2019 Annual Title IX Report

Office of Equity and Diversity
University of Tennessee Health Science Center
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Michael Alston has been on staff with the UT System for over 30 years. Dr. 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, chief diversity officer, and Title IX coordinator.

His experience in higher education encompasses residence life administration at UT Martin, student recruitment and admissions with UT Martin and UT Knoxville, undergraduate instruction outside the UT System at State Technical Institute and Southwest Tennessee Community College both in Memphis, and UTHSC is where he worked in employee relations, student conduct administration, and equity and diversity.

Dr. Alston has a bachelor’s degree in psychology with a minor in business management, and a master’s degree in educational psychology (with a higher education focus), 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.
## UTHSC Deputy Title IX Coordinators

<table>
<thead>
<tr>
<th>NAME</th>
<th>TITLE(S)</th>
<th>CONTACT INFORMATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cindy Russell, PhD</td>
<td>Associate Vice-Chancellor, Academic, Faculty, and Student Affairs, Deputy Title IX Coordinator for Faculty</td>
<td>400 O. W. Hyman Building Memphis, TN 38163, 901-448-6158, <a href="mailto:crussell@uthsc.edu">crussell@uthsc.edu</a></td>
</tr>
<tr>
<td>Aaron Haynes, MSBA</td>
<td>Director, GME Administration, Deputy Title IX Coordinator for GME Administration</td>
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<td>Chandra Alston, EdD</td>
<td>Associate Vice-Chancellor, Human Resources, Deputy Title IX Coordinator for Staff</td>
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<tr>
<td>Dustin Fulton, MS</td>
<td>Associate Director of Student Affairs for Conduct and Community Standards, Deputy Title IX Coordinator for Students</td>
<td>910 Madison, Suite 312 Memphis, TN 38163, 901-448-2110, <a href="mailto:dfulton2@uthsc.edu">dfulton2@uthsc.edu</a></td>
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<tr>
<td>Connie Childs, MA</td>
<td>Director, International Programs, Deputy Title IX Coordinator for International Programs</td>
<td>910 Madison, Rm 105 Memphis, TN 38163, 901-448-8484, <a href="mailto:cburk@uthsc.edu">cburk@uthsc.edu</a></td>
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<tr>
<td>Joanne Morrow</td>
<td>Police Lieutenant, Deputy Title IX Coordinator for Clery Compliance</td>
<td>740 Court Ave Memphis, TN, 38163, 901-448-5679, <a href="mailto:Jmorrow9@uthsc.edu">Jmorrow9@uthsc.edu</a></td>
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<tr>
<td>William Metheny, PhD</td>
<td>DIO and Assistant Dean, Graduate Medical and Dental Education, Deputy Title IX Coordinator for GME Knoxville</td>
<td>Graduate School of Medicine-Knoxville 1924 Alcoa Highway Knoxville, TN 37920-6999, 865-305-9290, <a href="mailto:wmetheny@utmck.edu">wmetheny@utmck.edu</a></td>
</tr>
<tr>
<td>Geoffrey Smallwood, MD</td>
<td>Chief Academic Officer-Saint Thomas, Deputy Title IX Coordinator for GME Nashville</td>
<td>Clinical Medical Education Saint Thomas Health Nashville, TN 615-284-5555, <a href="mailto:Geoffrey.Smallwood@ascension.org">Geoffrey.Smallwood@ascension.org</a></td>
</tr>
<tr>
<td>Pamela Scott</td>
<td>Director, Clinical Medical Education, Deputy Title IX Coordinator for GME Chattanooga</td>
<td>Office of Graduate Medical Education 960 East Third Street, Suite 104 Chattanooga, TN 37403, 423-778-7442, <a href="mailto:Pam.Scott@erlanger.org">Pam.Scott@erlanger.org</a></td>
</tr>
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</table>
The University of Tennessee Health Science Center’s campuses in Memphis, Knoxville, Chattanooga, and Nashville are committed to creating and maintaining a learning, living, and working environment free from Sexual Misconduct, Relationship Violence, Stalking, and Retaliation. Those prohibited types of conduct will not be tolerated and will be grounds for disciplinary action up to, and including, permanent dismissal from the University and termination of employment.

Sexual Misconduct, Relationship Violence, Stalking, and Retaliation are collectively referred to in this policy as Prohibited Conduct. This policy: (1) describes Prohibited Conduct; (2) explains multiple options for reporting Prohibited Conduct; (3) sets forth the procedures the University will follow for promptly, thoroughly, and equitably investigating and resolving reports of Prohibited Conduct in order to eliminate Prohibited Conduct, prevent their recurrence, and address their effects on Complainants or the University community; (4) identifies resources for students and employees, including Complainants; (5) outlines the University’s prevention and awareness programs relating to Prohibited Conduct; and (6) implements the requirements of the Title IX, Title VII, and the Clery Act with respect to Prohibited Conduct.

**Prohibited Conduct**

This policy prohibits the following conduct listed below:

- Sexual Misconduct
- Sexual Assault
- Nonconsensual Sexual Penetration
- Nonconsensual Sexual Contact
- Sexual Harassment
- Sexual Exploitation
- Relationship Violence
- Dating Violence
- Domestic Violence
- Relationship Violence Crime
- Stalking
- Retaliation
# TITLE IX SUMMARY REPORT

## Calendar Year Comparison January 1, 2018 – December 31, 2019

<table>
<thead>
<tr>
<th></th>
<th>Sexual Misconduct</th>
<th>Relationship Violence</th>
<th>Stalking</th>
<th>Retaliation</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td><strong>2018</strong></td>
<td>14</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>17</td>
</tr>
<tr>
<td><strong>2019</strong></td>
<td>10</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>11</td>
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## Calendar Year 2019 Total Complaints by UTHSC Campus location

<table>
<thead>
<tr>
<th></th>
<th>Memphis Area</th>
<th>Nashville Area</th>
<th>Chattanooga Area</th>
<th>Knoxville Area</th>
<th>Total</th>
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<tbody>
<tr>
<td>Sexual Misconduct</td>
<td>9</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>10</td>
</tr>
<tr>
<td>Relationship Violence</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Stalking</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Retaliation</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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</table>

## Calendar Year 2019 Total UTHSC Complainant Status

<table>
<thead>
<tr>
<th></th>
<th>Sexual Misconduct</th>
<th>Relationship Violence</th>
<th>Stalking</th>
<th>Retaliation</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Trainees</td>
<td>5</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>5</td>
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<tr>
<td>Employees</td>
<td>4</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>5</td>
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<tr>
<td>Others</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<td>0</td>
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</table>
**Calendar Year 2019 Total UTHSC Respondent Status**

<table>
<thead>
<tr>
<th>Role</th>
<th>Sexual Misconduct</th>
<th>Relationship Violence</th>
<th>Stalking</th>
<th>Retaliation</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Trainees</td>
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<tr>
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<tr>
<td>Others</td>
<td>0</td>
<td>0</td>
<td>0</td>
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</tbody>
</table>

*The referenced complaints are closed.*
PREVENTION, EDUCATION, SUPPORT, AND TRAINING

The Office of Equity and Diversity (OED) is administratively responsible for the coordination of Title IX functions for the University of Tennessee Health Science Center and all of its locations covering students (i.e., undergraduates; graduates), trainees (i.e., medical residents; fellows; postdocs), employees (i.e., faculty; staff) and others (i.e., patients; visitors; contractors). Additionally, OED has worked in collaboration with other campus units including the Office of the Chancellor, Office of Student Affairs and Enrollment Services, Graduate Medical Education, University Health Services, Office of Special Events and Community Affairs, Campus Police, CARE Team, and Human Resources (HR), concerning Title IX efforts.

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 National Stalking Awareness Month, 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.

UTHSC Goes Teal: Title IX Coordinator, Dr. Michael Alston, and UTHSC leadership wore teal neckties in support of the “Tie One On for National Sexual Assault Awareness Month” campaign. The campaign brings awareness to the relationship between alcohol use and sexual assault perpetration. The photo event was a precursor to a collaborative event with Student Academic Support Services and Inclusion (SASSI).
Sexual Assault Awareness Month: The Office of Equity and Diversity, in collaboration with SASSI counselors, educated over 50 students, faculty, and staff in a program titled “No Is A Complete Sentence: The Intersection of Sexual Assault and Substance Abuse”. The Office of Student Academic Support Services and Inclusion provides free counseling and other support services to students at UTHSC. The licensed counselors within SASSI are designated within the university’s Sexual Misconduct, Relationship Violence, Stalking, and Retaliation policy as confidential resources, meaning the information shared therein cannot be revealed to any other party without the express permission of the individual.

Mandatory Reporter and Violence Against Women (VAWA) Training: Throughout the months of April and May of 2019, the Title IX Coordinator hosted several Mandatory Reporting trainings, including nine face-to-face training with the option to live stream. Faculty and Staff were also given the option of completing the required training on Blackboard, which included the 360 Stay Safe training. 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 2,600 persons received online or in-person training.

Healthy Relationships 101: OED partnered with Student Health Services to provide a healthy relationships workshop entitled “Stalking Isn’t Romantic: Healthy Relationships 101”. The workshop educated participants on healthy relationship practices and how to identify intimate partner violence.
Meet the Chief: OED’s initiative to increase stalking awareness and campus safety, Meet the Chief, brought students, faculty, staff, and campus police together for donuts and resource information. Participants received resource materials for on-campus and community organizations and had the opportunity to speak with the Deputy Chief of Police.

Wear Purple Day: On October 24th UTHSC wore purple in observance of National Domestic Violence Awareness Month.

Interactive Safety Training: The Office of Equity and Diversity, in collaboration with Campus Police, presented an Interactive Safety Training based on the Game of Life. The training covered topics ranging from the cycle of violence, domestic violence victim to offender relationships, police response, prosecution, and protection orders.

Resource Fair: Tuesday, October 8th, OED collaborated with on-campus and several community organizations to create a Domestic Violence Resource Fair. The event provided campus and community connections to students, faculty, and staff members while promoting domestic violence awareness. Over 100 students, faculty, and staff received resource information from representatives from several organizations throughout the UTHSC community.
COMMUNICATIONS

The Office of Equity and Diversity utilizes electronic communications, tabling, in-person presentations, and 25 digital boards across campus to ensure the success of education and prevention efforts. Upcoming training, events and policy updates are communicated to students, faculty, and staff throughout the year. Additionally, OED authors Diversity Matters, a digital newsletter that highlights commemorative months and varying events on campus and around the UTHSC community.
COMMUNITY RESOURCES

Local Resources
Crime Victims and Rape Crisis Center 901.222.3950
Crime Victims and Rape Crisis Center (24-Hour Sexual Assault Hotline) 901.222.4350
Family Safety Center of Memphis and Shelby County 901.222.4400
Memphis Area Legal Services 901.523.8822
Memphis Area Women’s Council 901.378.3866
Memphis Child Advocacy Center 901. 525.2377
Memphis Police Department Domestic Violence Investigative Unit 901.636.3741
Shelby County Crime Victims Services 901.222.3950
Shelby County District Attorney General’s Domestic Violence Unit 901. 222.1485
Shelby County Sheriff’s Office Domestic Violence Unit 901.222.4400
Tennessee Department of Children’s Services 901.578.4371
YWCA of Greater Memphis 901.725.4277

Campus Resources
Title IX Coordinator 901.448.2112
Employee Relations Counselor in HR 901.448.5600
UTHSC Campus Police Department 901.448.4444
University Health Services 901.448.5630 (day) 901.541.5654 (evening/weekends)

Student Resources - CARE TEAM

National Resources
National Domestic Violence Hotline 1.800. 799.SAFE (7233)
National Dating Abuse Helpline 1.866.9474
“No person in the United States, shall, on the basis of sex, be excluded from participation in, be denied the benefit of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” Title IX of the Education Amendments of 1972, and its implementing regulation at 34 C.F.R. Part 109 (Title IX)