

# SEXUAL HARASSMENT Information for Faculty & Staff to Support and Assist Students

*The following gives you some general advice and information that can be helpful for you to use to support and assist students. The most important messages for you to share are the available resources and the people to contact in the process. You are not expected to be an expert in this area. Please take time to review the following information so you are able to in order to connect a student appropriately.*

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

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

The complete University of Kansas Policy Against Sexual Harassment is available at:

[https://documents.ku.edu/policies/hreo/Sexual\\_Harassment.htm](https://documents.ku.edu/policies/hreo/Sexual_Harassment.htm). There is a special brochure designed for students and it can be found here: <http://studentaffairs.ku.edu/SSHB> For more information visit: [www.sexualharassment.ku.edu](http://www.sexualharassment.ku.edu)

## What Behavior May Be Considered Sexual Harassment?

### Sexual harassment can be:

- 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 including using technology to stalk
- 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.

Examples can often be helpful – and are included in the brochure found here: <http://studentaffairs.ku.edu/SSHB>.

For more information visit: [www.sexualharassment.ku.edu](http://www.sexualharassment.ku.edu)

Sexual harassment can occur between any two people, be they of the same gender or status at the University (faculty, staff or student).

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

## Your Role as a Responsible Employee

When a student reports an incident of sexual harassment to you: Be respectful of the student's privacy, and understand as a KU employee you must report the incident to the Office of Institutional Opportunity & Access (IOA). This helps the university provide a safe environment for all students and respond quickly to incidents that occur. IOA can be reached at 785-864-6414 or [ioa@ku.edu](mailto:ioa@ku.edu).

### The Office of Institutional Opportunity & Access (IOA) can help you:

- Report the crime, if any, to the police
- Pursue prompt and effective remedial actions, including a No Contact Directive (no contact between both parties)
- Adjust on-campus living arrangements
- Manage academic obligations, such as rearranging deadlines or adjusting class schedules
- Direct the student to appropriate resources such as emotional support and medical care, including the Campus Assistance, Resource and Education (CARE) Coordinator located in Watkins Health Center
- Ensure the student's safety on campus with escorts

### What Are a Student's Options?

At the University of Kansas 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.

The university encourages students to report any incident of sexual harassment, including sexual violence. A student who has been or believes she/he has been victimized may choose to: report the incident to police, report the incident to the University, and/or take no action. The first two options generally include an accompanying investigation by IOA. When in doubt, report the incident.

### How You Can Help a Student?

#### You can:

- Listen. Don't judge.
- Tell the student it wasn't the student's fault.
- Remind yourself not to provide reassurance everything will be okay, as you cannot guarantee the desired outcome will ultimately happen for him/her. Instead tell them you are sorry this happened and you will help as you can and work to make connections with campus resources.
- Encourage the student to report the crime to IOA and/or the police and get medical attention. KU has a trained Sexual Assault Nurse Examiner on staff at Watkins Health Center (*see <http://studenthealth.ku.edu/womens-health>*) as does Lawrence Memorial Hospital.
- Offer to go with him or her to their first counseling session.

- Respect the student's choices but do communicate your concern if you feel these choices may cause harm to the student or others. You can contact the Student Concern Review Team for assistance: <http://studentaffairs.ku.edu/student-concern-review-team>

#### You should not:

- Demand to know all the details.
- Try to speak with the offender yourself. Leave this to officials.
- Try to solve all the problems for the student.
- Make accommodations for the student without first talking to IOA.
- Discount the trauma that sexual violence can cause.
- Offer services and support you are not equipped to offer. There are many resources on-campus designated to provide support to students in these situations.

The University of Kansas is committed to providing a safe environment for all students. For more information about programs for students:

**Sexual Assault Prevention and Education Center:**

<http://sapec.ku.edu/>

**Student Affairs:**

<http://studentaffairs.ku.edu/>

**IOA:** <http://ioa.ku.edu>

**Counseling & Psychological Services:** <http://caps.ku.edu/>

**CARE Coordinator:**

<https://studenthealth.ku.edu/sexual-assault>