



NOTICE OF COMPLAINANTS' RIGHTS & OPTIONS

Support for Sexual Misconduct



THE UNIVERSITY OF
TENNESSEE
HEALTH SCIENCE CENTER

University of Tennessee Health Science Center Notice of Complainant's Rights

Complainant's Rights

In accordance with the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, The University of Tennessee affirmatively states that it does not discriminate on the basis of race, sex, or disability in its education programs and activities, and this policy extends to employment by the University.

The University of Tennessee Health Science Center's (UTHSC) 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 Title IX, Title VII, and the Clery Act with respect to Prohibited Conduct.

Because you are reporting a possible form of sex-based discrimination, UTHSC wants to inform you of our policy and procedures that address sexual assault, domestic violence, dating violence and stalking, whether the incident occurs on or off campus, as well as your rights and UTHSC's responsibilities.

As a complainant, of sexual assault, dating violence, domestic violence or stalking (Prohibited Conduct), you will receive a full copy of UTHSC's "Policy on Sexual Misconduct, Relationship Violence, Stalking and Retaliation." This policy has procedures in place that serve to be sensitive to those who report Prohibited Conduct. These procedures include our right to inform you of your right to file criminal charges, as well as the availability of medical, counseling and support services. We also offer additional remedies to prevent contact between a complainant and an accused party, such as temporary or permanent changes in housing, academic, transportation and working conditions, if reasonably available. The policy also addresses possible sanctions and interim and/or long-term protective measures that UTHSC may impose following a report through the final determination of our discipline process. If you would like more information, than is contained in this handout regarding any process or procedure, or if you would like to make a report, ask questions about the policy, or need to request an accommodation to your living or working arrangements regardless of whether or not you chose to report the crime to law enforcement or campus police, contact UTHSC's Title IX Coordinator.

Definitions – UTHSC Policy on Sexual Misconduct, Relationship Violence, Stalking and Retaliation (SMRVSR)

The following definitions are helpful, in understanding UTHSC's policy prohibiting "sex-based discrimination"

Related Definitions

TERM	DEFINITION
Consent (or Consensual)	Consent is an affirmative and voluntary agreement by a person to engage in a specific sexual act.

Consent Must Be Obtained

Consent must be obtained, and the responsibility for obtaining Consent rests with the individual who voluntarily and physically initiates a specific sexual act, even if the other person initiated the sexual encounter. One's own use of alcohol, drugs, or other substances does not diminish one's responsibility to obtain Consent from the other person. Moreover, another person's use of alcohol, drugs, or other substances does not diminish one's responsibility to obtain Consent from that person.

Consent Must Be Affirmative

Consent must be affirmative, which means that Consent is communicated only through words and/or non-verbal actions that convey a clear agreement to engage in a specific sexual act. Whether person has communicated an agreement to engage in a specific sexual act generally is evaluated from the perspective of what a Reasonable Person who perceived the individual's words and/or non-verbal actions would have understood; however, in the context of a long-term relationship between persons that has involved sexual activity and a pattern of communicating Consent, whether Consent has been communicated may be evaluated based on a subjective standard (i.e., what did the specific person who initiated the specific sexual act conclude?). A verbal "no" (or words equivalent to "no") or the nonverbal communication of "no," even if it sounds insincere or indecisive, always means that Consent has not been communicated, or if previously communicated has been withdrawn. The absence of a verbal "no" does not necessarily mean that Consent has been communicated. Because interpreting non-verbal actions may lead to misunderstanding and a violation of this policy, persons subject to this policy are strongly encouraged to err on the side of caution and not rely solely on the non-verbal actions of another person in concluding that the other person has communicated Consent. The University urges persons subject to this policy to communicate with one another before engaging in a sexual act to ensure that they both wish to engage in the same sexual act.

The definition of Consent for the purposes of criminal law in the State of Tennessee is explained in Appendix E. The information provided in this policy concerning Tennessee law is provided in accordance with the Clery Act. It is not intended, nor should it be construed, as legal advice.

Consent cannot be obtained by or inferred from:

- Silence that is not accompanied by non-verbal actions conveying an agreement to engage in a particular sexual act;
- Consent communicated by the other person on a previous occasion;
- Consent communicated to another person;
- The other person's failure to resist physical force (however, for purposes of this policy, the other person's resistance to physical force will be
- Viewed as a clear demonstration that the person has not communicated Consent);
- The sexual arousal of the other person;
- A current or previous dating, romantic, intimate, or sexual relationship with the other person;
- Currently or previously cohabitating with the other person;
- The other person's attire;
- The other person's reputation;
- The other person's giving or acceptance of gifts; or
- The other person's extension or acceptance of an invitation to go to a private residence, room, or location.

Consent must be Voluntary

Consent is not voluntary if it is obtained by Coercion. Nor is Consent voluntary if it is obtained from a person who is Incapacitated if one knows (or a Reasonable Person would know) that the other person is Incapacitated. Because the Incapacitation of another person may be difficult for one to discern, persons subject to this policy are strongly encouraged to err on the side of caution (i.e., when in doubt, assume that the other person is Incapacitated and therefore unable to give Consent.)

	<p>Consent Must be Continual</p> <p>Consent must be continual, i.e., consent must exist from the beginning to the end of each sexual encounter and for each specific sexual act that occurs during a sexual encounter. A person has a right to change his/her mind; thus, Consent to engage in a specific sexual act may be withdrawn by a person at any time. A withdrawal of Consent is communicated through clear words and/or clear non-verbal actions that indicate that a person no longer agrees to engage in a specific sexual act. Once a person's withdrawal of Consent has been communicated, the other person must cease the specific sexual act and must obtain Consent before reinitiating the specific sexual act. Consent is automatically withdrawn when a person becomes incapacitated. Consent to one type of Sexual Contact or Sexual Intercourse (e.g., oral intercourse) does not constitute or imply Consent for another type of Sexual Contact or Sexual Intercourse (e.g., vaginal intercourse), whether during a sexual encounter or during a previous sexual encounter. The University urges persons subject to this policy to communicate with one another throughout a sexual encounter to ensure that any progression of sexual activity is done with Consent.</p>
Coercion	<p>Words or conduct that, viewed from the perspective of a Reasonable Person, substantially impair(s) a person's ability to voluntarily choose whether to engage in a particular sexual act (e.g., Sexual Contact or Sexual Intercourse).</p> <p>Coercion includes, without limitation:</p> <ol style="list-style-type: none"> 1. Physical force; and 2. Words and/or conduct that would cause a Reasonable Person to fear imminent; harm to the person's health, safety, or property or that of a third person; threat of the loss or impairment of a job benefit; threat of the loss or impairment of an academic benefit; kidnaping of the person or a third person; or disclosure of sensitive personal information (e.g., disclosure of a person's sexual orientation, gender identity, or gender expression).
Incapacitated (or Incapacitation)	<p>A temporary or permanent physical or mental state in which a person cannot make informed, rational judgments (e.g., judgments concerning Sexual Contact, Sexual Intercourse, or Sexual Exploitation) because: the person lacks the physical or mental capacity to understand the nature or consequences of their words and/or conduct; and/or the person is unable to physically or verbally communicate Consent. Incapacitation can be voluntary or involuntary. Incapacitation is determined based on the totality of the circumstances.</p> <p>Incapacitation may result from: sleep; unconsciousness; intermittent consciousness; temporary or permanent physical or mental disability; involuntary physical restraint; or the influence of alcohol, drugs, or other substances, including, without limitation, substances used to facilitate Sexual Assault (e.g., Rohypnol, Ketamine, GHB, and Burundanga).</p> <p>Alcohol and drugs are common causes of Incapacitation. When alcohol or drugs are involved, Incapacitation is a state beyond mere drunkenness or intoxication. The impact of alcohol and drugs varies from person to person; however, warning signs of Incapacitation may include, without limitation: lack of control over physical movements (e.g., inability to dress/undress without assistance; inability to walk without assistance); lack of awareness of circumstances or surroundings; vomiting; unresponsiveness; and inability to communicate coherently.</p> <p>A person who is under the age of eighteen (18) (i.e., a minor) is incapable of giving Consent; however, a person who is at least thirteen (13) and less than the age of eighteen (18), is capable of giving Consent to sexual acts with another person who is at less than four (4) years older than them.</p>
Good Faith	Having a belief, in the truth of information, that a reasonable person, in the same situation, could have, based on the information known to the person communicating the information, at the time the information was communicated by that person. A report or other information communicated during an investigation, hearing, or other proceeding under this policy is not made in good faith if made with knowing or reckless disregard for information that would negate the report or information.
Reasonable Person	A sober, objectively reasonable person, in the same situation, and with the same sex, gender identity, and sexual orientation, as the person whose words and/or conduct are being evaluated.

Definitions – State of Tennessee

TERM	DEFINITION
Consent*	<p>In Tennessee, with respect to most criminal offenses relating to sexual activity, sexual activity is criminal if: (1) the activity was accomplished without the consent of the victim and the defendant knows or has reason to know, at the time of the activity, that the victim did not consent; (2) force or coercion is used to accomplish the activity; (3) the defendant knows or has reason to know that the victim is mentally defective, mentally incapacitated, or physically helpless; or (4) the sexual activity is accomplished by fraud.</p> <p>“Consent” is not explicitly defined in Tennessee statutory law, for purposes of criminal offenses relating to sexual activity.</p> <p>“Coercion” means a threat of kidnapping, extortion, force, or violence to be performed immediately or in the future. (Tennessee Code Annotated § 39-13-501(1))</p> <p>“Mentally defective” means that a person suffers from a mental disease or defect which renders that person temporarily or permanently incapable of appraising the nature of the person’s conduct. (Tennessee Code Annotated § 39-13-501(3))</p> <p>“Mentally incapacitated” means that a person is rendered temporarily incapable of appraising or controlling the person’s conduct due to the influence of a narcotic, anesthetic or other substance administered to that person without the person’s consent, or due to any other act committed upon that person’s consent. (Tennessee Code Annotated § 39-13-501(4))</p> <p>“Physically helpless” means that a person is unconscious, asleep or for any other physically or verbally unable to communicate unwillingness to do an act. (Tennessee Code Annotated § 39-13-501(5))</p> <p>With respect to criminal offenses relating to sexual activity with a person under the age of eighteen (18) years of age, consent is irrelevant because Tennessee law deems a minor as incapable of consenting to sexual activity. However, Tennessee law provides a close-in-age exception to that general rule that allows minors who at least the age of thirteen (13) and less than the age of eighteen (18)</p>

Definitions – Department of Education

TERM	DEFINITION
Sexual Assault	An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s UCR program (Federal Bureau of Investigation (FBI) Uniform Crime Reporting (UCR) program*
Sex Offenses	<p>Any sexual act directed against another person, without the consent of the victim, including instances, where the victim is incapable of giving consent.</p> <ul style="list-style-type: none"> ➤ Rape – The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. ➤ Fondling – The touching of the private body parts, of another person, for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity. ➤ Incest – Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law. ➤ Statutory Rape – Sexual intercourse with a person who is under the statutory age of consent.

Domestic Violence	<p>A felony or misdemeanor crime of violence committed</p> <ul style="list-style-type: none"> ➤ By a current or former spouse or intimate partner of the victim; ➤ By a person with whom the victim shares a child in common ➤ By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; ➤ By a person similarly situated, to a spouse of the victim, under the domestic or family violence laws of the jurisdiction, in which the crime of violence occurred; ➤ By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
Dating Violence	<p>Violence committed by a person who is, or has been, in a social relationship, of a romantic or intimate nature with the victim.</p> <ul style="list-style-type: none"> ➤ The existence, of such a relationship, shall be determined based on the reporting party's statement and with consideration, of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. ➤ For the purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. ➤ Dating violence does not include acts covered under the definition of domestic violence. ➤ Any incident meeting this definition is considered a crime, for the purpose s of Clery Act reporting.
Stalking	<p>Engaging in a course of conduct directed at a specific person that would cause a reasonable person to</p> <ul style="list-style-type: none"> ➤ Fear for the person's safety, or the safety of others; or ➤ Suffer substantial emotional distress <p>For the purposes of this definition:</p> <ul style="list-style-type: none"> ➤ Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. ➤ Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim. ➤ Substantial emotional distress means significant mental suffering or anguish that may, but does necessarily, require medical or other professional treatment or counseling. ➤ Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.
Bystander Intervention	<p>Safe and positive options that may be carried out by an individual or individuals, to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking</p> <p>Bystander intervention includes:</p> <ul style="list-style-type: none"> ➤ Recognizing situations of potential harm ➤ Understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking actions to intervene.
Prompt, Fair and Impartial Proceeding	<p>A proceeding that is completed within reasonably prompt timeframes designated by an institution's policy, including a process that allows for the extension of timeframes for good</p>

	<p>cause and with written notice to the accuser and the accused of the delay and the reason for the delay;</p> <p>Conducted in a manner that:</p> <ul style="list-style-type: none"> ➤ Is consistent with the institution's policies and transparent to the accuser and accused; ➤ Includes timely notice of meetings at which the accuser or accused, or both, may be present; ➤ Provides timely and equal access to the accuser, the accused, and appropriate officials to any information that will be used during informal and formal disciplinary meetings and hearings; and ➤ Conducted by officials who do not have a conflict of interest or bias for or against the accuser or the accused.
Advisor	Any individual who provides the accuser or accused support, guidance, or advice
Proceeding	All activities related to a non-criminal resolution, of an institutional disciplinary complaint, including, but not limited to, fact finding investigations, formal or informal meetings, and hearings.
Result	<p>Any initial, interim, and final decision, by an official or entity authorized to resolve disciplinary matters within the institution</p> <ul style="list-style-type: none"> ➤ The result must include any sanctions imposed by the institution
*Federal Bureau of Investigation's (FBI) Uniform Crime Reporting (UCR) Program	A nationwide, cooperative statistical effort in which city, university and college, county, State, Tribal, and federal law enforcement agencies voluntarily report data on crimes brought to their attention.

Title IX Coordinator/Title IX Officials

The University is a recipient of federal financial assistance for education activities, and in accordance with the provisions of Title IX, all of its education programs and activities are subject to the prohibition against Sex Discrimination. The [University's Non-Discrimination Statement](http://uthsc.edu/oed/aa.php) (<http://uthsc.edu/oed/aa.php>) prohibits Sex Discrimination in any University education program or activity, including employment and admissions. Title IX applies to all students, employees, applicants for admission or employment, volunteers and visitors at the University and prohibits unequal treatment, on the basis of sex including Sexual Harassment, Sexual Assault, and Sexual Exploitation, which are all types of Sex Discrimination.

Reports or complaints of Sex Discrimination, Prohibited Conduct, or questions about the University's policies, procedures, resources, or programs concerning any of those issues, may be directed to the University's Title IX Coordinator or one of the University's Deputy Title IX Coordinators. The responsibilities of the Title IX Coordinator and the Deputy Title IX Coordinators are summarized below and are described in more detail in other sections of this policy. The Title IX Coordinator and the Deputy Title IX Coordinators generally are available Monday – Friday, on University business days from 8:00 a.m. to 5:00 p.m.

The term "Title IX Official," in this policy, means the Title IX Coordinator, a Deputy Title IX Coordinator, or one of their designees.

The University's Title IX Coordinator is:

Michael Alston, EdD
 Title IX Coordinator
 Assistant Vice Chancellor for Equity, Diversity and Student Rights
 Office of Equity and Diversity
 920 Madison, Suite 825
 Memphis, TN 38163
 901-448-2112 (main) or 901-448-2133 (direct)
Malston1@uthsc.edu (email)

901-448-1120 (fax)
<http://uthsc.edu/oed>

In fulfilling those responsibilities, the Title IX Coordinator is assisted by four trained Deputy Title IX Coordinators who also are accessible to members of the University community for consultation and assistance.

*Note: The list below is **Non-Confidential** Resources*

AREA	NAME AND TITLE	CONTACT INFORMATION
Deputy Title IX Coordinator for Faculty	Cindy Russell, PhD Associate Vice Chancellor Academic, Faculty, and Student Affairs	400 O.W. Hyman Building Memphis, TN 38163 901-448-6158; crussell@uthsc.edu
Deputy Title IX Coordinator for Staff	Chandra Alston, EdD Associate Vice Chancellor Human Resources	910 Madison, 7 th Floor Memphis, TN 38163 901-448-1955; calcon@uthsc.edu
Deputy Title IX Coordinator for Students	Dustin Fulton, MS Associate Director of Student Affairs for Conduct and Community Standards Student Affairs	910 Madison, Suite 312 Memphis, TN 38163 901-448-2110; Dfulton2@uthsc.edu
Deputy Title IX Coordinator for International Programs	Connie Childs, MA Director International Programs	910 Madison, Room 105 Memphis, TN 38163 901-448-8484; cburk@uthsc.edu
Deputy Title IX Coordinator for GME Administration	Aaron Haynes, MSBA Director GME Administration	920 Madison, Suite 447 Memphis, TN 38163 901-448-5364; ahaynes@uthsc.edu
Deputy Title IX Coordinator for Clergy Compliance	Carolyn Smith Accreditation Specialist Campus Police	740 Court Avenue, Room 111 Memphis, TN 38163 901-448-6450; Csmith52@uthsc.edu

Inquiries or complaints, concerning Title IX, also may be referred to the United States Department of Education:

United States Department of Education
Office for Civil Rights
61 Forsyth Street, S.W., Suite 19T10
Atlanta, GA 30303-8927
(404) 974-9406 (phone)

(404) 974-9471 (fax)

OCR.Atlanta@ed.gov

What to do if You are a Victim of Sexual Assault or Misconduct

Get to a safe place, far away from your attacker.

Talk to someone you trust. As soon as you are in a safe place, tell someone you can trust about the incident - a roommate, friend, resident advisor or resident director, minister, or counselor - someone who can provide emotional support and objectively help you to make a plan.

Preserve all physical evidence. Do not change your clothing, bathe, shower, use the bathroom, brush your teeth, wash your hands, or comb your hair. If you change clothes, you should place all of your clothing that was worn at the time of the incident in a paper (not plastic) bag.

Seek medical attention. You may seek medical care at any time after unwanted sexual activity without reporting a crime or notifying the police. If you think you might want to prosecute, you are strongly encouraged to have a rape examination for the collection of evidence. A medical professional will examine you, provide appropriate medical treatment, and talk with you about prevention of venereal disease and pregnancy. UTHSC Police are available to take you to the hospital or the YWCA, safe haven location, for a medical examination. A description of the YWCA's services can be found at <http://www.memphisywca.org/>. Receiving a medical examination does not mean that you must make a formal report to the University or law enforcement.

Seek counseling. Victims who wish to speak confidentially with someone about the incident may call a licensed practitioner in University Health Services (901-448-5630; after 5:00 p.m. call 901-541-5654), or Student Behavioral Health (901-541-5654), or the Crisis Center (901-274-7477) at any time. A counselor or specially trained staff member can help a victim explore options, provide information, and provide emotional support. Whether you seek immediate assistance or choose to wait for a period of time after the assault, counseling can help you deal with the psychological residue and begin the healing process.

Report the incident. The University strongly encourages individuals to report sexual assault to appropriate officials because it is the only way that action can be taken against an alleged violator of University policy. Timely reporting and a medical examination within 72 hours are critical in preserving evidence and responding effectively, but an individual may report an incident at any time. Reporting an incident to the University allows the University to take steps to prevent the recurrence of harassment and correct its discriminatory effects, if appropriate. You may report the incident to the University regardless of whether you choose to press formal criminal charges.

To the Victim's Advocate. You may report the incident to the University's Victim's Advocate in University Health Services at 901-448-5630 (day time), or 901-541-5654 (evening/weekends) – *(option for students only)*. The Victim's Advocate can assist you in:

- Obtaining medical and/or psychological care;
 - Reporting the incident to the police;
 - Reporting the incident to the University's Student Conduct Officer or the Title IX Coordinator;
 - Contacting off-campus resources such as rape crisis centers or support groups;
 - Addressing academic concerns; and
 - Exploring interim and remedial measures, such as obtaining a no-contact directive, making alternative housing arrangements, modifying academic schedules, and addressing other academic concerns such as absences, missed assignments, grades, incompletes, and withdrawals.

To the University's Title IX Coordinator [<http://www.uthsc.edu/oed/titleix.php>]. You may report the incident to:

Michael Alston, EdD
Title IX Coordinator
Office of Equity and Diversity
920 Madison, Suite 825; Memphis, TN 38163
Phone: 901-448-2112 Fax: 901-448-1120 E-mail: Malston1@uthsc.edu

To Law Enforcement. You are encouraged to report the incident to the University of Tennessee Police Department by calling 448-4444. If the incident occurred off campus, then call 911.

Why should you report the incident to UT Police? Reporting an incident to UT Police helps:

- apprehend the alleged assailant;
 - preserve future options regarding criminal prosecution, University disciplinary action, and/or civil action against the perpetrator; and
 - protect you and others from future sexual assaults or misconduct by the same person.

UT Police and the Memphis Police Department are available to take you to the hospital or to the local Sexual Assault Crisis Center for a medical examination.

What happens when you report the incident to UT Police? When an incident is reported, a UT Police officer will inform you about University and external resources that are available to you, including information concerning the preservation of evidence, obtaining medical care, and contacting the University's Victim's Advocate. The officer will also complete an Incident Report. Primary responsibility for the investigation of sexual offense cases rests with the Memphis Police Department. UT Police will make arrangements for a victim to meet with an officer for the City of Memphis, who will prepare a written report. The report will be important to you in case you wish to bring charges, immediately or at a later date. You may be asked questions about the scene of the crime,

witnesses, and what happened before and after the incident. You should be aware that the Incident Report registered with UT Police and the report made to the Memphis Police Department are considered part of the public record, which means they would be made available to any Tennessee citizen upon request. It is always your option whether to notify the UT or Memphis police (901-448-4444).

Tennessee Crime Victims' Bill of Rights

Crime victims have:

- The RIGHT to confer with the prosecutor about their case.
- The RIGHT to be free from harassment, intimidation, and abuse throughout the criminal justice system.
- The RIGHT to be at all proceedings where the defendant has the right to be present.
- The RIGHT to be heard, when relevant, at all critical stages of the criminal justice process as defined by the General Assembly.
- The RIGHT to be informed of all proceedings, and of the release, transfer or escape of the accused or convicted person.
- The RIGHT to a speedy trial or disposition and a prompt and final conclusion of the case after the conviction or sentence.
- The RIGHT to restitution from the offender.
- The RIGHT to know about each of these rights established for victims.

The Federal Campus Sexual Assault Victims' Bill of Rights

- Survivors shall be notified of their options to notify law enforcement.
- Accuser and accused must have the same opportunity to have others present.
- Both parties shall be informed of the outcome of any disciplinary proceeding.
- Survivors shall be notified of counseling services.
- Survivors shall be notified of options for changing academic and living situations.

The Campus Sexual Assault Victims' Bill of Rights was signed into law by President George Bush in July of 1992. This law requires that all colleges and universities (both public and private) participating in federal student aid programs afford sexual assault victims certain basic rights. Schools found to have violated this law can be fined up to \$54,789, per violation, or lose their eligibility to participate in federal student aid programs. Complaints about schools that have failed to comply with this law should be made to the U.S. Department of Education.

The "Campus Sexual Assault Victims' Bill of Rights" exists as a part of the campus security reporting requirements, commonly known as the Jeanne Clery Act.

Interim Measures

After a "Mandatory Reporter" receives a report of Prohibited Conduct, the University will implement Interim Measures designed to eliminate the reported Prohibited Conduct and protect the persons involved in the matter (e.g., Complainant, Reporter, Respondent, potential witnesses).

Interim Measures are available:

- even if the Complainant does not want to report the incident to law enforcement
- even if the Complainant has requested confidentiality or that the University not pursue an investigation or discipline and the University has determined that it can respect a Complainant's request for confidentiality. (The University may be able to take measures to protect the Complainant while keeping the identity of the Complainant confidential, such as: providing support services to the Complainant; changing living arrangements or course schedules, assignments, or tests; and providing increased monitoring, supervision or security at locations or activities where the Prohibited Conduct occurred);
- prior to or during an investigation of Prohibited Conduct; and
- prior to a final determination that Prohibited Conduct occurred.

The following are examples of Interim Measures:

- informing the Complainant of the Complainant's rights under the University's procedures or complaints against students or procedures for complaints against employees or other non-students;
- informing the Complainant of the Complainant's right to report the incident to law enforcement for criminal investigation and prosecution and assisting the Complainant in reporting an incident to law enforcement, if the Complainant wants to report the incident;
- issuing a no-contact directive to the Respondent, which prohibits the Respondent from having verbal, physical, or written contact with the Complainant for definite or indefinite period of time (the Complainant may also receive a directive not to contact the Respondent);
- issuing an interim suspension to the Respondent (if a student) prior to the conclusion of the investigation and resolution of a complaint of Prohibited Conduct (an interim suspension may be issued when the Vice Chancellor for Academic, Faculty and Student Affairs (or designee) has reasonable cause to believe that a student's or student organization's continued presence on University-controlled property or at University-affiliated activities poses a significant risk of substantial harm to the health or safety of others or to property or poses an ongoing threat to the disruption of, or interference with, the normal operations of the University);
- putting a Respondent (if an employee) on leave, in accordance with other applicable University policies, prior to the conclusion of the investigation and resolution of a report of Prohibited Conduct;
- providing medical and counseling services to a Complainant who is a student;
- exploring changes in living, transportation, dining, and working arrangements for the Complainant and the Respondent;
- providing an escort to ensure that a Complainant who is a student can move safely between classes and activities;
- arranging appointments for a Complainant with follow-up on-campus support services (if a student) or off-campus support services, in the resource section (e.g., arranging an appointment with the "Family Safety Center of Memphis and Shelby County" to discuss options for pursuing an order of protection);
- exploring changes in class and extracurricular schedules, including adjustments so that the Complainant and the Respondent do not share the same classes (if both the Complainant and the Respondent are students);
- assisting the Complainant in communicating with faculty (for Complaints who are students);
- reviewing any disciplinary action(s) taken against the Complainant to see if there is a causal connection between the Respondent's misconduct and the misconduct that may have resulted in the Complainant being disciplined;
- providing academic support for the Complainant, including tutoring (for the Complainants who are students); and
- exploring the options of re-taking a course, dropping a course, or withdrawing for a semester without financial or academic penalty (for students).

Subsequent Communication with the University Concerning Interim Measures

The University will strive to maintain consistent contact with the Complainant and the Respondent to ensure that all safety, emotional, and physical well-being concerns are being addressed. Persons are encouraged to report to the Title IX Coordinator concerns about the failure of another person to abide by the terms of an Interim Measure. The University will take immediate and responsive action to enforce a previously implemented Interim Measure.

Determining the Appropriate Procedure

The appropriate University procedure for investigating and resolving reports of Prohibited Conduct generally is determined by whether the Respondent is a student, employee, or a person who is neither a student nor an employee. In all of the procedures, the University is committed to providing a prompt, thorough, and equitable investigation and resolution. A University investigation may occur alongside, rather than in lieu of, a law enforcement investigation. The University does not use mediation to resolve incidents of Sexual Assault or Relationship Violence. The Title IX Coordinator will resolve issue regarding the appropriate investigatory and resolution procedure.

Rights of Complainants and Respondents

Complainants and Respondents have the following rights in cases involving Prohibited Conduct:

- notice concerning the procedure by which the University will handle the Complainant's report and an opportunity to ask questions about University policies and procedures;
- a prompt, thorough, and equitable investigation of the Complainant's report;
- the same opportunity as the other party to present an explanation of the facts during the University's investigation;
- notice of the outcome of the University's investigations;
- notice of the date, time, and location of a disciplinary hearing; the right to have a disciplinary hearing closed to the public if a hearing involves a student Complainant or Respondent; and the right to request rescheduling of a disciplinary hearing for good cause;
- the same access as the other party to any information or documents that will be used by the University during a disciplinary hearing, unless prohibited law;

- to challenge the seating of any administrative judge or hearing officer for good cause (determined at the discretion of the Chancellor/Agency Head"; any member of a hearing board, panel, or committee for good cause (determined at the discretion of the chairperson, of the hearing board, or, if the seating of the chairperson is challenged, then at the discretion of the majority of the hearing board; or any other hearing decision maker for good cause (determined at the discretion of the University employee responsible for supervising the hearing board);
- the same opportunity as the other party to be present during a disciplinary hearing, present witnesses and other evidence, challenge the admissibility of evidence, and cross-examine adverse witnesses during the hearing;
- to testify or remain silent in an investigation or disciplinary hearing;
- not to be questioned by the Respondent during a disciplinary hearing or at any other time during the University's investigation or resolution;
- to submit a written impact statement (Complainant) or written mitigation statement (Respondent) to a hearing board, panel, or committee, or other hearing decision maker, for consideration during the sanctioning phase of a disciplinary hearing, if the Respondent is found responsible for the charges, or to the Office of Equity and Diversity or other administrator for consideration during the sanctioning phase of an administrative hearing, if the Respondent admits responsibility for the charges;
- to be provided with the same or equivalent rights as the other party to challenge or appeal the decision of a University investigation or disciplinary hearing panel, board, or other decision maker.

Preponderance of the Evidence Standard

All investigations and proceedings, including disciplinary hearings, relating to Prohibited Conduct must be conducted using a "Preponderance of the Evidence" standard.

Advisors and Support Persons

Both the Complaint and the Respondent are entitled to bring a person of their choice (who is not a party or witness) to University meetings and hearings, but the person's role is limited to providing advice, guidance, and/or support for the Complaint or the Respondent, not acting as an advocate or participant (except in a UAPA Hearing, in which a Complainant and a Respondent are entitled to have an attorney advocate on their behalf).

Training

University employees and students participating in University investigations and disciplinary hearings involving Prohibited Conduct receive annual training on issues related to Prohibited Conduct and how to conduct an investigation and/or hearing in a way that protects the safety of Complainants and promotes accountability.

Notice of Complainants and Respondents

Unless prohibited by federal law, with respect to any University disciplinary hearing that arises from an allegation of Prohibited Conduct, the University will provide simultaneous written notification to the Complainant and the Respondent of:

- the results of the hearing;
- the University's procedures for the Complainant and the Respondent to appeal the results of the University disciplinary hearing, if such procedures are available (any such procedures shall be available to both the Complainant and the Respondent);
- any change to the results of the hearing before the results are final; and
- when the results of the hearing become final.

Time Frames

The University will strive to meet the time frames described in Section V, of this policy. In each case, however, the University will balance the need to complete a prompt investigation and resolution with the need to conduct a thorough investigation and a resolution that complies with the due process.

Prompt, Fair, and Impartial Proceedings

All activities related to a non-criminal resolution of a University disciplinary complaint, including, but not limited to, fact-finding investigations, formal or informal meetings, and hearings conducted by the University under this policy shall be prompt, fair, and

impartial. Those activities shall be conducted in a manner that: (1) is consistent with the University's policies and transparent to the Complainant and the Respondent; (2) includes timely notice of meetings at which the Complainant or the Respondent, or both, may be present; and (3) provides timely access to the Complainant, the Respondent, and appropriate officials to any information that will be used after the fact-finding investigation but during informal and formal disciplinary meetings and hearings. Decision makers concerning appeals shall not have a conflict of interest or bias for or against the Complainant or the Respondent.

Disciplinary or Other Corrective Actions

Disciplinary actions with respect to an employee found to have committed Prohibited Conduct can include, without limitation: termination, demotion, suspension without pay, and/or oral or written corrective action. When the person found to have committed Prohibited Conduct is neither a student nor an employee, the University's corrective action(s) will vary based on the University's ability to implement corrective action(s).

Care and Support for Complainants

In addition to the information provided below, other options, for Complainants following a Sexual Assault can be found at:
<https://rainn.org/recovering-sexual-violence>

There are campus resources and measures in Knoxville (<https://titleix.utk.edu/ccomplainant-resources>) and Chattanooga (<https://www.utc.edu/sexual-misconduct/support-resources/on-campus-support.php>) for UTHSC students as well.

Non-Confidential University Resources

AREA	NAME AND TITLE	CONTACT INFORMATION
Deputy Title IX Coordinator for Faculty	Cindy Russell, PhD Associate Vice Chancellor Academic, Faculty, and Student Affairs	400 O.W. Hyman Building Memphis, TN 38163 901-448-6158; crussell@uthsc.edu
Deputy Title IX Coordinator for Staff	Chandra Alston, EdD Associate Vice Chancellor Human Resources	910 Madison, 7 th Floor Memphis, TN 38163 901-448-1955; calston@uthsc.edu
Deputy Title IX Coordinator for Students	Dustin Fulton, MS Associate Director of Student Affairs for Conduct and Community Standards Student Affairs	910 Madison, Suite 312 Memphis, TN 38163 901-448-2110; Dfulton2@uthsc.edu
Deputy Title IX Coordinator for International Programs	Connie Childs, MA Director International Programs	910 Madison, Room 105 Memphis, TN 38163 901-448-8484; cburk@uthsc.edu
Deputy Title IX Coordinator for GME Administration	Aaron Haynes, MSBA Director GME Administration	920 Madison, Suite 447 Memphis, TN 38163 901-448-5364; ahaynes@uthsc.edu
Deputy Title IX Coordinator for Clery Compliance	Carolyn Smith Accreditation Specialist Campus Police	740 Court Avenue, Room 111 Memphis, TN 38163 901-448-6450; Csmith52@uthsc.edu
DEPARTMENT	CONTACT INFORMATION	

UTHSC Campus Police Department 740 Court Avenue Memphis, TN 38163	Phone: 901-448-4444 (24 hours / day, seven days / week) <ul style="list-style-type: none"> ➤ Please contact UTHSC Campus Police, if you would like a UTHSC police officer to take you to either a local hospital or University Health Services for medical treatment, including a sexual assault nurse examination.
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UTHSC “Confidential Employees”

DEPARTMENT	CONTACT INFORMATION
UTHSC University Health Services (UHS)	901-448-5630 901-541-5654 – After Hours – 24/7
Student Behavioral Health	901-448-5064 <ul style="list-style-type: none"> ➤ A part of UHS, can provide emotional support, for the victim, as well as maintain confidentiality. A counselor is available at all times. Medical and psychological follow-up is available as long as needed.
Student Academic Support Services and Inclusion (SASSI)	901-448-5056 <ul style="list-style-type: none"> ➤ Offers free counseling and other student support <p style="margin-top: -10px;">https://uthsc.edu/sassi/resources/counseling.php</p>

Confidential Resources Outside of UTHSC - Memphis

ORGANIZATION	CONTACT INFORMATION
Student Assistance Program (SAP)	Phone: 800-327-2255 <ul style="list-style-type: none"> ➤ SAP is a confidential program that motivates students experiencing difficult personal situations to seek or accept professional assistance thus preventing personal concerns from undermining their well-being and academic performance. The counselors, at SAP, are not university employees.
Employee Assistance Program (EAP)	Phone: 855-437-3486 <ul style="list-style-type: none"> ➤ Counselors, with the EAP, is managed by Magellan Health Services (resource option for employees only)
YWCA of Greater Memphis	YWCA-AWS Crisis Hotline: 901-725-4277 Safe Haven http://www.memphisywca.org
Shelby County Rape Crisis Center	901-272-2020 www.shelbycountyn.gov/index.aspx?NID=737
Crisis Center (CRISIS7)	901-CRISIS7 / 901-274-7477 - 24/7 www.crisis7.org
Family Safety Center of Memphis and Shelby County	1750 Madison Avenue Suite 600; Memphis, TN 38104 901-222-4400 www.familysafetycenter.org

*Will assist in pursuing an order of protection	
Exchange Club Family Center (ECFC)	901-276-2200 – 24/7 Facility's Hours of Operation: M-F 8:30am – 5:00pm http://www.exchangeclub.net
Memphis Police Department (MPD)	901-545-COPS (2677) www.memphispolice.org/
Shelby County Sheriff's Office	901-379-7625 www.shelby-sheriff.org/

International Programs

International students and employees who are Complainants receive the same rights under Title IX and the Clery Act, as other Complainants, regardless of their immigration and visa status. For victims of Sexual Assault, Relationship Violence, and Stalking, there may be other visa options, including U and T Visas.

The University's International Student and Scholar Services can provide useful information regarding immigration status, although the office does not provide legal advice:

Office of International Affairs
One Stop Student Services
910 Madison Avenue, Suite 105
Memphis, TN 38163

Phone: 901-448-8484
Fax: 901-448-1370
Email: oia@uthsc.edu
Hours: 8 a.m. to 5 p.m., M-F

International students and employees with questions about their immigration and visa status should seek the assistance of an immigration attorney. Immigration lawyers are licensed attorneys who specialize in the field of immigration law. They function as the client's advocate, and can represent them before immigration agencies, both in immigration court as well as, in filing applications for immigration benefits. The attorney can give general advice and can discuss immigration options. Like all attorneys, immigration attorneys are bound by professional, ethical and legal requirements to keep client discussions confidential.

International Programs - Resources

DEPARTMENT	CONTACT INFORMATION
Tennessee Coalition to End Domestic Violence	<p>615-386-9406 or 800-289-9018 http://tncoalition.org/</p> <p>LEGAL ASSISTANCE PROGRAMS:</p> <p>The Tennessee Coalition provides free legal services to sexual assault survivors as well as immigrant and trafficked victims of domestic violence and/or sexual assault throughout Tennessee. Our services are provided through two (2) programs:</p> <ul style="list-style-type: none"> ➤ Immigrant Legal Clinic The Tennessee Coalition Immigrant Legal Clinic provides legal advice and representation to immigrant and trafficked victims of domestic or sexual violence throughout Tennessee: <p>English Brochure: https://docs.wixstatic.com/ugd/40dfdf_7340fcfaa7ee4a7d9e64605097903be4.pdf</p> <p>Spanish Brochure: https://docs.wixstatic.com/ugd/40dfdf_87adc53e2e5e4ddaa2e89a6e8844eacd.pdf</p> <ul style="list-style-type: none"> ➤ Sexual Assault Legal Clinic The Coalition offers direct legal services to sexual assault victims who may have legal questions and needs related to their victimization.

	<p>Brochure: https://docs.wixstatic.com/ugd/40dfdf_262b68e78f854b1cbebda7a329316187.pdf</p> <p>Additional Resources:</p> <p>Women's Law provides state-specific legal information in Spanish and English for victims and survivors of domestic violence, including information about immigration.</p> <ul style="list-style-type: none"> ➤ English: https://www.womenslaw.org/laws/tn ➤ Spanish: https://www.womenslaw.org/es/leyes/tn
U.S. Citizenship and Immigration Services (USCIS)	<p>www.uscis.gov/about-us/find-uscis-office</p> <p>A bureau of the Department of Homeland Security (DHS), offers two (2) sites to help individuals find free or low-cost legal representation:</p> <ul style="list-style-type: none"> ➤ USCIS Find Help in your Community Webpage: www.uscis.gov/citizenship/learners/findhelp-your-community ➤ USCIS Find Legal Services Webpage: www.uscis.gov/avoid-scams/find-legal-services
The Board of Immigration Appeals	<p>www.justice.gov/eoir/oard-of-immigration-appeals</p> <ul style="list-style-type: none"> ➤ Provides a listing of attorneys, by state, who provide free or low-cost immigration services: www.justice.gov/eoir/list-pro-bono-legal-service-providers-map
The American Immigration Lawyers Association	<p>www.aila.org</p> <ul style="list-style-type: none"> ➤ Offers an online immigration lawyer referral service (www.ailalawyer.org) that can help a student, or employee find an immigration lawyer.

Other Confidential, Non-University Resources

- A personal attorney
- A clergy member
- A physician or Qualified Mental Health Professional who is not an employee or contractor, of the University
- A licensed marital or family therapist, licensed professional counselor, or certified clinical pastoral therapist, who is not an employee or contractor of the University

State Resources

DEPARTMENT	CONTACT INFORMATION
Tennessee Coalition to End Domestic Violence	<p>615-386-9406 or 800-289-9018 http://tncoalition.org/</p> <p>LEGAL ASSISTANCE PROGRAMS:</p> <p>The Tennessee Coalition provides free legal services to sexual assault survivors as well as immigrant and trafficked victims of domestic violence and/or sexual assault throughout Tennessee. Our services are provided through two (2) programs:</p> <ul style="list-style-type: none"> ➤ Immigrant Legal Clinic The Tennessee Coalition Immigrant Legal Clinic provides legal advice and representation to immigrant and trafficked victims of domestic or sexual violence throughout Tennessee: <p>English Brochure: https://docs.wixstatic.com/ugd/40dfdf_7340fcfaa7ee4a7d9e64605097903be4.pdf</p> <p>Spanish Brochure: https://docs.wixstatic.com/ugd/40dfdf_87adc53e2e5e4ddaa2e89a6e8844eacd.pdf</p>

	<ul style="list-style-type: none"> ➤ Sexual Assault Legal Clinic The Coalition offers direct legal services to sexual assault victims who may have legal questions and needs related to their victimization. <p>Brochure: https://docs.wixstatic.com/ugd/40dfdf_262b68e78f854b1cbebda7a329316187.pdf</p> <p>Additional Resources:</p> <p>Women's Law provides state-specific legal information in Spanish and English for victims and survivors of domestic violence, including information about immigration.</p> <ul style="list-style-type: none"> ➤ English: https://www.womenslaw.org/laws/tn ➤ Spanish: https://www.womenslaw.org/es/leyes/tn
Tennessee Economic Council on Women	615-253-4266 http://www.tennesseewomen.org/violenceagainstwomen.htm

National Resources

DEPARTMENT	CONTACT INFORMATION
Rape, Abuse, and Incest National Network	Http://www.rainn.org/
Violence Against Women	http://www.womenshealth.gov/violence-against-women/types-of-violence/index.html
National Sexual Violence Resource Center	Http://www.nsvrc.org
Pact5	http://pact5.org/pact5-documentaries/
11 Facts About Sexual Assault	https://www.dosomething.org/tipsandtools/11-facts-about-sexual-assault
Love is Respect – National Dating Abuse Hotline	866-331-9474 www.loveisrespect.org CHAT: 24/7/365 TEXT: LOVEIS to 22522

Confidential Community Resources – Knoxville

ORGANIZATION	CONTACT INFORMATION
Safe Haven Crisis & Recovery Center for Sexual Assault	900 East Hill Avenue, Suite 145; Knoxville, TN 37915 Phone: 865-558-9040, ext. 122 Fax: 865-584-7872 Jane A. Peoples Executive Director Email: jpeoples@sfehavencenter.org
YWCA Downtown Center	420 West Clinch Avenue; Knoxville, TN 37902 Phone: 865-523-6126

Phyllis Wheatley Center	124 S. Cruze Street; Knoxville, TN 37915 Phone: 865-546-0651
Sexual Assault Center of East Tennessee	<p>6215 Kingston Pike, Suite A; Knoxville, TN 37919 Phone: 865-522-7273 (24-hour Crisis Line)</p> <ul style="list-style-type: none"> ➤ In order to better serve its students, the University has entered into a "Memorandum of Understanding" with the Sexual Assault Center of East Tennessee (SACETN). The primary mission of the SACETN is to provide excellent and compassionate services for survivors of sexual assault and to empower communities through education and social change. The SACETN is a service of the Helen Ross McNabb Center. A Complainant does not have to report a sexual assault to law enforcement in order to receive services from the SACETN. ➤ SACETN has four program areas: Sexual Assault Nurse Examinations, Advocacy, Therapy, and Education and Outreach.
University of Tennessee Medical Center	<p>1924 Alcoa Highway Phone: 865-305-9000 http://www.utmedicalcenter.org</p> <ul style="list-style-type: none"> ➤ NOTE: The "University of Tennessee Medical Center" is a separate legal entity from the "University of Tennessee." As a result, a report, to the "University of Tennessee Medical Center" does not put the "University of Tennessee" on notice of Prohibited Conduct.
Knoxville Family Justice Center <i>*Will assist in pursuing an order of protection</i>	<p>400 Harriet Tubman Street, Suite 219; Knoxville, TN 37915 Phone: 865-521-6336 https://ficknoxville.com/</p>

Confidential Community Resources – Chattanooga

ORGANIZATION	CONTACT INFORMATION
Partnership Rape Crisis and Family Violence Center	<p>300 E. 8th Street; Chattanooga, TN Phone: 423-755-2700 (available 24/7)</p> <ul style="list-style-type: none"> ➤ Provides 24-hour referrals, crisis intervention, shelter services and counseling. COMPLETELY CONFIDENTIAL
Partnership for Families, Children and Adults	Phone: 423-755-2822
Legal Aid of East Tennessee	Phone: 423-756-4013
Southeast Tennessee Legal Services	Phone: 423-756-0128
Chattanooga Family Justice Center <i>*Will assist in pursuing an order of protection</i>	<p>City Hall 101 E. 11th Street, 3rd Floor; Chattanooga, TN 37402</p>

Confidential Community Resources – Nashville

ORGANIZATION	CONTACT INFORMATION
Nashville Crisis Hotline	Phone: 615-244-7444
Vanderbilt Behavioral Health	1601 23 rd Avenue South; Nashville, TN 37212 Phone: 615-327-7000 www.vanderbilthealth.com/psychiatrichospital
Sexual Assault Center	101 French Landing Drive; Nashville, TN 37228 Phone: 800-879-1999 or 615-259-9055 www.sacenter.org
YWCA Domestic Violence Hotline	YWCA Nashville & Middle Tennessee 1608 Woodmont Boulevard; Nashville, TN 37215 Phone: 800-334-4628 or 615-242-1199 www.ywcanashville.com/what-we-do/dv-services/
Tennessee Helpline Domestic Violence Hotline	Phone: 800-356-6767
National Domestic Violence Hotline	Phone: 800-799-7233
TN Coalition to End Domestic and Sexual Violence	2 International Plaza Drive, Suite 425; Nashville, TN 37217 Phone: 800-259-9018 or 615-386-9406 https://www.tncoalition.org
National Sexual Assault Hotline	Phone: 800-656-4673 www.rainn.org
Tennessee Justice Center <i>*Will assist in pursuing an order of protection</i>	301 Charlotte Avenue; Nashville, TN 37201 Phone: 615-255-0331 or 877-608-1009 Fax: 615-255-0354 http://www.tnjustice.org

The [2011 Title IX Dear Colleague Letter](#) requires UTHSC to provide educational programs on sexual assault/violence. Moreover, reauthorization of the Violence Against Women Act (VAWA), which is federal legislation that is in place to improve responses to domestic violence, dating violence, sexual assault and stalking in the United States, in addition to the Campus SaVE Act (SEC. 304 of the VAWA reauthorization Act of 2013) has many implications for higher education institutions.

Sexual Assault Awareness Month

Sexual Assault Awareness Month serves to bring awareness around these issues. Following the initial observance of October for Domestic Violence Awareness Month, advocates of sexual assault survivors sought to create a similar awareness event more specific to sexual violence. What started out as an awareness week in April, grew into a month-long consciousness-raising event as advocates began to coordinate events throughout the month of April.

In April of 2001, the U.S. began to nationally observe the month of April as Sexual Assault Awareness Month. Throughout the month, organizations across the country host events and programs that aim to educate the public and reach out to survivors. Teal ribbons are worn by many to raise awareness in support of the cause.