

April 11, 2014

Office for Civil Rights – Region VII
U.S. Department of Education
1010 Walnut Street, Suite 320
Kansas City, MO 64106

Re:

OCR Docket # 07142009

Dear

This letter is submitted as a proposal under OCR's Section 302 resolution process.

Kansas State University ("the University") categorically rejects and denies that has been subjected to discrimination based on his race or national origin. Similarly, the University denies that race or national origin influences any determination made under its Threat Management Policy. While the University is willing to negotiate, the University has been clear that it is willing to participate in an investigative process because it has not engaged in the alleged discrimination.

As we have discussed, however, the University might benefit from providing additional clarification and process for students who could be expelled under the University's Threat Management Policy. To that end, I have prepared for your review and approval a revision to the "Method of Operation" section of the University's Critical Incident Response Team ("CIRT") web page: <http://www.k-state.edu/studentlife/cirt/>. This revision, which is submitted today as Exhibit 1 attached hereto, would replace the existing language and would clarify University procedures regarding students. It also adds firm timeframes for decision making. I understand that your office will respond to and approve this proposed process as soon as practicable, but no later than May 12, 2014.

Upon your approval, the CIRT web page will be updated with the new language by May 19, 2014. By May 26, 2014, notice of the update will be distributed to all faculty, staff, and students through the University's daily notification email, called "K-State Today."

Furthermore, training regarding this update will be provided in the University's yearly CIRT training for administrators and other relevant personnel, which will take place in late August/early September of 2014. By October 1, 2014, the University will submit to OCR a list of personnel who attended the training.

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Finally, the University will remove the "Not Permitted to Reenroll" and "Administrative Dismissal" language from _____ transcript by April 18, 2014. By April 25, 2014, the University will submit to OCR a copy of _____ transcript. The University is not obligated, however, to allow _____ to enroll in the future.

Once the University has completed the above actions and your office has received the October 1, 2014 list, I understand that your office will provide confirmation within thirty (30) days that the University's obligations hereunder have been met.

Please advise if this resolution of the complaint is acceptable.

Thank you.

Yours very truly,