Below is a list the most frequently asked questions regarding the campus climate for the gender and/or sexual minority community at Wichita State University.

Is there a law that prohibits discrimination on the basis of sexual orientation, gender identity and gender expression?
Currently, there is no federal law that prohibits discrimination on the basis of an employee’s sexual orientation or gender identity. The 50 states are a patchwork of varying anti-discrimination laws in that regard. Indeed, some states are a patchwork of laws among cities within the state. While some states and cities prohibit discrimination and harassment on the basis of an employee’s sexual orientation, other state and municipal laws are silent on the subject. On top of that, President Obama signed an Executive Order prohibiting federal contractors from discriminating against employees on the basis of sexual orientation and gender identity.

What about in the State of Kansas?
Kansas’ anti-discrimination laws – the Kansas Act Against Discrimination and the Kansas Age Discrimination in Employment Act – prohibit discrimination on the basis of an employee’s age, ancestry, color, disability, gender, gender expression, gender identity, genetic information, marital status, national origin, political affiliation, pregnancy, race, religion, sex, sexual orientation, or status as a veteran. But the law is silent on sexual orientation and gender identity. Lawrence and Roeland Park are the only municipalities in Kansas that have ordinances prohibiting private employers from discriminating against employees on the basis of sexual orientation or gender identity.

Is sexual orientation, gender identity and gender expression protected in Wichita State’s Notice of Nondiscrimination?
Yes. The following statement of nondiscrimination must be printed on all University publications including catalogs, newsletters, magazines, brochures, folders, posters and flyers. University publications includes publications of University affiliated corporations (see Section 1.06)

3.02 / Notice of Nondiscrimination
Wichita State University does not discriminate in its programs and activities on the basis of race, religion, color, national origin, gender, age, sexual orientation, gender identity, gender expression, marital status, political affiliation, status as a veteran, genetic information or disability. The following person has been designated to handle inquiries regarding nondiscrimination policies: Executive Director, Office of Equal Opportunity, Wichita State University, 1845 Fairmount, Wichita KS 67260-0138; telephone (316) 978-3187.

For a complete list of policies prohibiting discrimination, please visit these sections in the Wichita State Policies & Procedures manual online.
• Section 3.02 Notice of Nondiscrimination;
• Section 3.06 Sexual Misconduct, Sexual Harassment, Relationship Violence and Stalking Policy for Employees and Visitors;
• Section 3.19 Prohibition of Retaliation (employees and students);
• Section 8.05 Student Code of Conduct; and
• Section 8.16 Sexual Misconduct, Relationship Violence and Stalking Policy for Students
How do I report discrimination at Wichita State University?

1. For complaints of discrimination arising from the conduct of an employee, student, or visitor a report may be directed to the Executive Director of Equal Opportunity, (316) 978-3187.

2. For complaints of discrimination on the basis of sex, a report may be made to the Title IX Coordinator or to a Title IX Deputy Coordinator. For complaints concerning an employee or visitor’s conduct contact Title IX Deputy Coordinator/Associate Director of Human Resources, 9316) 978-6123. For complaints concerning a student’s conduct contact the Title IX Deputy Coordinator/Assistant Vice-President for Student Advocacy, Intervention and Accountability, (316) 978-6681.

Can I take FMLA leave to care for same-sex spouse at Wichita State?

Yes. Employers will now be required to grant FMLA to employees to care for same-sex spouses. For more information contact the WSU Human Resources FMLA Coordinator, Sarah Hunter (sarah.hunter@wichita.edu, ext. 6124.)

Can I add my same-sex spouse to my health insurance policies? What is the process for same-sex marriage health insurance enrollment?

Yes. The Kansas State Employee Health Plan (SEHP) is now allowing same-sex marriage partners and eligible children to be added to employee’s health insurance. All requests, due to this change, will be effective 8/1/15. For marriages that occur in the future, coverage for dependents will continue to be effective the first of the following month. Please contact either Kim Cinelli (kim.cinelli@wichita.edu, ext. 6121) or Micah Thompson (micah.thompson@wichita.edu, ext. 3079) for information on how to apply.

Does Wichita State provide gender-neutral/single occupancy restroom facilities in administrative and academic buildings?

Yes, but they are limited. Please visit Wichita.edu/restrooms for the complete listing.

What is the general campus climate for LGBTQ people at Wichita State?

Wichita state currently has a ranking of 3 out of 5 states on the Campus Pride Index. The purpose of this overall score is to provide the campus a measure of progress and to examine key areas where we can improve on our campus climate. The index is broken into seven sections which receive the same weight in the overall score. Below are the scores for each section on our campus. Each area is ranked at five stars being the highest.

- 3 stars Overall
- 2.5 stars Policy Inclusion
- 2 stars Support & Institutional Commitment
- 1.5 stars Academic Life
- 2.5 stars Student Life
- 4 stars Housing & Residence Life
- 5 stars Campus Safety