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INTRODUCTION



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

“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

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 that 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 Mission

Our mission is to serve the University of Tennessee community through our comprehensive Title IX Commitment of ensuring access to education.

Our Structure

The University is comprised of campuses at Knoxville, Chattanooga and Martin; the Health Science Center at Memphis; the Space Institute at Tullahoma; and the statewide Institute of Agriculture and Institute for Public Service.

The Title IX coordinator reports directly to the chief audit and compliance officer, working collaboratively with the UT campus Title IX officials, the Office of Equity and Diversity and General Counsel in performing the Title IX related responsibilities.





Our Model

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.



Christina Moradian

DEPUTY TITLE IX COORDINATOR
UNIVERSITY OF TENNESSEE SYSTEM ADMINISTRATION

Christina Moradian joined the University of Tennessee in 2019 as the deputy system Title IX Coordinator. Christina's role provides a dedicated system employee to support tracking legal developments, collaborating with other UT Title IX officials in policy evaluation and development, providing investigative support and serving as a resource for UT System Title IX compliance.

Prior to joining UT, Christina worked at the Tennessee Valley Authority (TVA) managing its equal opportunity compliance office, where she was responsible for managing the group tasked with counseling, investigating and analyzing all Equal Employment Opportunity (EEO) matters at the 10,000-employee agency.

While at TVA, Christina also investigated EEO cases, led employee trainings on EEO laws and best practices, drafted final agency decisions and corrective actions and created agency-wide policies, including TVA's sexual harassment policy. She also served as the program manager for diversity and inclusion.

Christina is a licensed Tennessee attorney, EEO investigator and holds a SHRM Certified Professional designation.

Christina received a B.A. in Spanish Literature from The University of the South, Sewanee and earned a J.D. from the University of Tennessee.

While at the University of Tennessee College of Law, she participated in ENLACE (the Latino Law Student Association) and Vols for Vets with UT Pro Bono. She also interned for the 21st Judicial District in Franklin and for the Tennessee Valley Authority in Knoxville.



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 UT Martin Chancellor Bob Smith. Henderson also serves as the 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 for over 30 years. Alston began his career with the UT system in August of 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 an admissions counselor/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 leadership with a concentration 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

TITLE IX COORDINATOR AND DIRECTOR FOR EQUITY & DIVERSITY
UNIVERSITY OF TENNESSEE SPACE INSTITUTE

Patricia Burks-Jelks has been with the UT Space Institute in Tullahoma for more than 30 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 is also a graduate of the UT Leadership Institute.



Burks-Jelks is president-elect 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 past 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

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Compliance and Evaluation

The University is engaged in an ongoing effort to improve its Title IX compliance activities. The Title IX coordinator implements and uses a collaborative and proactive approach to seeking continuous improvement. Through identifying opportunities for improvement, implementing a plan for change and analyzing results and measuring success, the Office of Title IX supports the utilization of best practices throughout the UT system.

The Office of Title IX improved its program through the following on-going and completed objectives:

- i. Facilitated **on-campus visits** for the evaluation of all Title IX related components with specific emphasis on issues identified by the commission report
- ii. Provided **in-person system Title IX training** to UT Board of Trustees Audit and Compliance Committee, UT President's Cabinet, UT Martin Chancellor's staff, UT Knoxville Chancellor's staff, UT Audit and Compliance staff and UT Space Institute leadership
- iii. Utilized **K@TE learning management system** for mandatory trainings
- iv. Standardized **reports to chancellors** to create consistency in leadership awareness of reporting rates, prevention, patterns and trends
- v. Established a **system-wide annual report** to highlight the Title IX commitment, staff and prevention campaigns and partnered with all campus and institutes to establish local annual reports
- vi. Hosted a statewide **Title IX Summit** for all two and four-year public and private colleges, universities and nonprofit organizations in Tennessee; and
- vii. Instituted the first **annual external system-wide training** for Title IX coordinators, Title IX investigators, administrative law judges and chancellors/agency heads

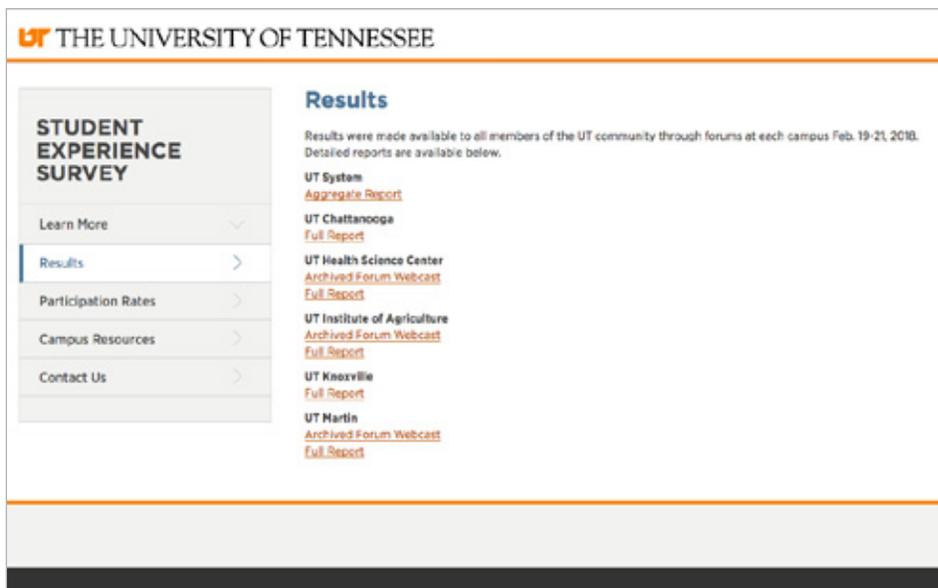


In spring of 2018, UT held local forums at each campus to share data from the first systemwide climate survey. The University utilizes tools such as climate surveys, participation rates and goal-setting to obtain quantitative and qualitative measures for program success and to inform future programming needs.

In the spring of 2017, all students were encouraged to participate in a campus survey by sharing their experiences and perceptions of campus community, culture, free speech and safety. The survey included questions about:

- Campus climate
- Intimidating, offensive and hostile conduct
- Free speech
- Sexual harassment and misconduct
- Faculty and staff support
- Advising, training and reporting
- Awareness and use of university provided resources
- Overall satisfaction with the University

Detailed reports are available on the University's [Student Experience Survey website](#).



<https://mycampus.tennessee.edu/results/>

Policies and Procedures

The University's Title IX related policies provide guidance for specific activities and transactions so that the institution acts in accordance with applicable laws, and in a way that supports the mission and core values of the University.

Each campus has developed a policy to outline the rights and responsibilities of faculty, staff and students as they pertain to Title IX. Complaints regarding discrimination based on sex will be addressed following the campus' discrimination complaint policy and procedure.

Campus policies and procedures can be accessed via the following links:

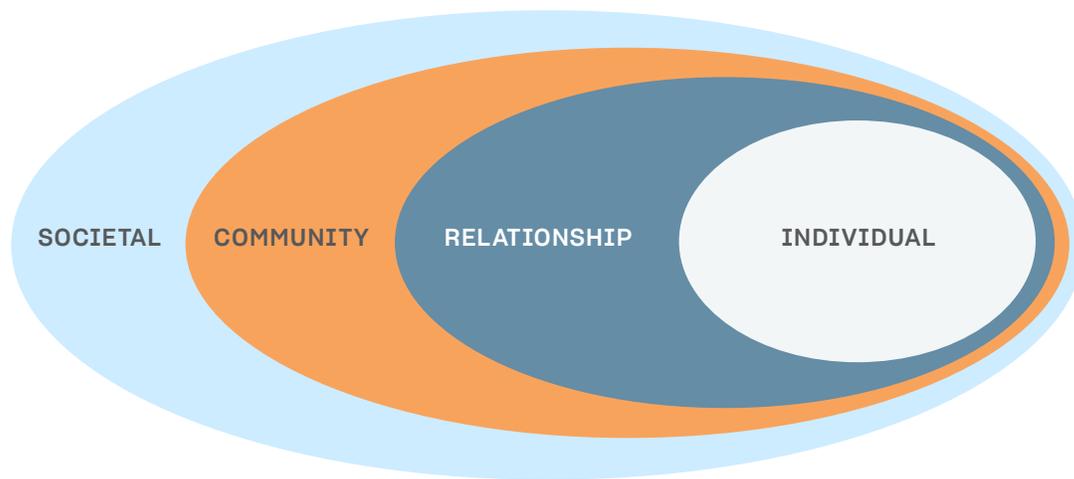
- [University of Tennessee, Knoxville / Institute of Agriculture / Institute for Public Service / UT System](#)
- [University of Tennessee at Chattanooga](#)
- [University of Tennessee at Martin](#)
- [University of Tennessee Health Science Center](#)
- [University of Tennessee Space Institute](#)

In addition to the policies referenced above, the University's Chattanooga and Knoxville campuses have dedicated Student Pregnancy Accommodations policies. The policies can be found online:

- [UTK - Student Pregnancy Accommodations](#)
- [UTC - Student Pregnancy Accommodations](#)

The University is currently developing a system-wide Sexual Misconduct Policy and grievance template to achieve a more streamlined and consistent policy that would allow for necessary localization on each campus with respect to contacts, resources and student conduct procedures.

PREVENTION & EDUCATION



Each campus in the UT system works to tailor their prevention and education to meet the unique needs of their community.

“The ultimate goal is to stop violence before it begins. Prevention requires understanding the factors that influence violence. CDC uses a four-level social-ecological model to better understand violence and the effect of potential prevention strategies.¹ This model considers the complex interplay between individual, relationship, community and societal factors. It allows us to understand the range of factors that put people at risk for violence or protect them from experiencing or perpetrating violence. The overlapping rings in the model illustrate how factors at one level influence factors at another level.

Besides helping to clarify these factors, the model also suggests that in order to prevent violence, it is necessary to act across multiple levels of the model at the same time. This approach is more likely to sustain prevention efforts over time than any single intervention.”

*The Social- Ecological Model: A Framework for Prevention: Center for Disease Control*²

¹ Dahlberg LL, Krug EG. Violence-a global public health problem. In: Krug E, Dahlberg LL, Mercy JA, Zwi AB, Lozano R, eds. World Report on Violence and Health. Geneva, Switzerland: World Health Organization; 2002:1-56.

² <https://www.cdc.gov/violenceprevention/publichealthissue/social-ecologicalmodel.html>



Spring 2018 Hike the Hill in Heels event



Fall 2018 VOLS 2 VOLS Consent Tailgate

UT KNOXVILLE

The University of Tennessee, Knoxville aligns with the system Title IX model utilizing cross campus collaborations to ensure faculty, staff and student engagement. In 2018, UTK increased prevention efforts, reached a record number of participation percentages and totals in mandatory training for faculty and staff and reduced investigative timelines.

Utilizing the social-ecological model, we employ four primary teams to consider high-impact practices across policy, prevention, support, investigation, resolution and patterns and trends. The Coordinated Community Response Team (CCRT) is composed of more than 50 members across the campus and greater Knoxville community. The CCRT includes representation from the faculty, athletics, university housing, the Office of Sorority and Fraternity Life, the Campus Ministers Council, the Office of Multicultural Student Life, the Sexual Assault Center of East Tennessee, the Family Justice Center and numerous other departments and agencies.

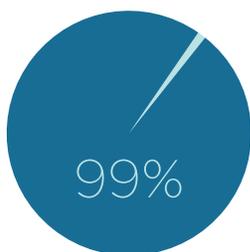
The Student Advisory Board (SAB) mirrors the work of the CCRT and is composed of students committed to prevention at UT. The SAB provides an excellent way for students to become involved in a high-impact area. Students may apply or be nominated to join. The Prevention Team establishes the University's long-term commitment to prevention across the campus community, informed by the work of the CCRT and SAB. The team ensures that campus-wide prevention (student, faculty and staff) is aligned with evidence-based research and the patterns and trends of the UT community. The Title IX Response Team addresses individual reports of sexual misconduct, relationship violence and stalking. The team ensures consistency across case responses, provides oversight of interim measures, investigations and individual case resolutions.



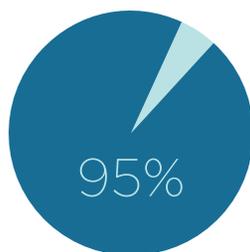
Highlights

Through a contract with UT's Athletic Department, the Helen Ross McNabb Center (HRMC) provided UT student-athletes with education, outreach and prevention programming focused on increasing awareness of healthy choices and decision making, positive communication and successful relationships. Programming included education regarding domestic and dating violence, sexual assault, establishing healthy boundaries and being an active bystander. Through this partnership the university also informed student-athletes of resources and processes provided by other on- and off-campus entities. HRMC worked with the Office of Title IX and UT's Center for Health Education and Wellness to tailor HRMC's existing **LIMITS program** to student-athletes.

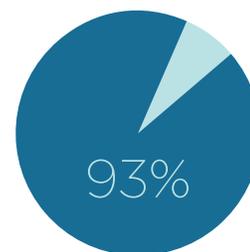
In 2018, all 14 athletic teams completed the program. Participants took part in at least four mandatory small-group sessions. Nationally recognized speakers spoke to student-athletes about sexual assault, domestic violence, rape culture and the Definite Dozen, a set of life rules formulated by renowned former Lady Vols coach Pat Summitt. In addition to these efforts, the prevention team placed more focus on increasing student-athlete participation in regular on-campus prevention and education efforts. In 2018, one of six Red Zone events educating students about the statistically heightened risk of sexual misconduct during the fall semester took place on the indoor field at the Neyland-Thompson Sports Center. Additionally, a Red Flag event was held in conjunction with Domestic Violence Awareness Month to highlight the characteristics of healthy and supportive relationships. Approximately 400 student-athletes participated in the events. Further efforts were placed on training and educating athletics, including student workers, managers, tutors, mentors, graduate assistants, interns and coaches.



Student-athletes reporting that they knew how to help someone who was being or had been abused



Student-athletes reporting knowing to whom to report regarding sexual misconduct or relationship violence, an increase of 4 percent from previous assessments



Student-athletes reporting that the LIMITS program was helpful, an increase of 10 percent from the previous semester and 27 percent from pre- to post-test

UT CHATTANOOGA

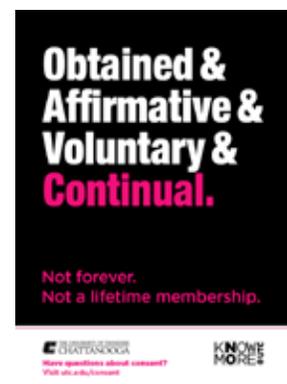
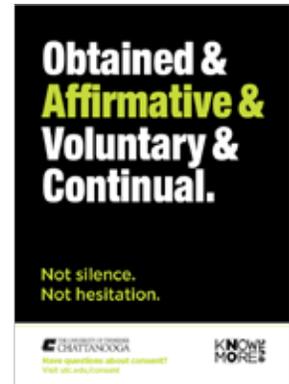
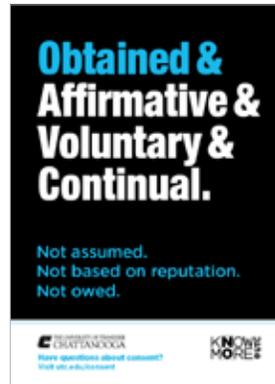
UTC's ongoing Title IX compliance focuses on four elements:

- Prevention: Developing programming, training and events that promote healthy relationships, encourage bystander intervention, prevent sexual violence, support students and foster a respectful campus community.
- Response: Addressing and investigating reports of sexual misconduct, relationship violence and stalking and working through the conduct process with those impacted by these types of cases.
- Support: Providing support to students, faculty and staff who are impacted by sexual misconduct, relationship violence and stalking.
- Policy: Updating and revising UTC's Policy on Sexual Misconduct, Relationship Violence and Stalking to ensure that it is current and reflects UTC's campus goals and values.

Highlights

In 2018, UTC's prevention outreach efforts expanded through its fall and spring 2018 consent campaigns. The spring 2018 poster campaign featured slogans that were solicited from UTC students at various tabling events that took place in fall 2017. Ten slogans were chosen, and posters were created that followed the pattern of UT Knoxville's *[blank] does not mean yes* poster campaign.

For fall 2018, UTC styled its own posters for the Obtained & Affirmative & Voluntary & Continual consent campaign that featured the four elements of consent. Four different posters were created that highlighted each of the elements along with student perceptions of their meaning. Five hundred posters were distributed throughout campus. The fall 2018 consent campaign also gave away nine hundred Obtained & Affirmative & Voluntary & Continual T-shirts to students, with the goal of continuing the conversation surrounding consent.





New York Times best-selling author and sports journalist Kate Fagan spoke on campus at UT Martin

UT MARTIN

At our institution we strive to make information regarding our Sexual Misconduct Policy readily available to all students, faculty and staff employees. Each year all 930 faculty and staff are required to complete “mandatory” training on the policy as is approximately 2,200 students (athletics, all freshmen, resident hall staff, Greeks, transfer students and PEP leaders). In 2018, UTM was ranked No. 2 (of colleges and universities across the country) by valuecolleges.com for the strength of its affirmative consent policy/enforcement. AMEND Together is a prevention initiative dedicated to ending the epidemic of violence against women and girls by empowering young men and boys to become catalysts for cultural change. Together, they seek to challenge the culture that supports violence, cultivate healthy masculinity in men and boys and change the future for women and girls.

Highlights

AMEND Program – Shan Foster – Nashville YWCA – UTM Athletics/OED

AMEND Together is a prevention initiative dedicated to ending the epidemic of violence against women and girls by empowering young men and boys to become catalysts for cultural change. Together, they seek to challenge the culture that supports violence, cultivate healthy masculinity in men and boys and change the future for women and girls.

Mental Health Program – Kate Fagan – “What Made Maddy Run: The Secret Struggles and Tragic Death of an All-American Teen”

This program was directed at UTM athletes, Greek organizations, student body and public.

UT HEALTH SCIENCE CENTER

Education and prevention, a primary focus, allows the Office of Equity and Diversity to foster an environment that is free from all forms of sex discrimination, sexual harassment, sexual abuse, sexual assault, dating violence, domestic violence and stalking. This includes promoting national campaigns like Sexual Assault Awareness Month and Domestic Violence Awareness Month. The Office of Equity and Diversity conducts biweekly in-person education during New Employee Orientation that covers the aforementioned topics, in addition to Title IV, Title VI, Title IX of the Education Amendment of 1972 and ADA and Section 504 of the Rehabilitation Act of 1973.

SASSI: The Office of Student Academic Support Services and Inclusion provides free counseling and other support services to students at UTHSC. SASSI is designated within the University's Sexual Misconduct, Relationship Violence, Stalking and Retaliation policy as a confidential resource, meaning information shared therein cannot be revealed to any other party without express permission of the individual. This year, SASSI has increased its staff to include a care navigator and three counselors who focus on residents in the Office of Graduate Medical Education.

Mandatory Reporter Training: Throughout the months of April to May 2018, the Title IX coordinator hosted several Mandatory Reporting Trainings. Attendees gained increased knowledge and understanding about the importance of mandatory reporting from faculty and staff in support of the UTHSC Sexual Misconduct, Relationship Violence, Stalking and Retaliation (SMRVS-R) policy. Over 2,700 persons received online or in-person training, and OED attributes participation to messaging from Chancellor Steve Schwab to faculty and staff on April 5, 2018 and May 8, 2018.



Email message headings from Michael Alston and Chancellor Steve Schwab

Highlights

Ice Cream and Information: On October 25, 2018, the Office of Equity and Diversity hosted an Ice Cream and Information event open to students, faculty, staff, post docs and fellows. The event promoted domestic violence awareness and community resources available to survivors. Over 250 students, faculty and staff were reached campus-wide.

Domestic Violence: Seeking Assistance: The Office of Equity and Diversity hosted a panel discussion and luncheon regarding the process of seeking assistance from domestic violence and the resources available both on-campus and in the Greater Memphis area. The panel consisted of representatives from the departments of Student Academic Support Services and Inclusion (SASSI), the University Health Services, UT Campus Police and the Memphis Police Department Domestic Violence Unit. Over 53 persons attended the event, representing faculty, staff and students.

Coffee Conversations: The University of Tennessee Health Science Center observed Sexual Assault Awareness Month with a number of events and trainings for faculty, staff and students. The Office of Equity and Diversity sponsored two “Meet your Title IX Coordinator” events: a “Pizza at the Plaza” lunchtime event earlier in the month and a morning “Coffee Conversations” later in the month. Over 400 students, faculty and staff attended the events. OED also offered Bystander Intervention Training throughout the month.

OED engaged with the UTHSC campus through various events to promote and educate through Title IX programs. Michael Alston, Title IX coordinator, invited male faculty, staff, post docs, residents and students to join him in wearing purple on October 11, 2018, to demonstrate their support to end domestic violence.

On October 25, 2018, UTHSC celebrated Wear Purple Day in support of National Domestic Violence Awareness month.





*UT Space Institute
Graduation Reception*

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 and 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.

This year, we conducted annual training on employment law updates that included discussion of Title IX. UTSI hosted a one day visit from UT system Title IX Office for the purpose of discussing Title IX obligations with UTSI faculty, staff and students. The UTSI executive team received the first briefing for the day.

UTSI supports a Multi-Cultural Advisory Committee that consists of representatives from faculty, staff and students and chaired by the equity and diversity officer. Discussions include sharing policies, procedures, updates and other anti-discriminatory regulations related to sexual misconduct, relationship violence, stalking, and retaliation and other related regulations. regulations related to sexual misconduct, relationship violence, stalking, and retaliation and other related regulations.



UTSI Annual Fun Run/Walk



*Chris Armstrong, UTSI Safety,
Security, and Emergency
Management Coordinator*

OUR FUTURE



Campus safety is the University's top priority. The University and the Office of Title IX are committed to better connecting members of the campus with programs and offices that support access, safety and wellness. Individuals who experience sexual misconduct, relationship violence or stalking can access resources and support available to them through each campus's Title IX website. In addition, the Office of Title IX developed educational resources and initiatives, including comprehensive training for students, staff and faculty. The Office of Title IX regularly solicits feedback from students, staff and faculty to tailor their materials and trainings to meet the community's needs.

The University is committed to creating and maintaining a safe and non-discriminatory learning, living and working environment, and the Office of Title IX plays a crucial role in achieving that goal mostly due to their creation of a sustainable Title IX model. Utilizing the Title IX Commission report and evolving research, the University of Tennessee will continue to 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.

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.