



THE UNIVERSITY OF  
**TENNESSEE**  
HEALTH SCIENCE CENTER.

## 2019 Annual Title IX Report

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# TITLE IX COORDINATOR



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

NAME	TITLE(S)	CONTACT INFORMATION
Cindy Russell, PhD	Associate Vice-Chancellor Academic, Faculty, and Student Affairs Deputy Title IX Coordinator for Faculty	400 O.W. Hyman Building Memphis, TN 38163 901-448-6158 crussell@uthsc.edu
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Chandra Alston, EdD	Associate Vice-Chancellor Human Resources Deputy Title IX Coordinator for Staff	910 Madison, 7th floor Memphis, TN 38163 901-448-1955 calston@uthsc.edu
Dustin Fulton, MS	Associate Director of Student Affairs for Conduct and Community Standards Deputy Title IX Coordinator for Students	910 Madison, Suite 312 Memphis, TN 38163 901-448-2110 dfulton2@uthsc.edu
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William Metheny, PhD	DIO and Assistant Dean, Graduate Medical and Dental Education Deputy Title IX Coordinator for GME Knoxville	Graduate School of Medicine-Knoxville 1924 Alcoa Highway Knoxville, TN 37920-6999 865-305-9290 wmetheny@utmck.edu
Geoffrey Smallwood, MD	Chief Academic Officer-Saint Thomas Deputy Title IX Coordinator for GME Nashville	Clinical Medical Education Saint Thomas Health Nashville, TN 615-284-5555 Geoffrey.Smallwood@ascension.org
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# CAMPUS SEXUAL MISCONDUCT POLICY

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

	Sexual Misconduct	Relationship Violence	Stalking	Retaliation	Total
<b>2018</b>	14	1	1	1	<b>17</b>
<b>2019</b>	10	0	1	0	<b>11</b>

## Calendar Year 2019 Total Complaints by UTHSC Campus location

	Memphis Area	Nashville Area	Chattanooga Area	Knoxville Area	Total
<b>Sexual Misconduct</b>	9	0	0	1	<b>10</b>
<b>Relationship Violence</b>	0	0	0	0	<b>0</b>
<b>Stalking</b>	1	0	0	0	<b>1</b>
<b>Retaliation</b>	0	0	0	0	<b>0</b>

## Calendar Year 2019 Total UTHSC Complainant Status

	Sexual Misconduct	Relationship Violence	Stalking	Retaliation	Total
<b>Students</b>	1	0	0	0	<b>1</b>
<b>Trainees</b>	5	0	0	0	<b>5</b>
<b>Employees</b>	4	0	1	0	<b>5</b>
<b>Others</b>	0	0	0	0	<b>0</b>

**Calendar Year 2019 Total UTHSC Respondent Status**

	<b>Sexual Misconduct</b>	<b>Relationship Violence</b>	<b>Stalking</b>	<b>Retaliation</b>	<b>Total</b>
<b>Students</b>	0	0	0	0	<b>0</b>
<b>Trainees</b>	1	0	0	0	<b>1</b>
<b>Employees</b>	10	0	0	0	<b>10</b>
<b>Others</b>	0	0	0	0	<b>0</b>

\*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.



**OED NOTES:**  
Your Mandatory Reporter Role

**I HAVE RECEIVED A REPORT. WHAT DO I DO?**  
A Mandatory Reporter who receives information concerning an incident of Prohibited Conduct MUST:

1. Assist the Complainant with obtaining medical assistance (if needed or requested) or accessing other on- or off-campus resources (if requested);
2. Encourage the Complainant to report the incident to law enforcement and assist the Complainant in contacting law enforcement if requested by the Complainant; and
3. Report the incident to the Title IX Coordinator or a Deputy Title IX Coordinator no later than 48 hours after receiving the report.

**A Mandatory Reporter who receives information from a Complainant concerning an Incident of Prohibited Conduct SHOULD:**

1. Provide emotional support to the Complainant;
2. Encourage the Complainant to preserve any physical evidence (e.g., if possible, the Complainant should not shower, bathe, douche, change clothes, brush his/her teeth, or comb his/her hair);
3. Inform the Complainant that as a Mandatory Reporter, you will be reporting the incident to the Title IX Coordinator or a Deputy Title IX Coordinator, one of whom (or their designee) will be contacting the Complainant to provide further guidance and assistance;
4. Advise the complainant about “confidential resources” available on campus and in the community where the information shared is confidential; and
5. Provide a Complainant with a copy of UTHSC’s Sexual Misconduct and Relationship Violence Policy (available at [utsc.edu/oed/saxmi-relationshipviolence](http://utsc.edu/oed/saxmi-relationshipviolence)) or another written publication approved by the Title IX Coordinator, if available, to inform the Complainant of the Complainant’s rights under the policy.

**A Mandatory Reporter who receives notice of an Incident of Prohibited Conduct MUST NOT:**

1. Guarantee to a Complainant that the Mandatory Reporter will keep information confidential;
2. Share information about the incident with a person who does not have a UTHSC-related need to know;
3. Share personally identifiable information about the incident with law enforcement (including UTHSC-IPD) without the Complainant’s consent; and/or
4. Investigate or otherwise attempt to resolve reports of Prohibited Conduct without the approval of the Title IX Coordinator (this provision does not apply to UTHSC-IPD).

**APPLICABLE FEDERAL LAWS**

- Title IX of the Education Amendments of 1972
- Violence Against Women Act (VAWA)
- Campus SaVE Act
- Title IX, Title VI, and VII of the Civil Rights Act of 1964

The University of Tennessee Health Science Center (UTHSC) is committed to creating and maintaining a learning, living, and working environment free from all forms of sexual misconduct and relationship violence, including sexual assault, sexual harassment, dating violence, domestic violence, and stalking.

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**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.

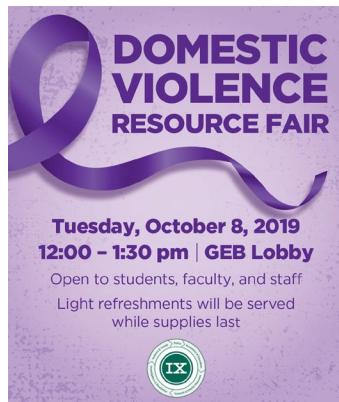




**Meet the Chief:** OED's initiative to increase stalking awareness and campus safety, Meet the Chief, brought students, faculty, staff, and campus police together for donuts and resource information. Participants received resource materials for on-campus and community organizations and had the opportunity to speak with the Deputy Chief of Police.

**Wear Purple Day:** On October 24<sup>th</sup> 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.

**NATIONAL STALKING AWARENESS MONTH**

**STALKING. KNOW IT. NAME IT. STOP IT!**

In January 2004, the National Center for Victims of Crime launched National Stalking Awareness Month (NSAM) to increase the public's understanding of the crime of stalking. NSAM emerged from the work of the Stalking Resource Center, a National Center program funded by the Office on Violence Against Women, U.S. Department of Justice, to raise awareness about stalking and help develop and implement multidisciplinary responses to the crime. Stalking, defined as a pattern of behavior directed at a specific person that causes fear, impacts over one in six women and one in 17 men in the United States. Many stalking victims experience being followed, approached, monitored and/or threatened - including through various forms of technology.


NSAM's theme, "Stalking: Know It. Name It. Stop It," is a call to action for everyone in the Memphis community and across the country.

In observance of National Stalking Awareness Month, the Office of Equity and Diversity will offer two events: Meet the Chief and Stalking Isn't Romantic. Meet the Chief is a partnership event with the Title IX Coordinator, Dr. Michael Alston, and Chief Anthony Berryhill, Campus Police, to promote awareness and public education about stalking and campus safety. Stalking Isn't Romantic is a workshop focused on healthy relationships with Dr. Kimberly Williams Collins. Events are open to faculty, staff, residents, postdocs, and fellows.


Know it. Name it. **Stop It!**

**MEET THE CHIEF**  
Tuesday, January 8 | GEB Lobby  
8:30 - 10:00 am

**STALKING ISN'T ROMANTIC**  
(Healthy Relationships Workshop)  
Tuesday, January 22 | Freeman Auditorium  
8:00 - 9:30 am



**Bystander Intervention starts with YOU**




**Bystander Intervention Training**

Have you ever been concerned about a situation and wanted to help...but didn't? You're not alone!

**Wednesday, May 23**  
**10:00 - 11:00 am**  
**C-1 Conference Room (concourse level of 930 Madison)**

In this workshop, participants will explore the bystander concept and learn bystander prevention strategies that will help change social norms supporting sexual violence and empower individuals to safely intervene with peers to prevent an assault or other harm from occurring.



**THE UNIVERSITY OF TENNESSEE**

# 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

# ADDITIONAL LINKS & RESOURCES

<http://uthsc.edu/oed/sexual-misconduct.php>

<http://uthsc.edu/student-health-services/sexual-assault.php>

<http://uthsc.edu/oed/titleix.php>

“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)*