

Year 1 Public Description of Work for  
Action Collaborative on Preventing Sexual Harassment in Higher Education

University of Kansas and University of Kansas Medical Center

**Improved Trauma Informed Response Policies, Procedures, and Practices**

**This Action Applies to Rubric Item(s):** Rubric 12

**Description of Work:**

The University of Kansas has implemented a multitude of practices to uphold and honor trauma informed best practices for supporting survivors of trauma, specifically historic or acute gender based violence. These actions include; but are not limited to: combining two case management resource offices in to a single Student Affairs Student Support and Case Management office; utilization of trauma informed procedures for participation in sexual violence prevention education and programming.

The office of Student Support and Case Management empowers student to address and overcome barriers in order to achieve their educational and life goals while at the University of Kansas. Using a holistic and strengths-based approach, and in collaboration with campus and community partners, Student Support and Case Management seeks to provide individuals support and connect student to each other and their communities to create a safer, healthier, and more caring environment. This new office is made up of three full time social workers and one graduate student. The office provides individual support, chairs the Student of Concern Response Team, and oversees the campus food pantry, Campus Cupboard. The creation and expansion of the Student Support and Case Management office was solidified in July 2019.

As the University of Kansas expands its comprehensive gender based violence prevention efforts, it is imperative to center the needs and emotional wellbeing of participants impacted by acute, complex, historical, sanctuary, or vicarious trauma. Utilizing empowerment based advocacy practices, SAPEC trusts students to be the expert of their own needs and provides intentional notification and opportunities for students to utilize an opt out for prevention programming. Implementation of such a comprehensive opt out practice across multiple programs is uncommon in higher education. The opt out procedure was formalized in October 2019.

While the opt out is available within all student programming, specific programs have been identified as areas with an increased need for the opt out option: EverFi Online Sexual Harassment Training: all enrolled students annually; Jayhawks Give a Flock (bystander intervention): all incoming freshman; Gender Based Violence Prevention Seminar: all student-athletes and Sorority and Fraternity Life New Members

## Year 1 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

### EverFi

The EverFi online sexual harassment training is provided annually of all students enrolled at KU regardless of degree status or campus location. The curriculum is tailored to students based on four status assignments: new undergraduate, new undergraduate over 21 year old, returning undergraduate, graduate students in non-paid position. On average 20,000 students complete the EverFi training annually.

While providing an online training in higher education is not unique, KU's implementation strategy is uncommon. In addition to providing the program to all enrolled students, KU filters students in to distinctive education modules based on the following criteria: new undergrad under 21 years old, new undergrad over 21 years old, new graduate student unpaid, returning graduate student unpaid, returning undergrad, and new or returning paid graduate student. In KU's dedication to tailor our universal prevention programming as much as possible, each student category receives different customized learning modules. In addition, KU has committed to placing education modules for returning students on a four year rotation, to decrease information redundancy. KU's trauma informed opt out practice and nightly student profile updates to reduce "dead naming" is an additional uncommon implementation strategy. Final revisions to the implementation strategy were solidified in April, 2018.

Participants are informed of the option of opt out of the training in all electronic invitation notifications (university and EverFi), in the new student orientation handbook, at a summer orientation safety panel, and at a summer orientation information table.

Utilization of the opt out option can accessed by either emailing the confidential CARE Coordinator (LMSW) or by emailing or calling the SAPEC office. The student is never asked to disclose information regarding their trauma to receive the opt out, but is trusted to self advocate.

If a student requests an opt out from the CARE Coordinator a response is provided within the next business day including:

- affirmation of the decision
- invitation to meet in person or over the phone to process or set up accommodations
- information regarding support and reporting resources on campus
- information regarding SAPEC
- attached "Resource Wheel" as a reference guide

In addition, with written permission the name and ID number of the student is shared by the CARE Coordinator with SAPEC to facilitate the formal removal of the training requirement.

If a student requests an opt out from SAPEC:

## Year 1 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

- the request is forwarded to the CARE Coordinator who initiates support process
- training requirement removed
- EverFi profile is modified: required training assignment removed, CARE label to profile, and student is deactivate to stop a registration hold from being placed on their account

If in the student's request to SAPEC a disclosure of sexual violence, intimate partner violence, or stalking with a nexus to campus is made, SAPEC informs the student of their position as a mandated reporter and a report is made to KU's Title IX office.

### **Jayhawks Give a Flock**

KU's bystander intervention training provided for all incoming freshman on the Lawrence Kansas Campus. Roughly 4,000 students participate in a two hour training in groups of 35 over the course of eight hours on the Saturday before fall semester classes.

A bystander intervention program, build from within a social justice frame work, in collaboration with over 16 different campus departments and 250 volunteers, for all incoming freshman makes Jayhawks Give a Flock uncommon with in higher education. This program was originally implemented in August 2018 and undergoes content revisions annually.

Participants are informed of the option of opt out of the training in all electronic invitation notifications (university email, EventMobi listing, KU GuideBook listing), in the new student orientation handbook, at a summer orientation safety panel, at a summer orientation information table, residence hall marketing flyers, and in person notification by resident advisors, Panhellenic recruitment advisors, and/or Kansas Athletic coaching staff.

Utilization of the opt out option can accessed by either emailing the confidential CARE Coordinator (LMSW), emailing or calling the SAPEC office, or upon checking in at the bystander intervention training. The student is never asked to disclose information regarding their trauma to receive the opt out, but is trusted to self-advocate.

If a student requests an opt out from the CARE Coordinator a response is provided within the next business day including:

- affirmation of the decision
- invitation to meet in person or over the phone to process or set up accommodations
- information regarding support and reporting resources on campus
- information regarding SAPEC
- attached "Resource Wheel" as a reference guide

## Year 1 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

In addition, with written permission the name and ID number of the student is shared by the CARE Coordinator with SAPEC to facilitate the formal removal of the training requirement.

If a student requests an opt out from SAPEC:

- affirmation of the decision
- the request is forwarded to the CARE Coordinator who initiates support process
- training requirement and notification for “makeup” sessions is removed
- designated leadership is notified of program requirement fulfillment for students affiliated with: residence halls, Sorority and Fraternity Life, Kansas Athletics, or KU Marching Band.

If in the student’s request to SAPEC a disclosure of sexual violence, intimate partner violence, or stalking with a nexus to campus is made, SAPEC informs the student of their position as a mandated reporter and a report is made to KU’s Title IX office.

### **Gender Based Violence Prevention Seminar**

The Gender Based Violence Prevention Seminar (LDST 301-304) is a series of four academic credit classes through the Leadership Studies Department. The Seminar is open to all KU students regardless of major; however, enrollment in LDST 301 is encouraged for Sorority and Fraternity Life for all new members and enrollment in LDST 301-304 over the course of four academic years is encouraged by Kansas Athletics Association (KAI) of all student-athletes. Annually, 1,100 students participate in the Gender Based Violence Preventing Seminar.

Expansion of this program to include enrollment encouragement by Sorority and Fraternity Life was established in April 2019 for the Panhellenic Association and in March 2020 for the Interfraternity Council.

The robust partnership with Kansas Athletics to provide 64 hours of gender based violence prevention education over the course of four years is a unique intervention model in higher education. This program implementation began in August 2018.

Students required to take the class are provided with the option to opt of the class while still meeting their organizational requirement, but not receiving any academic credit for the class. Students enrolled in the class are also provided the option to complete the course through an independent study with KU’s confidential CARE Coordinator (LMSW) for academic credit.

Participants are informed of the option of opt out and/or alternative completion option through Sorority and Fraternity Life recruitment marketing material, in-person through Kansas Athletics Academic Advisors, at a summer orientation safety panel, at a summer orientation

## Year 1 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

information table, in the course syllabus, on the course blackboard homepage, and in-person through the instructor on the first day of class.

Utilization of the opt out or independent study course can be accessed by either emailing the confidential CARE Coordinator (LMSW), emailing or calling the SAPEC office, informing their class instructor, or informing their Athletics Academic Advisor if applicable. The student is never asked to disclose information regarding their trauma to access these alternatives, but is trusted to self-advocate.

If a student requests an opt out from the CARE Coordinator a response is provided within the next business day including:

- affirmation of the decision
- invitation to meet in person or over the phone to process or set up accommodations
- assistance with class removal through the registration office is offered, if applicable
- information regarding support and reporting resources on campus
- information regarding SAPEC
- attached "Resource Wheel" as a reference guide

In addition, with written permission the name of the student is shared by the CARE Coordinator with designated leader at Sorority and Fraternity Life or KAI to facilitate the formal removal of the training requirement.

If a student request an opt out through their Athletics Academic Advisor, if applicable:

- affirmation of the decision
- the request is forwarded to the CARE Coordinator who initiates support process
- internal KAI academic file is modified: CARE label added to profile and required training assignment removed
- assistance with class removal through the registration office is provided, if applicable

If a student request an opt out through their course instructor:

- affirmation of the decision
- the request is forwarded to the CARE Coordinator who initiates support process
- assistance with class removal through the registration office is offered, if applicable

If a student requests an opt out from SAPEC:

- affirmation of the decision
- the request is forwarded to the CARE Coordinator who initiates support process

## Year 1 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

If the student request an independent study course with the CARE Coordinator:

- affirmation of the decision
- the CARE Coordinator is notified by SAPEC, KAI, or the current course instructor
- the CARE Coordinator works with the student register for the class as an independent study or to transfer their current class to an independent study

**Website for further information (if applicable):** <http://studentaffairs.ku.edu/student-support-and-case-management>

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