



K-State Athletics Coaches and Staff Presentation Title IX, Sexual Harassment, and More





Office of Civil Rights & Title IX

(formerly Office of Institutional Equity)

Student Support & Accountability

Justin Frederick, Director (he/him)
Title IX Coordinator
frederick@ksu.edu
equity@ksu.edu

Andy Thompson, Assistant Vice President (he/him)
athomp@ksu.edu
studentsupport@ksu.edu

Outline

1. Campus Policy
2. Sexual violence on college campuses
 1. Our Responsibility
 2. Facts & The Why
3. Sexual Harassment Scenarios
4. Components of consent
5. Alcohol and consent
6. Resources

**Content warning:
sexual assault, sexual violence,
rape, alcohol-facilitated sexual
assault, sexual harassment &
misconduct**





Applicable Policies

- PPM 3005 – Anti-Discrimination/Anti-Harassment
- PPM 3010 – Title IX
- PPM 3011 – Pregnancy or Related Conditions
- PPM 3015 – Threat Management
- PPM 8520 – Social Media Policy
- PPM 8545 – Student Organization Conduct
- PPM 8550 – Student Amnesty Policy
- Student Code of Conduct
- Honor and Integrity
- Student Organization Policies
- Housing and Dining Policies
- IT Policies



Code of Conduct

- Focus: “to foster the growth and development of individual students through the encouragement of self- discipline, accountability and responsibility to the community.”
- Goal: “to redirect the behavior of students into acceptable patterns, to protect the rights and privileges of all students and to encourage educational development.”
- Generally, University jurisdiction to adjudicate complaints and to impose sanctions under this code shall be limited to misconduct that occurs on University property, at University-sponsored activities, or behavior which intentionally or recklessly interferes with the operation of the University or with University-sponsored activities, including, but not limited to, studying, teaching, research, University administration, fire, police, or emergency services.



PPM 3015

- The safety and security of all Kansas State University employees, students, visitors, and guests are very important. Threats, threatening behavior, acts of violence, and any conduct that substantially disrupts another's work performance or the University's ability to execute its mission are prohibited.
- This Policy applies to persons who are on campus or who are otherwise participating in University-sponsored programs and activities, such as employees, students, contractors, vendors, visitors, and guests.



PPM 3015 Jurisdiction

- This Policy covers conduct that occurs on campus or otherwise within the context of University-sponsored programs and activities, whether those are on campus or off campus. Conduct that occurs off campus and outside the context of University-sponsored programs and activities is covered by this Policy to the extent such conduct presents a substantial risk of physical harm to person(s) on campus or in the context of a University-sponsored program or activity.



PPM 3005 & 3010

- PPM 3005 covers discrimination and harassment based on race, color, ethnicity, national origin, sex, sexual orientation, gender identity, religion, age, ancestry, disability, genetic information, military status, or veteran status is prohibited.
- PPM 3010 covers sex-based discrimination and sexual harassment. This includes investigating and reviewing all reports of sexual harassment and VAWA crimes, which include sexual violence, dating violence, domestic violence and stalking.
- PPM 3011 covers Pregnancy or Related Conditions
- This Policy covers employees, students, applicants for employment or admission, contractors, vendors, visitors, guests, and participants in University-sponsored programs or activities.



Protected Categories Under Civil Rights Laws

- Race
- Color
- Ethnicity
- National Origin
- Sex
- Sexual Orientation
- Gender Identity
- Religion
- Age
- Ancestry
- Disability
- Genetic Information
- Military Status or Veteran Status



Title IX Offenses

- sexual harassment
- sexual assault
- domestic violence
- dating violence
- stalking





Sexual Violence on College Campuses

Sexual violence: any sexual act, or attempt to obtain a sexual act, without freely given consent, can include but is not limited to sexual assault, rape, drug-facilitated sexual assault, etc.

- Can occur between strangers, acquaintances, or long-term partners
 - Can happen to people of **all genders**, and can be perpetrated by people of all genders
- Isn't about sex, but is about **power and control**
- False reporting is very rare, between 2-10% (including circumstances where a victim recanted)
- Students in fraternities are **more likely to perpetrate sexual assault** than students not in fraternities

Culture & Community

- Looking specifically within your community:
 - **Power dynamics**
 - Gender roles
 - Media and messages
- How might some of these concepts apply to sexual assault and misconduct within the collegiate community?
- What structural/systemic changes need to happen?





How Do I Report to OCR & T9?

1. Calling OIE at (785) 532-6220
2. Stopping by office in person: 220A Kedzie Hall
3. Sending an email directly to
 - frederick@ksu.edu
 - kwaller@kstatesports.com
 - equity@ksu.edu
4. Completing an online report- link located on OIE and www.ksu.edu/report



Non-Confidential Resources

Office of Civil Rights & Title IX

<https://www.k-state.edu/oie>

220 A Kedzie Hall – equity@k-state.edu

Phone: 785-532-6220

K-State University Police Department

*(criminal process is separate from ours)

<http://www.k-state.edu/police>

Phone: 785-532-6412, police@k-state.edu

Riley County Police Department

*(criminal process is separate from ours)

www.rileycountypolice.org

Phone: 785-537-2112

U.S. Department of Education – Office of Civil Rights

Phone: 800-421-3481, ocr@ed.gov



Confidential Resources

K-State Athletics Mental Wellness (Anne & Collin)

https://www.kstatesports.com/sports/2015/6/29/_131476204358879454.aspx

Will be located in Vanier/VOT following the holiday

Make an appointment through the website

K-State Counseling and Psychological Services (CAPS)

<https://www.k-state.edu/counseling/>

lower level of Lafene Health Center Building

Phone: 785-532-6927

Center for Advocacy, Response, and Education (CARE)

<https://www.k-state.edu/care/>

206 Holton Hall – ksucare@k-state.edu

Phone: 785-532-6444



Sexual Violence Statistics

26.4% of female and 6.8 % of male undergraduate college students experience nonconsensual sexual contact while enrolled in college.

Out of 1000 sexual assaults, less than 310 are reported to law enforcement, less than 50 of those reports lead to an arrest, less than 28 offenders are ever convicted, and less than 25 offenders are ever incarcerated.

98 % of sexual assault perpetrators on college campuses are male identified
82 % of victims know their perpetrator.



Stigmatization of Male Victims

One in six men will be assaulted at some point in their lives.

One in 16 men will experience sexual violence while attending college.

- Male college students (18-24) are **78% more likely** than 18-24 year old non-students to be a victim of rape or sexual assault
- While these are the most updated statistics, we recognize that sexual assault is the most underreported crime, and there are many men who choose to not come forward and share their story
- What other reactions, comments, and thoughts do you have about the stigmatization of male victims of sexual violence?



Scenario 1

- Sarah, a college student, had just left her afternoon lecture and was walking down Mid-Campus Drive to meet her friend Alexis at Hale Library.
 - As she walked down, Dalton, a fellow student, began to catcall her.
 - Dalton: (whistling) "Hey there, Sarah, looking fine today!"
 - Sarah felt uncomfortable and ignored Dalton, continuing to walk without acknowledging his remarks. Alexis noticed her friend's discomfort as she approached.
 - Alexis: (to Sarah) "Are you okay? I saw Dalton bothering you."
 - Sarah: (nods) "Yeah, I'm fine, but it's frustrating. I wish people would understand that catcalling is not okay."
 - Later that day, Sarah decided to discuss the issue with her athletic trainer, following practice
 - Sarah: "I wanted to talk about something that happened today. I was catcalled on campus, and it made me really uncomfortable."
-
- **Next Steps? Report this? To Whom? Resources? Let's Discuss**
 - Added: Dalton says, girls like it, it's a compliment, what's the problem?



Scenario 2

- Gloria “Glo” and Dina were casually involved with each other during the spring semester
 - They both enjoyed the company and sexual connection but never committed to a serious, exclusive relationship.
 - Over the summer Glo and Dina were apart and Glo met someone new
 - As both athletes return for Fall practice Dina is struggling with the separation
 - They both decided it was best to end things amicably
 - Over the past 2 weeks back on campus Dina calls Glo constantly, drops by her apartment and tries to find her when there is overlap at the Performance Table
 - Glo shares growing concern about Dina’s “obsession” with her to the Graduate Assistant Coach
-
- **Next Steps? Report this? To Whom? Resources? OIE? SSA? Let’s Discuss**



Scenario 3

- Jamie is a high school athlete with aspirations to come to K-State and compete in Track & Field
 - Jamie is visiting campus and on a tour of the athletic facilities
 - Jamie is accompanied by Rian, a current athlete in T&F on the tour
 - As they tour, they come across athletes working out, including Alex, a current college athlete
 - Jamie says to Rian, “I love gray sweatpants season because of guys like Alex.”
 - Rian doesn’t say anything in the moment, but later on Jamie sees another male athlete working out and says, “Do they wear those all year? That’ll be a great distraction!”
 - Rian grows more uncomfortable and talks to coaching staff after Jamie’s leaves their campus visit
-
- **Next Steps? Report this? To Whom? Resources? OIE? SSA? Let’s Discuss**



Scenario 4

- Theo and Charlotte started dating each other after meeting at Performance Table the Fall semester of freshmen year
 - Their relationship lasted for nearly a year and ended a little rocky, but nothing concerning was noticed or reported
 - Spring of their sophomore year, Charlotte approaches her coach and tells them she is worried because a friend of hers had received pictures through social media of Charlotte in varying stages of undress
 - Charlotte states she knows she has only sent pictures of this nature to Theo
 - She is scared who else received the pictures and doesn't know where to turn next
-
- Next Steps? Report this? To Whom? Resources? OIE? SSA?
Let's Discuss



Components of Consent

Consent must be freely given, informed, specific, reversible, and repeated:

1. **Freely given:** both individuals give consent without coercion or pressure from the other
2. **Informed:** both individuals must be aware of the specific sexual act they are consenting to and must be aware of the circumstances of that sexual act
3. **Specific:** both individuals must give freely given and informed consent for each individual sexual act



Components of Consent Cont'd.

Consent must be freely given, informed, specific, reversible, and repeated:

- 4. Reversible:** both individuals may withdraw consent at any time throughout the sexual interaction
- 5. Repeated:** both individuals must give freely given, informed, specific, and reversible consent for every sexual interaction, regardless of consensual sexual interactions previously



Alcohol and Consent

- Alcohol limits functioning in the brain's prefrontal cortex (decision-making, inhibitory control, impulsivity, rationality)
 - Affects the ability to communicate clearly, decreases ability to interpret messages, and decreases ability to judge the outcome of one's decision
 - Increases aggressiveness in some people, may impact someone's physical control of their body (ability to stop something from happening)
 - Complicates both giving consent and receiving consent



Alcohol and Consent Cont'd.

- Sex after drinking is not automatically nonconsensual and the amount that someone can drink and still be able to give consent is entirely individual
 - Navigating consent while under the influence of alcohol requires checking in with your partner more frequently, going slowly and taking breaks, and communicating with your partner not only about if they want to have sex but what they would like to do together



Discussion & Wrap Up

What are some key takeaways from today's workshop?

Did anything from today's workshop come as a surprise to you?

What can students, staff, and faculty be doing to reduce violence and sexual harassment in K-State Sports and On-Campus?

Campus & Community Resources





References & Resources

Statistics: 2020 AAU and 2023 RAINN.com

Consent Scenario cartoons: CampusWell.com

Other resources & references:

[KnowYourIX.com](https://www.knowyourix.com)

[NSVRC.com](https://www.nsvrc.com)

[OJP.gov](https://www.ojp.gov)



ATHLETICS

QUESTIONS?