



CALENDAR YEAR 2019
THE UNIVERSITY OF KANSAS
EDWARDS CAMPUS

Annual Campus Security and Fire Safety Report

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MESSAGE FROM THE CHANCELLOR & CHIEF OF POLICE

As Jayhawks we are dedicated to our mission of lifting students and society by educating leaders, building healthy communities, and making discoveries that change the world. In order to meet this mission, the health and safety of our Jayhawk community is paramount. The University of Kansas strives to provide a safe environment and you are an active part of that effort. Whether you are a student, staff, or faculty, awareness that crime can occur is key to keeping yourself, your friends and your community safe.

The annual security report is your guide to the safety programs, initiatives and policies that the University has put in place and provides information about the crimes that have been reported on campus. That knowledge, along with your active participation in reporting criminal activity or unusual situations as soon as possible, will help provide a safe environment where the entire university community can teach, learn and grow.

This year health and safety took on new meaning as our community came together to fulfill our mission amid a global pandemic. Using a proactive and science-based approach, KU reopened our campus this fall with the protection of others at the forefront. Thank you to everyone who followed health guidelines, wore your mask, used the CVKey app, adjusted to new protocols and norms, and countless other efforts to make our campus safe. You are what makes KU such a great place to be.

Rock Chalk!

Douglas A. Girod

Chancellor

Chris J. Keary

Chief of Police



Campus Safety Resources

The KU Edwards Campus Public Safety Office

The KU Public Safety Office maintains a non-commissioned office and officers on the Edwards campus while the University buildings are open. They are available to assist with problems or to put students and/or staff in contact with the appropriate emergency response agency dependent on the situation. Officers also look for other problems that may exist in the buildings they patrol including potential hazards or other maintenance reports. All Security Officers are radio equipped with direct communications to the KU Public Safety Office Emergency Communication Center and Overland Park Emergency Communications. Information about the University of Kansas Edwards Campus is found here: <http://edwardscampus.ku.edu/about>.

The Edwards Campus Security Report is found here:

<http://edwardscampus.ku.edu/safety>.

The Communication Center provides emergency (911) and non-emergency call taking and dispatching services for the University community, to include police, safety and security, maintenance, and parking services. The KU Edwards Communication Center works closely with the Overland Park Police Department and with other local and state police agencies, as needed.

The University has closed circuit security cameras located in many areas of campus, including the central academic area and parking lots. Cameras record at all times and actively monitor during nighttime hours when school is in session.

Interagency Relationships

The KU Public Safety Office works closely with the Overland Park Police Department on a regular basis. In addition to sharing crime information, both departments have the ability to ask for immediate assistance through a shared radio communication system, as well as a direct phone line between the KU Emergency Communications Center and Overland Park Police Department. Cooperative investigations with and referrals to local Police are done as appropriate. The Overland Park Police Department monitors and records criminal activity on public property surrounding campus and provides this information to the University for inclusion in its crime statistics, as required by the Clery Act.

The KU Public Safety Office maintains a working relationship with other local, state and federal law enforcement agencies including the Johnson County Sheriff's Office, Kansas Bureau of Investigation, Kansas Highway Patrol and Federal Bureau of Investigation (Kansas City and Topeka field offices). Administrators with the KU Public Safety Office maintain periodic contact with administrators from other law enforcement agencies and information is shared with these agencies as needed.

Daily Crime Log

Federal law requires every university that maintains a police or security department of any kind “shall make, keep, and maintain a daily log, written in a form that can be easily understood, recording all crimes reported to such police or security department” to include the nature, date, time and general location of each crime and the disposition of the complaint, if known. The law requires that this initial information be open for public inspection within two business days of the report of the crime unless the release of the information would jeopardize an ongoing investigation, cause a suspect to flee or result in the destruction of evidence, in which cases the information will be withheld until the adverse effect is no longer likely to occur. New information about entries must be made available within two business days.

Criminal offenses reported to the KU Public Safety Office are written using the Kansas Standard Offense Report form. Officers include a short summary within the department’s report writing system to describe all crimes reported. A short summary is also prepared for all subsequent changes in status of a criminal report, such as the recovery of property, the identification of a suspect or the presentation of the criminal report to the prosecutor. Individually identifiable information about the victim is not included in the public information. All completed reports are reviewed by police supervisors. Extraction of those summaries and uploading of them to the crimereports.com website is done every day around midnight. Crimereports.com provides a map-based system that can show all crimes reported on a given day or series of days based on user input. The summaries within crimereports.com do not include non-criminal reports, accidents or traffic infractions. The disposition of the crime is “case open, investigation continuing, with available information,” unless indicated otherwise in the entry.

The law requires that the log be available for public inspection for the most recent 60-day period and any portion of the log older than 60 days be made available within two business days of a request for inspection.

All crimes reported to KU security officers on the Edwards campus, including ones where the victim does not wish to contact law enforcement, are noted on a Daily Crime Log that is found here: <http://edwardscampus.ku.edu/safety>.

Crime Prevention

The Public Safety Office has a Community Services Unit, which maintains a comprehensive crime prevention program that includes presentations, research, and crime prevention literature. Their services are available to all faculty, staff and students free of charge. Educational presentations topics include: Alcohol Awareness, Personal Safety and Self-Protection, response to active shooters, dealing with disruptive persons, identity theft information, and workplace violence. Many programs are collaborative with other University offices and are available to the KU Edwards Campus.

Additional Services Provided

Public Safety Office offers fingerprinting services to University-affiliated persons with a valid KUID for \$5 per card and for non-University-affiliated persons for \$10 per card for the first two cards and \$5 per card thereafter. More information can be found at <http://publicsafety.ku.edu/finger-printing>

The KU Edwards central Lost and Found is operated by the KU Edwards Information Desk with support provided as needed by KU Public Safety.

Firearms

Weapons on Campus Policy

In accordance with state law and Board of Regents policy, the University prohibits students, employees, and visitors from possessing, carrying or using [weapons](#) on property owned by or under the control of the University. 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. The full policy is here: <http://policy.ku.edu/provost/weapons-on-campus>.

The weapons prohibition described above does not include the possession of a concealed handgun by any individual who is 21 years of age or older, and who is not prohibited or otherwise disqualified from carrying a concealed handgun in Kansas, except in buildings or public area of buildings for which adequate security measures are provided. For more information on concealed carry visit: <https://concealedcarry.ku.edu/>

Storage of Civilian Firearms

The KU Public Safety Office will make secure storage available for the safe keeping of rifles and shotguns belonging to currently enrolled KU students, faculty, or staff who reside in on-campus housing. University departments having ownership of firearms for work related reasons may also utilize this storage option. Persons utilizing this service will not be in violation of the University's weapons policy. The full procedure is here: http://publicsafety.ku.edu/sites/publicsafety.drupal.ku.edu/files/docs/civilian_firearms_storage.pdf

Fire Safety/Fire Log

Federal law requires that every university that operates on-campus student housing facilities maintain a written and easily understood log of all reported fires that occur in such facilities, including records, by the date reported, of the nature, date, time and general location of each fire. KU Edwards Campus does not maintain any on-campus student housing, so it is not required to publish a Fire Safety Report.

Safety on Campus

Crime Reporting

The University of Kansas recognizes the importance for an institution of higher learning to develop and maintain a safe and secure environment in which the academic and social pursuits of its members can be fully realized. The university has the utmost concern for the success of each student and endeavors to allow each student maximum freedom to live his/her life free from interference. With this freedom, however, each student is responsible to be an active participant in the exercise of personal safety. While the University of Kansas strives to provide a safe environment, criminal incidents and other emergencies may occur despite reasonable effort. Crimes should be accurately and promptly reported to campus security and the appropriate law enforcement agency.

Reporting Crime on Campus

No community's security plan can attain maximum effectiveness unless everyone contributes to making it work. Safety and security are both personal and shared responsibilities. The university encourages all crimes to be reported to its KU Public Safety Office, (913) 897-8700. In addition, the university requires employees to report crime in accordance with the university's Crime Reporting Policy. <http://policy.ku.edu/chancellor/crime-reporting>.

Reporting Crime off Campus in the city of Overland Park and in Johnson County

If a crime happens off the University of Kansas campus, but within the city limits, those crimes are reported to Overland Park Police Department, (913) 895-6300. <http://www.opkansas.org/city-government/police-department/>.

If a crime happens in Johnson County, but not on campus nor in the city, the Johnson County Sherriff's Office is called. The Sherriff's Office phone number is (913) 715-5800. www.jocosheriff.org/

Overland Park Police Department	913-895-6300
Johnson Country Sherriff's Office	913-715-5800

Voluntary Confidential and Anonymous Reporting

Anonymous reporting is allowed at the University. If, for a personal reason, a person does not wish to report an on-campus crime or suspected crime to the police, that person may anonymously report it to the Crime Stoppers Program operated by the KU Public Safety Office (785-864-8888).

Reports filed anonymously to Crime Stoppers are counted and disclosed in the University's annual crime statistics. A visual presentation of reporting options is available here: <http://sapec.ku.edu/resources>.

KU Public Safety Office Crime Stoppers	785-864-8888
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A victim may also report information about a crime confidentially to the KU Public Safety Office and may ask that a criminal report not be filed. Information about that confidential report will be shared with necessary university departments, such as Student Affairs, and the Office of Institutional Opportunity and Access. Crimes may be reported anonymously to the Overland Park Police Department by calling 913-895-6300 or to the Greater Kansas City Area Crime Stoppers. Crimes may be reported by calling 816-474-8477, by texting the information to 274637, enter TIP 452 plus your message, through the free mobile app P3Tips.com, or through the Crime Stopper website, <http://kccrimestoppers.com/index.aspx>. Reports filed anonymously to the Overland Park Police Department are counted and disclosed in the University's annual crime statistics.

University faculty and staff members are required to inform the Office of Institutional Opportunity and Access (the University's Title IX Coordinator) when they have been told of an incident of possible sexual harassment (including rape, sexual assault, domestic violence, dating violence, and stalking).

Crimes Disclosed to Pastoral or Mental Health Counselor

To be exempt from disclosing reported offenses, pastoral or mental health 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, if and 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 applies even to professional counselors who are not employees of the institution, but are under contract to provide counseling at the institution.

Mandatory Reporting of Child Abuse and Crime

When any employee has reason to suspect that a child under 18 years of age has been harmed as a result of sexual abuse, the employee shall report the matter promptly to an appropriate law enforcement agency, including either the KU Public Safety Office or to local law enforcement officials, or both.

When any employee has reason to suspect that a child under 18 years of age has been harmed as a result of physical, mental or emotional abuse, or neglect, the employee shall report the matter promptly to the **Kansas Department of Social and Rehabilitation**

Services, Kansas Protection Report Center at 1-800-922-5330. In the event of an emergency, immediately contact local law enforcement or call 911.

Kansas Protection Report Center	1-800-922-5330
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The policy of the Kansas Board of Regents and the University of Kansas mandates that all employees and affiliates report to appropriate law enforcement agencies certain known or suspected criminal actions committed by or perpetrated against anyone in the KU community when such suspected actions occur on property owned or operated by the University or in conjunction with a University-sponsored event or activity.

<http://policy.ku.edu/chancellor/crime-reporting>

Employees who do not report criminal activity, as required by this Policy, may be subject to appropriate disciplinary action, up to and including termination of employment, in accordance with applicable personnel policies for faculty and staff.

The Decision-Making Process for a Timely Warning

The University issues timely warnings as set forth below and through its Emergency Notification System to notify members of the campus community about criminal incidents reported on campus, when it is determined that the incident represents a serious or continuing threat to community members. The University issues timely warnings as Crime Alerts. Crime Alerts may also be used to aid in the prevention of similar crimes, to alert the University community to crimes in the broader community or to non-Clery crimes, and/or to seek information to aid in the investigation of a crime. The University does not identify the victim, by name, or identifying information in Crime Alerts.

The issuance of a Timely Warning is decided on a case-by-case basis by Chief of Police/Director of the KU Public Safety Office, or a designee in light of all the facts surrounding an incident, including factors such as the nature of the crime (if any), the continuing danger to the campus community and the possible risk of compromising law enforcement efforts.

All Crime Alerts provide information about the incident and safety tips so community members can take steps to protect themselves or their property and to aid in the prevention of similar crimes.

Crime Alerts are produced by the KU Public Safety Office as soon as pertinent information is available and a need is determined. Completed Crime Alerts are:

- Sent via e-mail to certain administrative offices on campus, such as Chancellor, Provost, KU Edwards Vice Chancellor etc.,
- Posted on available University bulletin boards,
- Posted on the website of the KU Public Safety Office,
<http://publicsafety.ku.edu/crime-and-fire-statistics>
- Sent via e-mail to all KU e-mail addresses

- Posted at or delivered to specific campus locations as determined by the incident, if applicable
- Sent to local media outlets

Additional Crime Alerts may be produced to provide updated information or to announce the arrest or identification of a suspect or the resolution of the incident. Depending on the circumstances, information contained in any Crime Alert may also be announced through the university's Emergency Notification System discussed below.

Campus Security Authorities

"Campus Security Authority" (**CSA**) is a Clery Act- specific term that encompasses four groups of individuals and organizations associated with an institution. CSAs are defined as: a campus police department, individuals who have responsibility for campus security but are not part of the KU Public Safety Office, individuals or organizations to which students and employees would report crime, and any person who has the authority and duty to take action or respond to particular issues on behalf of the University. Examples of CSA include but are not limited to those overseeing student housing or student activities, athletics directors and coaches, advisors to student organizations, and health educators. Examples of individuals who would not meet the criteria for being campus security authorities include a faculty member who does not have any responsibility for student and campus activity beyond the classroom and clerical or cafeteria staff. CSAs are not responsible for taking any action regarding the situation other than to report it to KU Public Safety Office.

Persons who have been designated as CSAs by the university are notified of that designation and provided appropriate training. CSA Training is annual and mandatory. It consists of an online tutorial as well as reference materials such as FAQs for CSAs, Crime Definitions and Crime Notification Information found at:
<http://studentaffairs.ku.edu/clery-act-compliance-information-updated>.

Information on Sex Offenders

Federal law, including section 121 of the Adam Walsh Child Protection and Safety Act of 2006 and the Campus Sex Crimes Prevention Act amendment to the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, pertains to the registration of and publication of information about sex offenders. Federal law requires registered sex offenders to indicate when they are enrolled or employed at institutions of higher learning. The law further requires the state law enforcement authority, the Kansas Bureau of Investigation, to provide the KU Public Safety Office with a list of registered sex offenders who have indicated that they are either enrolled or employed at the University of Kansas-Edwards campus.

The University of Kansas informs the campus community of the list of registered sex offenders for review at:

<https://publicsafety.ku.edu/sites/publicsafety.ku.edu/files/docs/Registered%20Sex%20>

[Offender%20at%20KU%20updated%2009082020.pdf.](#)

A list of all registered offenders is available from the Kansas Bureau of Investigation at: www.kansas.gov/kbi/ro.shtml.

For additional information on the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act visit <https://www.gpo.gov/fdsys/pkg/BILLS-103hr3355enr/pdf/BILLS-103hr3355enr.pdf>.

KU Public Safety Office

913-897-8700

Workplace Violence Policy

The University of Kansas is committed to provide a safe and secure workplace, free from threats and violence, for all those involved in the business of the University. Personal harassment, abusive behavior, and violence are not tolerated in our workplace. The University fully supports the State of Kansas [Workplace Violence Policy](#).

The policy, which applies to all faculty, staff, and student employees of the University can be found here: <http://policy.ku.edu/human-resources/workplace-violence-policy>.

The University has developed procedures for responding to situations of potential or actual violence as outlined by the police. The state workplace violence policy is here: <https://www.admin.ks.gov/docs/default-source/ops/dofa-personnel/workplaceviolence1.pdf?sfvrsn=2#:~:text=The%20safety%20and%20security%20of,mission%20will%20not%20be%20tolerated>.

A program addressing how to respond to workplace violence is available by contacting Human Resources or the KU Public Safety Office. Crime prevention programs are presented to new students at programs offered by the Office of First Year Experience, to new employees at New Employee Orientation, and as requested.

Security and Access of Facilities

Security of Campus Facilities

The University of Kansas is committed to maintaining an environment in which students, faculty, staff, and guests can work without interference. The University of Kansas is a public institution and as such, access to many areas and facilities of the campus is open to the general public and their use is encouraged. Campus buildings are open during regular business hours.

Use of campus facilities for meetings, speakers, and other events is governed by the KU Edwards Conference Events Department and guiding KU Edwards policies. Use of University grounds for activities such as assemblies, rallies, or other gatherings is governed by the Policy on Public Assembly Area <http://policy.ku.edu/provost/public-assembly-areas-policy>. Policies of the Board of Regents also limit the use of campus facilities, including fund raising and political activity.

The University staffs a Facilities Planning and Development Office (formerly Office of Design and Construction Management) which is responsible for designing and constructing campus facilities in compliance with applicable codes. It also oversees the campus lighting plan as well as the design and construction standards for all KU buildings. The Department of Facilities Services is responsible for maintaining buildings and grounds. Facilities Services Grounds Crew regularly trims trees, shrubs, and other vegetation to ensure that exterior lights are not blocked. Any exterior doors found to be malfunctioning are reported to Facilities Services for immediate attention.

Any concerns about or suggestions for campus safety improvement can be submitted to the KU Public Safety Office (913-897-8700) as well as to the Student Success and Support Services Office (913-897-8539).

KU Public Safety Office	913-897-8700
Student Success & Support Services	913-897-8539

The KU Edwards Student Advisory Board works with the KU Edwards administration to inform the campus on student safety feedback and concerns.

The campus is regularly inspected by the Kansas Fire Marshal’s Office as well as KU’s Fire Marshal. The Department of Environment, Health and Safety is committed to aiding the campus in the protection of human health, safety, and the environment in a manner that enhances the quality of education, research and public service on campus.

Security and Monitoring of University Property

The KU Public Safety Office maintains a non-commissioned office and officers on the Edwards campus while the University buildings are open. They are available to assist with problems or to put students and/or staff in contact with the appropriate emergency response agency dependent on the situation. Officers also look for other problems that may exist in the buildings they patrol including potential hazards or other maintenance reports. All Security Officers are radio equipped with direct communications to the KU Public Safety Offices Emergency Communications Section and to Overland Park Emergency Communications.

Information about the University Kansas Edwards Campus is found here:

<http://edwardscampus.ku.edu/about>.

The Edwards Campus Security Report is found here:

<http://edwardscampus.ku.edu/safety>.

Access to University Buildings

Campus buildings are open during regular, posted hours including evenings and weekends.

Personal Property Security

Facilities for securing the personal property of students, staff, faculty, and visitors are provided in the Regents Center (Testing Center student lockers) and in the BEST Faculty Hoteling suite (staff lockers).

The University has closed circuit security cameras located in the parking lots of the KU Edwards campus.

Emergency Response and Notification Procedures

Information Regarding Campus Emergencies

Emergency situations are dynamic. Individuals seeking confirmation of an emergency situation or having questions regarding any emergency notification should visit the Alerts Web Page www.alerts.ku.edu and not contact KU Public Safety Office directly, unless they have pertinent information about the emergency in progress.

Annual Testing of Emergency Evacuation

Evacuation drills shall be conducted at least once annually at unexpected times and under varying conditions to simulate the unusual conditions that occur should an evacuation be necessary.

The Edwards Campus conducts a timed fire drill at the beginning of the fall semester and a timed tornado drill during the spring semester.

Emergency Operations Plan

The University has adopted an Emergency Management Plan to guide emergency management and coordination of all phases of emergency management operations. Confirmation of a significant emergency or dangerous situation involving an immediate threat to health or safety is carried out in accordance with the Plan. The University's emergency response and evacuation procedures will be tested at least annually as outlined in the University's Emergency Management Plan and the procedures will be publicized in conjunction with at least one test per calendar year. Annual testing may be either announced or unannounced and will be publicized on the KU Public Safety Office website. Documentation of the testing, to include a description of the exercise, the date, time and whether it was announced or unannounced, will be maintained in accordance with the Emergency Management Plan and retained by the University's Emergency Management Coordinator.

The KU Public Safety Office has a comprehensive Emergency Management website found at <https://publicsafety.ku.edu/emergency-planning>.

The KU Edwards Emergency Management Plan is found at:

<http://edwardscampus.ku.edu/sites/edwardscampus.ku.edu/files/images/general/PUBLIC%20Edwards%20Campus%20Emergency%20Management%20Plan-July%202016.pdf>

Response to Emergencies

In the event of an emergency, the police should be contacted immediately by calling 911. All campus phones and those cell phone calls originating on campus are routed to the Johnson County Kansas Emergency Communication Center. All KU Public Safety Officers are certified to administer emergency first aid, cardiopulmonary resuscitation (CPR) and are trained in the use of Automated External Defibrillators (AEDs) which are carried in police vehicles.

Emergency Notification System - KU Alerts

The University of Kansas utilizes a range of tools to keep students, faculty, staff and visitors informed in the event of an emergency that could affect their health and safety. These tools comprise the University's Emergency Notification System and include text messaging, public address speakers, e-mail, social media, voicemail, notices to local media, and the KU Alerts webpage www.alerts.ku.edu. Some or all of those notification tools may be used in a given emergency situation.

Students are automatically subscribed to receive emergency text messages at the phone number they provided within Enroll & Pay. Faculty and staff may opt in for the text messages by providing phone number and cellular provider information within the Emergency Contact tab in Enroll & Pay.

Emergency notifications are sent when there is confirmation of significant emergency or dangerous situation occurring on campus that involves an immediate threat to the health or safety of the campus community and in situations requiring immediate action. The on-duty KU Public Safety Office patrol supervisor is responsible for evaluating all known information about an emergency situation on campus and determining the need for emergency notification and immediate actions, such as building evacuation.

The public safety supervisor will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system to the appropriate segment or segments of the campus community, unless issuing a notification will, in the professional judgment of the public safety supervisor, compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency.

Subsequent emergency notifications about a specific incident may be sent by higher ranking KU Public Safety Office supervisors who have taken command of the incident or by the University's Emergency Manager.

Public Address Warning System

The University can broadcast information to buildings equipped with a specific type of fire alerting system. Not all buildings have this function. The outdoor warning sirens for the University of Kansas are activated when the National Weather Service issues a tornado warning or when determination is made that a tornado threat exists. This determination is made by Johnson County Emergency Management staff and will be based upon evaluation of all available information.

Evacuation and Relocation Procedures

The University normally does not close facilities because of brief interruptions in normal services (e.g., short-term water outages or heating/cooling). Occasionally, however, an unplanned incident may render one or more facilities unsuitable for normal habitation or use. In such a case, it may be necessary to evacuate the facility. See below for specific information.

An evacuation may be necessary if there is a power failure, lack of water, hazardous material release, structural damage, bomb threat or other terrorist act, flood, or any other situation that makes the facility unsafe or uninhabitable. An evacuation may be initiated by the building fire alarm, by notice from a police or fire official, or by administrative decision. If the fire alarm sounds, or if a Public Safety Officer or fire official gives an evacuation notice, everyone must leave the building.

- All buildings that are designed for human occupancy are required to have evacuation plans and submit such to the University Emergency Manager Coordinator at kupso@ku.edu within six months of plan implementation and are to be updated annually by January 1. Department and project administrators are responsible to ensure that all people in their building are aware of exit routes and the location of the building Emergency Assembly Area(s). The Building Emergency Evacuation Plan will be updated and maintained by the Building Emergency Liaison and made available to employees for review.
- Unless otherwise notified by KU Public Safety Office or Johnson County Fire and Medical personnel, building occupants may briefly delay evacuating if they need time to shut down electrical and other equipment, especially any that involves flame, explosive vapors, or hazardous materials.
- All building occupants will follow instructions issued by KU Public Safety Office, Johnson County Fire and Medical personnel, and the Building Emergency Liaison.
- After exiting the building, occupants are to go directly to their designated Emergency Assembly Area(s) and follow guidance provided by KU Public Safety Office, Johnson County Fire and Medical personnel, and the Building Emergency Liaison. The building may not be reentered until authorized KU Public Safety Office, University Fire Marshal or Johnson County Fire and Medical personnel give the "All Clear" instruction.

Evacuation/Rescue Plan for Persons with Disabilities

The University prohibits discrimination in its programs and activities, in accordance with Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with

Disabilities Act, 1990. University procedures require everyone, including people with disabilities or other conditions, to evacuate the facility when the fire alarm is activated or when otherwise instructed to do so. The University is committed to assisting with the development of personal action plans and training its employees to identify and assist people who may need assistance in an emergency. The University also recognizes that not everyone with a disability is in need of assistance.

People needing assistance in an emergency, including those with disabilities, should develop a personal action plan. The plan will include identification of their evacuation methods, identification of at least two (2) individuals who are willing to serve as evacuation assistants in the event of an evacuation, if necessary, and any additional steps to assist with evacuation.

It is recognized that people with disabilities or other conditions may require assistance with evacuating in the event of an emergency. Therefore, people needing assistance in an emergency are encouraged to voluntarily self-identify themselves to the University as an individual with a temporary or permanent disability or other condition and make a request for assistance in advance of an emergency. This is accomplished by completing and submitting the Personal Action Plan Template that is accessible on the KU Public Safety Office website or obtainable from the appropriate facility's Building Emergency Liaison. The information provided in the personal action plan will be kept confidential and accessible only by individuals who have responsibilities designated under the Emergency Management Plan, including first responders, Building Emergency Liaisons and supervisors, the Emergency Management Coordinator and the Director of Accessibility and ADA Education.

Notwithstanding submission of this plan to the University, individuals remain responsible for their own evacuation. In addition, if an individual needs assistance evacuating, it is the individual's responsibility to identify evacuation assistants and request the assistance, in advance if possible, of those individuals.

University employees with disabilities and other conditions should work with their supervisor and the relevant Building Emergency Liaison(s) in developing personal action plans. The Director of Accessibility and ADA Education will serve as a resource for University students and employees, including supervisors and the Building Emergency Liaison(s) in the development of personal action plans.

More information is available in Supplemental Document AA of The Emergency More information is available in Supplemental Document AA of The Emergency Management Plan found at

https://policy.ku.edu/sites/policy.ku.edu/files/EMERGENCY_MANAGEMENT_PLAN_PUBLIC.pdf

as well as the KU Edwards Emergency Plan found at

<http://edwardscampus.ku.edu/sites/edwardscampus.ku.edu/files/images/general/PUBLIC%20Edwards%20Campus%20Emergency%20Management%20Plan-July%202016.pdf>.

Illegal Drugs and Alcohol Related Policies

Alcohol and Drug Use 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 law.

The University of Kansas prohibits the unlawful possession, use, manufacture, purchase, or distribution of alcohol or drugs, or any attempt thereof, by students or by employees on its property or as part of its activities. The University is committed to preventing 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 evidences 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 the University of Kansas.

For employees, the University will take appropriate personnel action for alcohol or drug violations up to and including termination. See the policy on Substance Abuse: <http://policy.ku.edu/provost/substance-abuse> 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, and expulsion from the University.

The full policy is found here: <http://policy.ku.edu/human-resources/alcohol-and-drug>.

Additional information is available at www.alcohol.ku.edu and at <http://policy.ku.edu/student-affairs/alcohol-drug-policies-brochure>, as well as <http://policy.ku.edu/human-resources/alcohol-and-drug>.

The Law: Possession and Consumption

The University provides the following information about University policy and applicable law relating to the possession and consumption of alcohol and drugs to members of the University community annually. In addition to the University of Kansas policies on cereal malt beverage and alcoholic liquor, state laws and City of Overland Park ordinances provide criminal penalties for specific violations occurring on campus. The most common are as follows:

City of Overland Park Ordinance

It is illegal in Overland Park to buy for, sell to give or furnish, directly or indirectly, alcohol to individuals under the age of 21. This does not apply to a parent or legal guardian furnishing cereal malt beverages to their child under their supervision. Maximum Penalty: 30 days in jail; \$500 fine.

It is illegal in Overland Park to host social activities that allow individuals under the age of 21 to possess or consume alcohol or cereal malt beverages. Maximum Penalty:

\$1,000; community or public service.

It is illegal for a person under the age of 21 to possess, consume, obtain, purchase or attempt to obtain or purchase alcohol. Maximum Penalty: \$500 fine; up to 30 days in jail; 40 hours of public service; alcohol education; and suspension of driving privileges.

It is illegal for anyone of any age to possess an open container of, and/or consume alcoholic liquor in in any public street, sidewalk, public way, public or private parking lot, public property, or within a vehicle in such place in Overland Park, except in those areas specifically licensed for sale or specifically exempted by law. Maximum Penalty: alcohol education/safety program.

[Kansas Law](#)

It is illegal for anyone of any age to consume alcoholic liquor on state or University of Kansas 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: \$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 a 1 year suspension of driving privileges, for subsequent convictions.

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.

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 (or o the degree it renders the person incapable of safely driving a vehicle). 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)

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

Use and Misuse of Forms of Identification

Possession, use, attempting to obtain, sale, and manufacture of altered or false driver's licenses or identification cards are prohibited by criminal laws. Criminal convictions may jeopardize employment status in professions requiring licensing, certification, or security clearances.

In Kansas, it is also illegal to lend a driver's license or identification card to a person under 21 years of age in order to obtain cereal malt beverage and/or alcoholic liquor.

Kansas Law

Possession or display of any fictitious or fraudulently altered driver's license or

identification card is a Class B nonperson misdemeanor.

Maximum Penalty: 6 months in jail; \$1,000 fine; completion of alcohol/drug education or training program.

Lending a driver's license or identification card to a person under 21 years of age for use in obtaining cereal malt beverage and/or alcoholic liquor, is a Class B nonperson misdemeanor (first conviction). Maximum Penalty: at least 100 hours public service; \$500 fine; 6 months in jail; (severity level and penalties increase with subsequent convictions).

Other crimes relating to false identification can have more severe consequences. Dealing in false identification documents is a severity level 9 nonperson felony. Penalties will vary based upon factors considered in sentencing guidelines. Maximum Penalty: 23 months in jail; \$100,000 fine.

Drugs

Kansas Law

The illegal possession, use, or sale of drugs may subject individuals to criminal prosecution. The University will refer violations of proscribed conduct to appropriate authorities for prosecution.

Kansas law also mandates for certain offenders a non-prison sanction of placement in drug abuse treatment programs. Certain other offenders, including habitual drug users and those convicted of unrelated felonies, remain subject to punishment of imprisonment.

The manufacture of a controlled substance is a drug severity level 2 felony, except under certain circumstances.

Maximum Penalty: 12 years imprisonment; \$500,000 fine.

Illegal possession or use of opiates, amphetamines and narcotics is a drug severity level 5 felony.

Maximum Penalty: 3 1/2 years imprisonment; \$100,000 fine.

Unlawful possession or use of depressants*, stimulants, hallucinogenic drugs (including marijuana and K-2), anabolic steroids, simulated controlled substances and paraphernalia, as well as unlawfully obtaining and distributing prescription drugs is a Class A non-person misdemeanor and may escalate to a level 5 felony.

Maximum Penalty: 1 year imprisonment; \$2,500 fine. With a prior conviction for this offense: 3 1/2 years imprisonment; \$100,000 fine.

The sale or distribution of these drugs is a drug severity level 4 felony and may escalate to a drug severity level 1 felony.

Maximum Penalty: 4 years & 3 months imprisonment; \$300,000 fine. With prior convictions for this offense: 17 years imprisonment; \$500,000 fine.

**Depressants include barbiturates and barbitol; hallucinogens include LSD and psilocybin.*

Federal Law

The Federal Controlled Substances Act provides penalties for the following:
Intentional unlawful distribution or possession with intent to distribute controlled substances.

Maximum Penalty: Life imprisonment; \$10,000,000 fine (first conviction). With a prior conviction for this offense: fine amount is \$20,000,000. With two prior convictions for this offense: life imprisonment without release.

Unlawful possession of a controlled substance.

Maximum Penalty: 3 years imprisonment; \$5000 fine.

Unlawful distribution of a controlled substance, manufacturing, or employing or persuading a person under 18 to unlawfully distribute a controlled substance on or within 1,000 feet.

Parental Notification Policy for Drug and Alcohol Violations

The University of Kansas will notify the parent/legal guardian of a student enrolled on the Edwards campus who is under 21 years of age:

- Following the first known violation of university policy or state law regarding drugs.
- Following the first known violation of university policy or state law regarding alcohol, when the suspected use of alcohol has
 - placed the student in a life-threatening situation as determined by an attending medical professional or as reasonably determined by the Vice Provost for Student Affairs or designee
 - caused the student to be in a physical or mental state that has prompted intervention by university personnel, police, or medical personnel out of concern for the student's wellbeing or to address the student's conduct
 - endangered the health or welfare of another person, including any report by police of arrest for driving on campus while under the influence of alcohol
- Following the second known violation of university policy or state law regarding alcohol.
- Following a violation of university policy or state law regarding alcohol or other drugs that results in the cancellation of the student's university housing contract.

In addition, the University of Kansas will notify the parent/legal guardian of any student enrolled on the Edwards campus, *regardless of age*, when there is a life-threatening situation as determined by an attending medical professional, unless the student specifically instructs the medical professional at that time not to notify his/her parent/legal guardian.

The University will notify the parent/legal guardian as outlined above using the contact information that is provided by the student and stored in the University's student administration (Enroll & Pay) computer system. Students are prompted to update this contact information each semester. If no contact information is available or it is incorrect, the University will make a reasonable effort to contact the parent/legal guardian.

Students can be referred to the Watkins Health Services Health Education Resource Office for alcohol education sanctions as a result of a student conduct process or as referred by an off-campus entity who seeks assistance for a student related to alcohol or drug abuse.

Students found responsible for a second violation of University or State drug policies/laws or a third violation of University or State alcohol policies/laws will be subject to further sanctions as provided by University Code.

The services provided by the Health Education Resource Office are available to all University residences, fraternities, sororities, and to off-campus residences, regardless of the age of the student.

A summary of Frequently Asked Questions about parental notification is found here: <http://studentaffairs.ku.edu/parent-notification-information>.

Amnesty Policy

University of Kansas students seeking immediate medical assistance on behalf of persons experiencing alcohol-related emergencies will not be sanctioned for violations of University and/or Department of Student Housing alcohol-related policies. This program is designed to promote the health and safety of our community. Any student who abuses this policy can be subject to disciplinary action for impeding the orderly process of the University.

Additionally, parties making a report or participating in an investigation under the University's Sexual Harassment Policy shall not be subjected to discipline under the Code of Student Rights and Responsibilities for personal consumption of alcohol and/or drugs. This is designed to remove barriers for reporting and participation in the University process.

The policy is found at: <http://policy.ku.edu/student-affairs/amnesty>.

Alcohol and Drug Education Programs

The University provides drug and alcohol abuse education. The University requires newly enrolled, degree seeking students under the age of 21 to complete the AlcoholEdu program. The University also subscribes to e-CHECKUP TO GO which is a self-assessment that provides students with accurate, detailed, and personalized feedback on use of alcohol. The Student Health Services offers a certified peer educator program that helps with wellness education programs and promotions.

- A comprehensive drug and alcohol information and resources page is found at: www.alcohol.ku.edu.
- A description of drug and alcohol education programs through the Student Health Services Health Education Resource Office is found at: <http://studenthealth.ku.edu/hero>.
- The description of community education programs, including drug and alcohol education programs, through the KU Public Safety Office is at <https://publicsafety.ku.edu/police-support-unit>.
- The University of Kansas requires a mandatory alcohol assessment class for newly enrolled degree seeking students under the age of 21. The complete policy is found at: <http://policy.ku.edu/student-affairs/mandatory-alcohol-education-policy>
- KU Edwards Campus only allows alcohol for Provost-approved campus and/or community events. The Office of Student Services provides alcohol and drug education programs annually relevant to the needs of a transfer and graduate student (21+) population.
- Employees can receive assistance through Human Resources for a voluntary, confidential, free service that provides employees and their immediate family with professional counseling and referral services. Additional information about the Employee Assistance Program can be found here: <https://healthbenefitsprogram.ks.gov/>.
- The state of Kansas Substance Abuse Policy is found at: <http://policy.ku.edu/provost/substance-abuse>.

Drug Free Schools and Communities Act

The Drug Free Schools and Communities Act requires the University to publish information regarding the University's educational programs related to drug and alcohol abuse prevention; 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 a description of available treatment programs for students and employees. The report is compiled by Watkins Health Services and updating biannually.

Prevention & Education

General Purpose of Preventative Education

The University offers a variety of programs designed to maintain or increase campus safety awareness and prevention. In order to learn the most current crime information, University community members are encouraged to read the daily police arrest reports on the KU Public Safety Office website. In addition to maintaining the Daily Crime Log, the KU Public Safety Office issues emergency notifications and timely warnings of crimes considered to be a serious or continuing threat to the University community. Safety educational opportunities offered by the University are generally available for faculty, staff, and students at all campus locations, including the Edwards Campus.

Specific Safety Related Programs for 2019

The University's work on campus safety is not limited to physical improvements. There are numerous programs that promote safe living at the University. During student orientation participants are informed of the services offered by the KU Public Safety Office. Crime prevention and sexual assault prevention programs are offered on a continual basis and as requested. A common theme of all awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others. Information is disseminated to students and employees through Crime Alerts (timely notices), articles in the student newspaper and through the emergency notification system (public address system, text messages, email, and voice mail), if appropriate.

Below are offices that offer specific safety related programs for students and or employees.

The KU Public Safety Office

In 2019, the Office of Public Safety provides a range of programs on personal safety, many of them in collaboration with other KU offices.

Workplace Violence: KU Staff 4 sessions to various departments on campus.

Jayhawk Jump Start: As new students start KU, we did general safety sessions. 2 presentations

International Student Orientation: 2 sessions with our international students on safety on campus.

Active Shooter Presentations: 24 sessions to faculty, staff, and students on the importance and of what to do if an active shooter event occurred on campus as well as one tabletop activity.

Safe Spring Break: 5 sessions to students on safety during spring break topics include alcohol use, prevention tips on sexual assault.

Tea at 3: Participated in 1 event where information on personal safety as well protecting your property and alcohol information was presented.

First Year Experience Informational Sessions: 28 sessions throughout the summer where officers interacted with new students, parents and guests about safety, alcohol, and protecting your property as they prepare to attend the University of Kansas.

Crisis Communications and De-Escalation: 19 sessions to faculty and staff on how to deal with difficult and disruptive individuals in the workplace.

Meet a Police Officer: 8 sessions for preschool students or youth groups met with a Police Officer and learned about calling 911 and stranger danger.

Concealed Carry Changes at KU: 4 sessions on information about the changes to concealed carry on the KU campus and awareness when it comes to concealed carry.

Alcohol Programs: 8 sessions at apartment complexes and fraternity houses. Discussed alcohol, MIPs drunk driving, and fake ids.

Know Your Rights: 2 sessions of a program presented to students about search and seizure, what to do when you are pulled over and police conduct.

Child Related Programs: 6 sessions providing general safety information to Hilltop Childcare classes and Scout groups.

Preparedness Fair: Emergency Meeting held a preparedness fair and provided information on preparing for weather related emergencies that may occur.

Housing Safety Tabling: 9 sessions providing personal safety information.

Sexual Assault Awareness Programming: 5 session on safety topics related to sexual assault and reporting crime.

Care Sisters Training: 4 sessions providing information about KU Public Safety and the response to sexual assault.

Public Safety Day with KU Athletics: 2 sessions provided to people attending Soccer, and Women's basketball games.

Coffee with a Cop: 2 sessions refreshments and met with the community to discuss safety concerns and answer questions

Student Involvement & Leadership Center (SILC)

The Student Involvement and Leadership Center (SILC) discussed personal safety and risk management in multiple ways. For student organizations at the Student Officer Training Day, this information was provided during a short general session. There is also a section dedicated to risk management as part of the registered student organization advisor's manual that is provided to all advisors of registered student organizations.

Watkins Health Services

Watkins Health Services Health Education Resource Office (HERO), provides prevention education and wellness with programming focusing on 6 priority health areas, including alcohol; tobacco; other drugs; sexual health; nutrition and weight management; and stress management. From January 1, 2019 to December 31, 2019, HERO had more than 22,800 contacts with students and parents via presentations, events, and programs.

Additionally, over 3,300 and 1,600 individuals follow Jayhawk Buddy System and Watkins Health Services Twitter accounts. These accounts promote health and safety in a way that complements the more active programming, events and presentations.

Presentations were given to students in University residential housing communities, fraternity, and sorority chapters, and classrooms addressing safety in regards to alcohol, other drugs, and prevention of STIs (sexually transmitted infections).

Events and programs include the Health Choices in Daily Life program; Smokeouts, Sexy Science, Sex in the Dark, Eat Well, Live Well; Stress Busting Study Breaks; Safer Spring Break, and Wellness Fairs. HERO strives to provide innovative approaches for achieving optimal health and maximizing academic and professional success.

[The Department of Human Resources](#)

The Department of Human Resources offers a variety of training for KU employees. Those dealing with Workplace Violence are covered through Human Resources in conjunction with the KU Public Safety Office. The training sessions cover a variety of topics including: defining workplace violence, statistics, KU and State of Kansas policy issues, conflict management, prevention, and what to do if actually subjected to violence. They provide classes on civility in the workplace. The STEP 2.0 (supervisory training) covers bystander intervention and the course is offered 4 times a year primarily to staff. Additionally, Human Resource Management offers courses in Compassionate Communication that stress non-violent communication skills and practices.

[ADA Resource Center for Equity and Accessibility](#)

- Workplace Accommodations - This presentation discusses Title I of the Americans with Disabilities Act, KU Workplace accommodation procedures, and provides an overview of rights and responsibilities contained in the law. This presentation is offered on multiple occasions to students, staff and faculty. Total Presentations: 8
- Service Animal and Emotional Support Animals – This presentation covers the Title II, ADA requirements of a service animal, the Fair Housing Requirements of emotional support animals, the differences and similarities of the laws, and KU's policy on service animals and emotional support animals. This presentation is offered to students, staff and faculty. Total presentations: 3
- ADA Resource Center for Equity and Accessibility – this presentation covers the services offered by the ADA Resource Center. This presentation is offered for students, staff, faculty and departments. Total Presentations: 5
- Mentoring Circles for Disability Inclusion – This course broadens mentee's perspectives on disability inclusion, provides knowledge, technical assistance, and expertise on disability inclusion, and provides opportunities for mentees to use this new perspective to change and improve disability inclusion within their own workplace. This is offered once a year.

[Office of Institutional Opportunity and Access \(IOA\)](#)

The IOA responsible for administering the University of Kansas equal opportunity and non-discrimination policies and procedures, as well as, encouraging a campus climate of respect and understanding of all aspects of the human experience. To accomplish these duties, the IOA offers assistance and protective measures to students, faculty, and staff who report acts of harassment, discrimination, sexual misconduct, sexual violence, and retaliation; provides information about health, safety, advocacy, and support resources for members of the Lawrence and Edwards campuses; performs formal investigations to detect, discontinue, and prevent violations of the Non-Discrimination Policy and Sexual Harassment Policy; offers educational trainings on identifying and reporting acts of harassment and discrimination, and ensures University compliance with state and federal civil rights laws.

In 2019, the IOA presented training on understanding discrimination policies and mandatory reporting in over 35 sessions. The IOA also facilitated sessions on response and recognition of sexual misconduct behaviors in partnership with the Sexual Assault Prevention and Education Center (SAPEC) for all KU Student Housing staff.

IOA/HRM launched its annual university-wide online training aimed to educate employee's regarding their obligation to report discrimination, harassment, sexual misconduct and sexual violence. There was 99% compliance in completing the course.

International Student Services (ISS)

The ISS performs several programs and communications to help the KU international student population understand issues of safety and security in the US. The topics of campus safety, identity theft and scams, sexual harassment/assault and appropriate relationships are addressed during New International Student Orientation prior to each semester – so three times annually. ISS hosts a series of “Life in The U.S.” workshops in person each fall and spring, and regularly communicates with international students via email and social media, with regards to the afore-mentioned topics and other cultural adjustment issues. Other programs are offered throughout the year to address specific areas of concern, sometimes in cooperation with another administrative unit or student group. The ISS also created a pamphlet with information regarding the US legal system so international students might better understand some of the cultural differences between US legal system and the legal system of their home country.

Office of Events Management and Protocol

This office provided programming for over 5000 youth with nearly 800 adult sponsors or chaperones who went through risk management training.

Department of Environment, Health and Safety (EHS)

Occupational safety and environmental safety programs were presented periodically with faculty, staff and students learning about workplace safety. Below are topics and attendance figures for those programs.

EHS Lab Safety Program

- Lab safety audits/inspections/evaluations: 1,744
- Lab hazard assessment/identification postings: 639
- Hazardous materials use/research reviews: 2,857

EHS Environmental Program

- Drinking water assessments/testing: 1,343
- Storm-Water assessments/testing: 250
- Outdoor Air Quality assessments/testing: 9
- Storage Tank assessments: 178

EHS Hazardous Materials/Waste Program

- Hazardous Materials Shipping Assistance: 174
- Hazmat Transport Request: 116
- Hazardous Waste Pickup Request: 1,012
- Hazardous Waste Disposal: 74,217 (lbs.)
- Hazmat Spill Response: 1

EHS Asbestos/Lead/Mold program

- Asbestos/lead assessments/inspections: 182
- Mold/IAQ assessments: 276

EHS Occupational/Employee Safety

- Employee Incident Reviews: 170
- Safety Evaluations/assessments: 222

EHS Training

- EHS Blackboard Site On-line Training Courses: 78
- EHS Blackboard Sites: 4
- EHS Blackboard Site Enrolled Users: 6,496 (faculty, staff & students)
- EHS Courses in HR Learning Management System: 78
- EHS Training/Info sessions for Dept's/Groups: 685
- EHS training sessions for Facilities Services: 41

Total EHS Programmatic Events: 11,766

Office of First Year Experience

Orientation and Hawk Week:

Orientation Opportunities Fair, which occurs approximately 24 times annually and last 30 minutes during Orientation days. The information fair featured safety-related resources from Institutional Opportunity and Access, Student Affairs, Watkins Health Services, and KU Public Safety Office.

First-Year Experience Academic Programs

UNIV 101

All UNIV 101 instructors receive training on policies and procedures for mandatory reporting. The Office of First-Year Experience regularly shares information with UNIV 101 instructors (weekly email) about awareness and safety programs across campus including those planned and promoted by the Sexual Assault Prevention and Education Center (SAPEC), Student Affairs, and the Emily Taylor Center for Women and Gender Equity.

University Career Center

Staff Training

In August 2019, KU Public Safety Deputy Chief Anguiano conducted a De-escalation and Crisis Communication training for twelve staff members.

KU Athletics, Inc.

Education/Training for Student-Athletes

Gender Based Violence Prevention Seminar for student-athletes, (four years; one class per year)
The Gender Based Violence Prevention Seminar (GBV) is composed of four unique one-credit hour, eight-week classes, offered through Leadership Studies. These evidence-based prevention classes provide a significant increase in protective factors for individuals who participate and have

the potential to shape campus culture regarding sexual and intimate-partner violence. GBV was created for and is open to all KU students; however, KAI believes so strongly that this education is a critical component of all students' development and well-being that we are requiring all student-athletes to annually enroll in the course.

- LDST 301: It's on Us addresses foundational concepts of GBV, consent, oppression and bystander intervention.
- LDST 302: Breaking the Cycle examines the intersection between GBV, gender, sexual orientation, sexual health/sex positivity
- LDST 303: Prevention is Possible in-depth research into social justice, systems of oppression, and activism as prevention.
- LDST 304: Activism evaluates the connection between societal oppression, violence prevention and accountability.

Education/Training for Student-Athletes

- Multiple education efforts with our SAPEC partners Jennifer Brockman, Sony Heath and Dustin Struble on sexual assault prevention, resources, support, etc.
- Student-athlete freshmen and transfers received SAPEC training on Bystander Intervention with the "Jayhawks give a Flock" program
- Lawrence Police Department and KU Public Safety presentations to teams throughout the academic year on a variety of topics (self-defense, appropriate social behavior, legal ramifications of inappropriate behavior in the community, etc.)
- Mandatory KU on-line alcohol education program for incoming freshmen
- The KAI Compliance staff speaks to each team at the beginning of the academic year on topics dealing with responsible social behavior, hazing, and gambling
- FBI education with selected teams regarding gambling
- Annual mandatory alcohol/drug presentation for all student-athletes in October 2019
- Mandatory Diversity Education Seminar for student-athletes
- Student-Athlete Wellness Coordinator addressed multiple teams about mental health and counseling resources
- KU Conduct & Community Standards education – Katie Treadwell addressed teams in a pro-active effort (Football)
- Individual meetings and support from Reggie Jackson, Satori Counseling Services
- Coaches, sport administrators address team appropriate behavior, choices and resources
- Student-athletes provided resources on how/when to report crimes, including sexual assault (hard copy and online presence). Social media apps are used to distribute resource and reporting information to student-athletes

KU Leads Programming Freshmen Leadership Academy:

Increasing Social Competency (30-minute, individual sessions, once a year) * Focus on understanding, respecting and valuing all members of the KU family

Enhancing Sports Performance (30-minute, individual sessions, once a year) * Focus on understanding how student-athletes can enhance their sport performance by engaging in

positive off-the-playing-field behaviors. Discussion on risky behaviors and how they can affect performance, scholarship and life. (risky social situations that may include drugs & alcohol; sexual violence/harassment; social media, etc.)

Bystander Intervention (30-minute, individual sessions, once a year) * Focus on explaining to athletes the aspects of bystander intervention as well as focus on both the dangers of blind conformity and the positive effects of conforming. Areas of exploration might include intervention with alcohol/drugs, sexual harassment and sexual violence, physical abuse/assault, racial/ethnic harassment and hazing

Emergent Leadership Retreat (occurs twice a year)

Everyday Leadership/Step Up Section

- The objective of the Everyday Leadership section is to help the student-athletes understand that leadership responsibility entails more than being supportive of teammates. One of the main responsibilities of a leader is to develop conflict resolution/problem-solving skills to help teammates understand the importance of accountability to others as well as rules/policies. The information provided in this section gives the student-athlete tools to assist teammates from making bad choices; how to intervene safely as a bystander, holding each other accountable to department and team policies; and how to react if a teammate has been bullied, sexually assaulted or accused of sexual assault.

Protect Your Talent (meetings as needed) * Leadership and educational programming for various conduct issues

Student-Athlete Advisory Council (SAAC)

Social Media and Locker Talk initiatives

- Social Media Campaign – informed student-athletes about campus events and provided links to resources and articles
- Locker Talk – the Locker Talk initiative continued with alternating monthly postings between mental health and sexual violence/harassment. Every two weeks the flyers are changed. These flyers are placed in the bathroom stalls of each team's locker room
- SAAC members went through mental health first aid training to raise awareness and help with response regarding their teammates or others

Kansas Athletics Staff Programming & Reporting

- Mandatory Title IX & Sexual Harassment Education-Clery: Hayley Hanson, Husch Blackwell
- Annual Clery Act Reporting training: Megan Walawender
- Title IX Reporting, Clery & IOA Responsibilities: Josh Jones
- Title IX Reporting Guidelines, Reminders: Nicole Corcoran & info sent out by HR and posted on Ultipro HR System on each staff person's log in.
- KAI Coaches and Staff received "Mental Health First Aid Training" multiple offerings
- Full-time employees were required to complete three online courses on the MyTalent software
 - Diversity Foundations

- Responding to Sexual Harassment and Sexual Violence Training
 - IT Security Awareness
- KAI Coaches and Staff received “Mental Health First Aid Training” multiple offerings
- KAI staff Wellness Committee charged with exploring and scheduling pertinent workplace and personal safety sessions as well as promotion of Employee Assistance Program
- Student-athletes and staff offered self-defense training opportunities through University resources
- KAI Coaches and staff received Active Shooter Awareness Training from KU Public Safety
- KAI staff are provided resources on how/when to report crimes, including sexual assault
- Open lines of communication are established, and efforts made to report appropriately to IOA

Resources/Collaboration

- Regular meetings with Director of IOA, KAI Senior Woman Administrator and Legal Counsel
- KAI includes a link to internal and KU campus SAPEC, CARE coordinator and IOA resources in the Jayhawk Fuel app
- Resources for sexual and intimate-partner violence charts distributed to student-athletes, staff (provided by SAPEC) and distributed through SWA, Sports Medicine, KU LEADS and Team efforts
- Policies for reporting in student-athlete conduct policy for conduct and ethics online
- Regular meetings and consultations, to include program planning for student-athletes and staff with SAPEC, Kansas Athletics
- Regular meetings and consultations between KAI Student-Athlete Wellness Coordinator and CARE Coordinator and other social workers on campus
- Access to community resources (Sexual Trauma and Abuse Care Center, Willow, LMH, LPD, etc.)
- Collaboration with community mental health professionals, Student-Athlete Wellness Coordinator and Head Team Physician – therapy, resources, etc.
- Human Resources staff present Employee Assistance Program resources/options at all staff meetings

The Memorial Unions

The Union offers many programs throughout the year that involve healthy lifestyle choices as well as presentations on social responsibility including alcohol education & sexual assault awareness. The Dining Services offers crime prevention programs to its employees as part of orientation. All full-time student employees complete a Public Safety Training. All supervisors complete a series of video training on Anti-Harassment Policy, Preventing Discrimination and Harassment, Preventing Sexual Misconduct, Preventing Workplace Bullying and Avoiding Retaliation. Memorial Unions staff attended trainings by the Office of Institutional Opportunity and Access on response recognition for sexual misconduct and mandatory reporting.

Sexual Assault Prevention and Education Center (SAPEC)

SAPEC provided over 400 in person sexual violence prevention presentation training. 3,907 students completed Jayhawks Give a Flock, an in-person research-based

bystander intervention training. The Gender Based Violence Prevention Seminar continued through leadership studies with over 900 students enrolled across the 4 sections. 416 IFC New Members completed the Consent @ KU program. SAPEC had over 30,000 educational contacts with students, staff, faculty, and community members.

KU Edwards Campus

Informational flyers about the Public Safety services at KU Edwards Campus are placed in each new student's orientation folder.

1/11/19, 2/8/19, 3/8/19, 4/5/19 Member of Edwards Campus leadership participated in the University of Kansas "Mentoring Circles for Disability Inclusion" program

4/22-25/2019 One-week Sexual Assault Awareness and Prevention campaign with tables in all building entrances with staffing partnerships with MOCSA. Displays included "What You Were Wearing;" Walking tour with various mediums including video, photo slideshows and audio files ("Consent is Like Cycling," slideshow of men with stories...); Donation opportunity with MOCSA; Posters hung in restrooms and other areas of campus; Social media mentions.

April 2019 Month long Sexual Assault Awareness and Prevention campaign with bowls of ribbons and other takeaways available in all student service locations.

Most events hosted at KU Lawrence are available to KU Edwards students.

Bystander Education

Bystander Education programs provide participants with the skills to help them act when they see behavior that puts others at risk for violence, victimization, or perpetration. KU's Bystander Education programs are coordinated by the Sexual Assault Prevention and Education Center. 2018 was the first year in which all incoming students participated in the Jayhawks Give a Flock! program based adapted from the research-based Bringing in the Bystander program. In 2019, 119 sessions were held in a single day to facilitate 3,907 students completing the program.

Bystanders can play a critical role in the prevention of sexual and relationship violence. Active bystanders can always dial 911 for help when it could be unsafe for the bystander to personally intervene. Other positive options for bystander intervention include:

- If you see someone who looks like they could be in trouble or need help, ask the person if they are okay.
- Sometimes a silent stare of disapproval can be enough to change behavior.
- Confront people who are taking advantage of someone in a drunk or incapacitated state. Help the person leave the situation.
- Speak out when you hear sexist comments or jokes or discussions about taking advantage of another person.
- Know the campus resources and make referrals. If you don't know the off-campus referral, contact KU Public Safety Office for a referral.

Personal Safety Tips/ Risk Reduction Strategies

As part of its effort to maintain a safe environment, the University offers the following safety tips for consideration:

At home

- Install quality locks on doors, windows and sliding glass doors.
- Keep doors locked, even when at home.
- Install and use peepholes.
- Don't 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.

On campus

- 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.
- When in a public place, keep valuable possessions out of sight. If you must leave an area for any length of time, take personal items with you.

In relationships

- When going out with someone new, go on a group date or meet in a public place.
- Arrange your own transportation to and from dates.
- Alert friends/family to where you will be going.
- If drinking, be mindful of how alcohol can impair decision making.

On the streets

- Walk in well-lit areas and be aware of surroundings.
- Walk with another person.
- Use your cell phone judiciously – don't let it distract you.
- Carry your car keys when approaching your vehicle so you can enter quickly.
- Call ahead when driving or walking to your hall or apartment late at night and have someone watch you walk from your car to the residence.

For more tips, visit:

- KU Public Safety Office 913-897-8700 www.publicsafety.ku.edu.
- Sexual Assault Prevention and Education Center 785-864-5870 www.sapec.ku.edu.

KU Public Safety Office	913-897-8700
KU Sexual Assault Prevention and Education Center	785-864-5879

COVID-19 Safety

KU is taking additional measures to continue to our mission to lift students and society by educating leaders, building healthy communities and making discoveries that **change the world**. These measures are centered around three guiding principles: personal responsibilities, compliance, and policies.

Personal Responsibility

As part of the Protect KU Pledge, members of the KU community agreed to the following while on campus:

- All faculty, staff, students, affiliates, visitors, vendors, and volunteers must wear a face covering, surgical/medical face mask, or Powered Air-Purifying Respirator (PAPR), over their mouth and nose whether indoors or outdoors, except when alone in an individual's personal self-contained office (not cubicles) or on-campus residence if others (excluding roommates) are not present.
- If you are exhibiting COVID-19 symptoms, you should not go to any KU facility or property. If you believe you have been exposed or have been identified by health professionals as part of a contact investigation, you must isolate for **14 days**.
- If you require COVID-19 testing, coordinate with Watkins Health Services or LMH Health (see *Testing & Reporting* for additional information).
- Use disinfectant wipes (provided in all spaces) to clean surfaces.
- Wash your hands often throughout the day.

[Health & Safety Protocols](#)

[COVID-19 Testing](#)

KU provided free COVID-19 saliva tests before the start of fall classes. Students, faculty, and staff were required to obtain a COVID-19 test before returning to campus. KU also provided tests to students, faculty, and staff who needed one before traveling for the Thanksgiving holiday.

[Cleaning Procedures](#)

In order for the Custodial Department to concentrate its efforts on the disinfection plans for common area spaces in all buildings throughout the workday, Custodial staff have partnered with building users to maintain offices.

The Custodial department will be focused on making the public areas of campus as safe as possible by implementing specific disinfection plans for each building. All buildings have different needs, but the following cleaning protocols are true in all buildings:

- High touch point disinfection multiple times a day
 - Light switches
 - Elevator buttons
 - Door handles
 - Crash bars
 - Handrails
- Restroom disinfection twice a day
 - Disinfect fixtures
 - Touch points
- Spraying high-use rooms with disinfectant
- Addressing the specific disinfection needs of buildings

[Quarantine & Isolation](#)

Anyone who has recently traveled to a country or US state with widespread community transmission of COVID-19, or been on a cruise or river cruise, or has come into close contact with someone who has COVID-19 must quarantine for 14 days.

Consult the KDHE website or contact your local health department if you are unsure if you should self- quarantine.

Anyone who is waiting for COVID-19 test results, has tested positive for COVID- 19, or has symptoms of the disease without a test must isolate for 10 days from the date of test collection or 72 hours after fever has resolved without the use of fever reducing medication, whichever is longer, plus significant improvements in symptoms. Contact your healthcare provider immediately if you are experiencing symptoms severe enough to seek healthcare. If symptoms are mild, stay at home and isolate away from others.

PPE Distribution for Employees

KU will provide employees with PPE and cleaning supplies required to stay safe. KU Operations delivered boxes of standard-issue personal protective equipment (PPE) for departments to distribute to their employees who are working on campus. Using employment data from Human Resource Management, each box contained two masks and a personal bottle of hand sanitizer for each faculty, staff or student employee in each department.

Departments can order items that are not standard-issue (i.e., enhanced PPE and supplies) through the [PPE requisition form](#). Due to limited availability, N95 respirators will only be provided for [specific use cases](#).

Departments can also use the [PPE requisition form](#) to request 3- ply “surgical” masks to provide to visitors.

PPE Distribution for Students

Students receive their wellness kits (masks and sanitizer) in their classrooms on the first day of their classes.

Available Personal Protection Equipment

KU has purchased large quantities of PPE for departments who normally do not purchase PPE for traditional job duties.

These items include:

- KU-issued cloth face mask (1 per person)
- N95 respirators (requires justification)
- Hand sanitizer (replacement for small bottles)
- Alcohol sanitizing wipes (currently unavailable)
- Plexiglass (or similar material) “sneeze guards”
- Nitrile gloves

KU Operations is also placing additional standard-issue protective supplies in buildings for individuals and departments to use, including:

- Bulk hand sanitizer stations for refilling personal bottles
- Disinfectant stations with spray bottles and paper towels for cleaning surfaces
- Sanitizing wipes in all classrooms/teaching areas
- Hand sanitizer dispensing stations near entrances and other locations

Preparation of Space

Stairwells: All stairwells are clearly marked as either "up" or "down" to control traffic flow.

Entries & Corridors: Entries are equipped with kiosks that scan the [CVKey app](#) QR code, indicating you have completed and passed the daily health assessment. All hallways and corridors are equipped with hand sanitizer. Directional signs encourage traffic flow in one direction.

Bathrooms: Bathrooms have been equipped with the Step-n-pull lever (a mechanism that allows you to open a door using your foot). Trash cans have been placed outside of restrooms in many cases so doors can be opened using paper towels, which can then be discarded.

Drinking Fountains: Water fountains have been turned off for the foreseeable future and will not be available for use. Water bottle filling stations will remain operational.

Doors: Door push plates and door handles are cleaned regularly. Additional opening methods such as foot pull doors are being added to reduce touching exposed surfaces.

Office Spaces: Office spaces and common areas within office suites have been reconfigured in collaboration with departments and units to provide appropriate physical distancing for both employees and visitors. More than 90 sneeze guard were installed, typically for public front line desk operations.

Classroom Spaces: 27 classrooms had seating and furniture reconfigured for appropriate physical distancing. Plexiglass barriers were added to provide additional protection to instructors.

Signage: More than 493 information/instruction signs installed, including 3,300 classroom signs

Hand Sanitizer Stations: More than 32 sanitizing stations built and installed around campus.

Sexual Assault, Domestic Violence, Dating Violence, and Stalking

Educational Programs and Campaigns regarding Sexual Assault, Domestic Violence, Dating Violence, and Stalking

The University provides primary prevention training and ongoing campaigns to promote awareness, prevent, and identify reporting options relating to sexual assault, dating violence, domestic violence, and stalking. Primary prevention and awareness training includes online training for all incoming students and employees. Detailed information about these programs and campaigns is provided above.

Policies Regarding Sexual Assault, Domestic Violence, Dating Violence, and Stalking

Nondiscrimination Policy

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, retaliation, gender identity, gender expression and genetic information in the University's programs and activities. Retaliation is also prohibited by university policy. The Director of the Office of Institutional Opportunity and Access/Title IX Coordinator has been designated as the

person to address inquiries regarding the University's non-discrimination policies and procedures. The IOA Director/Title IX Coordinator may be contacted at ioa@ku.edu, 100 Sunnyside Avenue, Room 1082, Lawrence, KS, 66045, (785)864-6414.

The full Nondiscrimination, Equal Opportunity, and Affirmative Action Policy is available at: <http://policy.ku.edu/IOA/nondiscrimination>.

KU Office of Institutional Opportunity and Access	785-864-6414
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Racial and Ethnic Harassment Policy

The University of Kansas is committed to programs and activities that are free of racial or ethnic discrimination. To carry out the mission of this institution, the university community must provide and maintain a working and learning environment that fosters respect among all members of the community. The university's goal is to provide an environment where individuals are free to develop intellectually, personally, professionally, and socially without intimidation or fear. Intimidation and harassment affect not only those who suffer the harassment but also the entire community.

Racial and ethnic discrimination is a violation of University policy and federal and state law, including Title VII of the Civil Rights Act of 1964 and the Kansas Acts Against Discrimination. The full policy is here: <http://policy.ku.edu/IOA/racial-ethnic-harassment-policy>.

Sexual Harassment Policy (Including Sexual Assault, Domestic Violence, Dating Violence and Stalking)

Sexual harassment is a violation of professional ethics as well as a violation of university policy and federal and state law. Specifically, sexual harassment is a form of illegal discrimination in violation of Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and the Kansas Acts Against Discrimination. University policy prohibits sexual harassment.

The full policy is here: <http://policy.ku.edu/IOA/sexual-harassment>.

The sexual harassment procedure is available here: <https://policy.ku.edu/IOA/title-ix-resloution-process>

The University definition of Sexual Harassment and Sexual Violence are as follows:

Sexual Harassment: "Sexual Harassment" is conduct on the basis of sex (including sexual orientation, gender identity, and gender expression) that constitutes Quid Pro Quo Sexual Harassment, Hostile Environment Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, or Stalking.

Quid Pro Quo Sexual Harassment: "Quid Pro Quo Sexual Harassment" is an employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual contact.

Hostile Environment Sexual Harassment: "Hostile Environment Sexual Harassment" is unwelcome conduct (including physical, visual, audible, and electronic conduct)

determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person access to the University's education programs and activities.

Hostile Environment Sexual Harassment may include but is not limited to:

1. unwelcome efforts to develop a romantic or sexual relationship
2. unwelcome commentary about an individual's body or sexual activities
3. threatening to engage in the commission of an unwelcome sexual act with another person
4. engaging in indecent exposure; voyeurism, or other invasion of personal privacy
5. unwelcome physical touching or closeness that does not rise to the level of Sexual Assault
6. unwelcome jokes or teasing of a sexual nature or based upon gender or sex stereotypes, including stereotypes based on sexual orientation, gender identity, and gender expression

In cases of alleged Hostile Environment Sexual Harassment arising from speech (verbal, written, or electronic) or other forms of expressive activity, the University will interpret and apply the definition of Hostile Environment Sexual Harassment in a manner consistent with the First Amendment to the U.S. Constitution. Subject to limited exceptions, the offensiveness of a particular expression made by a student, standing alone, is not a sufficient basis to support a finding of Hostile Environment Sexual Harassment.

The University has a legitimate interest in holding employees (including administrators, faculty, and staff) to a higher standard than others with respect to unwelcome conduct on the basis of sex that occurs in the workplace or otherwise pursuant to an employee's official duties. Therefore, except as stated below, unwelcome conduct on the basis of sex by an employee that occurs in the workplace or otherwise pursuant to the employee's official duties is prohibited, and may result in disciplinary action, if the conduct is objectively offensive, even if it is not severe or pervasive. In determining the severity of any disciplinary action taken for a violation of this paragraph by a University employee, the University will consider the severity and pervasiveness of the conduct at issue, the impact the conduct had on individuals subject to the conduct, any prior discipline for similar conduct, and any other relevant factors.

Any other provisions of this policy notwithstanding, speech and other forms of expressive activity occurring in an academic or research context will not violate this policy unless the speech or expressive activity lacks a legitimate academic, educational, or research purpose.

Sexual Assault: "Sexual violence" includes:

1. Penetration or attempted penetration, no matter how slight, of the vagina or anus by the sexual organ of the other person, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
2. Oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

3. Use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity. An “object” or “instrument” is anything used by the offender other than the offender’s genitalia.
4. Touching of the private body 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 age or because of temporary or permanent mental or physical incapacity.
5. Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law of the state where the sexual intercourse occurs.
6. Sexual intercourse with a person who is under the statutory age of consent as defined by the law of the state where the sexual intercourse occurs.

Domestic Violence: “Domestic Violence” is felony or misdemeanor crimes 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 Kansas, 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 Kansas.

Dating Violence: “Dating Violence” is violence committed by a person –

1. Who is or has been in a social relationship of a romantic or intimate nature with the victim
2. Where the existence of such a relationship will be determined based on a consideration of the following factors: (i) the length of the relationship; (ii) the type of the relationship; and (iii) the frequency of interaction between the persons involved in the relationship

Stalking: “Stalking” is engaging in a course of conduct directed at a specific person that would cause a reasonable person to 1) fear for their safety or the safety of others, or 2) suffer substantial emotional distress. For the purpose of this definition, the following terms have the described meaning:

(A) Course of Conduct means two or more acts, including, but not limited to, acts in 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.

Complaints of sexual harassment, which includes sexual assault, domestic violence, dating violence, and stalking, are handled in accordance with the University’s Title IX Complaint Resolution Process, available at: <https://policy.ku.edu/IOA/title-ix-resolution-process>.

Additional information about the University's prohibition against Sexual Harassment, including Sexual Assault, Domestic Violence, Dating Violence, and Stalking, as well as information about the University's prevention programs and response to complaints of all forms of Sexual Harassment, are set forth below.

[Definitions Regarding Sexual Assault, Domestic Violence, Dating Violence and Stalking](#)

The university prohibits the crimes of sexual assault, domestic violence, dating violence, and stalking, as defined for the purpose of the Clery Act (as set forth below).

Consent

[*Consent under University of Kansas policy*](#)

"Consent" is communicated, ongoing, and mutual. This means consent is gained through 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 the initiator 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. Consent to one act does not constitute consent to another act. Consent on a prior occasion does not constitute consent on a subsequent occasion. Silence, lack of resistance, or failure to say "no" does not imply consent.

[*Consent under Kansas law*](#)

"Consent" is not a separately defined a defined term in Kansas criminal statute. 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.

Sexual Assault

[*Sexual Assault under the Clery Act*](#)

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, fondling, incest and statutory rape.

[*Sexual Assaults under Kansas State Law*](#)

“Sexual Assault” 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.

Domestic Violence

Domestic Violence under the Clery Act

Domestic Violence is defined as 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;
- 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.

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.

Dating Violence

Dating Violence under the Clery Act

Dating Violence is defined as 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.

Dating Violence under Kansas State Law

"Dating violence" is not separately defined under Kansas criminal statute. It is included within the crimes of "domestic violence," "domestic battery," and "aggravated domestic battery" cited above.

Stalking

Stalking under the Clery Act

Stalking is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

- Fear for the person's safety or the safety of others; or
- Suffer substantial emotional distress.

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.

Reporting Sexual Violence (including sexual assault, dating violence, domestic violence, and stalking)

The University encourages faculty, staff, students, and guests to report acts of sexual misconduct and sexual violence. Those who have experienced sexual misconduct or sexual violence are encouraged to report the incident to one or more of the following:

- KU Public Safety Office, for crimes that occur on campus property, 913-897-8700
- Overland Park Police Department, for crimes that occur off-campus, (913) 895-6300
- Office of Institutional Opportunity and Access (Title IX Coordinator), 785-864-6414
- Office of Student Affairs, 785-864-4060
- KU Edwards Student Services Office, 913-897-8461
- The KU Care Coordinator's Office which is confidential. 785-864-9255

University employees who are "mandatory reporters" are required to report incidents of sexual misconduct and sexual violence to the Director of the Office of Institutional Opportunity and Access/Title IX Coordinator. The IOA Director/Title IX Coordinator may be contacted at ioa@ku.edu, 1000 Sunnyside Ave. Room 1982, Lawrence, KS, 66045, (785)864-6414.

When the IOA is notified of an incident of sexual misconduct or sexual violence, the IOA will contact the reporting party to provide them with campus and community support resources and invite the reporting party to meet with an IOA representative. The IOA provides this outreach to the reporting party regardless of whether the offense occurred on or off campus.

KU Office of Institutional Opportunity and Access	785-864-6414
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Once IOA has been informed of an incident, IOA reaches out to the victim directly, or through campus partners as appropriate, to provide information about resources and reporting options. IOA also provides a written explanation of the individual's rights and options under University policy and the law. IOA will conduct this outreach and provide this information for all reports, regardless of whether the offense occurred on or off campus.

Preserving Evidence

When sexual violence such as sexual assault, dating violence, domestic violence, or intimate partner violence is alleged, it is important to preserve evidence when possible. Physical evidence is best collected within 72 hours of the assault. Evidence can be preserved by not showering/bathing or laundering your clothing to avoid washing away evidence. Evidence can also be preserved by saving text messages, social media communications, and other information that may be useful for the investigator. IOA provides written information of the importance of preserving evidence. Preserving evidence may assist in proving whether an offense occurred and be helpful in obtaining protective order from the court.

Notification to Law Enforcement Authorities

The IOA complaint investigation process is independent of any other complaint resolution process. A student, faculty, staff, or guest has the right to file a criminal complaint with the appropriate law enforcement authorities or to choose not to do so. These options may be pursued in addition to or instead of filing a complaint with the IOA. IOA and the Care Coordinator are available to assist with reporting crime to the appropriate law enforcement agency.

- KU Public Safety Office (913) 897-8700
- Overland Park Police Department (913) 895-6300, or 911

Notification of Counseling, Mental Health, or Other Student Services

Employees in the Office of Institutional Opportunity and Access or the Care Coordinator offices can also help a student with finding options, emotional support and medical care, both on- and off-campus. The Care Coordinator and Counseling & Psychological Services support students who have experienced a sexual assault or other sexual offense. Students can also receive medical attention through the Watkins Health Services or their local primary care provider. The University provides written notification to students and employees about 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.

In the Kansas City Metro Area, the Metropolitan Organization to Counter Sexual Assault has advocate available 24 hours a day/7 days a week who may be contacted by calling 913-642-0233. IOA can help coordinate services available to students both on- and off-campus.

A list of other services available can be found at: <http://sapec.ku.edu/resources1>.

Amnesty

The IOA recognizes that a student desiring to file an IOA complaint and witnesses who are asked to participate in an IOA investigation may be hesitant to engage in the investigation process for fear of being held responsible for violations of the University's Alcohol and Drug Policy. To eliminate this concern, a student who files a complaint with the IOA or witnesses who participate in an IOA investigation will not be subjected to discipline under the Code of Student Rights and Responsibilities for personal consumption of alcohol and/or drugs.

Supportive Measures

The IOA provides information and written notification about its ability to offer or impose a variety of interim measures to assist the reporting party and prevent the reporting party from harm. These support services are available regardless of whether the reporting party chooses to file a criminal or IOA complaint and regardless of whether the reporting party chooses to participate in a criminal or IOA investigation. Examples of interim measures include, but are not limited to, contact restrictions placed on the responding party (“no contact order”), academic accommodations, alternative housing placement, alternative work schedules/locations, course schedule changes, legal assistance, student financial aid assistance, health and mental health support, transportation, visa and immigration assistance, and course withdrawal/load reductions.

If a reporting party has a court order of protection or restraining order, IOA can assist in making arrangements to accommodate and enforce the court order on campus. IOA keeps interim measures confidential, to the extent it does not impair the university’s ability to provide the measures and as permitted by law.

Campus & Community Support Resources

The following resources are available on campus and in the community to assist those who experience sexual misconduct and sexual violence.

Confidential University of Kansas Support Resources

CARE Coordinator	785-864-9255
Counseling & Psychological Services	785-864-2277
Psychological Clinic	785-864-4121
Watkins Health Services	785-864-9507

Non-Confidential University of Kansas Support Resources

Department of Student Housing	785-864-4560
Emily Taylor Center for Women and Gender Equity	785-864-3552
Office of Student Affairs	785-864-4060

Complaint Resolution Process

The university follows its Title IX Complaint Resolution Process and Hearing Procedures for Complaints of Sexual Harassment to address reports of discrimination and sexual harassment, including for sexual assault, domestic violence, dating violence, and stalking that meet the standards and jurisdiction set under Title IX.

<https://policy.ku.edu/IOA/title-ix-resloution-process> and

<https://policy.ku.edu/IOA/hearing-procedures-complaints-sexual-harassment>

For cases of sexual harassment that do not meet the Title IX standard, the university follows its Discrimination Complaint Resolution Process.

<https://policy.ku.edu/IOA/discrimination-complaint-resolution>.

From initial investigation to final result, the university is committed to providing a prompt, fair, and impartial process by investigators and officials who receive annual training on investigation and hearing processes that protect the individuals involved, promote accountability, and preserve due process. Officials responsible for investigating matters receive annual training on issues related to dating violence, domestic violence, sexual assault, and stalking, as well as on how to conduct an investigation and hearing process, in accordance with the law. IOA strives to complete investigations within sixty (60) days of receipt of a complaint. However, this timeframe may be extended based on factors such as, but not limited to, schedule and availability of witnesses, holidays or semester breaks including summer break, and complexity of the complaint.

Formal Complaint Investigation Process

Should a reporting party choose to request the IOA conduct a formal investigation they may be asked to complete the IOA complaint form. This is the first step in gathering information about what the reporting party experienced. After gathering information from the reporting party, the investigator will interview witnesses (if applicable), as well as interview the responding party to gather information regarding the alleged concern. The responding party will also be asked to provide witness names (if applicable) and provide documentation relevant to the concern.

Investigation Findings & Appeal

For Title IX investigations, no findings will be made by the investigator. The investigator shall forward a report containing all relevant information to the appropriate administrator who will put together a Title IX hearing panel who will make findings as to whether a policy violation occurred. The finding letter from the hearing panel will also contain disciplinary action (if applicable) and explain the appropriate avenues of appeal.

For non-Title IX investigations, after reviewing all the information provided by the reporting party, the responding party, witnesses, and any additional evidence; the IOA investigator will prepare an administrative findings report and determine if university policy was violated based on a preponderance of the evidence standard. A letter detailing the IOA investigator's finding will be shared with the reporting party and the responding party simultaneously. This letter will also include a recommendation of disciplinary action (if applicable) and explain the appropriate avenues of appeal.

Confidentiality & Anonymity

All information shared with the IOA is treated with discretion and tact. Nevertheless, certain information provided to the IOA may need to be disclosed to other University officials. Those who participate in an IOA investigation are only provided with sufficient information to allow them to respond fairly to the alleged concern. Records will be maintained and information will be shared in a manner that protects confidentiality and

excludes personally identifiable information about the harmed individual (complainant), except as required by law.

All parties are encouraged to participate in the IOA investigation to their desired level of comfort. Participation in the IOA investigation process is voluntary.

Campus Disciplinary Action for Sexual Misconduct

At the conclusion of the IOA investigation, students who have been found by the IOA to have violated the Sexual Harassment Policy are referred to the Vice Provost for Student Affairs for further disciplinary proceedings. The hearing procedures for Title IX complaints can be found at <https://policy.ku.edu/IOA/hearing-procedures-complaints-sexual-harassment> and the hearing procedures for violations of the Code of Student Rights and Responsibilities can be found at <http://studentconduct.ku.edu/non-academic-misconduct-procedures>. Matters involving faculty and staff are referred to Human Resource Management for disciplinary proceedings.

As part of the investigation and disciplinary proceedings, the complainant and respondent have the same opportunities to present information, witnesses, and be accompanied by an advisory of their choice, including an attorney.

Training Hearing Panel Members Receive

The Student Conduct Hearing Panel is comprised of students, faculty, and staff who are trained (up to six hours) in the University of Kansas' student conduct process and who are committed to facilitating student learning through the student conduct process. Upon selection, new members of the hearing panel must participate in the Fundamentals Training and may also elect to go through the additional Sexual Harassment and Sexual Violence Training. Only those individuals who have completed the Sexual Harassment and Sexual Violence Training are eligible to serve on a Hearing Panel involving such cases.

The Fundamentals Training consists of a three-hour course that educates newly selected members on the student conduct mission and philosophy, university policy, effective administration of a hearing, essential questioning skills, weighing credibility, determining responsibility through a preponderance of evidence, deciding appropriate sanctions, best practices for deliberation, and writing comprehensive rationales. The method of training includes lecture, small group activities, and case studies. All participants are issued a manual that they may refer to prior to participating in a hearing.

The Sexual Harassment and Sexual Violence Training consists of a second, three hour course that educates newly selected members on the origins and implementation of Title IX, the university's obligations related to federal legislation, informs them on the specific policies at the university, discusses the impact sexual violence has on complainants and how it may affect them within an investigation or hearing, reviews information about respondents and statistics regarding sexual violence on college campuses, considers information regarding various cultural and group affiliation regarding reporting and participation in hearings, describes the investigative process and the materials that may be present within a sexual misconduct hearing, explores the finite grounds for establishing whether a violation of KU's sexual harassment violation

has occurred, and reviews what sanctions are available for potential violations. Similar to the Foundations Training, this training includes lecture, small group activities, and case studies. All participants are issued a manual that they may refer to prior to participating in a hearing.

All members of the Student Conduct Hearing Panel are highly encouraged to participate in Professional Development session each semester during the academic year. These sessions, offered monthly through the academic year, cover a variety of topics including effective sanctioning practices, writing strong hearing panel recommendation letters, a presentation from the Sexual Assault Nurse Examiner regarding the SANE exam, and collaborative deliberation skills.

Standard of Evidence

The standard of evidence under IOA investigations and the Student Conduct Procedures is a preponderance of the evidence; is it more likely than not. If the student conduct administrator or hearing board determines that it is more likely than not that one or more University policies were violated, a sanction or sanctions will be imposed.

Sanctions Following a Final Determination

Behaviors and actions that violate University policy, including sexual assault, domestic violence, dating violence, and stalking, can be subject to investigation, remedial measures, educational remedies, and sanctions. Sanctions may include:

Faculty, Staff, and Student Employees

Employee matters will be referred to Human Resources, Academic Units and/or the Office of the Provost, as appropriate to the respondent's status with the University and as set forth in the Discrimination Complaint Resolution Process (<http://policy.ku.edu/IOA/discrimination-complaint-resolution>).

Possible Sanctions for Employees

- Warning
- Censure
- Reduction or elimination of merit salary increases
- Reassignment of duties
- Demotion
- Suspension without pay
- Dismissal

Students

As indicated earlier, students are held accountable under the Student Conduct Program with sanctions including: Sanctions for violations of the Code of Student Rights and Responsibilities include:

- **Warning:** Notice in writing that continuation or repetition of conduct found wrongful, within a period of time stated in the warning, may be cause for more severe disciplinary action.
- **Restitution:** Reimbursement for damage to or misappropriation of property. This may take the form of appropriate service or other compensation.

- **Fine:** A money payment to a designated University fund.
- **Disciplinary Probation:** Disciplinary probation shall have as its purpose the rehabilitation of the student or organization and may include suspension of specified privileges for a definite period not to exceed two years. Disciplinary probation may also require the student or organization to participate in specified activities, including one counseling information session, or may prescribe any program which is deemed just and fair under the circumstances of the case. The authority imposing this sanction may assign any qualified person within the University community, other than an undergraduate student, to act as a probation supervisor. The probation supervisor shall report periodically to the appointing authority. If the probation supervisor should report that the student is not fulfilling probation requirements, the case will be reviewed by the appointing authority and remaining members of the original hearing panel, who may recommend additional sanctions.
- **Campus/Community Service:** Students or organizations may be required to complete a specified number of service hours to an identified campus or community agency. The authority imposing this sanction may assign any qualified person to serve as the service supervisor. If the service supervisor should report that the student or organization has not fulfilled the service requirements, the case will be reviewed.
- **Student Suspension:** Exclusion from classes and other University privileges and activities as set out in the order after a hearing, for a definite period not to exceed two years. The conditions of re-admission shall be stated in the order of the suspension.
- **Interim Suspension:** A student or organization may be immediately excluded from classes and/or other University privileges or activities when the student's continued presence on the campus constitutes a danger, or threat of danger, to property, the student, or others. The student will receive a written notice stating the reasons for the interim suspension and the time and place of a hearing to be held within five (5) days at which time the student has an opportunity to show why their continued presence on campus is not a danger. This hearing may also serve as the policy violation hearing.
- **Organization Suspension:** Exclusion from University privileges and activities as set out in the order after a hearing, for a definite period not to exceed two years. The conditions of reinstatement shall be stated in the order of suspension.
- **Student Expulsion:** Termination of student status for a minimum of two years. The conditions of re-admission, if any, shall be stated in the order of expulsion.
- **Removal of Organization Registration:** Termination of registered organization status for a minimum of two years. The conditions of re-admission, if any, shall be stated in the order of removal of registration.

The University may also require a student or employee to participate in educational programs or other remedial activities from or as part of a sanction. Additional remedial and protective measure may be imposed, such as:

- Mandatory training
- No contact orders
- Ban from all or parts of campus

When Results Become Final

Upon written request, the University will disclose to the victim of a crime of violence (as defined by Section 16 of Title 18 of the United States Code) or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the University against a student who is the alleged perpetrator of such crime or offense, or to the next of kin of the victim, if the victim is deceased as a result of such crime or offense.

In accordance with applicable policy, all parties to an investigation will be simultaneously informed of the imposition of disciplinary action and provided an opportunity to appeal for cases involving sexual violence, including sexual assault, domestic violence, dating violence, and stalking. Parties will be simultaneously notified of any change to the result and when the result becomes final.

Prohibition of Retaliation

Retaliation against persons who file discrimination complaints or persons who participate in an investigation of a complaint, whether by an individual directly involved or by associates of the individual involved, is a violation of law and University policy. Complainants who utilize these procedures or persons who participate in an investigation of a complaint should not be subjected to retaliation. Retaliation may take the form of unwanted personal contact from the respondent or giving additional assignments that are not assigned to others in similar situations, poor grades or unreasonable course assignments. Phone calls, e-mail or other attempts to discuss the complaint may be perceived as retaliation under certain circumstances. Disciplinary action, harassment, unsupported evaluations, or other adverse changes in the conditions of employment or the educational environment may also constitute retaliation. Retaliation will not be tolerated and could result in suspension, reassignment, salary reduction, termination, expulsion or other disciplinary action.

KU Office of Institutional Opportunity and Access

785-864-6414

Crime Data

Preparing the Annual Safety Report

Crime statistics that are provided in this annual report are based upon incidents reported to the KU Public Safety Office (KUPSO), Office of Student Affairs, and the KU Edwards Campus. Each year a variety of offices are asked to provide information on the educational and prevention programs conducted during that calendar year.

Campus Security Authority Training video is available to Campus Security Authorities through the Universities Learning Management System. Sign in to the system can be found on the Learning and Development webpage of Human Resource Management:
<http://humanresources.ku.edu/learn-and-develop-landing-page>

The KU Edwards Student Success and Support Services Office and KU Office of Student Affairs keep count of disciplinary referrals made from across the university. The KUPSO provides crime statistics for criminal offenses occurring on the Edwards campus. In addition, the KUPSO gathers applicable crime statistics for non-campus locations from the law enforcement agencies which have jurisdiction over those locations. The Overland Park Police provides crime statistics for crimes reported on public property surrounding campus.

Each year an e-mail notification is sent to all faculty, staff, and enrolled students to inform them of the University's Annual Security Report. It provides the website to access this report. Annual notice is also in the electronic news, KU Today. Prospective students are provided the Annual Security Report website address within the View Book and on the Admissions website. Human Resources provides notification to prospective employees in the online application process. Copies of the report may also be obtained at the Office of Institutional Opportunity and Access, 1000 Sunnyside Ave., Room 1082, Dole Human Development Center, or by calling 785-864-6414.

KU Office of Institutional Opportunity and Access

785-864-6414

Definition of Crimes

These definitions come from the U.S. Department of Education's 2019 Campus Safety and Security Survey website located at <https://surveys.ope.ed.gov/campussafety/#/glossary> accessed on 11/24/2020.

Aggravated Assault - An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

Arrest – Persons processed by arrest, citation or summons.

Arson - Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Burglary - The unlawful entry of a structure to commit a felony or a theft.

Category of Fire - For HEA purposes, there are three categories of fire:

- **Unintentional Fire:** A fire that does not involve an intentional human act to ignite or spread fire into an area where the fire should not be.

- **Intentional Fire:** A fire that is ignited, or that results from a deliberate action, in circumstances where the person knows there should not be a fire.
- **Undetermined Fire:** A fire in which the cause cannot be determined.

Cause of Fire - The factor or factors that give rise to a fire. The causal factor may be, but is not limited to, the result of an intentional or unintentional action, mechanical failure or act of nature.

Dating Violence - 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:

- Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.

Destruction/Damage/Vandalism of Property - 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.

Domestic Violence: 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.
- 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.

Drug Abuse Violations - The violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs. The relevant substances include opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics - manufactured narcotics which can cause true addiction (Demerol, Methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

Fire - Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

Fire Related Death - Any instance in which a person - (1) Is killed as a result of a fire, including death resulting from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of a fire; or (2) Dies within one year of injuries sustained as a result of the fire.

Fire Related Injury - Any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause, while involved in fire control, attempting rescue, or escaping from the dangers of the fire. The term “person” may include students, employees, visitors, firefighters, or any other individuals.

Fondling - The touching of the private body 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.

Hate Crime - A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For the purposes of Clery, the categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin and disability.

Incest - Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Intimidation - 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.

Larceny-Theft – The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Constructive possession is the condition in which a person does not have physical custody or possession, but is in a position to exercise dominion or control over a thing.

Liquor Law Violations - The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness. Include in this classification: the manufacture, sale, transporting, furnishing, possessing, etc., of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating still; furnishing liquor to a minor or intemperate person; underage possession; using a vehicle for illegal transportation of liquor; drinking on train or public conveyance; and attempts to commit any of the above.

Manslaughter by Negligence - The killing of another person through gross negligence.

Motor Vehicle Theft - The theft or attempted theft of a motor vehicle.

Note: A “motor vehicle” is a self-propelled vehicle that runs on land surface and not on rails, such as sport utility vehicles, automobiles, trucks, buses, motorcycles, motor scooters, trail bikes, mopeds, all-terrain vehicles, self-propelled motor homes, snowmobiles, golf carts and motorized wheelchairs.

Murder/Non-negligent Manslaughter - The willful (non-negligent) killing of one human being by another.

Non-campus building or property – (1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

On-Campus – Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and (2) Any building or property that is within or reasonably contiguous to paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

Property Damage – The estimated value of the loss of the structure and contents, in terms of the cost of replacement in like kind and quantity. This estimate should include contents damaged by fire, and related damages caused by smoke, water, and overhaul; however, it does not include indirect loss, such as business interruption.

Public Property – All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

Rape – 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.

Referred for disciplinary action - The referral of any person to any official who initiates a disciplinary action of which a record is established and which may result in the imposition of a sanction.

Robbery - The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Simple Assault - An 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.

Stalking - Engaging in a course of conduct directed at a specific person that would cause a reasonable person to

- Fear for the person's safety or the safety of others; or
- Suffer substantial emotional distress.

Statutory Rape - Sexual intercourse with a person who is under the statutory age of consent.

Unfounded – A reported crime that upon investigation by law enforcement authorities is found to be false or baseless. Only sworn or commissioned law enforcement personnel may unfound a crime. Crime reports can be properly determined to be false only if the evidence from a complete and thorough investigation establishes that the crime reported was not, in fact, completed or attempted in any manner.

Weapons: carrying, possessing, etc. - The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature. Include in this classification: manufacture, sale or possession of deadly weapons; carrying deadly weapons, concealed or openly; using, manufacturing, etc., of silencers; furnishing deadly weapons to minors; aliens possessing deadly weapons; and attempts to commit any of the above.

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Crime Statistics

Offense	Year	On Campus*	Non-Campus	Public Property
Negligent Manslaughter	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
	2016	0	0	0
	2015	0	0	0
Murder/Non-Negligent Manslaughter	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
	2016	0	0	0
	2015	0	0	0
Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
	2016	0	0	0
	2015	0	0	0
Fondling	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
	2016	0	0	0
	2015	0	0	0
Incest	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
	2016	0	0	0
	2015	0	0	0
Statutory Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
	2016	0	0	0
	2015	0	0	0
Robbery	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
	2016	0	0	0
	2015	0	0	0
Aggravated Assault	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
	2016	0	0	0
	2015	0	0	0
Burglary	2019	0	0	0
	2018	0	0	0

	2017	0	0	0
	2016	0	0	0
	2015	0	0	0
Arson	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
	2016	0	0	0
	2015	0	0	0
Motor Vehicle Theft	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
	2016	0	0	0
	2015	0	0	0
Domestic Violence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
	2016	0	0	0
	2015	0	0	0
Dating Violence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
	2016	0	0	0
	2015	0	0	0
Stalking	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
	2016	0	0	0
	2015	0	0	0

*KU Edwards does not have Residence Halls

Reported Hate Crimes, Arrests and Disciplinary Action Referrals

Offense	Year	On Campus*	Non-Campus	Public Property
Hate Offenses	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
	2016	0	0	0
	2015	0	0	0
Liquor Law Arrests	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
	2016	0	0	0
	2015	0	0	0
Drug Law Arrests	2019	0	0	1
	2018	0	0	0

	2017	0	0	1
	2016	0	0	0
	2015	0	0	0
Weapon Law Arrest	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
	2016	0	0	0
	2015	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
	2016	0	0	0
	2015	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
	2016	0	0	0
	2015	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
	2016	0	0	0
	2015	0	0	0

*KU Edwards does not have Residence Halls

Unfounded Crimes

Offense	Year	On Campus*	Non-Campus	Public Property
General	2019	Not recorded by OPPD		
	2018			
	2017			
	2016			
	2015			

*KU Edwards does not have Residence Halls