

Effective: September 11, 2015 Revised: July 24, 2019

Wichita State University is committed to the elimination of sexual misconduct, interfere with or limit an individual's ability to benefit from or fully participate in the University's educational programs. Additionally, these incidents may cause serious physical and/or psychological harm. Wichita State University maintains a comprehensive program to prevent these behaviors, provides resources to assist and support those who are involved in such incidents, and will respond promptly and equitably to reports of sexual misconduct, relationship violence, and stalking. The University has a responsibility to eliminate the behavior, prevent its recurrence, and address its effects on any individual and/or the community. Retaliatory actions against any individual involved in reporting or participating in the investigation of a complaint will not be tolerated.

Sexual misconduct, relationship violence and stalking are prohibited behaviors. This policy provides information regarding the University's prevention and education efforts related to sexual misconduct, relationship violence, and stalking by students. The policy also explains how the University will proceed in instances of a Complainant reporting allegations of sexual misconduct, relationship violence, and stalking by a student Respondent. This process is in keeping with our institutional values and our commitment to meet the University's legal obligations under Title IX and other applicable laws. This process will be used to resolve alleged sexual misconduct, relationship violence, and stalking violations in a prompt, fair, and impartial manner. All policies will be interpreted and applied consistent with the First Amendment to the United States Constitution.

The Office of International Education; Office of Student Success; WSU Intercollegiate Athletic Association, Inc.; Human Resources; Academic Affairs; and other offices may conduct orientation sessions for students. During orientation sessions, each office is expected to provide safety information. Additionally, for students residing on campus, Housing and Resid3 (e)4 e iid3fLid3fLudent(t)-2 (

The Counseling and Testing Center, Student Health Services, and Student Conduct & Community Standards office provide numerous harm-reduction presentations and educational materials throughout the University community. Presentation topics include alcohol and drug abuse, hazing, sexual misconduct, relationship violence, and stalking. [WSU Policy and Procedure 8.18 Eschewing Campus/ Workplace Violence](#) describes annual training that is available to all University community members, including identifying and diffusing potentially violent or threatening situations.

The University Police Department offers crime prevention programs, including sexual misconduct prevention programs. Additional information and resource referrals concerning personal safety and crime prevention information, including alcohol and drug abuse, sexual misconduct, relationship violence, and stalking, and other safety information is available from the University Police and on their website at [www.wichita.edu/police](http://www.wichita.edu/police).

Recognizing when an incident of sexual misconduct or relationship violence is occurring or is likely to occur serves as an initial intervention. If you make the decision to intervene, do so safely – violence does not stop violence. If you cannot stop the act with your words, call law enforcement. Do not be afraid to ask other people for help with intervention. If the incident is occurring in the residence halls, ask Housing staff or a Resident Assistant for help. It might also be helpful to participate in training to learn more safe and positive options for bystander intervention.

If an individual confides in you, listen respectfully and help identify others they can reach out to in confidence. Ask what the individual needs to feel safe, encourage seeking medical attention and counseling, and encourage reporting the incident to law enforcement or a University official if the individual is comfortable doing so. Be a supportive, kind, understanding, and nonjudgmental person and you can be a positive force for the individual to seek the help that is needed to move forward.

If you have been designated as a Responsible Employee by the University you are required to make a prompt report to the Title IX Coordinator. A Responsible Employee is an individual who:

1. has the authority to redress sexual misconduct, relationship violence or stalking
2. has been given the duty to report such conduct to appropriate school officials.

3. a student, employee or visitor could reasonably believe has the authority or duty to take action. For a list of WSU designated Responsible Employees see section VII. B.

Offices under the auspices of the Vice President for Student Affairs and the Prevention Services Advisory Board offer programs to describe options to decrease perpetration and bystander inaction, and to increase empowerment for Complainants in order to promote safety and to help prevent conditions that facilitate violence. Such programs include alcohol and drug awareness programs, which explain that substance use and substance abuse increases the risk of sexual misconduct, and programs about safe and healthy choices. This programming is presented to recognized student organizations, including members of Fraternity & Sorority Life.

The Counseling and Testing Center delivers harm-reduction and educational programming to promote the awareness of sexual misconduct, relationship violence, and stalking. Additionally, the Counseling and Testing Center and University Police Department act in partnerships with the Wichita Area Sexual Assault Center and YWCA Women's Crisis Center to provide sexual misconduct and relationship violence educational materials, services, and programming to the campus community.

A variety of educational programs for University students and employees are offered to promote the awareness of sexual misconduct, relationship violence, and stalking. These programs are offered by:

1. The Counseling and Testing Center;
2. Housing and Residence Life;
3. WSU Police Department;
4. Student Health Services;
5. Selected academic courses;
6. Student Involvement;
7. Human Resources;
8. Student Conduct & Community Standards.

Primary prevention and awareness programs for all incoming students and new employees include mandatory online training programs. Prevention training is offered to identify risky or unacceptable conduct before it occurs. This training promotes positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality; encourages safe bystander intervention; and seeks to change behavior and social norms in healthy and safe directions.

Awareness programs include community-wide or audience-specific programming which describes initiatives and strategies to prevent sexual misconduct, relationship violence, and stalking, and promote safety, and reduce perpetration of sexual misconduct.

A comprehensive listing of contact information for on- and off-campus assistance and support resources for Complainants and Respondents can be found at [https://www.wichita.edu/services/police/crime\\_prevention/](https://www.wichita.edu/services/police/crime_prevention/)

This policy applies to sexual misconduct, relationship violence, and/or stalking that is committed:

1. by a University student, student group, student organization, or participant in a University program;
2. by an applicant who becomes a student, for alleged violation(s) committed as part of the application process; or
3. by an individual who has transferred, graduated, been academically disqualified, or expelled from the University, for alleged violation(s) committed prior to separation from the University.



Any intentional contact with the

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for one's own safety or the safety of others; or suffer substantial emotional distress. "Substantial emotional distress" is defined as significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. Except in situations where the Respondent has been served with or notified of a protective or no contact order prohibiting contact with the Complainant, "course of conduct" is defined as two or more incidents over a period of time. Stalking includes, but is not limited to:

1. acts in which the Respondent directly, indirectly, or through third parties;
2. by any action, method, device, or means;
3. follows, monitors, observes, surveils, threatens, or communicates to or about a person; or
4. Interferes with a person's property.

Informed, knowing, and voluntary agreement to engage in a specific behavior. Consent must be clear for each person for the duration of any sexual contact. Consent can be obtained by words or actions. . Consent to one sexual act does not imply consent to any other sexual act, nor does past consent to a sexual act imply ongoing or future consent. Consent must be active; silence or an absence of resistance cannot be interpreted as consent. Consent can be revoked at any time. For all of these reasons sexual partners must evaluate consent in an ongoing fashion and should communicate clearly with each other throughout any sexual contact. Consent cannot be obtained from someone who the person or persons engaging in sexual activity knew, or should have known, is asleep or otherwise physically or mentally incapacitated, whether due to alcohol, drugs, or other condition. Consent cannot be obtained by threat, coercion, or force. Agreement given under such conditions does not constitute consent. In order to give effective consent, one must be of legal age in the state where the sexual contact takes place.

Lacking the physical and/or mental ability to make informed rational judgments. An incapacitated person cannot understand the "who, what, when, where, why, and/or how" of their sexual contact with another person or persons. This may have a variety of causes, including, but not limited to, being asleep or unconscious, having consumed alcohol or drugs, experiencing blackouts or flashbacks, or an intellectual or other disability.

An adverse action or threat of an adverse action taken against a Complainant, Respondent, or any individual or group of individuals involved in the complaint, investigation, and/or resolution of an allegation of sexual misconduct, relationship

violence, or stalking; including any individual who attempts to intervene or prevent behavior prohibited by this policy. Retaliation can be committed by an individual or group of individuals, not just a Complainant or Respondent. Retaliation can take many forms including threats, intimidation, pressuring, continued harassment, violence, or other forms of harm to others. Any complaint regarding retaliation should be reported to the Title IX Coordinator or designee. Retaliation is strictly prohibited and can result in disciplinary action up to and including termination of student status and/or employment.

The student, student group, or student organization whom allegedly violated University policy. There may be more than one respondent for an incident. In incidents involving student groups or organizations, the president, director, team captain or other member of student leadership will participate in the student conduct process on behalf of the group or organization. Student groups and organizations may not be represented by non-students, alumni, or inactive members in the student conduct process; however, such individuals may be selected by a student group or organization to serve in the role of advisor in the student conduct process.

Complaints regarding employees or visitors as Respondents should be referred to the Title IX Coordinator for resolution under the appropriate University policy. The behavior of Respondents who are both students and employees may subject them to this policy, Section 8.05/Student Code of Conduct, and employment policies found in Chapter 3 of the *WSU Policies and Procedures Manual*.

An individual or group who was subject to alleged misconduct as described in any University policy. There may be more than one complainant for an incident.

An individual who is requested to participate in an investigation or a hearing because that individual may have information about the alleged misconduct. Witness names may be provided by the Complainant, Respondent, or others with knowledge of the matter.

An individual or group who reports alleged sexual misconduct, relationship violence, or stalking who is not otherwise defined by this policy as a Complainant, Witness, or Respondent.



An individual selected by a Complainant or Respondent to assist the Complainant or Respondent throughout the University process including, but not limited to, a parent, friend, faculty, member, advocate, or legal counsel. An advisor may advise and assist the Complainant or Respondent in preparation for any meetings, interviews, or hearings that may occur; accompany the Complainant or Respondent through all student conduct process meetings, interviews, or hearings; or assist the Complainant or Respondent in preparing an appeal. An advisor may not participate in the student conduct process in any other capacity in reference to the same incident, including, but not limited to, serving as a Witness, Co-Complainant, or Co-Respondent. Advisors may not directly participate, speak, comment or make any type of representation or argument on behalf of a Complainant or Respondent in any aspect of the student conduct process including, but not limited to: meetings, interviews, or hearings. The availability of an Advisor to attend a student conduct process meeting, interview, or hearing shall not unreasonably interfere with or delay the proceedings.

Refers to individuals who are designated as Deputy Title IX Coordinators. They serve as department liaisons and provide information about resources regarding complaints of sex discrimination, sexual misconduct, sexual harassment, relationship violence and stalking. The Deputy Title IX Coordinator will refer complainants to the Title IX Coordinator.

Refers to the Title IX Coordinator, or designee, who is responsible for coordinating the University's efforts in reference to its Title IX responsibilities, overseeing the University's response to Title IX violations, and identifying and addressing any patterns or systemic problems.

Any individual who has been notified of admission to the University; is enrolled in, auditing, or participating in any University course or program; is assigned a space in University housing facilities; or has a continuing relationship with the University. This includes, but is not limited to, Orientation, Intensive English, National Student Exchange, and Study Abroad. An individual is considered a student until they notify the University they are no longer a student or the University informs them that they are no longer a student for reasons including, but not limited to, withdrawal, transfer, graduation, academic disqualification, or expulsion. An individual who has been suspended is still considered a student during the suspension period. Students who leave the University before a conduct complaint is resolved may be prohibited from future enrollment and/or accessing University records until the matter is resolved.



13. Request one appeal within the University's process.

All Reporters, Complainants, Respondents, and Witnesses who are members of the University community shall be subject to the following expectations relating to investigating and resolving alleged misconduct:

involved in the process other than the investigator or appeal officer may audio or video record any investigation or resolution meetings or other portions of the process without prior authorization from the Title IX Coordinator or designee. Any individual deemed to be disruptive may be removed from a meeting and/or charged with violating University policy.

The privacy of individuals involved in a report of sexual misconduct, relationship violence, or stalking will be protected to the extent permitted by law. All University employees who are involved in the University's response, including the Title IX Coordinator, investigators, and all other parties, including the Reporter if not the Complainant, receive specific instruction about respecting and safeguarding private information.

Throughout the process, every effort will be made to protect the privacy interests of individuals involved in a manner consistent with the need for a thorough, reliable, prompt, fair and impartial review of the report.

Privacy and confidentiality have distinct meanings under this policy. Privacy generally means that information related to a report of misconduct will only be shared with a limited number of individuals. The use of this information is limited to those University employees who "need to know" in order to assist in the review, investigation, or resolution of the report. While not bound by confidentiality, these individuals will be discreet and respect the privacy of individuals involved in the process.

Information shared by an individual with designated campus or community professionals *who are acting within the scope of their professional credentialing* is considered confidential. These campus and community professionals include licensed health care professionals, ordained clergy, and attorneys who are required to follow professional rules of conduct and laws that control the disclosure of confidential information. These individuals are prohibited from breaking confidentiality except for reasons that include, but are not limited to the following: if there is an imminent threat of harm to self or others, are directed to do so by court order, are given consent, or disclosure is provided for by the professional rule of conduct or the law. Additionally, when a report involves suspected abuse of a minor under the age of 18, or the elderly, these confidential resources may be required by state law to notify the Department of Children and Families and/or local law enforcement.

The University will maintain as confidential any protective or interim measures provided to the Complainant, to the extent that maintaining such confidentiality would not impair the ability of the University to provide such measures or interventions. The University will not share protective or interim measures provided to one party with the other party. In cases involving sexual misconduct, complete confidentiality cannot be assured due to the University's legal obligation to investigate or respond to such incidents under Title IX. Every reasonable effort will be made to notify Complainants before personally

identifiable information that the University believes is necessary to provide an accommodation or protective measure is shared. This notification will include what information will be shared, to whom it will be shared, and the rationale for sharing that information. Decisions regarding the sharing of information will be determined on a case-by-case basis by the Title IX Coordinator or designee.

Records of complaints against individual students received under this policy are protected by the Family Educational Rights and Privacy Act (FERPA) and may only be released to non-University entities with authorization of the student, in compliance with a court order, or when otherwise permitted by law.

In general, most University employees do not have legally protected confidentiality. Under Title IX, the University is required to take reasonable, needed immediate and corrective action of a reported hostile environment. If a “responsible employee” knew or, in the exercise of reasonable care, should have known about sexual or gender-based violence or harassment that creates a hostile environment the information will be reported to the Title IX Coordinator.

The University has designated the following individuals as Responsible Employees:

1. Title IX Coordinator, Deputy Coordinators, and designees;
2. Resident Assistants, Peer Academic Leaders, and Residence Hall administrators, including Assistant Residence Life Coordinators;
3. Deans, Associate Deans, Assistant Deans, and Chairs;
4. Directors of University offices, centers, institutes, and laboratories;
5. President, Provost, all Vice Presidents, all Associate Vice Presidents, and all members of the President's Executive Team or their designees;
6. Head Coaches, Assistant Coaches, Strength Coaches, and Volunteer Coaches;
7. Faculty and staff who supervise employees;
8. Office of Human Resources personnel;
9. Sworn law enforcement officers of the University Police Department and other University security personnel;
10. Faculty/Instructors;
11. Student Organization Advisors;
12. All individuals who are designated as Campus Security Authorities.

Responsible Employees are required to provide all information they are aware of regarding an incident, to the Title IX Coordinator within two (2) university business days. Failure to do so will be reviewed to determine whether the failure is a violation of University policy subject to disciplinary action up to and including separation from employment.



the Counseling and Testing Center (316-978- 3440); Student Health Services (316-978-3620) and the Wichita Area Sexual Assault Campus Outreach Advocate in Lindquist Hall, room 301, (316-978-

Section 8.05/Student Code of Conduct if they personally engaged in the unlawful or prohibited use of alcohol or drugs during the incident when the alleged violation occurred. Amnesty applies only to the personal use of alcohol or drugs and does not extend to other potential violations of Section 8.05/Student Code of Conduct or other



3. The obligation of the University to investigate or respond to every report of alleged sexual misconduct, relationship violence, and stalking both under federal law and out of concern for the safety of members of our campus community;
4. The process for investigating and resolving alleged violations of sexual misconduct, relationship violence, and/or stalking;
5. The rights that the Complainant and the Respondent have in the process (see section V. of this policy); and
6. The right for the Complainant to request confidentiality and the process by which the request will be evaluated (see Section IX.C. of this policy).

The Title IX Coordinator or designee, will evaluate all reports to promptly determine the necessity of interim measures. The University may implement appropriate interim measures for the individuals involved and for the larger University community based on the information provided in the report and at no cost to the Complainant. Factors that may be considered in determining reasonable interim measures include, but are not limited to the following: the

access for the Respondent pending the outcome of an investigation and resolution process. These interim measures may include, but are not limited to:

- Restricted access to campus property and/or facilities;
- Restricted access to participation in University programs or activities;
- Restricted access to Housing & Residence Life facilities, including dining halls;
- Restricted ability to participate in academic activities, including classes, internships, co-ops, etc.;
- Restricted access to campus employment;
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Requests for confidentiality and/or no formal action will be referred to the Title IX Coordinator for review. The University will make every effort to honor confidentiality and/or no formal action requests; however, there are instances when such a request will not be able to be granted.

Circumstances in which a confidentiality and/or no formal action request may be denied include, but are not limited to:

0. existence of past or concurrent complaints against the Respondent;
1. the institution is aware of past arrests or disciplinary action involving the Respondent;
2. significant physical injury resulting from an alleged violation of sexual misconduct, relationship violence, or stalking;
3. the reported use of a weapon during the commission of an alleged violation of sexual misconduct, relationship violence, or stalking; or
4. the reported use of force during the commission of an alleged violation of sexual misconduct, relationship violence, or stalking.

In all cases, the final decision on whether, how, and to what extent the University will respond, and where other measures will be taken in connection with any allegation of sexual misconduct, relationship violence, or stalking, rests solely with the Title IX Coordinator.

When a decision to investigate has been made, the Title IX Coordinator or designee will conduct a thorough, reliable, prompt, fair, and impartial investigation of the reported behavior. All investigators have received specific annual training on the issues related to sexual misconduct, relationship violence, and stalking, and how to conduct an investigation that protects the involved parties' rights, safety and promotes accountability. The University strives to avoid any conflict of interest or bias on the part of any individual responsible for investigating and/or resolving alleged misconduct. Any party who wishes to express concerns about a conflict

of interest or bias should notify the Title IX Coordinator in writing. In instances where a conflict of interest or perceived bias on the part of the Title IX Coordinator occurs, the notification should be made to the University President or designee.

In most cases, the investigation will involve conducting fact-finding, which includes meeting separately with the Complainant (if participating), Respondent, Reporter (if applicable), and relevant Witnesses; and reviewing other pertinent information. At any time during the course of an investigation, the Complainant, Respondent, or any Witness may provide a written statement; other supporting materials including, but not limited to, electronic communication, photographs, or



At the conclusion of the investigation, the investigator will compile a written investigative report. Before the report is finalized, the Complainant and Respondent will both be given an opportunity to review a summary of all relevant information that will be used in the determination of responsibility.. Every effort

Complainant is deceased, the University will notify the individual's emergency contact and/or next of kin of the outcome.

Students, student organizations, and student groups who are found to have violated University policy will receive disciplinary consequences appropriate to the current violation(s) and in consideration of any prior conduct history and/or mitigating or aggravating circumstances.

Consequences may be issued individually, or a combination of consequences may be issued. In the case of student groups and organizations, if a consequence issued by a national or other governing body exceeds that of the University, the University may concur with that consequence.

*Relat* The following consequences are specific to violations of *Section 8.16/Sexual Misconduct, Relationship Violence, and Stalking Policy for Students*.

Official notification of unacceptable behavior and violation(s) of University policy. Any further misconduct may result in more serious disciplinary consequences.

The student is deemed( )TjET0.(e)4 (( 41ET0.(6 0.72 o(( 41ET0.( i)-2 ()1 (e)4 (l)-2 (at)-2 (i

for failure to complete any assigned consequences by the deadline and/or for any subsequent violation of University policy, unless the Title IX Coordinator determines otherwise in exceptional circumstances. If the student is found responsible for any subsequent violation of *Section 8.16/Sexual Misconduct, Relationship Violence, and Stalking Policy for Students*, the student will be automatically suspended for the length of the original deferred suspension in addition to the other consequences imposed for the subsequent violation. Some of the restrictions that may be placed on the student during the deferred suspension period include, but are not limited to: participation in student activities, representation of the University on athletic teams or in other leadership positions, eligibility to receive any University award or honorary recognition, entrance into University residence halls or other areas of campus, participation in a study abroad program, or University computer and network usage. The duration of any deferred suspension period will be determined by the resolution body on a case-by-case basis.

The student is required to leave the University for a designated period of time. During the suspension period, a student may not attend classes (either in person or online), or participate in University- related activities, whether they occur on or off campus. The student may not be present on University premises unless authorized in writing in advance under conditions approved by the Title IX Coordinator. A student may be withdrawn from any classes in which the student is currently enrolled and will not be eligible for a refund. A registration and records hold will be placed on the student's account until the conclusion of the suspension period. If the student is an on-campus resident, the student's contract with Housing & Residence Life will also be terminated and the student will be responsible for paying any remaining fees for the duration of the original contract period. The student must successfully complete all assigned educational consequences prior to the conclusion of the suspension period, or the suspension will remain in effect until they are completed. The student must meet with a member of the Student Conduct & Community Standards staff during the last month of the suspension period in order to initiate the removal of the registration and records hold.

The student will be separated from the University without the possibility

on the student's account. If the student is an on-campus resident, the student's contract with Housing & Residence Life will also be terminated and the student will be responsible for paying any remaining fees for the duration of the original contract period.

The University may withhold copies of student transcripts or awarding a degree otherwise earned until the completion of the process set forth University policy, including the completion of all consequences imposed, if any.

Admission to the University or a degree awarded from the University may be revoked for fraud, misrepresentation, or other violation of University policy in obtaining the degree from or gaining admission to the University



limited to: personal contact, electronic communication (e.g. text messages, social media, etc.), telephone, or through third parties.

The student is prohibited from being on any campus property and/or entering specific University facilities.

Activities designed to increase a student's knowledge in areas related to the violation(s) committed including, but not limited to: attending workshops, researching a specific topic, interviewing a professional in a specific field, etc.

Activities designed to repair harms caused and give back to others or the larger community including, but not limited to: community restitution service, letters of apology, educational presentations, etc.

Activities designed to address student's wellness in areas including social, emotional, financial, physical, academic, and environmental wellness including, but not limited to: substance use assessments, counseling assessments, meeting with an academic advisor, meeting with a Student Involvement staff member, etc.

Activities designed to allow the student to reflect on one's own behavior choices and the impact of those choices on the student and others, including potential future impacts if the same choices continue.

Official notification of unacceptable behavior and violation(s) of University policy. Any further misconduct may result in suspension or expulsion. (TT1 -1 )3 ( of)3 (0m)-2 41 (lii)

determined by the Title IX Coordinator on a case- by-case basis. Any further violations of University policy while on probation may result in more serious consequences being imposed. Some of the restrictions that may be placed on the student group or organization during the probationary period include, but are not limited to: ability to host a party or philanthropy event, eligibility to receive any University award or honorary recognition, participate in intramurals, represent the University and any travel in connection with such representation, participate in recruitment/intake or receive a new member class, maintain membership or representation of the organization on the governing council, utilize University facilities/grounds, participate in competitions, or receive future institutional funding.

The student group or organization will be officially suspended from the

recruitment/intake or receive a new member class, maintain membership or representation of the organization on the governing council, utilize University facilities/grounds, participate in competitions, or receive future institutional funding. Re-recognition is possible but not guaranteed and will only be considered after the end of the suspension period and based on meeting all re- recognition criteria and obtaining clearance from the University. Any evidence that members of a student group or organization have attempted to sustain an unofficial student group or organization will result in individual charges and will postpone the group or organizations ability to be re- recognized or registered in the future. Any further violations of University policy while on suspension will result in more serious consequences being imposed.

The student group or organization will permanently lose its University recognition and/or registration and is ineligible to utilize University resources including facilities and financial support.

The student group or organization is prohibited from intentional direct or indirect contact with another person or group or their property via any means, including, but not limited to: personal contact, electronic communication (e.g. text messages, social media, etc.), telephone, or through third parties.

The University will submit an official request to the national or other governing organization to revoke the charter for a student group or organization.

recognition, participate in intramurals, represent the University and any travel in connection with such representation, participate in recruitment/intake or receive a new member class, maintain membership or representation of the organization on the governing council, utilize University facilities/grounds, participate in competitions, or receive future institutional funding.

activities designed to increase members' knowledge in areas related to the violation(s) committed including, but not limited to: attending workshops, researching a specific topic, interviewing a professional in a specific field, etc.

activities designed to repair harms caused and give back to others or the larger community including, but not limited to: community restitution service, letters of apology, educational presentations, etc.

activities designed to address members' wellness in areas including social, emotional, financial, physical, academic, and environmental wellness including, but not limited to: risk management workshops, assessment and revision of risk management practices, financial management training, communication or teambuilding workshops, leadership or values congruence workshops, etc.

activities designed to allow the student group or organization to reflect on its members' behavior choices and the impact of those choices on the group/organization and others, including potential future impacts if the same choices continue.

Either party may submit an appeal request of the Title IX Coordinator or designee's decision to the Associate Vice President for Student Affairs/Student Life within five (5) University business days. The five (5) day period begins on the first University business day following the date on the decision letter. Once an appeal request is received, the other party will be notified and provided with an opportunity to review the submitted appeal request and submit a written response within three (3) University business days, or by the original appeal submission deadline, whichever is greater. Deadlines may be extended at the discretion of the Associate Vice President for Student Affairs/Student Life under

exceptional circumstances. A deadline extension request must be submitted in writing. The Title IX Coordinator or designee will also provide a written response for review by the Associate Vice President for Student Affairs/Student Life after reviewing all submissions from the Complainant and/or Respondent. All supporting information from the Complainant and/or Respondent for the appeal request must be submitted by the specified submission deadline in order to be considered by the Associate Vice President for Student Affairs/Student Life. Upon receipt of all documents, the Associate Vice President for Student Affairs/Student Life will conduct an efficient and narrow review of the file limited to the grounds identified by the initiator of the review. Appeal requests

In circumstances in which a Complainant or Respondent raises a concern about a conflict of interest or perception of bias on behalf of the Vice President for Student Affairs, or in cases in which the Vice President for Student Affairs is otherwise unable to perform these duties, appeal decisions will be made by the Associate Vice President for Academic Administration and Outreach.

Student Conduct & Community Standards, the Associate Vice President for Student Affairs/Student Life, and/or the Vice President for Student Affairs may place a hold on a student's transcript, registration, and/or diploma; or remove a student group and/or student organization's active status and ability to conduct operations in any of the following situations:

0. A student, student group, or student organization has committed a violation of Section 8.16/Sexual Misconduct, Relationship Violence, or Stalking and/or Section 8.05/Student Code of Conduct culminating in suspension or expulsion;
1. A student, student group, or student organization has been given interim restrictions pending an investigation and resolution of allegations of misconduct;
2. A student, student group, or student organization has failed to schedule or attend a required University meeting or hearing;
3. A student, student group, or student organization has failed to complete one or more consequences by the assigned deadline; or
4. A student with severe behavioral problems is no longer attending the University, and it is the determination of the Vice President for Student Affairs or designee that a review of the student's file and meeting with the student occur prior to the student's re- enrollment.



relationship violence and stalking. The Deputy Title IX Coordinator will refer complainants to the Title IX Coordinator.

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Senior Associate Athletic Director and Senior Women's  
Administrator Intercollegiate Athletics  
Charles Koch Arena, Room 201  
(316) 978-5534



The Vice President for Student Affairs serves as the appeal authority for alleged violations of Section 8.16/Sexual Misconduct, Relationship, Violence and Stalking Policy for Students.

Dr. Teresa L. Hall