Disciplinary Process

Investigators assigned to conduct an investigation will be impartial and have no conflicts of interest. In conducting investigations into violations of the University's Policies, the Title IX Coordinator will use a preponderance of the evidence standard in making factual determinations. The preponderance of the evidence means the fact in dispute is more likely than not to be true. The investigation will include the following elements:

• Contact the Complainant to gather additional details

• Provide written notice to the parties of the commencement of the investigation
• Meet with witnesses and gather evidence

• Provide parties an opportunity to review the evidence and the preliminary report and submit a response within 10 days • Issue a final report after 10-day period for parties to respond

• Provide notice of a hearing date, to be scheduled at least 10 but no more than 30 days from the notice date

**Decision-Making Process**

Pursuant to the Title IX Hearing Procedures ([https://kumcpublicpoliciesandprocedures.policystat.com/policy/10891880/latest/](https://kumcpublicpoliciesandprocedures.policystat.com/policy/10891880/latest/)): Within ten (10) working days following conclusion of the hearing, the hearing panel will issue a written decision explaining the basis for their determination. The decision will include: identification of the allegations constituting sexual harassment; a description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held; a statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility; any disciplinary sanctions imposed on the Respondent, and whether remedies designed to restore or preserve equal access to KUMC's programs or activities will be provided to Complainant; and the procedures and permissible bases for the Complainant and Respondent to appeal. A determination of responsibility will be made if at least 2 out of the 3 hearing panel members find that the totality of the evidence presented and considered support a conclusion that, more likely than not, the Respondent violated the University's Sexual Harassment Policy.

**Standard of Evidence**

The Hearing Panel will make their determination based on a preponderance of the evidence.

**Possible Sanctions**

Sanctions that may be imposed following the results of an institutional investigation and hearing for sexual harassment, dating violence, domestic violence, sexual assault, or stalking include: Disciplinary warning, Disciplinary probation, Campus/Community Service, Suspension and/or expulsion.

Factors considered in reaching the appropriate sanction may include: nature of the offense, severity of the offense, impact on other members of the University community, and the opportunity for rehabilitation and development.

Additional remedial measures that may also be imposed include mandatory training, no contact orders, or banned access to parts of campus. Following a disciplinary determination, the University will, upon written request, disclose to the alleged victim of a crime of violence or a non-forcible sex offense, a report on the results of any disciplinary proceeding conducted by the
University against a student or employee who is the alleged perpetrator of such crime or offense.

**Range of Protective Measures Available to a Victim Alleging Misconduct**

The Title IX Coordinator's goal at all times is to protect, to the extent possible, individuals’ access to KUMC educational programs and activities. Accordingly, upon receiving a report of sexual harassment, the Title IX Coordinator will offer and implement appropriate supportive measures to the complainant and respondent, as appropriate, before or after the filing of a formal complaint or where no formal complaint has been filed.

Such measures will be non-disciplinary, non-punitive individualized services, including but not limited to a mutual directive to the parties to have no contact with each other (a "No Contact Directive"), changes to class schedules, counseling, campus escort services, and other measures designed to restore or preserve access to the educational programs and activities, protect the safety of all parties and the educational environment, and to deter harassment and retaliation. Such measures will not be unduly burdensome to either party and will not require a fee or charge.

**Procedures for Employees to Initiate a Complaint of Alleged Domestic Violence, Dating Violence, Sexual Assault and Stalking**

**Title IX Resolution Process:**

https://kumcpublicpoliciesandprocedures.policystat.com/policy/12189052/latest

**How to File a Disciplinary Complaint Under this Policy**

A Complainant may initiate the complaint process through this online portal:

https://redcap.kumc.edu/surveys/?s=E9EL7AYDXH

or by submitting a written complaint to nholick@kumc.edu. Complainants are encouraged to file their formal complaints within one hundred eighty (180) days of any occurrence of alleged discrimination. A formal complaint must be made while the complainant is still enrolled in a program with KUMC, intends to re-enroll in a program with KUMC, is employed by or seeking employment with KUMC, or is participating or attempting to participate in an education program of KUMC.

**How the University Determines Whether This Policy will be Used**

Upon receiving a formal complaint, the Title IX Coordinator shall conduct an initial evaluation of the formal complaint and determine the appropriate action required.

In conducting its initial review of the formal complaint, the Title IX Coordinator may meet with the Complainant or take other steps to learn of the basis of the formal complaint, including examining University records.
The formal complaint shall be dismissed when:

- The conduct alleged in the formal complaint would not constitute sexual harassment even if proved,
- The conduct did not occur in the University's educational programs or activities, or
- The conduct did not occur against a person in the United States

The Title IX Coordinator may dismiss a formal complaint if at any time during the investigation or hearing:

- A complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein
- The respondent is no longer enrolled or employed by the University
- The complainant refuses to cooperate or participate with the University's investigation
- The complainant is anonymous
- The complaint was filed when the complainant was not participating or attempting to participate in an education program or activity of the university; or
- Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

If it is determined that the Title IX Coordinator will not proceed with investigation of a formal complaint, the Title IX Coordinator will notify the complainant (if not anonymous) and respondent in writing explaining the reasons why the complaint is not being investigated under Title IX. The Title IX Coordinator may notify the complainant that their formal complaint will be investigated by the EOAC under the Discrimination Complaint Resolution Process (DCRP) or that the matter is being referred to another office for review. The notification letter will include a statement regarding the complainant and respondent right to appeal the Title IX Coordinator's decision if no formal investigation will occur under this policy or other process pursuant to section VI below.

A formal investigation will be initiated if a complaint is complete, timely, within the scope of this policy and articulates sufficient facts, which if determined to be accurate, would support a finding that the University's Sexual Harassment policy has been violated.

**Steps in the Disciplinary Process**

Investigators assigned to conduct an investigation will be impartial and have no conflicts of interest. In conducting investigations into violations of the University's Policies, the Title IX Coordinator will use a preponderance of the evidence standard in making factual determinations. The preponderance of the evidence means the fact in dispute is more likely than not to be true. The investigation will include the following elements:

- Contact the Complainant to gather additional details
• Provide written notice to the parties of the commencement of the investigation
• Meet with witnesses and gather evidence
• Provide parties an opportunity to review the evidence and the preliminary report and submit a response within 10 days
• Issue a final report after 10-day period for parties to respond
• Provide notice of a hearing date, to be scheduled at least 10 but no more than 30 days from the notice date

**Decision-Making Process**

**Pursuant to the Title IX Hearing Procedures**
(https://kumcpublicpoliciesandprocedures.policystat.com/policy/10891880/latest/): Within ten (10) working days following conclusion of the hearing, the hearing panel will issue a written decision explaining the basis for their determination. The decision will include: identification of the allegations constituting sexual harassment; a description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held; a statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility; any disciplinary sanctions imposed on the Respondent, and whether remedies designed to restore or preserve equal access to KUMC's programs or activities will be provided to Complainant; and the procedures and permissible bases for the Complainant and Respondent to appeal. A determination of responsibility will be made if at least 2 out of the 3 hearing panel members find that the totality of the evidence presented and considered support a conclusion that, more likely than not, the Respondent violated the University's Sexual Harassment Policy.

**Standard of Evidence**

The Hearing Panel will make their determination based on a preponderance of the evidence.

**Possible Sanctions**

Sanctions that may be imposed following the results of an institutional investigation or proceeding for dating violence, domestic violence, sexual assault or stalking include:

<table>
<thead>
<tr>
<th>For Faculty</th>
<th>For Staff</th>
<th>For Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Warning,</td>
<td>• Warning,</td>
<td>• Disciplinary warning,</td>
</tr>
<tr>
<td>• Restitution,</td>
<td>• Reduction or elimination of merit salary increases,</td>
<td>• Disciplinary probation,</td>
</tr>
<tr>
<td>• Censure,</td>
<td>• Reassignment of duties,</td>
<td>• Campus/Community Service,</td>
</tr>
<tr>
<td>• Suspension with pay,</td>
<td>• Demotion,</td>
<td></td>
</tr>
</tbody>
</table>

University of Kansas School of Medicine – Wichita Annual Security Report
• Suspension without pay or dismissal.
• Suspension, Dismissal.
• Suspension and/or expulsion.

Factors considered in reaching the appropriate sanction include nature of the offense, severity of the offense, impact on other members of the University community, and the opportunity for rehabilitation and development.

Additional remedial measures that may also be imposed include mandatory training, no contact orders, or banned access to parts of campus. Following a disciplinary determination, the University will, upon written request, disclose to the alleged victim of a crime of violence or a non-forcible sex offense, a report on the results of any disciplinary proceeding conducted by the University against a student or employee who is the alleged perpetrator of such crime or offense.
Range of Protective Measures Available to a Victim Alleging Misconduct

The Title IX Coordinator's goal at all times is to protect, to the extent possible, an individual’s ability to participate in KUMC academic programs and activities. Accordingly, upon receiving a report of sexual harassment, the Title IX Coordinator will offer and implement appropriate supportive measures to the complainant and respondent, as appropriate, before or after the filing of a formal complaint or where no formal complaint has been filed.

Such measures will be non-disciplinary, non-punitive individualized services, including but not limited to a mutual directive to the parties to have no contact with each other (a "No Contact Directive"), changes to work or class schedules, changes in parking assignments, counseling, campus escort services, and other measures designed to restore or preserve access to the working environment and educational programs and activities, protect the safety of all parties and the educational environment, and to deter harassment and retaliation. Such measures will not be unduly burdensome to either party and will not require a fee or charge.

Programs to Prevent Domestic Violence, Dating Violence, Sexual Assault and Stalking

The University engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that:

A. Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and

B. Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students and includes:

A. A statement that the institution prohibits the crimes of domestic violence, dating violence, sexual assault and stalking (as defined by the Clery Act)

B. The definitions of domestic violence, dating violence, sexual assault and stalking according to any applicable jurisdictional definitions of these terms

C. What behavior and actions constitute consent, in reference to sexual activity, although consent is not specifically defined in the State of Kansas

D. The institution’s definition of consent AND the purposes for which that definition is used.

E. A description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene
F. Information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

G. Information regarding:

a. procedures victims should follow if a crime of domestic violence, dating violence, sexual assault and stalking occurs (as described in “Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs” elsewhere in this document)

b. how the institution will protect the confidentiality of victims and other necessary parties (as described in “Assistance for Victims: Rights and Options” elsewhere in this document)

c. existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community (as described in “Assistance for Victims: Rights and Options” elsewhere in this document); and

d. options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures (as described in “Assistance for Victims: Rights and Options” elsewhere in this document);

Prevention and Awareness Programs

Primary and Ongoing Prevention Education

The University promotes an inclusive, engaging, and safe environment through a variety of educational programs administered through the Office of Academic and Student Affairs, Human Resources, the Office of the Vice Chancellor for Diversity, Equity & Inclusion, and the Equal Opportunity & Academic Compliance Office. Together, these offices offer a variety of training and programming focusing on sexual assault prevention and awareness, including:

- New Student Orientation - online training which provides that KUMC prohibits all acts of sexual violence, as defined, and addresses sexual violence, dating violence, domestic violence, sexual assault, stalking, and prevention awareness through bystander intervention training and risk reduction options.

- New Employee Orientation - initial person training and ongoing online training provides that KUMC prohibits all acts of sexual violence, as defined, and addresses sexual violence, dating violence, domestic violence, sexual assault, stalking, and prevention awareness through bystander intervention and risk reduction options.

- Annual Compliance training for all employees and students - online training which provides that KUMC prohibits all acts of sexual violence, as defined, and addresses the prevention of sexual violence, dating violence, domestic violence, sexual assault, stalking through bystander intervention and risk reduction options.

- Active Shooter Civilian Response Training - In person training conducted by University Police upon request and available to all campuses. This program includes education and practice scenarios regarding how to respond and be safe during an active shooter situation.
• “Walk a Mile in Her Shoes” program – Nationally recognized event to promote awareness of domestic violence. This includes a partnership with Rose Brooks, a Kansas City, KS domestic violence shelter. The program is available in Kansas City; however, all campus personnel can attend.

• Unconscious Bias Training - in person or virtual live training offered through the Office of the Vice Chancellor for Diversity, Equity & Inclusion on a monthly basis or upon department request.

• Rape Aggression Defense System (RAD) – Conducted by University Police on the Kansas City campus, but available to all campuses, this free 12-hour course is currently available to all female students on campus as requested and is annually made available to female employees as well.

Ongoing information regarding the prevention of dating violence, domestic violence, sexual assault, and stalking, including definitions, is also provided through available brochures, in-person training and speaker presentations as requested through the Equal Opportunity & Academic Compliance Office.

**Sex Offender Registry**

The Campus Sex Crimes Prevention Act of 2000 is a federal law that requires institutions of higher education to advise the campus community where information concerning registered sex offenders may be obtained. It also requires sex offenders, already required by state law to register in a state, to provide notice to each institution of higher education in that state, at which the person is employed, carries on a vocation, or is a student. In Kansas, convicted sex offenders must register with the Kansas Bureau of Investigation. Additionally, you can view the national sex offender registry by accessing the Federal Bureau of Investigation website.

KUMC also requires all registered sex offenders to notify the KU Police Department of their status upon employment or enrollment within three days of designation as a sex offender. Pursuant to the KUMC Sex Offender Notification Policy, the KUMC Police will post on its website a list of registered adult sex offenders who are employees or students of KUMC.

**(HEOA) Notification to Victims of Crimes of Violence**

The University will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as the result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

**Annual Disclosure of Crime Statistics**

While the University strives to create safe environments on all its campuses, crimes do occur. In addition to the Clery Act crimes statistics, other common crimes that occur on campus are outlined below.
**Theft**

Theft is a common occurrence on college campuses. Often, this is because theft is a crime of opportunity. Recreation facilities and many open classrooms and laboratories provide thieves with multiple opportunities. Individuals leave classrooms and laboratories unlocked when not occupied for short periods of time. It is important to be vigilant when it comes to suspicious persons. Never leave items and valuables lying around unsecured. Doors should always be locked.

**Identity Theft**

Identity theft is a crime in which someone wrongfully obtains and uses another person’s personal information in ways that involve fraud or deception, typically for economic gain. This personal data could be a social security number, bank account, computer ID/password, or credit card information. Persons involved in identity theft often use computers or other forms of media to assist them. You can take measures to reduce the risk of this happening to you, such as:

- Do not give anyone your personal information.
- Never give your credit card information, date of birth, or other information over the telephone, unless you can confirm the identity of the person receiving that information.
- Complete periodic credit checks and/or track your accounts to assure there is no suspicious activity.
- Examine financial information often to ensure all transactions are authorized and accounted for.
- Use security software and install firewalls on computers.

**Clery Act Crimes**

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC § 1092(f)) requires colleges and universities across the United States to disclose information about crime on and around their campuses. The Safety and Emergency Management Department maintains a close relationship with the local police department to ensure that crimes reported directly to the police department that involve KUSM-W, are brought to the attention of the appropriate personnel.

All reported crimes are recorded in accordance with the crime definitions outlined in the FBI Uniform Crime Reporting Handbook and the FBI National Incident-Based Reporting System Handbook (sex offenses only). In addition to the crime data that the University Safety and Emergency Management Department maintains, the following statistics also include crimes that are reported to various CSAs as defined in this report. The statistics reported here are based on the number of criminal incidents reported to the various authorities. The statistics reported for the subcategories on liquor laws, drug laws, and weapons offenses represent the number of people arrested or referred to the appropriate campus authorities for respective violations, not the number of offenses documented. Below are the types of crime that are considered Clery countable.

**Clery Act Crime Definitions:**

<table>
<thead>
<tr>
<th>Criminal Offenses</th>
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<tbody>
<tr>
<td>Murder and Non-Negligent Manslaughter</td>
</tr>
<tr>
<td>The willful (non-negligent) killing of one human being by another.</td>
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<td>Crime Type</td>
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<td>----------------------------------</td>
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<tr>
<td>Manslaughter by negligence</td>
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<tr>
<td>Sexual Assault (sex offenses)</td>
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<tr>
<td>Robbery</td>
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<td>Aggravated Assault</td>
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<tr>
<td>Burglary</td>
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<tr>
<td>Motor Vehicle Theft</td>
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<tr>
<td>Arson</td>
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</tbody>
</table>

**Violations**

<table>
<thead>
<tr>
<th>Violation Type</th>
<th>Description</th>
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<tbody>
<tr>
<td>Liquor Law Violations</td>
<td>The violation of laws or ordinance prohibiting; the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; all attempts to commit any of the aforementioned.</td>
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<tr>
<td>Drug Abuse Violations</td>
<td>Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include opium or cocaine and their derivatives; marijuana; synthetic narcotics; and dangerous non-narcotic drugs.</td>
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<tr>
<td>Weapon Law Violations</td>
<td>The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, purchase, possession, transportation, concealment or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons; This is including manufacturing, sale, or possession of deadly weapons; Using, manufacturing, etc. of silencers; Carrying deadly weapons, concealed or openly; Furnishing deadly weapons to minors; aliens possessing deadly weapons; All attempts to commit any of the aforementioned.</td>
</tr>
</tbody>
</table>

**Clery Act Hate / Bias Crime**

A hate crime is defined as any crime that manifests evidence that a victim was selected because of his or her actual or perceived race; gender; gender identity; religion; sexual orientation; ethnicity; national origin or disability. A hate crime is not a separate, distinct crime, but is the commission of a criminal offense, which was motivated by the offender’s bias. If the facts of the case indicate that the offender was motivated to commit the offense because of his or her bias against the victim’s perceived race; gender; gender identity; religion; sexual orientation; ethnicity; national origin or disability, the crime is classified as a hate crime. See Bias definitions below under “Clery Categories of Prejudice.”

<table>
<thead>
<tr>
<th>Hate Crimes</th>
<th>Includes all of the crimes listed in this section that manifest evidence that the victim was chosen based on one of the categories of prejudice listed above.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Larceny / Theft</td>
<td>The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.</td>
</tr>
<tr>
<td>Simple Assault</td>
<td>Unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration or loss of consciousness.</td>
</tr>
<tr>
<td>Intimidation</td>
<td>To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct but without displaying a weapon or subjecting the victim to actual physical attack.</td>
</tr>
<tr>
<td>Destruction / Damage / Vandalism to Property (except Arson)</td>
<td>To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.</td>
</tr>
</tbody>
</table>

**NOTE:** If a hate crime occurs during an incident involving one of the crimes listed above, Clery law requires that the statistic be reported as a hate crime even though these four crime classifications by themselves are not Clery-reportable crimes.
### Clery Categories of Prejudice / Bias

<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race</td>
<td>A preformed negative attitude toward a group of persons who possess common physical characteristics genetically transmitted by descent and heredity that distinguish them as a distinct division of humankind.</td>
</tr>
<tr>
<td>Gender</td>
<td>A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g., male or female.</td>
</tr>
<tr>
<td>Religion</td>
<td>A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being.</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation. Sexual orientation is the term for a person’s physical, romantic, and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) individuals.</td>
</tr>
<tr>
<td>Ethnicity / National origin</td>
<td>A performed negative opinion or attitude towards a group of people based on their actual or perceived country of birth. This bias may be against people that have a name or accent associated with a national origin group, participate in certain customs associated with a national origin group, or because they are married to or associate with people of a certain national origin.</td>
</tr>
<tr>
<td>Disability</td>
<td>A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments / challenges, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age, or illness.</td>
</tr>
</tbody>
</table>

### VAWA Definitions / Other Crimes

<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Violence</td>
<td>Any physical act which is sexual in nature that is committed by force or without the full and informed consent of all persons involved. Sexual violence may include but is not limited to rape, sexual assault, sexual battery, sexual exploitation, stalking, and forms of domestic / dating violence.</td>
</tr>
<tr>
<td>Dating Violence: Federal Definition</td>
<td>The term “dating violence” means violence committed by a person— (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) The length of the relationship. (ii) The type of relationship. (iii) The frequency of interaction between the persons involved in the relationship.</td>
</tr>
<tr>
<td><strong>Dating Violence: State of Kansas Definition</strong></td>
<td>There is no state definition for Dating Violence.</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Domestic Violence: Federal Definition</strong></td>
<td>A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.</td>
</tr>
<tr>
<td><strong>Domestic Violence: State of Kansas Definition</strong></td>
<td>An act or threatened act of violence against a person with whom the offender is involved or has been involved in a dating relationship, or an act or threatened act of violence against a family or household member by a family or household member. Domestic violence also includes any other crime committed against a person or against property, or any municipal ordinance violation against a person or against property, when directed against a person with whom the offender is involved or has been involved in a dating relationship or when directed against a family or household member by a family or household member.</td>
</tr>
<tr>
<td><strong>Stalking: Federal Definition</strong></td>
<td>Whoever— (1) travels in interstate or foreign commerce or is present within the special maritime and territorial jurisdiction of the United States, or enters or leaves Indian country, with the intent to kill, injure, harass, intimidate, or place under surveillance with intent to kill, injure, harass, or intimidate another person, and in the course of, or as a result of, such travel or presence engages in conduct that— (A) places that person in reasonable fear of the death of, or serious bodily injury to— (i) that person; (ii) an immediate family member (as defined in section 115) of that person; (iii) a spouse or intimate partner of that person; or (iv) the pet, service animal, emotional support animal, or horse of that person; or (B) causes, attempts to cause, or would be reasonably expected to cause substantial emotional distress to a person described in clause (i), (ii), or (iii) of subparagraph (A); or (2) with the intent to kill, injure, harass, intimidate, or place under surveillance with intent to kill, injure, harass, or intimidate another person, uses the mail, any interactive computer service or electronic communication service or electronic communication system of interstate commerce, or any other facility of interstate or foreign commerce to engage in a course of conduct that— (A) places that person in reasonable fear of the death of or serious bodily injury to a person, a pet, a service animal, an emotional support animal, or a horse described in clause (i), (ii), (iii), or (iv) of paragraph (1)(A); or (B) causes, attempts to cause, or would be reasonably expected to cause substantial emotional distress to a person</td>
</tr>
<tr>
<td><strong>Stalking: State of Kansas Definition</strong></td>
<td>(1) Recklessly engaging in a course of conduct targeted at a specific person which would cause a reasonable person in the circumstances of the targeted person to fear for such person's safety, or the safety of a member of such person's immediate family and the targeted person is actually placed in such fear.</td>
</tr>
</tbody>
</table>
(2) engaging in a course of conduct targeted at a specific person with knowledge that the course of conduct will place the targeted person in fear for such person’s safety or the safety of a member of such person's immediate family; or
(3) after being served with, or otherwise provided notice of, any protective order included in K.S.A. 21-3843, prior to its repeal or K.S.A. 2012 Supp. 21-5924, and amendments thereto, that prohibits contact with a targeted person, recklessly engaging in at least one act listed in subsection (f)(1) that violates the provisions of the order and would cause a reasonable person to fear for such person's safety, or the safety of a member of such person’s immediate family and the targeted person is actually placed in such fear.

### Crime Statistics

The below statistics are the Clery-Reportable Crimes as reported to local police and/or campus security authorities. On-campus includes 1010 N. Kansas Avenue and 1001 Minneapolis Street (both buildings 90 and 92 and adjacent property as defined in Clery geography criteria). KUSM-W does not have non-campus or public property that meets the Clery Act Geography definitions.

<table>
<thead>
<tr>
<th>Offenses</th>
<th>Year</th>
<th>On-campus</th>
<th>Non-Campus</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder/Non-negligent manslaughter</td>
<td>2021</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2020</td>
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<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2019</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Manslaughter by Negligence</td>
<td>2021</td>
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<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2020</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2019</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Rape</td>
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<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2020</td>
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<td></td>
<td>2019</td>
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<td>Fondling</td>
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<tr>
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<td>2020</td>
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</tr>
<tr>
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<td>0</td>
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</tr>
<tr>
<td></td>
<td>2020</td>
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</tr>
<tr>
<td></td>
<td>2019</td>
<td>0</td>
<td>0</td>
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</tr>
<tr>
<td>Statutory Rape</td>
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<tr>
<td></td>
<td>2020</td>
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</tr>
<tr>
<td></td>
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<tr>
<td>Robbery</td>
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<tr>
<td>Aggravated Assault</td>
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<tr>
<td>Arson</td>
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<tr>
<td>Domestic Violence</td>
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<td>Dating Violence</td>
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<td>0</td>
<td></td>
</tr>
<tr>
<td>Stalking</td>
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<td>Liquor Law Referrals</td>
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<td>Liquor Law Arrests</td>
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<td>Drug Law Arrests</td>
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<td>Weapon Law Referrals</td>
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</tr>
<tr>
<td>Weapons Law Arrests</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
</tbody>
</table>

**Hate Crimes:**
2021: There were no reported hate crimes.
2020: There were no reported hate crimes.
2019: There were no reported hate crimes.

**Unfounded Crimes:**
2021: There were zero unfounded crimes.
2020: There were zero unfounded crimes.
2019: There were zero unfounded crimes.

**Annual Fire Safety Report**
Not required, as KUSM-W does not have student housing facilities.

**Missing Students**
Not required, as KUSM-W does not have student housing facilities.
Personal Safety Tips

To help maintain a safe environment, the University offers the following safety tips for consideration:

- Keep doors to labs, and classrooms locked when not occupied.
- Do not provide unauthorized access to persons in buildings or classrooms.
- Do not keep large amounts of money with you.
- Lock all valuables, money, jewelry, and checkbooks.
- Keep a list of valuable possessions including the make, models, and serial numbers.
- Do not leave laptop computers or textbooks unattended in gathering areas, labs or libraries, even for a short period of time.
- Do not lend University badges to anyone.
- Report loitering or suspicious persons to police immediately; do not take any chances.
- Keep doors locked, even when at home.
- Install and use peepholes.
- Do not leave keys hidden under mats, above the door or near the door.
- Leave lights or a radio on a timer to give the appearance that someone is home.
- Do not attach anything to key rings that indicate place of residence.
- If your instincts tell you something’s wrong, trust them and get away.
- Alert friends/family to where you are going.
- Park and walk in well-lit areas.
- Be aware of surroundings.
- Walk with another person.
- Use your cell phone judicially – do not let it distract you.
- Carry your car keys when approaching your vehicle so you can enter quickly. Lock the door behind you.

The University of Kansas prohibits discrimination on the basis of race, color, ethnicity, religion, sex, national origin, age, ancestry, disability, status as a veteran, sexual orientation, marital status, parental status, gender identity, gender expression, and genetic information in the university’s programs and activities. Retaliation is also prohibited by university policy. The following persons have been designated to handle inquiries regarding the nondiscrimination policies and are the Title IX coordinators for their respective campuses: Associate Vice Chancellor for the Office of Civil Rights and Title IX, civilrights@ku.edu, Room 1082, Dole Human Development Center, 1000 Sunnyside Avenue, Lawrence, KS 66045, 785-864-6414, 711 TTY (for the Lawrence, Edwards, Parsons, Yoder, and Topeka campuses); Director, Equal Opportunity Office, Mail Stop 7004, 3901 Rainbow Boulevard, Kansas City, KS 66160, 913-588-8011, 711 TTY (for the Wichita, Salina, and Kansas City, Kansas medical center campuses).