

2024 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

University of Kansas

Flowcharts

Relevant Rubric Area(s):

1. Response: Improved Communication and Increased Transparency
2. Response: Improved Policies
3. Response: Trauma-Informed Practices

Description of Work:

Our Director of Intake and Outreach, Ash Wilson, developed these infographic flowcharts to assist all members of the KU community in understanding the Office of Civil Rights and Title IX processes.

The purpose of the flowcharts is to provide clarity throughout the entire grievance procedure starting at our intake process (NASEM's Response: Improved Communication and Increased Transparency); to highlight the differences between our two grievances procedures (NASEM's Response: Improved Communication and Increased Transparency); and to prevent avoidable twists or turns in the grievance procedure, letting people know what will happen after a report is submitted (NASEM's Response: Trauma-Informed Practices). Lastly, the flowcharts will be posted on a newly renovated website for the campus community to view (NASEM's Response: Improved Communication and Increased Transparency) and a link will be incorporated in the initial outreach letter to complainants (NASEM's Response: Trauma-Informed Practices).

Ash based this form on OCRTIX policies (linked at the end of this document). They collaborated with various campus partners including Office of the General Counsel, Student Conduct, and Human Resources to ensure overlap with those offices is accurately represented. Lastly, they have invited others from the Office and campus partners to provide feedback.

These flowcharts were new to KU OCRTIX; they were created in March 2024. The flowcharts are complete and currently being used. They will be updated after KU's policies are updated per 2024 legislation and guidance.

Resources:

The flow charts can be found on this website: <https://civilrights.ku.edu/collection-materials>. It is based on the following policies: *Discrimination Complaint Resolution Process* (<https://policy.ku.edu/IOA/discrimination-complaint-resolution>) and *Title IX Resolution Process* (<https://policy.ku.edu/civil-rights/title-ix-resolution-process>)

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Title IX Resolution Process flowchart:

<https://civilrights.ku.edu/sites/civilrights/files/images/1.jpg>

Discrimination Complaint Resolution Process flowchart:

<https://civilrights.ku.edu/sites/civilrights/files/images/2.jpg>

Website for further information (if applicable): <https://civilrights.ku.edu/>

Point of Contact Name: Lauren Jones McKown, J.D.

Email Address for Point of Contact: Lauren_McKown@ku.edu