**What Rights Do I Have As A Student?**

Sexual harassment is an act that violates the standards of the University of Kansas community and is prohibited in all its forms. As a member of the University community, students are expected to adhere to all published rules, regulations and policies. The complete Code of Student Rights & Responsibilities can be found at [http://policy.ku.edu/student-affairs/student-rights-responsibilities-code](http://policy.ku.edu/student-affairs/student-rights-responsibilities-code).

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

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

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

All reports of sexual harassment made to most University staff and faculty will be forwarded to the IOA for review and investigation. We all have a responsibility to keep campus safe and free from this type of harassment.

**Additional Information**

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

**RESOURCES–KU**

Sexual Assault Prevention and Education Center..............785-864-5879
http://sapec.ku.edu/
Counseling and Psychological Services, caps.ku.edu ..........785-864-2277
Department of Student Housing, housing.ku.edu..............785-864-4560
Watkins Memorial Health Center, studenthealth.ku.edu.....785-864-9500
KU Public Safety Office, publicsafety.ku.edu....................785-864-5900
(not-emergency)
KU Ombuds Office, ombuds.ku.edu.............................785-864-7261
Student Affairs, studentaffairs.ku.edu..........................785-864-4060
CARE Coordinator .........................................................785-864-9255
studenthealth.ku.edu/sexual-assault

**LAWRENCE**

Sexual Trauma and Abuse Care Center............................785-843-8985

- Lawrence Police Department, (non-emergency)..........785-832-7509
- Willow Domestic Violence Center, (non-emergency) ..785-843-3333
- Lawrence Memorial Hospital, (Emergency Room)........785-505-6162

**SERVICES THAT PROVIDE 24-HOUR ASSISTANCE:**

KU & Lawrence Police ..................................................911

- Sexual Trauma and Abuse Care Center.......................785-841-2345
- Willow Domestic Violence Center..........................785-843-3333
- Bert Nash Mental Health Center...............................785-843-9192
- Kansas Crisis Hotline ..............................................1-888-END-ABUSE
- National Sexual Assault Hotline.............................1-800-656-HOPE

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The purpose of our services is to help you.

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

### Sexual Harassment

Sexual harassment, including rape, sexual assault, and other forms of sexual violence, can be a devastating and painful experience for college students, profoundly impacting their well-being as well as their ability to thrive and succeed in the academic environment. At the University of Kansas, Lawrence, an individual may initiate a complaint of sexual harassment that occurs on the university premises or at a university sponsored activity, results from an association within the university community, or interferes with or limits a person’s ability to participate in or benefit from the university’s programs and activities.

### How KU Can Help

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

#### What Behavior May Be Considered Sexual Harassment?

- Unwelcome efforts to develop a romantic or sexual relationship;
- Unwelcome commentary about an individual’s body or sexual activities;
- Threatening to engage in the commission of an unwelcome sexual act with another person;
- Stalking or cyberstalking;
- Engaging in indecent exposure; voyeurism, or other invasion of personal privacy;
- Domestic violence and/or dating violence;
- Unwelcome physical touching or closeness;
- Unwelcome jokes or teasing of a sexual nature or based upon gender or sex stereotypes; and
- Sexual violence or attempted sexual violence, as defined below.

### Sexual Harassment can occur between:

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

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### What Are My Options?

The university encourages students to report any incident of sexual harassment, including sexual violence. A student who has been or believes he or she has been victimized may choose to pursue one or more of the following options or take no action. These options generally include an accompanying investigation by IOA.

#### Office of Institutional Opportunity & Access

Complaints regarding sexual harassment should be reported to IOA, 785-864-6414, or email ioa@ku.edu. You may visit sexualharassment.ku.edu for additional information. A trained investigator will review individual incidents and, when appropriate, make recommendations for resolution through informal or formal means. KU faculty and staff members are required to inform IOA when they have received allegations or information about an incident that may be sexual harassment, including sexual violence.

#### Reports to Law Enforcement

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

#### Confidential Reporting

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

#### Student Conduct Options

Students may report the incident to the Student Affairs Office as a possible violation of the University Code of Student Rights and Responsibilities. A student seeking further information should make inquiries through Student Affairs, studentaffairs.ku.edu. Complaints made against a student to IOA will be investigated and then referred to Student Affairs for adjudication.

### Examples of Sexual Harassment

**Lindsey is a student worker in a campus office.** Another office employee, Bill, frequently tells jokes of a sexual nature in the office. Lindsey has expressed concern to her supervisor, and together they have communicated their dislike for the jokes to Bill. Bill laughed off their concern and continues to make sexual remarks and jokes in Lindsey’s presence.

**Michael is a graduate teaching assistant working on his master’s degree.** He is finding course content to be challenging and asks to meet with the professor to discuss it. The professor suggests that they have dinner together so they can get to know each other better and identify strategies for improvement. Michael declines the invitation. Michael later makes additional attempts to meet with the professor during office hours, but the professor always refuses to meet.

**Emily returns to her residence hall room with friends after partying off campus.** Emily has been drinking heavily. Sometime in the night, Emily awakes to one of the male friends having sex with her. No one else is in the room. Emily tries to get the friend to stop, but he continues.

**Joe is a student.** While walking on Jayhawk Blvd., he observes a group of women cat-calling to men walking by. The women are with a student organization that is tabling on Wescoe Beach. The women make a remark about Joe’s physical appearance as he passes them. He turns around and tells the women that he doesn’t appreciate the comment. As he is walking away, he overhears them make sexual remarks to another guy. Joe calls the president of the student organization to complain. The president tells Joe there is nothing she can do and that they were probably just having some fun.