



# 2022 REPORT



TITLE IX



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An electronic version of this report  
can be accessed online:

[titleix.tennessee.edu](http://titleix.tennessee.edu)

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*“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.”*

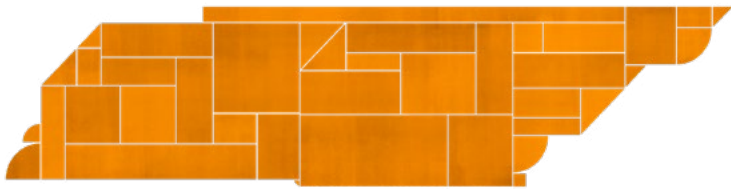
Title IX of the Education Amendments of 1972

The University of Tennessee System’s Office of Title IX is committed to supporting and enhancing Title IX compliance on all UT campuses and institutes. The Office of Title IX works in partnership with the Title IX Coordinators and Title IX-affiliated staff across the system to promote campus Title IX processes that are comprehensive, fair-minded, and well-informed.

The Office of Title IX publishes this annual report each year to provide a transparent summary of our work, increase awareness of education, prevention, and support initiatives, highlight the dedicated work of our campus staff members and their community partners, and ensure ongoing accountability to those we serve. This year, the practice continues, with the added goal of sharing an anticipated federal update that will impact our work.

On June 23, 2022, the U.S. Department of Education’s Office for Civil Rights (OCR) released proposed changes to its Title IX regulations on how campuses respond to and resolve Title IX concerns. As of the date of this report, the public comment period

is closed, and OCR lists May 2023 as the anticipated release date for the final regulations.



On April 6, 2023, OCR released additional proposed changes to its Title IX regulations on students’ eligibility to participate on athletic teams. The public comment period is scheduled to end on May 15, 2023. As of the date of this report, OCR has not listed an anticipated release date fir the final regulations.

While any new regulations will likely require revisions to current Title IX policies and practices across the UT System, the Office of Title IX previously oversaw the timely implementation of the current Title IX regulations after OCR released them in May of 2020 (with an August 2020 implementation deadline). When OCR releases the final versions of any new Title IX regulations, we will once again utilize the benefits of a state-wide system and work closely with our campus Title IX Coordinators to identify and update all relevant policies, practices, communications, and websites. We will also secure updated training for Title IX staff and revise our campus-specific trainings for students, faculty, and staff. As the regulatory landscape evolves, the ongoing work of cultivating a safe and nondiscriminatory learning, living, and working environment belongs to us all.

Respectfully,

Ashley Blamey, Title IX Coordinator

## Our Mission

Our mission is to serve the University of Tennessee community through our comprehensive Title IX Commitment by ensuring access to education programs and activities free of sex-based discrimination.

## Our History

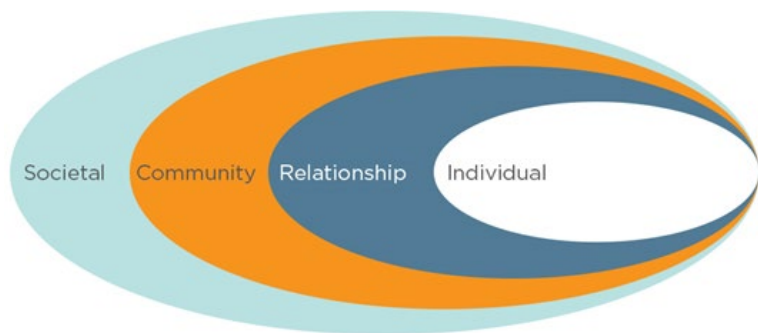
Since Title IX’s enactment in 1972, the University of Tennessee has worked to ensure institutional compliance with its federal requirements. Each campus and institute has established systems, policies, and processes that have evolved over time, in accordance with revised federal guidance and court rulings. Additionally, as expectations for how institutions of higher education address, respond to, and remedy instances of sex-based harassment have grown, the University has worked both proactively and responsively to meet those expectations.

- *In September 2016, then UT President Joe DiPietro appointed an independent commission to review and address Title IX compliance across the UT System. The commission released observations and recommendations in June of 2017 for university review.*
- *In November of 2018, the Department of Education published proposed Title IX regulations*
- *The final Title IX regulations went into effect on August 14, 2020. In preparation for complying with the new regulations, the UT Office of Title IX worked collaboratively with campuses to incorporate the regulatory requirements into existing campus policy while responding to both campus needs and community expectations for compliance.*

- *The System developed a templated Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking for use by all campuses, which produced shared definitions and a common framework while also allowing for customization and localization by each campus and institute as required by its own resources and jurisdiction.*
- *The 2020 regulation, in addition to the independent commission’s report, served to guide the Office of Title IX’s strategic plan to enhance Title IX compliance across the UT System. Enhancements include:*
  - *Creation of a UT System Office of Title IX in 2017 to provide a system-wide Title IX coordinating presence and support cross-system Title IX compliance*
  - *Campus Title IX staffing and resource enhancements*
  - *Policy, grievance procedure, and Student Code of Conduct updates and modifications*
  - *Case management and care and support enhancements*
  - *Enhanced education, prevention, and training*
  - *System-wide Title IX employee training*
  - *System-wide guidance and support for conducting federally compliant Title IX Hearings*
- *The Department of Education released revised drafts of the Title IX regulations for public comment in June of 2022 and April of 2023, repeating the 2020 process. The UT System Office of Title IX anticipates the final release of the regulations and remains prepared to collaborate with the system campuses to re-revise campus policies, practices, and procedures as necessary to ensure continued compliance with any updated federal requirements.*

## 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:



**Policy:** Our foundation is in the policy and procedures we follow.

**Prevention and Education:** Our goal is to prevent sexual misconduct, relationship violence, stalking and retaliation before they happen.

**Support and Interim Measures:** Our promise is to provide support and appropriate interim measures to individuals involved in the Title IX process.

**Investigation and Resolution:** Our commitments to due process, campus safety and encouraging reporting guide how we investigate and resolve reports.

**Patterns and 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.

## Compliance and Evaluation

The University is engaged in an ongoing effort to improve its Title IX compliance activities. The Title IX coordinator uses a collaborative approach and supports the utilization of best practices throughout the UT system. This past year, the Office of Title IX primarily focused on continued support for compliance under the 2020 Title IX regulation.

The Office of Title IX supported systemwide compliance through the following ongoing and completed objectives:

- i. Continued use of a **templated Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking** with shared definitions and a common framework that allows for campus localization and customization as needed.
- ii. Continued support for campus **implementation of the 2020 Title IX policies** through routine meetings, ongoing legal updates, and up-to-date guidance documents.
- iii. Continued delivery of **system-wide Title IX training** addressing the required elements of the 2020 Title IX regulation and relevant legal updates.
- iv. Updated terms and definitions associated with the collection of Title IX data across the UT System to **ensure internally consistent compliance assessments** and compliance with the 2020 Title IX regulation.
- v. **Enhanced Office of Title IX website**, including updated information regarding fall 2022 training materials, campus Annual Title IX Reports, definitions of prohibited conduct, and campus Title IX policies.

- vi. **Continued creation of Title IX compliance documents, templates, and resources** for system-wide use. The resources created included formal complaint forms, intake checklists, notices and letters to complainants and respondents, process flow charts, and guidance documents for hearing officers and advisors.
- vii. Drafted a manual for hearing officers
- viii. Facilitation of campus compliance with Title IX notification requirements for websites, handbooks, and catalogs for students and employees.

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In the spring of 2019, UT developed a standard format for reporting and tracking Title IX-related data across the System. The University updated its recordkeeping systems to comply with the terms and definitions under revised Title IX policies. The information collected by each campus is published in a campus Annual Title IX Report. Campus Title IX annual reports can be accessed online via the following campus links:

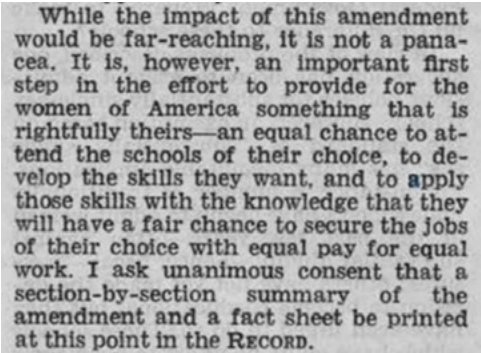


Photo from the *Congressional Record* (Feb. 28, 1972) showing Senator Birch Bayh (IN) discussing Amendment No. 874, which was later reconciled with another bill and enacted as Title IX of the Education Amendments of 1972.

[UT KNOXVILLE](#)

[UT CHATTANOOGA](#)

[UT MARTIN](#)

[UT SOUTHERN](#)

[UT HEALTH SCIENCE CENTER](#)

[UT SPACE INSTITUTE](#)

## Policies and Procedures

The University’s Title IX-related policies provide guidance for specific activities and communications 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 implemented new Title IX-related policies in response to 2020’s new federal Title IX regulation.

Campus policies outline the rights and responsibilities of faculty, staff, and students as they pertain to Title IX.

*Key provisions of the University’s response to the 2020 regulations include:*

### Definition of Sexual Harassment

Campuses have adopted the Title IX regulation definition of sexual harassment.

### Jurisdiction

Campuses incorporated the regulation’s jurisdictional requirements into their Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking. Campuses address both Title IX and Non-Title IX Prohibited Conduct in the same Policy.

### Training Requirements

System-wide training for Title IX officials is provided each year. The training materials are posted online and uploaded in K@TE.

**Standard of Evidence**

Campuses continue to use the preponderance of the evidence standard.

**Informal Resolution**

Campuses offer and facilitate informal resolution options as allowed by the regulation.

**Supportive Measures**

Campuses continue to provide support resources to individuals who report Title IX and Non-Title IX Prohibited Conduct and to those who receive formal notice of investigation of alleged Title IX and Non-Title IX Prohibited Conduct.

**Investigation and Grievance Process**

Title IX Prohibited Conduct is addressed through the Title IX hearing process. All other Prohibited Conduct (Non-Title IX) is addressed using the resolution options in place prior to the 2020 regulatory transition.

Complaints regarding discrimination based on sex are addressed by campus policies and procedures.

**OUR WORK**

*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 Southern](#)

[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](#)



# Mandatory Reporter Training

Federal law requires UT System campuses to designate at least some employees as Mandatory Reporters upon receipt of reports of sexual harassment. UT policy refers to such officials as “Mandatory Reporters,” and nearly all campus employees (generally only excluding employees deemed confidential by licensure) serve as Mandatory Reporters when reports concern students. The policy requires Mandatory Reporters to forward reports or information about alleged sexual harassment or sexual violence under the policy to the campus’ Title IX Coordinator for review. Such referrals provide the Title IX Coordinators the ability to contact alleged complainants with care and support resources, safety information, and options for reporting to police or a university investigator. Providing annual training to Mandatory Reporters is critical, as referrals from Mandatory Reporters to campus Title IX Coordinators account for a large number of campus reports.

**You are not alone.**

If you have experienced sexual harassment, sexual assault, dating or domestic violence, stalking, sexual exploitation, or retaliation, we encourage you to seek **medical care** and **support**, and to **report** the incident.

titleix.utk.edu

**MEDICAL CARE**

**Emergency**  
911

**Sexual Assault Center of East Tennessee**  
24/7 crisis line\*  
865-522-7273

**Student Health Center\***  
865-974-5080

**REPORTING**

**Emergency/UT Police**  
911  
865-974-3114

**Office of Title IX**  
865-974-9600

**Student Conduct & Community Standards**  
865-974-3171

**SUPPORT RESOURCES**

**Student Counseling Center\***  
865-974-2196  
865-974-4357 (after hours)

**Sexual Assault Center of East Tennessee**  
24/7 crisis line\*  
865-522-7273

**Office of Title IX**  
865-974-9600  
865-974-4357 (after hours)

**Office of Ombuds Services\***  
865-974-6273

**UT Psychological Clinic\***  
865-974-2161

**UT Sexual Assault Survivor Support Group\***  
865-974-9291  
ctc@utk.edu

**Family Justice Center\***  
865-521-6336

\*Confidential resource

OFFICE OF TITLE IX

UTK Mandatory Resource Card

# OUR WORK

## OIED 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.

**APPLICABLE FEDERAL LAWS**

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

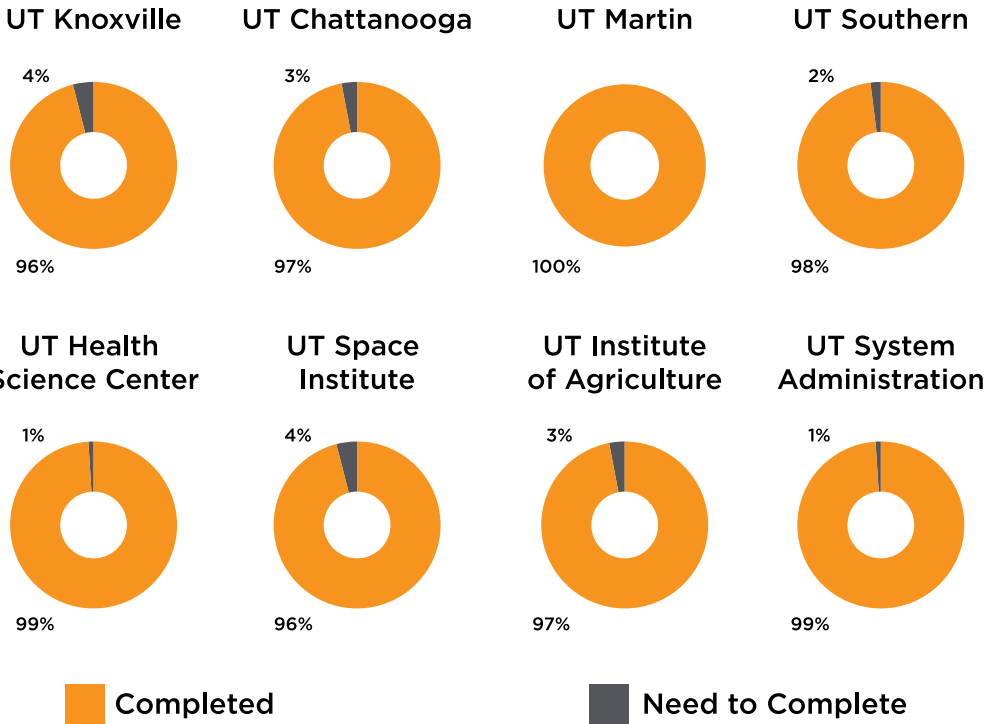
The University of Tennessee Health Science Center (UTHSC) is committed to creating and maintaining a learning, living, and working environment free from all forms of sexual misconduct and relationship violence, including sexual assault, sexual harassment, dating violence, domestic violence, and stalking.

**Office of Inclusion, Equity, and Diversity**  
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Memphis, TN 38163  
hsc-oied@uthsc.edu  
t 901.448.2112  
f 901.448.1325  
uthsc.edu/oied  
Telecommunications Device for the Deaf  
t 901.448.7382

**UT**  
THE UNIVERSITY OF  
TENNESSEE  
HEALTH SCIENCE CENTER.  
INCLUSION, EQUITY,  
AND DIVERSITY

UTHSC Mandatory Reporter  
Resource Sheet

UT campuses clearly communicated training requirements for the 2022 – 2023 academic year and routinely encouraged employees to complete the training. Such efforts resulted in the following strong training completion rates for fulltime staff and faculty as well as members of the UT System:





Prevention

UT Knoxville aligns with the System Title IX model with an emphasis on cross-campus collaborations and teamwork to improve prevention and increase reporting. UT Knoxville has identified four teams that work cooperatively to drive decision making, evaluate progress, track research, provide prevention and oversight and support initiatives that ensure a comprehensive University commitment.

2022 training materials can be accessed [here](#).

UNIVERSITY OF TENNESSEE, KNOXVILLE

At the University of Tennessee Knoxville, the work of prevention is a cross-campus collaboration with a mission to prevent violence and support a healthy community.

CENTER FOR HEALTH EDUCATION AND WELLNESS

The Center for Health Education and Wellness leads and collaborates on initiatives focused on sexual misconduct awareness and prevention and on sexual and relationship health promotion. In 2022, CHEW facilitated some very exciting and successful initiatives.

During the fall semester, CHEW officially re-launched the “Consent Is…” campaign. The campaign has existed for several years in different iterations, but CHEW brought it back in full force. Led by Kayley McMahan, interpersonal wellness and sexual health coordinator, the consent campaign has been a major success. The kickoff event for the campaign, “Chill Out with CHEW: Paint the Rock and Chat about Consent,” was held in August. Participants painted the Rock with words and phrases describing what consent is to them. In September, CHEW launched T-Shirt Tuesdays, a monthly event where staff set up at different locations across campus distributing hundreds of consent T-shirts and educational materials. CHEW hosted four T-Shirt Tuesday events in fall, attracting 1,163 participants. T-Shirt Tuesdays are ongoing and will continue into 2023.

In September, CHEW co-facilitated “Let Love Bloom” with the Office of Title IX as part of the Wellness Wednesdays series. The event, which took place in the Presidential Courtyard, connected healthy relationships programming with creative expression by inviting the campus community to build bouquets with six uniquely colored flowers—each representing the different components of a healthy relationship—tied together with burlap ribbon representing equality.

## PREVENTION & EDUCATION – UTK

### ATHLETICS PREVENTION PROGRAMMING AND WELLNESS

In 2022, the Tennessee Athletics Department continued to partner with the Office of Title IX, the Thornton Athletics Student Life Center, the Office of Sorority and Fraternity Life, and the Center for Health and Education and Wellness. During Sexual Assault Awareness Month, 80 student-athletes participated in a SAAM tabling event and shared how they would be an ACTIVE bystander to support someone in need.

Tennessee Athletics aimed to improve the wellness sessions for athletes with the first full year of new wellness initiatives. Teams were given the opportunity to request a topic for their second wellness session of each semester to personalize the topics for each team and create a comfortable environment that they looked forward to engaging in. A total of 75 wellness sessions were held throughout 2022.

In spring, 96 percent of student-athletes found the wellness program they attended helpful, and 97 percent reported understanding the university's definition of consent.

In fall, 99.9 percent of student-athletes reported that they understood the university's definition of consent, and 99.6 percent reported they could define consent and provide an example to a fellow Vol.

The same components are incorporated within healthy relationship presentations and educational materials offered by CHEW and the Office of Title IX. More than 215 participants built bouquets. One student said, "I loved that each flower represented a different element of healthy relationships and together they formed a bouquet. I also loved the hand outs and stickers!"



In October, CHEW collaborated with the Office of Title IX, the Office of Student Conduct and Community Standards, the Student Counseling Center, the Center for Care and Resilience, the Office of the Dean of Students, the Hazing Prevention Team, and the UT Police Department to host Vols A.C.T. Day, a passport style event held as part of the Wellness Wednesdays series. Vols A.C.T. Day took place the Wednesday before fall break and provided an opportunity for students to learn and practice active bystander skills in fall break scenarios. Each table had a scenario specific to the representatives at that table (for example, a dating violence scenario at the Office of Title IX table). Students had to read the scenario, explain how they would use Vols A.C.T. and one or more of the "three Ds" of bystander intervention (direct, distract, delegate) to intervene. More than 150 students participated in Vols A.C.T. Day, walking away with pizza, a Vols A.C.T. T-shirt, and the knowledge they need to be active bystanders.



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## OFFICE OF SORORITY AND FRATERNITY LIFE

The Office of Sorority and Fraternity Life reached 19,824 individuals in 2022 through health- and safety related programming. This number was record breaking for OSFL as they enhanced their efforts to reach a broader audience, facilitated programs including the new member health and safety module and bystander intervention training for the entire Greek life community, and had more one-on-one touchpoints with chapter executive boards that included conversations about accountability and practices for hosting safe social events.

Throughout these trainings, OSFL worked with its Prevention Team, which is composed of staff members from OSFL, the Office of Title IX, the Center for Health Education and Wellness, the Center for Care and Resilience, the Office of the Dean of Students, the Bias Education Referral Team, and the Office of Student Conduct and Community Standards. The major highlights of 2022, developed by OSFL in collaboration with the Prevention Team, include four programs:

**Psi Society.** OSFL officially launched and integrated Psi Society—a peer education group composed of members of Greek organizations who educate the sorority and fraternity community on leadership, health, and safety—into the sorority and fraternity community. Psi Society facilitated sober monitor training and Leading Against the Tide, and hosted tabling events for the “We’re Committed” campaign. The peer health education group will continue to receive training and execute other large-scale programs. Psi Society has 65 members representing all four councils and 30 of the 46 active organizations.

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## PREVENTION & EDUCATION – UTK

**“We’re Committed” campaign.** The “We’re Committed” campaign was launched to bring awareness to the six health and safety priorities of OSFL. Each month of the academic year is themed, often corresponding to national awareness months, allowing OSFL and Psi Society to develop programming around specific prevention topics. For example, April’s theme was “We’re Committed to Sexual Misconduct Awareness.” OSFL partnered with the OSFL Prevention Team to develop the We’re Committed Resource Guide, which provides students with monthly information specific to Greek life.

**Health and Safety Summits.** The annual Health and Safety Summits sought to increase sorority and fraternity members’ knowledge of alcohol, drugs, hazing, sexual misconduct, bias education, and mental health. Members of the OSFL Prevention Team served as breakout session facilitators. In the fall they assisted in transition to a track model, presenting topics based on the “We’re Committed” campaign. The Office of Title IX co-presented with staff from CHEW, the Sexual Assault Center of East Tennessee, and the Family Justice Center in the “We’re Committed to Sexual Misconduct Awareness” session, which included information about healthy relationships, consent, the spectrum of harm, impact of trauma, and the resources and supports available to UT students for themselves or a brother or sister in need.

**Bystander intervention training for Greek life students.** Bystander intervention training was developed by OSFL in collaboration with the OSFL Prevention Team in the spring and offered in the fall. The training, specific to Greek life students, was based on specific interactive scenarios for each council based on its trends and social culture. In total, 45 chapters were trained across all four councils. At least one member of the OSFL staff was present at each training. This element was important, as much of the training discussed trends in the Greek life community and students asked questions specific to those trends. More than 5,200 students took part in these trainings. Participants were invited to complete an assessment following the training. Of the 4,162 who completed the survey, 92.3 percent identified the Office of Title IX as the place they would go for support.

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## OFFICE OF TITLE IX

### Vol Voices Survey

As a part of the university's ongoing efforts to prevent and address sexual misconduct, the Office of Title IX partnered with the College of Social Work Office of Research and Public Service to implement the Vol Voices survey to better understand the campus climate regarding sexual misconduct.



The Vol Voices survey was administered in April to all undergraduate and graduate students and employees. The survey was anonymous and confidential and was used to assess the perceptions and experiences of the campus community. The information gathered from university students and employees will inform policy, shape prevention, and assist us with targeted interventions. The survey is based on an instrument created by the Administrator Researcher Campus Climate Collaborative.

It was developed for US institutions of higher education by expert researchers in sexual harassment and interpersonal violence in collaboration with Title IX professionals, campus law enforcement, advocates, counselors, and student affairs personnel. It is recommended by the National Academies of Science, Engineering, and Medicine Action Collaborative, of which UT Knoxville is a founding member.

Assessing campus perceptions and experiences in the areas of Title IX is a best practice. Sexual harassment and interpersonal violence have a direct and negative impact on our students, employees, and our mission of education and research. The full results of the Vol Voices survey will be shared with the UT community in spring 2023.

### 360-Degree Evaluation of Supports

To assess the supports and resources offered to those who engage with the Office of Title IX, a 360-degree anonymous survey was provided to all individuals—complainants, respondents, and pregnant and parenting students—who had contact with the Office of Title IX. These evaluations have been conducted since spring 2018. Initially only complainants were surveyed. Over the past five years, the scope expanded to include all those who receive support from the Office of Title IX. Depending on which supports and processes the individual received, they are asked about their experience with offices and resources including the Office of Title IX, the Office of Student Conduct and Community Standards, the Office of Equity and Diversity, and the UT Police Department. The results are used to evaluate communication, office resources, and student, faculty, staff experiences.

## PREVENTION & EDUCATION - UTC

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The power "C" on UTC's campus.



## UT CHATTANOOGA

UTC's comprehensive and collaborative prevention and education program about sexual assault, sexual harassment, dating violence, domestic violence and stalking, **KnowMore @ UTC**, is a partnership between the Office of the Title IX Coordinator, the Office of the Dean of Students, the Center for Women and Gender Equity, the Center for Wellbeing, the Office of Equity and Inclusion, the Office of Human Resources, and other campus partners. The following details some of UTC's 2022 prevention, education, and training highlights.

### AWARENESS CAMPAIGNS

**Bathroom Resource Flyers.** Approximately 400 bathroom stall flyers are posted in 23 buildings around campus each semester. The flyer includes information about resources and reporting options.

**Consent T-Shirt Campaign.** *Obtained, Affirmative, Voluntary & Continual* T-shirt giveaways to the campus as part of UTC's ongoing consent and Title IX education.

**Starbucks Sleeve Initiative.** Consent stickers created for and placed on the on-campus Starbucks' coffee sleeves.

### Campus Event Highlights

The following are some of the on-campus events in 2022 provided for students, faculty and staff. Many of the events were conducted by campus partners, including the Office of the Dean of Students, the Center for Wellbeing, the Center for Women and Gender Equity, and the Mocs Recovery Center

- **Hookup Culture Instagram Story Campaign**
- **Stalking Awareness Month Instagram Story Campaign**
- **Can We Talk? Just Talking or Stalking** Discussion on "an expression of feelings that honors the other person's privacy, boundaries, and ability to shut you down, and then there's stalking"; and
- **Stalking Awareness program:** screening and discussion of Netflix's "You"



## PREVENTION & EDUCATION - UTC

- **SAAM Lunch Chat: What is Rape Culture?:** an event to discuss what rape culture is and how we can be a part of dismantling it;
- **SAAM Lunch Chat: What is Consent?:** an event to discuss what consent looks like;
- **SAAM Zine Launch Gallery Night:** an event displaying art from survivors related to their healing journey, which also included readings of written works and displays of visual art by students;
- **Consent & Coffee Hour w/ Mocs Recovery:** an event discussing all things consent and how we build a culture of consent at UTC;
- **Making Consent Common Sense:** a discussion about consent wherein participants designed yard signs to place around campus with messages about enthusiastic consent;
- **Exploring Storytelling & Art as Activism with Chanel Miller,** a virtual discussion.

### Dating & Domestic Violence Awareness Month (DVAM)

Observed by UTC every year in October. Events held included:

- **Take Back the Night:** The events three guiding goals are: heal individuals impacted by sexual violence; empower those who have been victimized; and take a stand to help shatter the silence and end the violence. The October 26, 2022, event included tabling and resources from campus and local partners, a march, and an opportunity for survivor speak-outs. Take Back the Night is a signature program for the Center for Women and Gender Equity;
- **Can We Talk?: Defining Relationships:** Can We Talk? is a monthly discussion series focused on growing healthier relationships. The discussion on October 13, 2022, centered around defining relationships, how to have these conversations in healthy ways, and explored questions like: What are we? How do we talk about our relationship to others? Do we care about a label? What language works for us?;
- **Red Flags Campaign:** The Red Flag Campaign, a national initiative, uses a bystander intervention strategy to address and prevent sexual assault, dating violence, and stalking on college campuses. The campaign encourages friends and other campus community members to say something when they see warning signs ("red flags") for sexual assault, dating violence, or stalking in a friend's relationship. Red flags and yard signs with information about types of red flags, additional events happening during the week, and resources was held on Chamberlain Circle the week of October 17, 2022, to October 21, 2022;



### Healthy Relationships Week

- Healthy Relationships Week Tabling;
  - Consent & Sexual Health Pop-Up;
  - Can We talk? Situationships;
  - Healthy Relationships Workshop with the UTC Student Success Center;
  - Romantic Relationships 101 with the UTC MOSAIC Program
- Lovebombing: Romantic or Red Flag: Discussion about healthy, unhealthy and abusive relationships while making sugar scrubs and bath bombs.
- Exploring Storytelling & Art as Activism with Chanel Miller, a virtual discussion.
- Healthy Relationships Workshop for Athletic Bridge Program
- Honor's College Retreat- Title IX and Consent Workshop
- Title IX & Consent Workshop with UTC Marching Band
- Consent-a-thon
- AOD Jeopardy for Fraternity & Sorority Life Town Hall
- Red Zone Carpet
- Roommate 101- MOSAIC Healthy Relationships Series
- Sexual Health Awareness Month Tabling
- Boundaries in Relationships;
- Trauma-Informed Yoga for Survivors (and those who support them);
- Rated RHA;
- Can We Talk?: Breaking Up; and
- Media & Gender-Based Violence Presentation

### Sexual Assault Awareness Month (SAAM)

UTC observes Sexual Assault Awareness Month (April) every year. Several events included:

- **Dear Survivor Letters Tabling:** an event which provided an opportunity to writeletter to survivors of sexual assault and dating violence that were displayed in Lupton Hall for the month;

### STUDENT EDUCATION & TRAINING HIGHLIGHTS

**Orientation:** UTC provides in-person training regarding Title IX, consent, support and resources and other related topics to all incoming freshmen, transfer, graduate and international students. Freshman Orientation training is conducted by the Interim Title IX Coordinator, the Director of the Center for Women and Gender Equity and UTC Police Department's Sexual Relationship Violence Liaison Officer. Presentations at the transfer, graduate and international student orientations were conducted by the Interim Title IX Coordinator.

**Online Education:** New first-year, transfer, and graduate students complete Title IX education via UTC Learn (Canvas), the University's student learning management system, which utilized several of Everfi's online training modules to augment in-person training events. The students are required to complete an online Title IX Education and Prevention program by the beginning of their first academic semester at the University. Incoming freshmen and transfer students completed Everfi's Sexual Assault Prevention for Undergraduates (SAPU). Incoming graduate students completed Everfi's Sexual Assault Prevention for Graduate Students, which includes information on the same topics as SAPU, but is geared toward graduate students. The modules include information about sexual harassment and sexual violence, stalking, bystander intervention, consent and coercion, values, identities and relationships, reporting options, and support and resources.

UTC's student-athletes complete Title IX education via UTC Learn (Canvas), the University's student learning management system, which utilized Everfi's Sexual Assault Prevention for Student-Athletes. The module includes information about leadership, positive values, healthy and unhealthy relationships, bullying, hazing, sexual harassment and sexual violence, consent, bystander intervention strategies, reporting options, and support and resources.

**Step Up! Against Dating Violence:** Training to prepare students to identify the signs of healthy and unhealthy/abusive behaviors, provide ways to intervene with friends who condone and engage in abusive behavior, and how best to support friends who are experiencing abuse.

### EMPLOYEE EDUCATION & TRAINING HIGHLIGHTS

**Online Education:** UTC employees, new and current, completed Title IX education via K@TE, the University's employee learning management system, which utilized Everfi's online education modules. Employees completed Building Supportive Communities: Clery Act and Title IX, which takes a close look at the issue of sexual harassment, sexual misconduct, relationship violence and stalking, in higher education. Completion of this module satisfies the annual Title IX training requirement. Employees also completed Building Supportive Communities: Taking Action, which supports ongoing education requirements on ways to prevent sexual harassment, maintain a safe campus community, and prepare faculty and staff to provide supportive and effective responses when someone may have experienced sexual harassment, sexual misconduct, relationship violence and stalking. Completion of this module satisfies the annual mandatory reporter training requirement. Both modules include interactive skill-building exercises, scenarios, and a final assessment.

UTC's athletics staff completed Title IX education via K@TE, the University's employee learning management system, which utilized Everfi's Sexual Assault Prevention for Athletics Staff module. The module includes information about leadership, positive values, healthy and unhealthy relationships, bullying, hazing, sexual harassment and sexual violence, consent, bystander intervention strategies, reporting options, and support and resources.

**New Faculty Orientation:** UTC's Interim Title IX Coordinator conducted an hour-long session during New Faculty Orientation in August 2022. Topics included Title IX, resources and support available to students, faculty and staff, and mandatory reporting.

**In-Person Mandatory Reporter Training:** UTC's Office of the Title IX Coordinator conducted 10 in-person training sessions about employee mandatory reporter responsibilities with different groups and departments across campus in 2022.



UT MARTIN

UTM’s committed Title IX staff and various campus partners worked closely in 2022 to educate campus community members about sexual harassment and sexual violence with the goal of prevention.

HERE’S THE TEA

Over 100 students participated in the Campus-wide collaboration featuring crafts and giveaways from WRAP, Title IX, the CARE Tea, Health Hawks, Student Health and Counseling Services, and The Center for Women and Gender Equality.

GLOW YOGA

UTM students experienced a night of yoga and affirmations in a safe, comforting, space for self-reflection during Domestic Violence Awareness Month.

SELF-DEFENSE TRAINING

Students learned and performed self-defense methods, their rights, support, and ways to report, under the direction of Lt. Charlie Jahr of UTM Public Safety, in collaboration with Title IX.

RECLAIMING YOUR CROWN

Title IX, in collaboration with Women of Excellence, coordinated a brunch with author, motivational speaker, and survivor, Erica Boyd. Students learned about domestic violence, the warning signs of unhealthy relationships, and the process of healing after domestic violence.



UT SOUTHERN

UTS held several awareness and prevention events in 2022 to promote a safe and nondiscriminatory campus environment.

HIKE THE HILL IN HEELS

Inspired by a tradition from our friends in Knoxville, UT Southern hosted its first Hike the Hill event, a walk “up the hill” from our campus green to the gym. Around 175 students, faculty, staff, and community members joined and passed statistics regarding sexual assault in college along their way.



SEX ED SLUMBER PARTIES

A collaboration between our mental health counselor, our Clinic’s nurse practitioner, and Residential Life, these events take place in residential hall lobbies and are a relaxed, informal way to discuss dating, relationships, and sexual health.

## UT HEALTH SCIENCE CENTER

UTHSC continued to offer a variety of training and awareness events in 2022.

### STALKING, MENTAL HEALTH, AND YOU

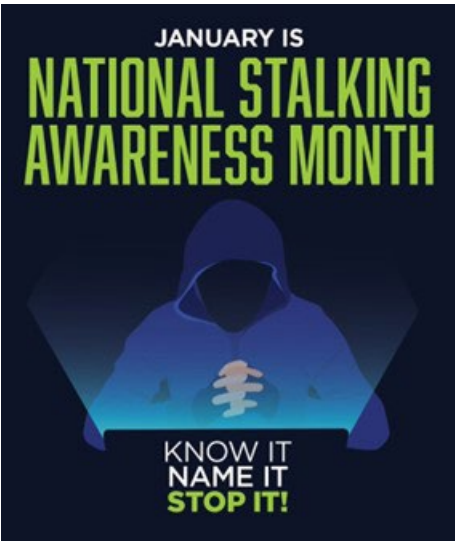
The Office of Inclusion, Equity, and Diversity (OIED), in collaboration with Student Academic Support Services (SASSI), held an online webinar for Stalking Awareness Month that explores the impact of stalking on mental health and its parallels to the Netflix series “You.” The webinar was held on January 26th, 2022 for all students, faculty, and staff.

### SOCIAL MEDIA SAAM PLEDGE

To commemorate Sexual Assault Awareness Month, OIED shared a Social Media Sexual Assault Awareness Pledge with the campus community. By signing the pledge, the individual made a personal commitment to not be a bystander to the problem, but to be part of the solution. Various faculty, students, and staff signed the pledge to help make that change!

### TEAL RIBBON CAMPAIGN

OIED held a tabling event in the Madison Plaza Lobby to give away Teal Ribbons on April 13th, 2022. Teal Ribbons are worn by many to raise awareness in support of awareness and victims. Many students, faculty, and staff stopped by during lunch to pick up a ribbon and spread awareness!



### TACO BOUT CONSENT

57 students visited a Chipotle bar to assemble tacos and bowls where each ingredient represented a different aspect of consent. Students also got sexual assault prevention month bracelets and free stickers promoting consent. Center of Hope was also present to provide education and support.

### ACTIVITY FAIR

Representatives from Center of Hope, Tennessee Coalition to End Domestic and Sexual Violence, and Tennessee Department of Mental Health and Substance Abuse Services all graciously visited campus for our annual Activity Fair in late August to provide education, resources, and support.

### DOMESTIC VIOLENCE AWARENESS MONTH

Center of Hope partnered with the Office of Title IX to mark Domestic Violence Awareness Month in October. In a tabling event on October 5, community members were invited to sign a pledge to prevent domestic violence, paint one fingernail to show solidarity with survivors, and make a sign about the #1thing they will do to prevent domestic violence in our community. 63 students, plus a variety of faculty and staff members, visited the table.



### WHITE RIBBON CAMPAIGN

On April 19th, 2022, OIED held a tabling event in the Madison Plaza lobby to give away white ribbons for Stalking Awareness Month. Dr. Peter Buckley, Chancellor, and Dr. Michael Alston, Title IX Coordinator, encouraged all UTHSC males on campus to join them in wearing a White Ribbon for a group photograph. White Ribbon is the world's largest movement of men and boys working to end violence against women and girls, promote gender equity, healthy relationships, and a new vision of masculinity. Since its inception in Toronto in 1991, White Ribbon Campaign initiatives have been organized in over 60 countries around the world. Wearing the white ribbons demonstrates a collective pledge to never commit, condone, or remain silent about all forms of gender-based violence.

### TAKE A STAND RECEPTION

On October 6th, 2022, OIED, in collaboration with Campus Police, and community resources, held a Take A Stand Reception for the campus community to share information on sexual assault awareness from different perspectives. The audience was able to hear information on domestic violence awareness from on and off-campus resources like Captain Joanne Morrow (Campus Police), Miki Sisco-Sankrityayan (OIED), and Sandy Bromley (Crime Victims and Rape Crisis Center) to speak on Domestic Violence Awareness from law enforcement, legal, and wellness perspectives!

### PURPLE THURSDAYS TABLING

OIED held tabling events each and every Thursday for the month of October to give away purple ribbons and resources to the campus community for Domestic Violence Awareness Month.

## PREVENTION & EDUCATION - UTSI

## UT SPACE INSTITUTE

### PREVENTION, EDUCATION, AND TRAINING HIGHLIGHTS

Prevention, education, and training are a cornerstone of the UT Space Institute's efforts to create a climate that is safe and supportive for all.

The UTSI Office of Human Resources and Equity & Diversity offered training covering the policy and mandatory reporter responsibilities for all new employee and faculty orientation sessions. Other employee and faculty workshops included training on mandatory reporter responsibilities, sexual harassment, Title IX, and gender discrimination.

The Safety, Security and Emergency Management Coordinator is involved in developing training sessions that will occur throughout the year for designated personnel that may be primary contacts for sexual misconduct, relationship violence, and stalking complaints. The headcount for new employees and students during 2021 is as follows:

- New faculty and/or staff orientation: 30 new hire individual orientation sessions.
- New student orientation: Group orientation session at the beginning of the academic semester for all 20 new students.

### UPCOMING RELATED TRAINING FOR 2023

- Mandatory Reporter Identification and Responsibilities
- Overview of Title IX
- Know your policy (students): definitions
- What is Bystander Intervention?
  - Process for filing complaints of sexual misconduct, relationship violence, and stalking
  - How to get campus and security support / Interim measures
  - Sexual Misconduct Awareness: Consent or Not?
  - Other Title IX awareness related training



# TITLE IX TEAM

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## Ashley Blamey

*TITLE IX COORDINATOR  
UNIVERSITY OF TENNESSEE SYSTEM ADMINISTRATION AND  
UNIVERSITY OF TENNESSEE, KNOXVILLE  
[ashleyblamey@utk.edu](mailto:ashleyblamey@utk.edu)*

Ashley Blamey serves in a dual role as Title IX coordinator for the UT System and UT Knoxville. Serving in both capacities, Blamey facilitates 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. She has served the campus as the director for the Center for Health Education and Wellness and assistant vice chancellor for student life. Blamey is currently the University’s representative on the National Academies of Sciences, Engineering, and Medicine Action Collaborative to prevent sexual harassment in higher education. Under her leadership, UT Knoxville was awarded a 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.



## Michelle Buck

*DEPUTY TITLE IX COMPLIANCE COORDINATOR  
UNIVERSITY OF TENNESSEE SYSTEM ADMINISTRATION  
[michellebuck@tennessee.edu](mailto:michellebuck@tennessee.edu)*

Michelle Buck joined the University of Tennessee System in November of 2021 as the deputy Title IX compliance coordinator. Buck’s role serves the system campuses by tracking legal developments, collaborating with other UT Title IX officials in policy evaluation and development, providing investigative and case adjudication support, and serving as a general resource for UT System Title IX compliance.

Before joining the UT System, Buck spent five years serving the UT Knoxville campus, first as a Title IX investigator, and later as an associate director in the Office of Equity in Diversity. Before moving to Tennessee, Buck served as the assistant director of academic success and student affairs at the Mercer University Walter F. George School of Law in Macon, Georgia. Buck is licensed to practice law in Illinois and Georgia. She earned her Bachelor of Arts degrees in English literature and political science from Miami University in Oxford, OH, and her Juris Doctor at Temple University’s Beasley School of Law in Philadelphia, PA.



## Dominique Crockett

*DIRECTOR OF EQUITY AND DIVERSITY  
TITLE IX COORDINATOR  
UNIVERSITY OF TENNESSEE MARTIN  
[dcrock12@utm.edu](mailto:dcrock12@utm.edu)*

Dominique Crockett began her service as UTM’s Director of Equity and Diversity, and Title IX Coordinator, in February of 2022. Prior to joining UTM, Crockett spent more than three years at UTHSC as an Assurance Officer, and more than four years working for the Louisiana Department of Health. Crockett earned a Bachelor of Science in biology at Southern University and A&M College and a Master’s of health administration at Louisiana State University.

TITLE IX TEAM

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**Sarah Catherine Richardson**

*DIRECTOR OF STUDENT LIFE AND TITLE IX COORDINATOR  
UNIVERSITY OF TENNESSEE SOUTHERN*  
[scrich@utsouthern.edu](mailto:scrich@utsouthern.edu)

Sarah Catherine Richardson became Title IX Coordinator at the former Martin Methodist College in October 2019, and, upon the creation of UT Southern, continued in that role beginning in July 2022. Richardson also serves UT Southern as Director of Student Life and Chief Diversity Officer, and in all these roles works to provide students with the most supported, personalized education possible. Her approach to Title IX at UT Southern hinges on her accessibility to all members of the community to encourage prompt reports and thoughtful dialogues across campus. Richardson works closely with Athletics, HR, and Academic Affairs to ensure compliance, in addition to student-facing efforts to provide education focused on prevention, healthy relationships, and consent. Prior to joining UT Southern, Richardson worked at Saint Anselm College in Manchester, New Hampshire and Boston College in Chestnut Hill, Massachusetts. Originally from Mississippi, she obtained both her bachelor’s and master’s degrees from Boston College before relocating back down south.



**Michael Alston**

*ASSOCIATE VICE CHANCELLOR, CHIEF DIVERSITY OFFICER, AND TITLE IX COORDINATOR  
UNIVERSITY OF TENNESSEE HEALTH SCIENCE CENTER*  
[malston1@uthsc.edu](mailto:malston1@uthsc.edu)

Michael Alston is the associate vice chancellor, chief diversity officer, and Title IX coordinator at UTHSC. His career at UTHSC spans 20-plus years in various roles within the Office of Inclusion, Equity, and Diversity (OIED). Previously, he served as employee relations specialist, student conduct officer, and Title IX coordinator.

In leading the Office of Inclusion, Equity, and Diversity at UTHSC, Alston also chairs the Diversity and Inclusion Advisory Council (DIAC) and serves as the Title VI coordinator and Americans with Disabilities Act coordinator for the campus. His OIED team has implemented several popular programs around diversity and inclusion and social justice including the Diversity Certificate Program (DCP), Inclusive Engagement Program (IEP) the IMPACT Awards and the Diversity and Inclusion Book Club. Alston came to UTHSC from UT Knoxville where he served as associate director for admissions in the Memphis office. In that role, Alston led UT Knoxville’s student recruitment efforts in Memphis and West Tennessee. Prior to UT Knoxville, Alston worked at UT Martin in the areas of admissions and residence life, respectively. Alston earned a Master of Science in educational psychology from UT Martin, a Doctor of Education from Peabody College at Vanderbilt University, and a Bachelor of Science in psychology from UT Martin.



**Patricia Burks-Jelks**

*DIRECTOR OF HUMAN RESOURCES, EQUITY AND DIVERSITY OFFICER, AND TITLE IX COORDINATOR  
UNIVERSITY OF TENNESSEE SPACE INSTITUTE*  
[pjelks@utsi.edu](mailto:pjelks@utsi.edu)

Patricia Burks-Jelks has been employed with the University of Tennessee Space Institute (UTSI) in Tullahoma for more than 30 years where she serves as Title IX coordinator, director for human resources and equity and diversity officer. She is a graduate of Middle Tennessee State University where she earned a Bachelor’s Degree in Social Work and a Master’s Degree in Professional Studies, with an emphasis in strategic leadership. She is also a graduate of the UT Leadership Institute.

For a second stint, Burks-Jelks has recently been elected as president of Women in Higher Education in Tennessee (WHET). In conjunction with this appointment, the organization awarded her the “June Anderson Award” recognizing her “outstanding contributions in promoting equality for women in higher education.” She received this same award from the organization in 2012. Patricia is the past president of the Highland Rim Chapter of the Society for Human Resource Management (SHRM) and continues to serve on this board in an advisory capacity. She is also a past president of the Tennessee Chapter of the College and University Professional Association for HR (CUPA-HR). During her CUPA-HR leadership, she was awarded the “Meritorious Service Award” from Southern Region CUPAHR recognizing her leadership and recognizing her as a pioneer for being the Tennessee chapter’s first African American President.

In her community, Burks-Jelks serves as executive director for the Franklin County Faith Based Recovery Coalition, a non-profit that supports individuals and families in recovery.





To learn more or become involved with our work visit:  
[titleix.tennessee.edu](https://titleix.tennessee.edu) or contact Title IX Coordinator  
Ashley Blamey at [ashleyblamey@utk.edu](mailto:ashleyblamey@utk.edu).

Campus Title IX annual reports can be accessed  
online via the following campus links:

[University of Tennessee, Knoxville](#)

[University of Tennessee at Chattanooga](#)

[University of Tennessee at Martin](#)

[University of Tennessee Southern](#)

[University of Tennessee Health Science Center](#)

[University of Tennessee Space Institute](#)



<https://titleix.tennessee.edu>