COMPLIANCE NOTES:
Your Mandatory Reporter Role

I HAVE RECEIVED A REPORT. WHAT DO I DO?

A Mandatory Reporter who receives information concerning an incident of Prohibited Conduct MUST:

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

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

1. Provide emotional support to the Complainant;
2. Encourage the Complainant to preserve any physical evidence (e.g., if possible, the Complainant should not shower, bathe, douche, change clothes, brush his/her teeth, or comb his/her hair);
3. Inform the Complainant that as a Mandatory Reporter, you will be reporting the incident to the Title IX Coordinator or a Deputy Title IX Coordinator, one of whom (or their designee) will be contacting the Complainant to provide further guidance and assistance;
4. Advise the complainant about "confidential resources" available on campus and in the community where the information shared is confidential; and
5. Provide a Complainant with a copy of UT Health Sciences's Sexual Misconduct and Relationship Violence Policy (available at **uthsc.edu/compliance/documents/title-ix-policy.pdf**) or another written publication approved by the Title IX Coordinator.

A Mandatory Reporter who receives notice of an incident of Prohibited Conduct MUST NOT

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

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 Sciences 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 Compliance
920 Madison, Suite 825
Memphis, TN 38163
oc-hsc@uthsc.edu
t 901.448.2112
f 901.448.1120
uthsc.edu/compliance

Telecommunications Device for the Deaf
t 901.448.7382

THE UNIVERSITY OF TENNESSEE HEALTH SCIENCES
COMPLIANCE

REPORT COMPLAINTS OF SEXUAL MISCONDUCT TO ANY OF THE FOLLOWING:

SevaPriya Barrier, JD, MEd, CCEP
Director of Compliance and Title IX Coordinator
901.448.4458 (direct) | sbarrie1@uthsc.edu

Valarie Fleming, PhD
Deputy Title IX Coordinator for Faculty
901.448.9552 | vflemin2@uthsc.edu

Mark M. Petzinger, JD
Assistant Dean, Academic Success
Deputy Title IX Coordinator for GME Memphis
901.605.0111 | mpetzing@uthsc.edu

Captain Joanne Morrow
Deputy Title IX Coordinator for Clery Compliance
901.448.5679 | jmorrow9@uthsc.edu

Ashley Thomas, MA
Deputy Title IX Coordinator of Students
901.448.1648 | athom207@uthsc.edu

Amanda Connolly
Deputy Title IX Coordinator for International Affairs
901.448.9981 | aconnol9@uthsc.edu

Wesley Byerly, PharmD
Deputy Title IX Coordinator for Research
901.448.7125 | wbyerly@uthsc.edu

Amanda Wilson, MBA
Deputy Title IX Coordinator for GME Knoxville
865.305.6442 | awilson@utmck.edu

Chris Trabue, MD, FACP
Chief Academic Officer, Chair of Clinical Medical Education, and Deputy Title IX Coordinator for GME Nashville
615.284.2522 | chris.trabue@ascension.org

Crystal Maddox, MPA
Deputy Title IX Coordinator for GME Chattanooga
423.778.6956 | crystal.maddox@erlanger.org

Campus Police
Available 24/7 in cases of sexual assault
901.448.4444

CONFIDENTIAL CONTACT OPTIONS:

Lucy White, MEd, LPC-MHSP
Counselor for GME Chattanooga
423.778.9420 | lucy.white@erlanger.org

University Health Services
901.448.5630, 8:00 am – 5:00 pm (M – F)
901.541.5654, After Hours, 24/7

Student Assistance Program
800.327.2255 (Option 3) 24/7

Employee Assistance Program
855.437.3486

Student Counseling Services
901.448.5056 | coun@uthsc.edu
uthsc.edu/studentsuccess/academic-success/resources/counseling.php

Ombuds Services
Joan R. Rentsch, PhD
jrentsch@utmck.edu | 865.250.7533
GSM only

Melody Cunningham, MD
mcunni16@uthsc.edu | 406.493.7279
all CoM sites

Title IX is the federal protection against sexual harassment and gender discrimination in any education program or activity. UT Health Sciences's Sexual Misconduct and Sexual Harassment Policies reflect the University's observance of this law:

POLICY ON SEXUAL HARASSMENT, SEXUAL ASSAULT, DATING VIOLENCE, DOMESTIC VIOLENCE, AND STALKING

The University of Tennessee Health Sciences is committed to creating and maintaining a learning, living, and working environment free from all forms of Sex Discrimination, including Sexual Misconduct and Relationship Violence. Sexual Misconduct and Relationship Violence will not be tolerated and will be grounds for disciplinary action up to, and including, permanent dismissal from the University and termination of employment.
(**POLICY:** uthsc.edu/compliance/documents/title-ix-policy.pdf)

TITLE IX SEXUAL HARASSMENT

The University of Tennessee unequivocally opposes the sexual harassment of any University community members. Sexual harassment will not be tolerated and will be grounds for disciplinary action. In accordance with federal regulations, sexual harassment is defined as follows: (1) An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct; (2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity; or (3) Sexual Assault, Dating Violence, Domestic Violence, and/or Stalking. For the definition of Sexual Harassment, "reasonable person" means a reasonable person under similar circumstances as and with similar identities to the complainant.

If a person indicates hesitancy to report an incident to the University, inform the person that the University prohibits Retaliation and will not only take steps to prevent Retaliation but also take strong responsive action if Retaliation occurs.

MANDATORY REPORTERS:

- All UT Health Sciences employees
- Office of Compliance
- Office of Student Success
- Office of Enrollment Management
- Academic Advisors
- Chancellors, Vice Chancellors, Associate Vice Chancellors, or Assistant Vice Chancellors
- Dean, Associate Deans, Assistant Deans, Executive Directors, Directors, Associate Directors, Assistant Directors, or Department Heads
- Faculty Members
- Faculty and staff advisors to registered student organizations
- Medical Residents/Fellows
- Residency Coordinators
- The Complainant's University employment supervisor (only if the Complainant is a University student employee or trainee)
- The Respondent's University employment supervisor (only if the Respondent is a University employee, including a University student employee and trainee)
- The Employee Relations Team Leader or the Employment Team Leader in Human Resources (only if the Respondent is a University employee, including a student employee)
- A University employee designated as a Campus Security Authority for Clery Act compliance

The University of Tennessee is an EEO/Title VI/Title IX/Section 504/ADA/ADEA institution in the provision of its education and employment programs and services.

