Policy Statement

Wichita Area Technical College (WATC) will respond effectively to the needs of victims of domestic violence and take appropriate actions to keep students and employees safe from domestic violence related incidents to the fullest extent possible without violating any applicable rules, regulations, statutory requirements, and/or contractual obligations. WATC will investigate an act(s) of domestic violence occurring on the campus, whether or not an official complaint has been received.

The Vice President of Student Services, Human Resources, local agencies and the WATC Safety and Security Department are available to support those in need of assistance concerning domestic violence.

Workplace Safety Plans

In accordance with applicable policies and procedures, WATC will:
- Make students and/or employees aware of their options and available resources
- Help students and/or employees safeguard each other
- Encourage student and/or employees to report domestic violence to designated officials.

The Director of Safety and Security is the designated liaison between the college and all available outside resources jurisdictionally, with the Vice President of Student Services playing an active role in community resources.

WATC maintains emergency response procedures for contacting Safety and Security and other law enforcement agencies when appropriate, and provides students and/or employees with clear instruction on the steps to take if students or employees observe anyone engaging in threatening behavior.

WATC Safety and Security will discuss the limitations on confidentiality under Kansas law with victims of domestic violence.
To protect all students, employees, and the victim, the college will take actions to assist in mitigating the reoccurrence of domestic violence on campus. Assistance may include, but is not limited to:

- Advising faculty (if an employee, their co-workers) and others as applicable on a need-to-know basis (i.e. Deans/Department Heads and/or Leadership Team Members) of the situation
- Establishing procedures for alerting the WATC Safety and Security team
- Temporarily relocating the victim to a secure area (if possible)
- Providing options for voluntary transfer or permanent relocation to a new campus or work site (if feasible)
- Escorts for entry to and exit from the building and campus
- Permitting a change of class and/or work schedule (if possible)
- Maintaining a copy of the abuser's image and/or a copy of any existing court orders of protection in a confidential on-site location.

The college may address any additional concerns raised by a situation in which both the victim and offender are either enrolled or employed at the college.

**Confidentiality of Information**

Information related to a student and/or employee being a victim of domestic violence will be kept confidential except when dictated by law, WATC policy, or when necessary to protect the safety of the campus population.

- Reported information is kept private to the extent possible by federal and state law, and college policy, however Kansas law includes clear limitations on legal confidentiality.
  - Confidentiality exists in certain instances for medical personnel, counselors, social workers, clergy, attorneys, and rape crisis counselors, but information may be required to be released through a subpoena or court order.
  - Information reported to anyone not in one of the above named positions may have to be disclosed when required by law or pursuant to a subpoena.
  - When medical information is received from a student and/or employee who is the victim of domestic violence, such medical information will be kept confidential to the extent permitted and required by law including, but not limited to, the Americans with Disabilities Act and the Family and Medical Leave Act.
- When it is determined that maintaining confidentiality puts the victim or other students and employees at risk of physical harm, those individuals deemed necessary to protect the safety of the victim and other employees, or to enforce an order of protection, will be given the minimum amount of information required. When possible, the college will provide the victim of domestic violence with notice of the intent to provide information to other employees and/or Safety and Security personnel.
- Some examples of situations where confidentiality cannot be maintained include:
Low Enforcement officials investigating a report of domestic violence or incident that occurred on the campus will be provided relevant information in accordance with legal requirements when requested.

Faculty/Deans, Executive Administration, and first responders may be informed about a report of domestic violence or incident that occurs on campus, if it is necessary to protect the safety of the student and/or employee or other individuals on campus.

**Accountability for Students and/or Employees Who Are Offenders**

Students or employees may be subject to corrective or disciplinary action in accordance with Student Code of Conduct and Employment agreements, statutes, and regulations in the following situations:

- A student or employee has threatened, harassed, or abused an intimate partner using WATC resources such as work time or equipment.
- A student or employee intentionally uses his/her job-related authority and/or college resources in order to:
  - negatively impact a victim of domestic violence
  - assist an abuser in locating a victim
  - assist an abuser in perpetrating acts of domestic violence
  - protect an abuser from appropriate consequences of their behavior.

**Disciplinary Process**

Disciplinary sanctions for violations of this Domestic Violence policy and/or of the student code of conduct and/or employee handbook will be imposed in accordance with applicable WATC policies, including but not limited to, expulsion and/or termination.

Accused parties should refer to WATC’s Student Code of Conduct and/or employee handbook for more information on their rights, resolution of disciplinary charges, disciplinary procedures and responsibilities.

**Policy Owner – Position Title**

Safety and Security Director