

KANSAS CITY KANSAS COMMUNITY COLLEGE INTERIM TITLE IX POLICY

Kansas City Kansas Community College (KCKCC) is a centrally-located, public, two-year institution in northeast Kansas. It resides within the city limits of Kansas City, Kansas and Wyandotte County.

The Mission of the college is to inspire individuals and enrich our community one student at a time.

STATEMENT OF POLICY

KCKCC is committed to providing a non-discriminatory and harassment-free educational, living and working environment for all members of the campus community, including students, faculty, and staff.

Title IX of the Education Amendments Act of 1972 is a federal law that states: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

This policy prohibits all forms of sexual or gender-based harassment, sexual violence, and stalking.

Any person alleged to be in violation of this policy is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.

RELATED LAWS & POLICIES

CLERY ACT – The Clery Act requires all colleges and universities that participate in federal financial aid programs to keep and disclose information about crime on and near their respective campuses.

FERPA – The Family Educational Rights and Privacy Act of 1974 is a United States federal law that protects the rights of students' educational records. The College cannot access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with provision of treatment to the party, unless the College obtains that party's voluntary, written consent to do so for the grievance process. However, under Title IX, Complainants and Respondents and their advisors have the right of access to exculpatory and culpatory evidence that relates directly to a Title IX allegation, including any medical or psychiatric records disclosed during an investigation.

POLICIES AND PROCEDURES (All Employees) – Policy 5.14 Employee Conduct and Work Rules Policy; 5.00 Discrimination and Harassment Policy

MINORS ON CAMPUS POLICY – Promote the well-being and security of minors entrusted to the College’s care during their participation in various programs. This policy is intended to ensure a safe, inviting, and productive environment in which all members of the College community can meet their needs and achieve their goals within the primary mission of the College.

STUDENT CODE OF CONDUCT – Under Title IX, and as standard for the Student Code of Conduct, Kansas City Kansas Community College (KCKCC) will not tolerate and prohibits sexual assault and all forms of sexual misconduct, including intimate partner violence, stalking, dating violence, sexual violence, sexual harassment, and domestic violence offenses. These acts are against Kansas State Law as well.

RETALIATION – Any person who retaliates against another for testifying, assisting or participating in an investigation or proceeding relating to harassment or violence shall be subject to discipline. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment.

TITLE VII – Sexual Harassment and Sexual Violence are a form of sex discrimination and a violation of Title VII of the Civil Rights Act of 1964 and Title IX of the Educational Amendments of 1972. KCKCC prohibits all forms of sexual or gender-based harassment and sexual violence. In order to promote a safe environment on campus, all students and employees are required to complete Title IX training each academic year.

APPLICABILITY/JURISDICTION

The Title IX statute applies to all educational institutions that receive federal funding. It applies to current students and students seeking enrollment, current faculty and staff or applicants, as well as to other persons with respect to education programs or activities, on campus or off campus in the United States, over which the school exercises substantial control over both the respondent and the context in which the sexual harassment occurs.

KCKCC may address sexual harassment affecting its students or employees that fall outside Title IX’s jurisdiction under Title VII, other employee policies, or the Student Code of Conduct.

GRIEVANCE PROCEDURES

KCKCC will investigate and adjudicate formal complaints of sexual harassment, using a grievance process that affords due process to all parties, treats parties fairly and impartially and reaches reliable responsibility determinations.

Notice to a Title IX Coordinator or to an official with authority to institute corrective measures on the College’s behalf establishes actual knowledge and triggers the College’s response obligations.

Supportive Measures are individualized services that are non-punitive, non-disciplinary, or unreasonably burdensome to the other party to restore or preserve equal access to education, protect student and employee safety, or deter sexual harassment, will be offered to the Complainant (alleged victim), regardless of whether or not the Complainant files a formal grievance.

A **Formal Grievance** in writing must be submitted by the Complainant or by the Title IX Coordinator in circumstances involving serious or repeated sexual harassment or sexual violence or where the respondent may pose a continuing threat to the college community. A formal grievance is required to initiate the grievance process, which is as follows:

- Both parties will receive written notification of the allegations. (Additional notifications will be sent to both parties if more allegations arise during the investigation.)
- Both parties will have an opportunity to select an advisor of choice or have one provided by the College.
- Parties may choose an informal resolution process, such as mediation or restorative justice, except when the Respondent is an employee and the Complainant is a student. Both parties must give voluntary, written consent and may withdraw consent any time before the final outcome.

Otherwise:

- Both parties will have equal and unrestricted opportunity to submit and review evidence throughout the investigation.
- The College will send written notice of any investigative interviews, meetings, or hearings.
- The College will protect parties' privacy by requiring a party's written consent before using the party's medical, psychological or similar treatment records during a grievance process.
- The College will use trained Title IX personnel to objectively evaluate all relevant evidence without prejudice of the facts at issue and free from conflicts of interest or bias for or against either party.
- After the investigation, but prior to the hearing, the College will send the parties, and their advisors an investigative report that summarizes relevant evidence directly related to the allegations, in electronic format or hard copy and provide the parties at least 10 days to inspect, review, and respond to the evidence in writing.
- Otherwise, a live formal hearing will be conducted by the decision maker (s), whereby both parties' advisors will be able to ask questions of the other party and the witnesses. (Live hearings may take place in a virtual setting.)
- If a party does not have an advisor, the College will provide one.
- Only relevant cross-examination and other questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination or

other question, the decision-maker must first determine whether the question is relevant and explain to the party's advisor asking cross-examination questions any decision to exclude a question as not relevant.

- If a party or witness does not submit to cross-examination at the live hearing, the decision-maker(s) must not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the decision-maker(s) cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions.

Evidentiary Standard at KCKCC is the *Preponderance of Evidence*.

Outcomes of hearings will be determined by the Decision maker(s). The Decision maker will notify both parties, simultaneously, in writing the outcome, the reason for the outcome, and any sanctions and/or remedies.

The **Appeal Process** will also be explained to the recipients in the Notification of Outcome.

Appeal Process

An appeal of the outcome of the Decision maker(s) can be made to the Vice President of Student Affairs or the Chief Human Resource Officer for the following reasons:

- Procedural irregularity that affected the outcome of the matter
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter
- The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter.

If a party chooses to appeal a disciplinary decision, he/she must deliver a written appeal to the office of the Vice President of Student Affairs or Chief Human Resource Officer within seven (7) working days of the date on the notice of the disciplinary action. Failure to do so will be deemed as a waiver of the person's right to appeal, and the decision will be final. The written appeal shall state the reasons the outcome decision should be modified or reversed. For the purpose of this procedure, a "working day" shall be a weekday during which regular classes are being held at the College.

Within seven (7) working days of the date that the notice of appeal is received, the Vice President of Student Affairs or Chief Human Resource Officer shall notify *both parties* in writing of the time, date, and place of the appeal proceeding. The appeal proceeding shall be held no less than seven (7) working days after the date that the Vice President of Student Affairs or Chief Human Resource Officer sends the appeal notice.

The Vice President of Student Affairs (VPSA) or Chief Human Resource Officer (CHRO) shall convene a five-person appeal panel, the Campus Appeal Board, comprised of the VPSA or CHRO and two faculty members and two staff members.

These individuals are trained on all measures of due process and disciplinary procedures. Once the hearing is conducted by the Campus Appeal Board, a written recommendation is submitted, affirming, modifying, or reversing the Decision maker(s) ruling and summarizing the evidence supporting its decision.

The parties and the administration shall have the following rights during the Proceeding:

- To hear or read a full report of the testimony of the other party and party's witnesses from the live hearing.
- To present witnesses in person or to present their testimony from the live hearing.
- To present new evidence and/or witnesses that was or who were not available during the course of the investigative process.
- To testify and give reasons supporting their respective positions.
- To have the proceeding conducted in an orderly manner.
- To have the VPSA or CHRO render a fair and impartial decision based upon substantial evidence presented at the proceeding.
- The proceeding shall not be open to the public; however, students' advisors may be present.
- After the proceeding, the VPSA or CHRO shall prepare a written decision affirming, modifying, or reversing the outcome decision and summarizing the evidence supporting its decision. The decision shall be mailed to the parties no later than seven (7) working days after the close of the proceeding.

Unless appealed, any disciplinary action imposed by the Decision maker(s) shall become effective as of the date that the time to file an appeal to the VPSA or CHRO has expired.

The College reserves the right to exclude from campus any person whom it reasonably believes poses a threat to the safety of any other person on campus. If a party appeals, the effective date of any disciplinary action will be the date after the Appeal Panel issues the decision. Both parties will be notified in writing, simultaneously, of the outcome.

TITLE IX COORDINATOR

The *Title IX Coordinator* and *Deputy Coordinator* are individuals designated by the KCKCC to coordinate the College's compliance with Title IX, including overseeing all sex discrimination complaints and identifying and addressing any patterns or systematic problems that arise during the review of such complaints.

Barbara Clark-Evans, Title IX Coordinator

Intercultural Center, Lower Jewell

7250 State Avenue, Kansas City, Kansas 66112
bclark@kckcc.edu | 913-288-7504

Sean Burkett, Deputy Title IX Coordinator

Employee Relations Business Partner
Human Resources, Upper Jewell
7250 State Avenue, Kansas City, Kansas 66112
sburkett@kckcc.edu | 913-288-7269

EMPLOYEE RESPONSIBILITY

All employees will report allegations of sexual and gender-related misconduct to the Title IX Coordinator or Deputy Coordinator.

Only counselors from the Counseling and Advocacy Center and medical personnel in the College Health Services are *confidential reporters*, unless reporting is mandated by law in the cases whereby a person is a threat to himself or herself or to others or child or elder abuse is reported.

A response by the College is initiated when notice is given to an official with authority to institute corrective measures on behalf of the recipient:

- Title IX Coordinator and Deputy Coordinator(s)
- Athletic Director
- Chief and Deputy Chief of Campus Police
- Deans
- Vice President of Student Affairs
- Vice President of Academic Affairs
- Vice President of Strategic Initiatives and Outreach
- Chief Human Resource Officer
- Chief Financial Officer
- Chief Information Officer
- President

DEFINITIONS

Actual Knowledge: Notice to the Title IX Coordinator, Deputy Coordinator or an official with authority to institute corrective measures on the College's behalf establishes actual knowledge and triggers the College's response obligations.

Advisor: *The Advisor* is someone who each party chooses to provide support and guidance through the grievance process. This person may be a friend, family member, attorney, or other individual with whom the party has a trusted relationship.

Appellate Administrator: The *Appellate Administrator* reviews the basis of appeal and evidence to determine whether to uphold or change the outcome decision of the Decision-maker. At KCKCC, that person is the Vice President of Student Affairs.

Allegation: An *allegation* is a claim that someone has done something wrong.

Business Day: A *Business Day* is any day in which normal business operations are conducted.

Complainant: The *Complainant* is the alleged victim of sexual harassment or violence.

Conduct File: A *Conduct file* is a printed, written, or digital file which may include, but is not limited to, incident report(s), correspondence, academic transcript, witness statements, and student conduct history. A Title IX conduct file is retained by the College for seven years.

Contractor: A *contractor* is a person or company with whom KCKCC enters into an agreement to provide materials or labor to perform a service or do a job.

Decision Maker: The *Decision-maker* is the person who runs the Title IX hearing and determines the outcome. The decision-maker could be the Dean of Students,

Designee: A *designee* is another person to whom a report of gender-based or sexual misconduct can be made besides the Title IX Coordinator or Deputy Coordinator.

Employee: An *employee* is a person hired by the College who is paid a salary or wage for services.

Evidence: *Evidence* is information gathered for the purposes of supporting or opposing an allegation. It can take the form of testimony, data, video, social media, etc. *Inculpatory evidence* is evidence that supports the allegation of the complainant. *Exculpatory evidence* is favorable to the respondent.

Formal Complaint: A *formal complaint* is a written grievance by the Complainant or Title IX Coordinator.

Incident Database: The College will maintain records in Maxient, an *incident database* software for managing behavior records for seven years.

Investigator: An *Investigator* is a trained person who makes formal inquiry into an allegation.

Program or Activity: A *program or activity* anything a person does or participates in that is sanctioned or controlled by the College, such as clubs, events, athletics, classes, work, etc.

Remedies: *Remedies* are ways the College counteracts or eliminates behaviors of gender-based or sexual misconduct. When a Respondent is found responsible remedies are designed to restore or preserve the complainant's equal access to education.

Respondent: The *respondent(s)* is the person against whom the complaint is alleged.

Sanctions: *Sanctions* are disciplinary measures, such as required counseling, warning, or other consequences, imposed on the Respondent once he or she is found responsible.

Standard of Evidence: KCKCC uses *Preponderance of Evidence* as the standard by which a Respondent is found responsible or not responsible.

Student: A *student* is someone who has been admitted to the College and is enrolled or seeking to enroll in KCKCC courses.

Supportive Measures: *Supportive measures* are actions the College may take that are designed to restore or preserve equal access to education without unreasonably burdening the other party, which may include measures designed to protect the safety of parties or the educational environment, or deter sexual harassment. Examples of supportive measures include, but are not limited to: free counseling, schedule changes, housing reassignment, and other forms of assistance.

Testimony: *Testimony* is a formal written or spoken statement.

Third Party: A *Third Party* is someone other than the Complainant who reports an allegation of sexual misconduct.

Vendor: A *vendor* is a person or company who sales products to the College.

Volunteer: A *volunteer* is a person who provides service(s) for the College without being paid.

Witness: A *witness* is someone who has knowledge about the case at hand.

PROHIBITED CONDUCT

KCKCC is dedicated to promoting an environment that provides equal opportunities for all and is free of discrimination, harassment, and retaliation. To avoid actions and/or statements that can be considered inappropriate, it's important to fully understand these behaviors:

Discrimination: *Discrimination* refers to unfair or unequal treatment of an individual (or group) based on certain characteristics. *Discriminatory Harassment* is verbal or physical conduct that has the purpose or effect of creating an intimidating, hostile or offensive environment. Title IX treats harassment based on sex.

Sexual Harassment under Title IX is defined as Quid Pro Quo harassment and Hostile Environment:

Quid Pro Quo

Conditioning the provision of aid, benefit, or service of the recipient on the individual's participation in unwelcome sexual conduct is quid pro quo sexual harassment.

Hostile Environment

A hostile environment sexual harassment is any unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it denies a person equal educational access.

Sexual Assault is defined as Rape, Fondling, Incest and Statutory Rape.

Rape

Rape is 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.

Fondling

Fondling is 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 and/or because of his/her temporary or permanent mental incapacity.

Incest

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

Statutory Rape

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

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.

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 with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

Stalking

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (1) fear for the person's safety or the safety of others; or (2) suffer substantial emotional distress.

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.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment. Any person who retaliates against another for submitting a grievance, testifying, assisting or participating in an investigation or proceeding relating to harassment or violence shall be subject to discipline.

REPORTING OPTIONS

Preservation of Evidence: It is important to preserve evidence. A complainant may not be ready to file a formal complaint, but may choose to do so at a later date. That evidence is important for investigative purposes. Accordingly, all documents, pictures, social media posts, texts, emails, phone calls, and any physical evidence needs to be preserved. In the case of sexual assault, the alleged victim should not bathe or shower or remove and wash clothing, but should proceed to an area hospital with a Sexual Assault Nurse Examiner (SANE). (See resources.) This person will collect and preserve physical evidence.

Law Enforcement: Reports can be made to the KCKCC Campus Police as well as local police. KCKCC maintains a KCKCC Police Department to provide a safe environment on campus and to ensure the protection of the KCKCC community and its property. The department is staffed by full-time, certified, and extensively trained officers. They are available 24-hours a day, year round. More information can be found at <https://www.kckcc.edu/about/safety/campus-police.html> on the KCKCC website. The KCKCC Police Department works in cooperation with the

Title IX office, as well as local, state, and federal law enforcement agencies, maintaining 24-hour radio access to the Kansas City Kansas Police Department.

Institution: Reports of gender-based or sexual misconduct can be made directly to the Title IX Coordinator or Deputy Coordinator via email, phone, mail, or in person. (See Title IX Coordinator.) Reports can also be made to other designees identified in the *Employee Responsibility* section. Reporting to any of these employees will initiate the College's response. To better facilitate reporting, the Title IX Reporting form can be found at <https://www.kckcc.edu/about/safety/titleix/index.html> on the KCKCC website.

Confidentiality: Confidential reports of gender-based or sexual misconduct can be made to counselors in the Counseling and Advocacy Office and to medical professionals in the Health Services Office.

Jennifer Gieschen, Coordinator of Women and Gender Advocacy Center
Room 3371, Upper Jewell
913-288-7193 | jgieschen@kckcc.edu

Kim Leland, Coordinator of Student Health Services
Room 3363, Upper Jewell
913-288-7683 | kleland@kckcc.edu

Anonymous: Anonymous reports can also be submitted online at [www.intouchwebsite.com/KCKCC Cares](http://www.intouchwebsite.com/KCKCC_Cares) or to the InTouch Hotline at 1-844-525-2285.

RESOURCES AND SUPPORTIVE MEASURES

On Campus Resources:

Linda Warner, Director of the Counseling and Advocacy Center
Room 3371, Upper Jewell
913-288-7194 | lwarn@kckcc.edu

Jennifer Gieschen, Coordinator of Women and Gender Advocacy Center
Room 3371, Upper Jewell
913-288-7193 | jgieschen@kckcc.edu

Kim Leland, Coordinator of Student Health Services
Room 3363, Upper Jewell
913-288-7683 | kleland@kckcc.edu

Campus Police
Room 3462, Upper Level Science Building
913-288-7636 (24-hours) | sievers@kckcc.edu

Off-Campus Resources:

Metropolitan Organization to Counter Sexual Assault (MOCSA)
913-642-0233 or 816-531-0233 (crisis hotline)

Kansas Coalition Against Sexual and Domestic Violence (KCSDV)
1-888-363-2287 (crisis hotline) | 816-468-5463 (Domestic Violence helpline)

National Sexual Assault Hotline
1-800-656-HOPE (1-800-656-4673)

Della Gill/Joyce H. Williams Center (Domestic Violence)
913-321-0951 (24-hour hotline)

Wyandot Center for Community Behavioral Healthcare
913-788-4200 (24-hour crisis hotline)

The Guidance Center (Leavenworth)
913-682-5118 | 1-888-260-9634 (after hours)

Kansas City, Kansas Police Dept.
913-596-3000, Emergency 911

Wyandotte County Sheriff's Office
913-573-2861

Off-Campus Resources with Sexual Assault Nurse Examiners (This list is not intended to be a comprehensive list of metropolitan providers):

University of Kansas Medical Center
3901 Rainbow Blvd
Kansas City, KS 66160
913-588-5000

Saint Luke's Community Hospital-Legends
10544 Parallel Parkway
Kansas City, KS 66109
913-222-8325

AdventHealth Shawnee Mission (formerly Shawnee Mission Medical Center)
9100 W. 74th Street
Shawnee Mission, KS 66204
913-676-2000

Overland Park Regional Medical Center
10500 Quivira Road
Overland Park, KS 66215
913-222-8370

Saint Luke's Hospital-Plaza
4401 Wornall Road
Kansas City, MO 64111
Phone: 816-932-2000

Children's Mercy Hospital
2401 Gillham Road
Kansas City, MO 64108
816-234-3000

Truman Medical Center-Hospital Hill
2301 Holmes Street
Kansas City, MO 64108
816-404-1000

Clery Requirements: The Clery Act is a law that requires colleges and universities to provide campus crime policies and statistics. Each year, the College must publish its Annual Security Report. Sexual assault, domestic and dating violence, and stalking are all Clery-reportable crimes for the purposes of crime statistics.

Order of Protection: An Order of Protection is a document issued by a court and signed by a judge to help protect a person from harassment and abuse. Kansas offers two types of civil protection orders: 1) a protection from abuse orders, which provide protection from an intimate partner or household member and 2) protection from stalking, sexual assault and human trafficking orders, which provides protection regardless of the relationship. Violations of these orders are crimes.

KCKCC Campus Police or the Counseling and Advocacy Center can provide assistance with obtaining an Order of Protection. If a party has an order of protection, he/she should provide a copy to Campus Police.

Supportive Measures: Supportive measures are designed to preserve or restore a student's access to the college's education programs and/or activities, with or without a formal complaint. Supportive measures include:

- Academic course adjustments
- Counseling
- No-contact orders
- Housing room reassignments
- Leaves of absence
- Class schedule changes

INTERIM MEASURES

Emergency Removal: A student respondent may be removed from campus and issued a no-trespass order if the Campus Threat Assessment Team deems that the respondent poses a threat to the safety of another person on campus. After being informed of the removal notice, the student may immediately appeal the removal order to the Vice President of Student Affairs.

Administrative Leave: An employee respondent may be placed on administrative leave and issued a no-trespass order if the Campus Threat Assessment Team deems that the respondent poses a threat to the safety of another person on campus. After being informed of the removal notice, the employee may immediately appeal the removal order to the Chief HR Officer.

ACCOMMODATIONS AND INTERPRETATION REQUESTS

Student Accessibility and Support Services coordinates services for KCKCC students who have a documented disability in accordance with Section 504 of the Rehabilitation ACT and the Americans with Disabilities Act. Services are provided at no cost to enrolled students on an individual basis and with respect to confidentiality.

Alex Twitty, Learning Specialist
Room 3384, Upper Jewell
913-288-7346 | atwitty@kckcc.edu

Robert Beach, Assistive Technology Specialist
Room 3384, Upper Jewell
913-288-7671 | rbeach@kckcc.edu

Carly Eastling, Academic Support Facilitator
Room K112, Technical Education Center 1
913-288-7851 | ceastling@kckcc.edu

Interpretation Requests can be made to the Title IX Coordinators or Human Resources.

EDUCATION AND PREVENTION

Dissemination of Information: The College provides Title IX information on its website, in the form of posters and brochures at various locations on the college campus and through its annual nondiscrimination statement sent to all employees and students via email.

Training: All employees and students are required to complete online Title IX/Sexual Harassment training. All clubs and special interest groups are required to receive additional Title IX training prior to attending conferences and travelling.

Other Education: The *Culture of Respect* is a series of training comprised of Healthy Relationships, Assertive Communications, Bystander Intervention, Enthusiastic Consent and Diversity.

Other Educational Opportunities: Each year, various entities of the College sponsor speakers and events that deal with Title IX topics.

RECORD MANAGEMENT

Record Management: The College will maintain records in Maxient, a database software for managing behavior records for seven years.

Student's Right to Academic Records: The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99) is a federal law that protects the privacy of student education records regardless of age. FERPA also provides the right to have access to their education records, the right to seek to have the records amended, and the right to have some control over the disclosure of personally identifiable information from the education records. In compliance with FERPA, a student's KCKCC educational records will be disclosed only with written consent of the college student except to school officials who have a legitimate educational interest in the records. See the KCKCC College Catalog for further details.

GOVERNMENTAL DEPARTMENTS AND AGENCIES

The Department of Education regulates Title IX.

U.S. Department of Education
400 Maryland Avenue, SW
Washington D.C. 20202
800-872-5327

The Office for Civil Rights is a sub-agency of the U.S. Department of Education that is primarily focused on enforcing civil rights laws.

U.S. Department of Education

Office of Civil Rights – Kansas City
One Petticoat Lane
1010 Walnut Street, 3rd floor, Suite 320
Kansas City, MO
Telephone: 816-268-0550
Fax: 816-268-0599; TDD: 800-877-8339

U.S. Department of Education

Office for Civil Rights
Lyndon Baines Johnson Dept. of Ed. Bldg.
400 Maryland Avenue, SW
Washington, DC 20202
Telephone: 800-421-3481
Fax: 202-453-6012; TDD: 800-877-8339
Email: OCR@ed.gov

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