

An aerial photograph of a large stadium, likely a football or soccer stadium, filled with spectators. The stadium is illuminated with bright lights, and the sky above is a mix of purple, pink, and blue, suggesting a sunset or sunrise. The stadium's architecture and the surrounding landscape are visible in the background.

# Wichita State University

Office of Institutional  
Equity and Compliance

Annual Report

Academic Year 20202021





Christine was appointed by the Wisconsin Supreme Court to conduct hearings on complaints of attorney misconduct, petitions alleging attorney incapacity, and petitions for license reinstatement, to make findings, conclusions of law and recommendations for sanction and submit them to the Supreme Court for review and appropriate action. Christine has developed and conducted Title IX coordinator and investigator training for private and public universities. She has developed and conducted Title IX Advisor, Hearing Panel/Decision Maker, and Appeal Officer training in compliance with the new Title IX Regulations.



Mike has served as the Equal Opportunity Coordinator for Wichita State University since 2019. He is responsible for reviewing, investigating, and responding to complaints of protected characteristic discrimination and harassment, and ensures compliance with requirements of the Civil Rights Act, Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act.

Mike received his BA in Criminal Justice from the University of Wyoming where he attended on a football scholarship. He received his Juris Doctorate from the University of Wyoming College of Law and a Master's Degree in Public Administration from Wichita State University. Mike has minors in Sociology and African American Studies, a Graduate Certificate in City/County Management, and a professional certification through the Society for Human Resources Management (SHRM-CP).

Prior to coming to Wichita State University, Mike worked in local government with Sedgwick County Division of Human Resources as the Employee Relations Specialist. In this role, he consulted with administrators to create personnel policy, manage employee conduct and performance, improve employee satisfaction, and was responsible for investigating allegations of protected class discrimination and harassment.



Sara is the Title IX Coordinator for Wichita State University. She receives and responds to all complaints of sex and gender-based discrimination and harassment and sexual misconduct within the Wichita State University community and ensures the University is in compliance with federal Title IX requirements.

Sara was born and raised in Wichita. She received her B.A. in History from the University of Kansas, and her Juris Doctorate from the University of Kansas School of Law. She is licensed with the Supreme Court of Kansas and the United States District Court, District of Kansas. Sara is a member of the Kansas Bar Association, Kansas Women Attorneys Association, Wichita Bar Association, chair of the WBA Professional Diversity Committee, ~~President~~ President of the Wichita Women Attorneys Association.


Prior to joining Wichita State University, Sara was an attorney with Kansas Legal Services, working with survivors of domestic and sexual violence to provide holistic legal representation, including assisting with protection orders, family law, criminal process advocacy, housing, and other legal matters arising from a crime. Previously, she was the Staff Attorney and Legal Assistance to Victims Attorney at the Kansas Coalition Against Sexual and Domestic Violence in Topeka. She was also an attorney in the Hutchinson Kansas Legal Services office and has served as a volunteer victim advocate for the Wichita Area Sexual Assault Center.

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OIECs committed to implementing informed, effective, prompt, and equitable policies to address reports of sexual and gender-based harassment and violence, including, but not limited to, sexual assault, dating violence, domestic violence, and stalking as other protected characteristic discrimination and harassment, and retaliation.

The policies referenced in this Annual Report were in effect during 2020-2021. OIEC oversees WSU Policy [06/Sexual Misconduct, Relationship Violence and Stalking Policy for Employees and Visitors](#), [Policy 3.47/Discrimination Review Procedures for Students, Employees and Visitors](#), and [Policy 3.19/Prohibition of Retaliation](#).

The primary purpose of OIEC policies is to define, eliminate, prevent, and remedy the effects of prohibited conduct; identify care, support, and reporting options for students and employees; explain the obligations of employees to report prohibited conduct to the University; identify the procedures the University follows to thoroughly, equitably, and promptly investigate and resolve reports of prohibited conduct; provide a safe and secure environment for the University to track and monitor data, identify trends, and patterns, and support University efforts to promote a diverse and inclusive community free from discrimination and harassment.




The following definitions are used to clarify the information in this report. Specific definitions can be found in the

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When a new case is created, OIEC tracks the specific allegation(s) of prohibited conduct in Maxient. Reports alleging violations of Policy 3.47 are categorized based on the protected characteristic identified by the Complainant or Reporter. Reports alleging violations of Policy 3.06 are categorized by the type of sexual misconduct alleged. Complaints alleging retaliation

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When OIEC receives a report alleging prohibited conduct, a case is created in Maxient. If a Complainant is identified in the report, OIEC sends the Complainant an outreach letter through Maxient. The outreach letter provides information including policies, reporting options, supportivemeasures and resources. The outreach letter extends an invitation, offering the Complainant an opportunity to meet with an OIEC staff member to discuss any questions they may have, offerinterim measures and resources, and provide any additional information.<sup>9</sup>

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\@# retrieve/open the outreach letter. Despite follow-up attempts to make contact through the Maxient system, the Complainant does not retrieve/open the letters.

The Complainant meets with OIEC. Although the \@# policy, the Complainant does not want OIEC to review the matter or declines to sign a formal complaint \@# # be provided under policy.

The Complainant meets with OIEC. Although the allegations may fall under \@# # investigation. \@# # provided under policy.

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In cases reviewed under 06, the hearing panel determines, by a preponderance of evidence, that the Respondent has engaged in conduct that violates the policy.

OR

In cases reviewed under 47, the investigator determines, by a preponderance of evidence, that the Respondent has engaged in conduct that violates the policy.

In cases reviewed under 06, the hearing panel determines, by a preponderance of evidence, that the Respondent did not engage in conduct that violates the policy.

OR

In cases reviewed under 47, the investigator determines, by a preponderance of evidence, that the Respondent did not engage in conduct that violates the policy.


If a student or employee is found responsible for a policy violation after an OIEC investigation, sanctions may be issued. These sanctions range in severity based on the severity of the violation, the context of the violation, and the impact on the complainant and the campus community. The sanctions imposed are appropriate to the nature of the violation, and can include, but are not limited to the following lists.

#### POSSIBLE SANCTIONS OR CONSEQUENCES FOR STUDENTS

Disciplinary Warning	Residence Hall Transfer or Removal
Disciplinary Probation	No Contact Order
Suspension	Campus and/or Building Ban
Expulsion	No Trespass Order
Dismissal	Knowledge Attainment Activities
Withholding of Transcripts or Degree	Restorative Activities
Revocation of Admission and/or Degree	Wellness Activities
Loss of University Privileges	Reflective Activities

#### POSSIBLE SANCTIONS OR CONSEQUENCES FOR EMPLOYEES

Corrective Action	No Contact Order
Suspension	No Trespass Order
Separation	Knowledge Attainment Activities
Job Reassignment.	Wellness Activities
Loss of University Privileges	Reflective Activities



If OIEC receives a report of conduct that may fall under its policies, they implement appropriate interim measures for the individuals involved and for the larger University community based on the information provided. The outreach letter informs the Complainant of interim measures and reporting options. Often, Complainants will choose to receive interim





The Sexual Violence Prevention Training subcommittee includes representation from OIEC. The subcommittee was tasked with developing a comprehensive Sexual Violence Prevention

The Committee meets monthly to discuss updates in case law and regulations, ongoing efforts to promote a campus culture of respect and responsibility and training regarding effective measures to prevent and address sex and gender-based discrimination and sexual misconduct.

#### CARE TEAM

The CARE team is a multidisciplinary team made of members from across campus that provides a proactive and supportive approach to prevention, assessment and intervention for circumstances that may interfere with students or employees functioning to their full potential. The team meets every other week to review and assess cases.

#### ACCESSIBILITY COMMITTEE

The Accessibility Committee is an interdisciplinary team designed to ensure WSU continues to provide accommodations enabling student success in all disciplines. The Committee meets monthly to review ongoing accessibility needs, review policies and training. ] TJS447ET Q q 0.00000912