

2019 Complaints and Inquiries Log

Complaints

The complaints in the table below are those issues that if true, would violate the policy. A full investigation into the issue was conducted which included interviews with the complainant, respondent, and witnesses as well as a complete document review. At the end of the investigation, a determination was made as to whether the Non-Discrimination Policy was violated. If the Policy was violated the complaint was referred to the sanctioning authority to impose appropriate sanctions for the violation.

Complaint Basis	Disposition
Sexual Orientation and Religion Discrimination	No Violation of Policy
Sexual Orientation and Disability Discrimination	No Violation of Policy
Sexual Orientation and Disability Discrimination	No Violation of Policy
Disability Discrimination	No Violation of Policy
Sexual Harassment	Violation of Policy
Sexual Harassment	No Violation of Policy
Sexual Violence	Violation of Policy
Sexual Harassment	Violation of Policy
Sexual Harassment	Violation of Policy
Sexual Violence	Violation of Policy
Sexual Harassment	No Violation of Policy
Marital Status Discrimination	No Violation of Policy
Marital Status Discrimination	No Violation of Policy
Parental Status Discrimination	No Violation of Policy
Sexual Harassment	Violation of Policy
National Origin Discrimination	No Violation of Policy
National Origin Discrimination	No Violation of Policy
Sexual Harassment	Violation of Policy
Sexual Harassment	Violation of Policy

Inquiries

Inquiries are complaints that even if true would not be a violation of the Non-Discrimination Policy and are not reviewed under the policy. After interviewing the complainant, these complaints are referred to the appropriate office/department on campus for resolution. In some cases, the complaint comes to the attention of the Equal Opportunity Director/Title IX Coordinator (EOD) through third party reports. In these cases, if the complainant agrees to meet with the EOD, the EOD explains the Non-Discrimination Policy and the complaint procedure. The complainant has the option to proceed with a complaint or to withdraw the complaint. In either case, referrals are made and the meeting documentation is retained in a confidential manner in the Equal Opportunity Office. In the case of some third party reports, the complainant does not contact the EOD. The EOD makes three attempts to reach out and at the end of 180 days; the report is documented as an Inquiry.

Inquiry Basis	Referral
Stalking	Student Life, Washburn University Police, campus advocate
Race Discrimination	Athletics Director
Stalking	Student Life
Race, negative experience	University Diversity and Inclusion
Sexual Orientation, Stalking	Off-campus, complainant was referred to local police
Unfair demotion	Unit vice President
Stalking	Student Life and Topeka Police Department
Sexual Harassment	Campus Advocate
Sexual Violence	Off-campus incident referred to Campus Advocate
Interpersonal relationship	Human resources
Sexual Violence	Off-campus, provided resources, Campus Advocate
Sexual Harassment	Unit Director
Sexual Harassment	Unit Director
Sexual Harassment	Unit Director
Domestic Violence	Provided Resources
Sexual Harassment	Withdrew complaint
Domestic Violence	Campus Advocate
Racial Harassment	Student Life
Stalking	Student Life, Campus Advocate
Stalking	Student Life, Campus advocate
Sexual Violence	Washburn Police, campus Advocate
Sexual Violence	Campus Advocate (Off-campus incident)
Stalking	Student Life, Campus Advocate
Sexual Violence	Student Services
Sexual Violence	Student Life, YWCA, Campus Advocate
Stalking	Washburn Police
Domestic Violence	Washburn Police, Campus Advocate, Kansas City Police
Stalking	Campus Advocate

Inquiry Basis	Referral
Disrespectful behavior	Human Resources
Interpersonal Relationship	Human Resources
Interpersonal Relationship	Human Resources
Indecent Exposure	Third party report, Complainant unknown, Director
Sexual Harassment	Human Resources
Sexual Harassment	Student Life
Interpersonal Relationships	Student Life, Unit Director
Sexual Harassment	Respondent Withdrew, complaint withdrawn
Sexual Harassment	Respondent Withdrew, complaint withdrawn
Interpersonal Relationship	Student Life, campus Advocate, Washburn Police
Sexual Violence	Washburn Police
Sexual Violence	Complaint not filed
Sexual Harassment	Washburn Police
Sexual Harassment	Student Life
Sexual Harassment	Student Life
Stalking	Complaint Withdrawn
Sexual Harassment	Washburn Police
Electronic Stalking	Washburn Police
Race and Age Harassment	Complaint Withdrawn
Interpersonal Relationship	Washburn Police
Sexual Harassment	Unit Director
Stalking	Student Life
Gender Identity Harassment	Student Life
Sexual Harassment	Unit Director
Interpersonal Relationship	Human Resources
Stalking	Student Life
National Origin Discrimination	Withdrew Complaint
Religion Harassment	Washburn Police
Sexual Harassment	Complaint not filed
Sexual Harassment	Complaint not filed
Sexual Innuendo	Complaint Withdrawn
Disability Discrimination	University Diversity and Inclusion, Associate Dean
Sexual Harassment	Unit Director