

The State of Title IX



UF SYSTEM
OFFICE OF
TITLE IX



CONTENTS

Introduction	3
Our History	4
Our Commitment	5
Title IX Team	6
Policies	10
2017 Prevention & Education Highlights	11
UT Knoxville	12
UT Chattanooga	12
UT Martin	14
UT Health Science Center	15
UT Space Institute	16
Our Future	17

INTRODUCTION

“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.”

Title IX of the Education Amendments of 1972



The Title IX Office for the UT System and UT Knoxville campus are located at 1817 Melrose Avenue in Knoxville

Our History

Since the comprehensive federal law known as Title IX was enacted in 1972, the University of Tennessee has worked to ensure its compliance. Each campus and institute has established systems, policies and processes which have evolved over time with additional federal guidance and court rulings. As expectations for higher education have grown, the University has worked both proactively and responsively to meet those expectations.

In September 2016, UT President Joe DiPietro appointed a special, independent commission to review and address Title IX compliance across the UT System. Comprised of four nationally-recognized experts, the commission conducted a detailed review of existing policies, protocols and resources systemwide. The group reviewed documents; conducted 65 interviews and follow-up conversations with 52 administrators and staff; and hosted a series of focus group discussions and listening sessions with students on campuses in Knoxville, Chattanooga and Martin. The commission released a report of its findings in June 2017.

The commission's report helped lay the groundwork for a University-wide commitment to Title IX.

The report included five major recommendations:

- Creation of a systemwide Title IX coordinating presence
- Campus Title IX staffing and resource enhancements
- Policy, grievance procedures, and student codes of conduct updates and modifications
- Case management, care, and support enhancements
- Education, prevention, and training enhancements

Our Commitment



Utilizing the commission’s report, national benchmarking, and current research, the University of Tennessee has identified our Title IX commitment. Grounded in the Social Ecological Model, the University’s Title IX commitment emphasizes five key areas:

- 1. Policy:** Our foundation is in the policy and procedures we follow.
- 2. Prevention & Education:** Our goal is to prevent sexual misconduct, relationship violence, stalking, and retaliation before they happen.
- 3. Support & Interim Measures:** Our promise is to provide support and appropriate interim measures to individuals involved in the Title IX process.
- 4. Investigation & Resolution:** Our commitments to due process, campus safety, and encouraging reporting guide how we investigate and resolve reports.
- 5. Patterns & Trends:** Our responsibility is to use the best available research, evidence-based practice, and our own campus and institute trends in our prevention and response efforts.

TITLE IX TEAM

Ashley Blamey

TITLE IX COORDINATOR
UNIVERSITY OF TENNESSEE SYSTEM ADMINISTRATION AND
UNIVERSITY OF TENNESSEE, KNOXVILLE

Ashley Blamey serves in a dual role as Title IX coordinator for the UT System and UT Knoxville.

Serving in both capacities, Blamey is able to facilitate critical communication between officials with UT System and all UT campuses. Enhanced communication and interaction across the University System enables more informed decision making and evaluation of practices by all UT campuses.

As system-level coordinator, Blamey is responsible for tracking best practices and legal developments; collaborating with other UT Title IX officials in policy evaluation and development; measuring program effectiveness; identifying optimal training, prevention and awareness-building efforts and resources for implementation; and overseeing annual reporting on the frequency and nature of incidents and complaints.

As UT Knoxville coordinator, Blamey is responsible for coordinating campus efforts to comply with and carry out Title IX responsibilities including promptly, thoroughly and equitably investigating and resolving reports of prohibited conduct to eliminate prohibited conduct, prevent its recurrence and remedy its effects.

Blamey has a bachelor's degree in special education from East Tennessee State University and both master's and doctoral degrees in social work from UT Knoxville. She joined UT Knoxville in 2008 as its inaugural student case management specialist, bringing prevention and intervention services together. In that role, Blamey represented UT Knoxville as the founding president of the national Higher Education Case Managers Association. Blamey previously was director of the UT Knoxville Center for Health, Education and Wellness. Under her leadership, UT Knoxville was awarded a three-year, \$300,000 grant from the U.S. Department of Justice to develop best practices related to education about and prevention of sexual assault, domestic violence, dating violence and stalking.



Stephanie Wood Rowland

TITLE IX COORDINATOR
UNIVERSITY OF TENNESSEE AT CHATTANOOGA

Stephanie Rowland became Title IX coordinator at UT Chattanooga in March 2015 and, at the same time, the first full-time Title IX coordinator within the UT System.

Rowland's work has focused on prevention, mandatory reporter education and on developing campus processes and structures to ensure that complainants and respondents are supported throughout the Title IX student conduct process. Prior to joining UT Chattanooga, Rowland was director of student conduct and integrity and Title IX coordinator at Longwood University in Farmville, Virginia. She has also served as a deputy county attorney for Pima County, Arizona.

Rowland has a bachelor's degree from Virginia Tech and a law degree from the University of Arizona. She is licensed to practice law in Arizona, Ohio and Virginia.



Joe Henderson

TITLE IX COORDINATOR AND DIRECTOR OF THE OFFICE OF EQUITY & DIVERSITY
UNIVERSITY OF TENNESSEE AT MARTIN

Joe Henderson joined UT Martin in 2009 as the student conduct coordinator. Previously, he was a public safety officer and accreditation manager at East Tennessee State University, support services manager for the City of Greenville, Texas Police Department, and a sergeant with the Dallas Police Department.

Henderson was appointed interim equity and diversity officer for UT Martin in August 2015 by then-interim UT Martin Chancellor Bob Smith. Henderson also is Title VI coordinator, Title IX coordinator and the affirmative action officer.

He also investigates all grievances and complaints, oversees all faculty and high-level administrative searches, and serves on the UT System Diversity Advisory Council.

Henderson has a bachelor's degree from East Texas State University.



Michael Alston

TITLE IX COORDINATOR AND ASSISTANT VICE CHANCELLOR, EQUITY & DIVERSITY
UNIVERSITY OF TENNESSEE HEALTH SCIENCE CENTER

Michael Alston has been on staff with the UT System since August 1989 with stints at UT Martin, UT Knoxville and the UT Health Science Center in Memphis, where he is now assistant vice chancellor for Equity and Diversity and Title IX coordinator. His experience in higher education encompasses residence life administration, student recruitment and admissions, undergraduate instruction, employee relations, student conduct administration, and equity and diversity.

Before joining the UT Health Science Center, Alston was a student recruiter for UT Martin and before that for UT Knoxville. He joined the Office of Equity and Diversity at the UT Health Science Center as employee relations specialist in 2002, rising to the rank of director in 2005 and assistant vice chancellor in 2012.

Alston has a bachelor's degree in psychology and a master's degree in educational psychology, both from UT Martin. He has a doctorate in higher education administration from Peabody College at Vanderbilt University. He has a professional certification in diversity management from the School of Industrial and Labor Relations at Cornell University.



Patricia Burks-Jelks

HUMAN RESOURCES DIRECTOR AND EQUITY & DIVERSITY OFFICER
UNIVERSITY OF TENNESSEE SPACE INSTITUTE

Patricia Burks-Jelks has been with the UT Space Institute in Tullahoma for more than 28 years. She is director of human resources and the campus equity and diversity officer, which encompasses serving as ADA coordinator and Title IX coordinator.

Burks-Jelks has a bachelor's degree in social work and a master's degree in professional studies, both from Middle Tennessee State University. She also is a graduate of the UT Leadership Institute.

Burks-Jelks is immediate past president of Women in Higher Education in Tennessee, which has presented her with its "June Anderson Award" for "outstanding contributions in promoting equality for women in higher education."



She also is president of the Highland Rim Chapter of the national Society for Human Resource Management and a past president of the Tennessee Chapter of the College and University Professional Association (CUPA-HR) for HR. As state of Tennessee president, Burks-Jelks received the “Meritorious Service Award” from Southern Region CUPA-HR for her leadership and in recognition of her pioneering role as the Tennessee chapter’s first African-American president.

In her community, Burks-Jelks serves as chair of the Franklin County Faith Based Recovery Coalition and president of The Business and Professional Women’s Federation.

Contact Information

Ashley Blamey
Title IX Coordinator
UT System Administration and
UT Knoxville
ashleyblamey@utk.edu
865-974-9600

Michael Alston
Title IX Coordinator and Assistant Vice
Chancellor, Equity and Diversity
UT Health Science Center
malston1@uthsc.edu
901-448-2133

Stephanie Wood Rowland
Title IX Coordinator
UT Chattanooga
stephanie-rowland@utc.edu
423-425-5334

Patricia Burks-Jelks
Human Resources Director and Equity &
Diversity Officer
UT Space Institute
pjelks@utk.edu
931-393-7226

Joe Henderson
Title IX Coordinator and Director of the
Office of Equity and Diversity
UT Martin
jhende33@utm.edu
731-881-3506

POLICIES

Each UT campus has developed a policy to outline the rights and responsibilities of faculty, staff and students.

- [University of Tennessee, Knoxville / Institute of Agriculture / Institute for Public Service / UT System](#) (PDF)
- [University of Tennessee at Chattanooga](#) (PDF)
- [University of Tennessee at Martin](#) (PDF)
- [University of Tennessee Health Science Center](#) (PDF)
- [University of Tennessee Space Institute](#) (PDF)

For more information including campus and institute reports, please visit:

- [University of Tennessee, Knoxville](#)
- [University of Tennessee at Chattanooga](#)
- [University of Tennessee at Martin](#)
- [UT Health Science Center](#)
- [UT Space Institute](#)

2017 PREVENTION & EDUCATION HIGHLIGHTS



UT Martin freshman convocation, Fall 2017

Since the special Title IX commission's report was released in June 2017, the UT System Title IX office has:

- Established a system-wide Title IX Model
- Developed and implemented a communications plan that ensures system-wide collaboration on best practice, legal updates, trends, and a professional network for Title IX coordinators
- Conducted a comprehensive review of Title IX documents and campus websites to identify gaps
- Provided Title IX training to the UT president's cabinet and UT Board of Trustees Audit and Compliance Committee
- Launched pilot mandatory training of UT Knoxville faculty and staff on Title IX obligations and resources
- Compiled information for a UT System Title IX annual report
- Established and initiated a campus visit schedule to evaluate Title IX resources

Each campus and institute works to address prevention needs that best align with its own unique culture and students, faculty and/or staff.

UT Knoxville

In 2017, UT Knoxville conducted an extensive review of its Title IX compliance structure and established new prevention and education opportunities to better serve all students, faculty, and staff. UTK's efforts included events such as the **Red Zone** and the **Red Flag**. These events encourage the campus community to take ownership of UTK by becoming part of the solution. The messages include asking for consent, participating in awareness events and being an active bystander.

Over the calendar year, 8,788 students including over 500 hundred student athletes received in-person training. Faculty and staff participated in the first mandatory on-line training and 2,215 employees received in person training with information on recognizing Title IX related issues, reporting concerns and providing support. Ninety-seven percent of referrals for students to resources came from faculty and staff.

For more information on UTK's Title IX Office and detailed annual report visit titleix.utk.edu.



Student participants in the Fall 2017 Red Zone event at UT Knoxville



UT Chattanooga

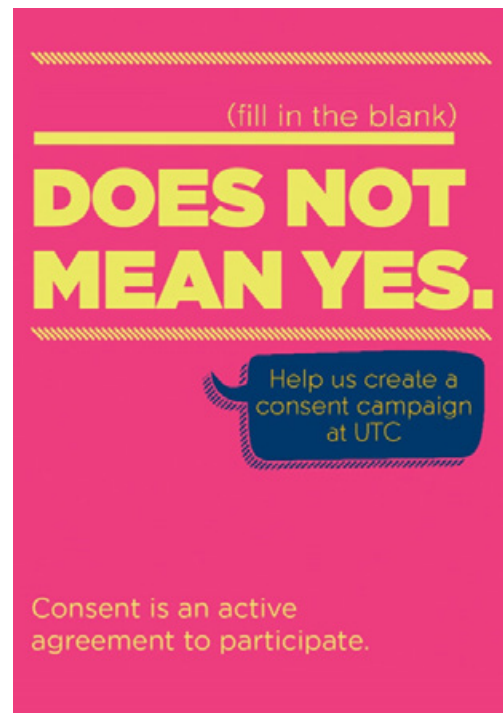
In 2017, more than 2,200 students and 1,200 faculty and staff completed online education modules that focused on sexual misconduct, relationship violence and stalking prevention and response. In-person education about consent and other Title IX-related topics was conducted at freshmen orientation for incoming freshmen students and

their family members. In addition, the Title IX Coordinator presented mandatory reporter training and Title IX training to all new faculty and staff, and to continuing faculty and staff, as requested.

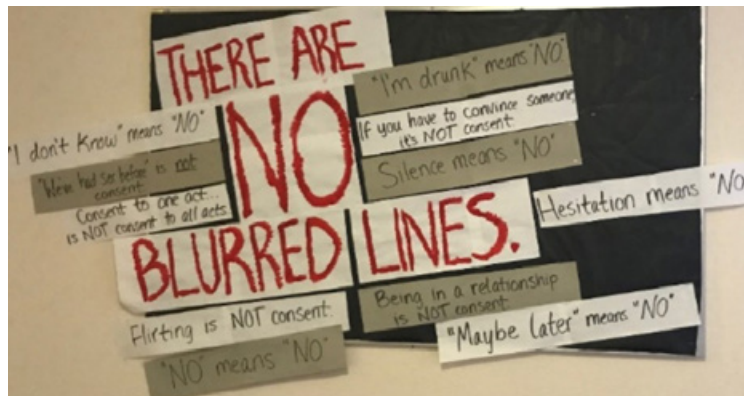
Early in the fall 2017 semester, UT Chattanooga's **Step UP! Active bystander intervention program** was implemented in all of UTC's First Year Experience classes. The Step UP! program focuses on helping students understand how to safely intervene and be proactive in many types of situations they may face, including situations that may lead to sexual misconduct or relationship violence. Step UP! is also required to be completed by all new student-athletes and new fraternity and sorority members.

More information on the Step UP! Program is available at utc.edu/step-up.

In October and November 2017, UTC's Title IX team solicited consent slogans for the campus' **consent poster campaign**, that launched in January 2018. The team held tabling events to recruit ideas from the general student population and solicited ideas from various student groups. Approximately 75 slogans were suggested, and 10 were chosen for the campaign. The poster campaign was modeled after the UT Knoxville consent poster campaign coordinated by the Center for Health, Education and Wellness (CHEW) in fall 2016; UTC's posters credited the UT Knoxville CHEW.



In November 2017, resident assistants in all campus residence halls created bulletin boards that raised the topic of consent. Given parameters to be met (inclusion of on campus resources, for example), UTC resident assistants then had autonomy to create bulletin boards to communicate the concept of consent to their residents.



UT Martin

In 2017, the Title IX coordinator worked with Student Health and Counseling to provide educational programming on the UT Martin [Sexual Misconduct Policy](#). Programs were presented in University residence halls and for physical plant employees, faculty, student athletes, student government association members, fraternities, sororities and others.

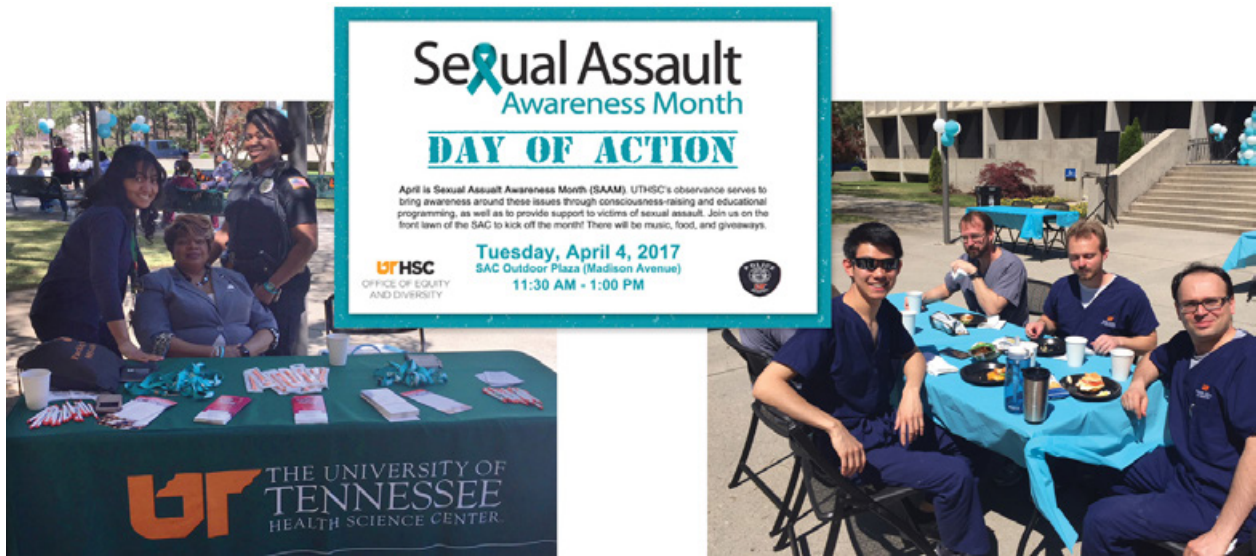


Freshman convocation at UT Martin, Fall 2017

In 2017, UT Martin trained all faculty and staff (887 employees) designated mandatory reporters. Campus Sexual Misconduct Policy training went to more than 1,600 members of student groups including incoming freshmen, **Peer Enabling Program** (PEP) leaders, fraternity and sorority members, transfer students and student athletes.



UT Martin PEP Leaders



Scenes from the April 4 event

UT Health Science Center

The UT Health Science Center Office of Equity and Diversity partnered with Campus Police to host a campus-wide **Sexual Assault Awareness Month Day of Action** and Kick-off event on April 4, 2017. The event served as an opportunity to educate and raise awareness on the topics of healthy dating, personal safety and sexual assault. Faculty, staff and students participated.

Sexual Misconduct and Your Mandatory Reporter Role: This training initiative, led by the campus Title IX coordinator, created a learning opportunity for all faculty and staff designated as mandatory reporters or responsible employees. This training is offered annually, and in 2017 more than 1,100 employees completed training online or in person.

In October, UTHSC focused on relationship violence in observance of **Domestic Violence Awareness Month**. Mildred Muhammad, ex-wife of the notorious “DC sniper,” was brought to campus to share her story as an abuse survivor. She also was guest speaker for the campus’ **Bridging Troubled Waters** conference open to the community. Former Memphis TV news anchor and domestic violence advocate Dee Griffin also visited campus to discuss the culture of domestic violence.



Mildred Muhammad

UTHSC partnered with the local Family Safety Center and Memphis' Malco Theatres to host a free screening of *Private Violence*, a film that addresses the common question of why abused women don't "just leave" through the eyes of two survivors. Kit Gruelle, a domestic violence survivor/advocate and one of the stars of the documentary, held a question and answer session following the screening.



The Culture of Domestic Violence:
A Lunch Conversation with Dee Griffin

Tuesday, October 3
12:00 - 1:30 pm | SAC Dining Hall

Register at: uthsc.edu/dee-griffin

Sponsored by UTHSC'S SPECIAL EVENTS and OFFICE OF EQUITY AND DIVERSITY

Bridging Troubled Waters
Building Bridges, Bridging Services, Violence, Building Healthy Relationships



Graduate Research Assistants at UTSI

UT Space Institute

Prevention, education and training are the cornerstones of UT Space Institute efforts to create a safe and supportive climate for all. The **UTSI Office of Human Resources and Equity & Diversity** offered training on policy and mandatory reporter responsibilities for all new employee and faculty orientation sessions. Workshops for existing faculty and staff included mandatory reporter responsibilities, sexual harassment awareness, Title IX compliance and gender discrimination.

The **Safety, Security and Emergency Management coordinator** is developing supplemental training to occur year-round for personnel who may be designated primary contacts for sexual misconduct, relationship violence and stalking complaints.

OUR FUTURE



Students on campus at UT Chattanooga

The University of Tennessee will work cooperatively across campuses and institutes to ensure we move forward our Title IX commitment. To meet our mission of education, outreach and public service, we must first ensure safety.

Acts of sexual misconduct, relationship violence, stalking and retaliation undermine the success of our students, our faculty, our staff and our state.

To learn more or become involved with our work visit: titleix.tennessee.edu or contact ashleyblamey@utk.edu.



THE UNIVERSITY OF TENNESSEE

The University of Tennessee is an EEO / AA / Title VI /
Title IX / Section 504 / ADA / ADEA institution.