

EMPLOYEE INFORMATION

Name:	Current Hire Date:	Personnel Number:
Department:	Manager:	

HUMAN RESOURCES ORIENTATION

(Please check each item indicating it was presented.)

- | | | |
|---|--|--|
| <input type="checkbox"/> Welcome and Video Introduction | <input type="checkbox"/> Safety Affairs | <input type="checkbox"/> Benefits and Retirement |
| <input type="checkbox"/> ID Cards, Keys, and Parking Access | <input type="checkbox"/> Payroll Procedures, Pay Deductions | <input type="checkbox"/> Workers Compensation |
| <input type="checkbox"/> UT Code of Conduct | <input type="checkbox"/> Probationary Period | <input type="checkbox"/> Insurance |
| <input type="checkbox"/> Grievance Procedure | <input type="checkbox"/> Pay Day, Pay Increases, Shift Differentials | • Health, Dental, Life |
| <input type="checkbox"/> Compliance | <input type="checkbox"/> Holidays, Annual, Sick, and Personal Leave | • Long-term Disability, etc. |
| <input type="checkbox"/> Campus Police | <input type="checkbox"/> Paid Leave — Funeral, Court, Military, etc. | Enter Direct Deposit in ESS |

I have participated in New Employee Orientation and the information above has been discussed with me.

Signature: _____ Date: _____

DEPARTMENTAL ORIENTATION

(To be completed by the supervisor within two weeks of orientation date.)

WELCOME

- Explain function of department in relation to the organization and where the employee's job fits in
- Note employee's address and phone number
- Tour Area - Work station, break room, restrooms, supply cabinet, food services, vending machines, designated smoking areas, department bulletin boards for announcements
- Introduce to co-workers

DAILY ROUTINE

- Location and use of timesheets
- Normal work schedule and call-in procedure
- Overtime
- How to request leave
- Appropriate dress or uniform
- First aid facilities and procedure for reporting accidents or injuries
- Review general administrative procedures

PAY AND JOB INFORMATION

- Employee's immediate supervisor
- Guidelines used in evaluating work

PROCEDURES, RULES AND BENEFITS

- University and departmental work rules
- Absenteeism and tardiness
- Leaving during work hours
- Campus smoking policy and designated smoking areas
- Housekeeping and care of equipment
- Telephone usage
- Security and fire regulations
- Safety
 - Departmental safety rules
 - Procedure to report accidents and/or injuries
- University announcements

Q&A SESSION

Employee Signature: _____ Date: _____

Supervisor Signature: _____ Date: _____

Temporary Employee Evaluation - Performed by the supervisor at the end of each assignment and after the first 6 months. HR will notify supervisors near the end of the 6 month period.

This form is to be completed by the supervisor within **two weeks** of the employee's orientation date.
Please return this signed form to **Human Resources, 910 Madison Avenue, WP012 1st Floor.**

New Hire Direct Deposit Notification

The University of Tennessee System requires all employees to receive their paycheck by direct deposit. The benefits provided by direct deposit are convenience, timeliness, and security. Direct Deposits will be set up through the Employee Self-Service via DASH. DASH will require the use of dual factor authentication. **Direct Deposit entry must be submitted the first week of hire. Employees must have a NetID and Personnel # to complete the steps below. Failure to submit this information will result in a paper check.**

Employee Self-Service Entry

1. Go to MyUT (<https://dash.tennessee.edu/home>)
2. Select Employee Self-Service Finance, Human Resources, Facilities tile
3. Select Pay
4. Select Payment Methods
5. Click the <https://directdeposit.tennessee.edu/> link to access the UT Direct Deposit Authorization Form
6. Indicate whether you are “Exempt” or “Biweekly”
7. Indicate “Setup Direct Deposit”
8. Select the number of accounts you wish to add
9. Enter your bank routing number and bank account number
10. Indicate whether the account is checking or savings
11. Upload a voided check or other document showing the account and routing numbers
12. Type your signature
13. Click Review and Submit
14. Bank Account information will appear in the Bank Accounts section of the Payment Methods screen

If you have questions, please contact the UT System Payroll Office at 865-974-5251.

System-wide Policy: HR0580 - Code of Conduct	
Version: 11	Effective Date: 02/01/2023

HR0580 – Code of Conduct

SECTION 1. Policy Statement

The purpose of this policy is to define community aspirations for workplace behavior, to provide guidance to employees about expectations for ethical and responsible conduct, and to articulate processes for enforcement of this policy.

SECTION 2. Reasons for the Policy

To accomplish its educational, research, and public service missions, the University of Tennessee relies on the ethical and responsible conduct of its employees. This Code of Conduct defines community aspirations, provides employees with guidance on how to conduct themselves in an ethical and responsible manner, and provides guidance on processes for enforcement of this policy. Section 4 outlines the University’s general principles of acceptable conduct.

SECTION 3. Scope and Application

This policy applies to all University employees and members of the University community. This policy represents the University’s official statement of expectations for ethical and responsible conduct by members of the University community. The University community includes individuals representing the University, including but not limited to, employees, student employees, volunteers, contractors, and campus visitors.

Employees are expected to familiarize themselves with this Code and to abide by it. Even the appearance of unethical or irresponsible conduct can be damaging to the public’s trust in the university. Accordingly, employees are expected to conduct themselves fairly, honestly, in good faith, and in accordance with the highest ethical and professional standards.

SECTION 4. General Statement of Reporting Obligation

- (a) Employees are expected to report any good-faith concern that compliance violations made have occurred, including, but not limited to, the following: violations of state law or federal law or regulations; fraud in the operations of government programs; misappropriation of

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state of federal resources; acts that endanger the health or safety of the public or employees; and mismanagement of programs, funds, and/or abuses of authority.

- (b) Employees are expected to report compliance concerns at the earliest possible opportunity by contacting their immediate supervisor, the next level of supervision, the appropriate campus/institute compliance officer, Audit and Compliance (<https://audit.tennessee.edu>).

SECTION 5. General Principles of Ethical and Responsible Conduct

5.1 Respect

People are the University of Tennessee's most important resource; as such, employees are expected to treat one another, students, and the general public with dignity, respect, and professionalism at all times. Employees are expected to create an environment that promotes academic freedom, diversity, fair treatment, and respect for others. Respectful conduct includes:

- (1) Treating others with dignity regardless of their position, role, or background;
- (2) Maintaining a professional and appropriate tone in written and verbal communication;
- (3) Providing positive or critical workplace feedback courteously;
- (4) Valuing another person's point of view, even when disagreement exists; and
- (5) Managing conflict in a proactive and mutually respectful way.

5.2 Workplace Civility and Collegiality

- (a) The University strives to be a collegial community where employees collaborate and share responsibilities in service of the University's mission. Accordingly, all employees are expected to treat one another with civility and collegiality. Civility involves not only respecting others, but being polite, courteous, and thoughtful when interacting with others - including those with diverse perspectives, backgrounds or beliefs.
- (b) Bullying, incivility and disrespect in the workplace can be barriers to effective communication, coaching and performance. All employees, as well as members of the public interacting with employees in the course of University business, have the right to be treated with dignity and respect. Accordingly, bullying, intimidation, threatening behavior, or aggression, whether verbal, written, or physical, will not be tolerated.
- (c) While coaching, counseling, and corrective action are necessary parts of any manager's supervisory responsibility, the language used to correct or reinforce workplace

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performance must be respectful and professional. Civility requires that even the most critical feedback be delivered respectfully, privately, and courteously. Conversely, individuals receiving coaching, counseling, and feedback are expected to interact professionally and respectfully when receiving such information.

5.3 Professionalism

- (a) By holding themselves to high standards of professionalism, employees ensure that the University serves its mission effectively and efficiently. Attendance and work performance are the primary settings in which employees demonstrate professionalism by:
- (1) Reporting to work as scheduled and seeking approval from supervisors in advance for any changes to the established work schedule, including the use of leave and late or early arrivals and departures;
 - (2) Performing assigned duties and responsibilities with the highest degree of public trust;
 - (3) Maintaining the qualifications, certification, licensure, and/or training requirements identified for their positions;
 - (4) Utilizing leave and related employment benefits in the manner for which they were intended;
 - (5) Meeting established job performance expectations;
 - (6) Refraining from the unauthorized consumption of illegal drugs, intoxicants, or controlled substances while on duty; and
 - (7) Reporting suspected child abuse or child sexual abuse in accordance with Tennessee's mandatory reporting policy.
- (b) Employees whose professions are governed by standards and codes specific to their profession (e.g., attorneys, certified accountants, and licensed health care providers) are expected to adhere to University policies, this Code of Conduct, and applicable standards articulated by professional licensing and ethical organizations and boards.
- (c) As members of a research University, employees must conduct research with the highest integrity and in compliance with federal, state, and local laws and regulations and university policies. Employees must recognize that failure to do so can result in significant penalties or criminal prosecution for both employees and the University. Employees involved in conducting research are expected to become familiar with applicable laws, regulations, and policies and to consult with their campus/institute research or compliance office whenever they have concerns or questions. Employees are expected to submit accurate, timely, and complete reports and documents related to research.

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5.4 Integrity

Integrity is the cornerstone of the University of Tennessee's public service mission. Employees uphold this principle by protecting confidential information, disclosing conflicts of interest, using resources appropriately, complying with relevant laws, and committing to environmental health and safety.

(a) Confidential Information

Employees are entrusted with a variety of confidential information about students, faculty, staff, alumni, donors, research sponsors and projects, licensing partners, patients, and other people and activities. Employees must accept the responsibilities of this trust, limiting their access, use, or disclosure of confidential information to only those purposes related to the scope of their job duties. Moreover, confidential information must be accessed, protected, preserved, and destroyed in compliance with applicable laws, regulations, contracts, and university policies. The university has the right to monitor, for business reasons, any and all aspects of any university computer system, including employee e-mail

(b) Conflicts of Interest

- (1) University employees interact with outside peers, businesses, governments, organizations, and others to benefit themselves, the University mission, and the public at large. No matter the outside activity or circumstances involved, employees must act and make decisions with absolute credibility, integrity, and objectivity, fulfill their primary commitment to the University and the best interests of its mission, and understand and comply with state and federal requirements.
- (2) As such, employees are expected to take all reasonable precautions and seek appropriate guidance to ensure that their outside interests do not place them in conflict with their duties and responsibilities as University employees. Employees must disclose outside interests annually in accordance with University policies so that they can be reviewed and managed or eliminated, as appropriate.
- (3) This requirement applies equally to conflicts of time and financial conflicts.

(c) Responsible Use of University Resources

Employees must use University property, funds, technology, time and other resources for legitimate business purposes. Employees must not use University resources for personal gain or to benefit third parties unless a specific exception has been granted in accordance with University policies. Employees

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are expected to be responsible stewards when using University funds to conduct University business, traveling on behalf of the University, purchasing equipment or materials, or entertaining guests or prospective employees.

(d) Legal Compliance

To ensure compliance with all applicable laws, regulations, and policies, employees are expected to familiarize themselves with these requirements and to consult with their campus research or compliance office when questions or concerns arise.

(e) Environmental Health and Safety

The University provides information and training to its employees about health and safety standards, as well as steps all employees should take to protect the University community – students, faculty, staff, volunteers, patients, and visitors. In the event of a public health crisis, employees must comply with guidance from the University which will be based on local, state, and federal authority.

5.5 Retaliation

(a) Retaliation is an act or attempted act taken to intimidate, threaten, coerce, or discriminate against an individual for the purpose of interfering with any right or privilege secured by law or University policy, or an adverse action taken because someone exercised his or her rights under law or University policy. Such rights include, but are not limited to, filing or making a complaint, making a good-faith report about unethical or suspected unethical behavior, or participating in (or refusing to participate in) a hearing. The University prohibits retaliation against any individual who engages in any activity protected by law or University policy, and prohibits attempts to interfere with the rights and privileges secured by law or university policy. The following examples do **not** constitute retaliation:

- (1) The exercise of rights protected under the First Amendment
- (2) A good faith complaint against an individual alleging the individual made a knowingly false allegation of discrimination, harassment, or unethical behavior

(b) Retaliation is a violation of the Code regardless of whether the underlying allegation of discrimination, harassment, or unethical behavior is ultimately found to have merit. A determination that the evidence does not support the allegation of discrimination or

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harassment, alone, is not sufficient to conclude that any party made a knowingly false allegation.

- (c) Employees are protected from retaliatory discharge if in good faith they report or attempt to report illegal activities or if they refuse to participate in illegal activities. For purposes of the Code, illegal activities are violations of the civil or criminal code of Tennessee or the United States or any regulation intended to protect the public health, safety, or welfare. Employees are also protected from other forms of retaliation for reporting or seeking guidance regarding potential or actual criminal conduct.

SECTION 6. Penalties/Disciplinary Action for Non-Compliance

Failure to comply with this policy may lead to disciplinary action in accordance with HR0525, which can include termination for unsatisfactory work performance, inappropriate work-related behavior, or gross misconduct.

SECTION 7. Responsible Official & Additional Contacts

Questions about this policy should be directed to the University’s Chief Human Resources Officer. The email address to contact is systemhr@tennessee.edu. The phone number to contact is 1-888-444-UTHR (8847). Questions about this policy may also be directed to campus/institute chief human resources officers as follows:

Knoxville

Subject Matter	Office Name	Telephone Number	Email/Web Address
Policy Clarification and Interpretation	Human Resources	(865) 974-6642	hr@utk.edu

Chattanooga

Subject Matter	Office Name	Telephone Number	Email/Web Address
Policy Clarification and Interpretation	Human Resources	(423) 425-4221	

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Southern

Subject Matter	Office Name	Telephone Number	Email/Web Address
Policy Clarification and Interpretation	Human Resources		jhlubb@utsouthern.edu

Martin

Subject Matter	Office Name	Telephone Number	Email/Web Address
Policy Clarification and Interpretation	Human Resources	(731) 881-7845	mwashi24@utm.edu

UTHSC

Subject Matter	Office Name	Telephone Number	Email/Web Address
Policy Clarification and Interpretation	Human Resources	(901) 448-5600	hr@uthsc.edu

UT Foundation

Subject Matter	Office Name	Telephone Number	Email/Web Address
Policy Clarification and Interpretation	Talent Management	(865) 974-2115	hr@utfi.org

SECTION 8. Policy History

List the history of any prior revisions of the policy or whether this policy replaces an existing policy. The form below is merely a guide.

SECTION 9. Related Policies/Guidance Documents

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Related Policies:

HR0525 Disciplinary Action

HR0585 Mandatory Reporting

RE0001 Responsible Conduct in Research

GE0002 Conflicts of Interest & Commitment

FI0130 Fraud, Waste, and Abuse

IT0100 - Acceptable Use of Information Technology Resources

Guidance Documents:

HR0580 Code of Conduct

What's New?

- Beginning January 2025, faculty, staff, and researchers will use the University of Tennessee's DASH Research Conflict of Interest module.
 - Re-hires, new hires, transfers, and researchers on a funding proposal or IRB study will complete their disclosures beginning January 2025.
 - Annual Disclosures will be scheduled for all UT personnel on September 1, 2025.
- A pre-approval request now allows a formal process for requesting participation in certain outside activities (such as board service, outside academic appointment, expert witness, foreign talent, etc.).
 - Supervisors approve or disapprove pre-approval requests.

DASH Research COI

The disclosure module is used to centralize Financial Conflicts of Interest disclosures (previously in IRIS), Conflict of Commitment disclosures, and Faculty/Staff Consulting/External Employment approval requests.

How disclosers access UT DASH Research COI

Receive	Disclosers will receive an email when it is time to update their discloser profile. Re-hires, new hires, and transfers can access the system directly by navigating directly to the link shown below.
Navigate	Disclosers can access the system by clicking the link embedded in the email notification or navigating directly to UT DASH Research COI https://coi.dash.tennessee.edu
SSO	Log in with your UT NetID and password. <i>If you cannot log in, contact your local IT Helpdesk.</i>

Opening the Disclosure Profile

Click the Disclosure Profile for Name

The screenshot shows the DASH dashboard with a navigation bar (Dashboard, Agreements, COI, Grants) and a user profile for Jane Deer. A 'My Inbox' section contains a table of disclosure profiles. An orange arrow points to the 'Name' column of the first row.

ID	Name	Date Created	Date Modified	State	Coordinator
DP00000273	Disclosure Profile for Jane Deer	1/18/2024 10:20 AM	7/10/2024 9:25 AM	Action Required	Jane Deer

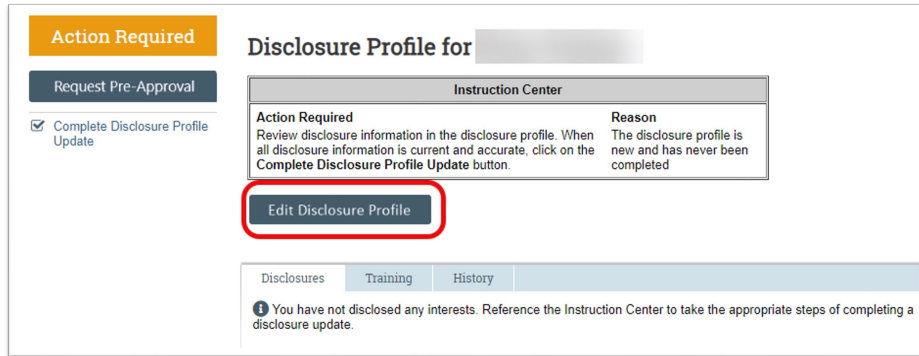
Disclosure Profile Instruction Center

Instruction Center (1) provides the discloser with the Disclosure Profile status (2), instructions (3), and a reason for the action(4).

The screenshot shows the 'Disclosure Profile for [Name]' page. A sidebar on the left has a '2 Action Required' status and a 'Request Pre-Approval' button. The main content area has an '1 Instruction Center' box with '3 Action Required' and '4 Reason' sections. Below is an 'Edit Disclosure Profile' button and a 'Disclosures' tab with a message: 'You have not disclosed any interests. Reference the Instruction Center to take the appropriate steps of completing a disclosure update.'

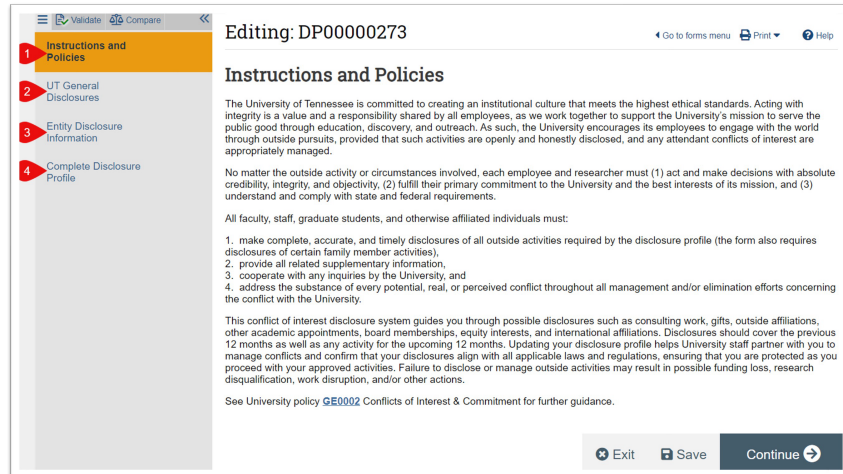
How to Edit Disclosure Profile

Click the Edit Disclosure Profile button to access the UT DASH Research COI SmartForm



Discloser Profile Sections

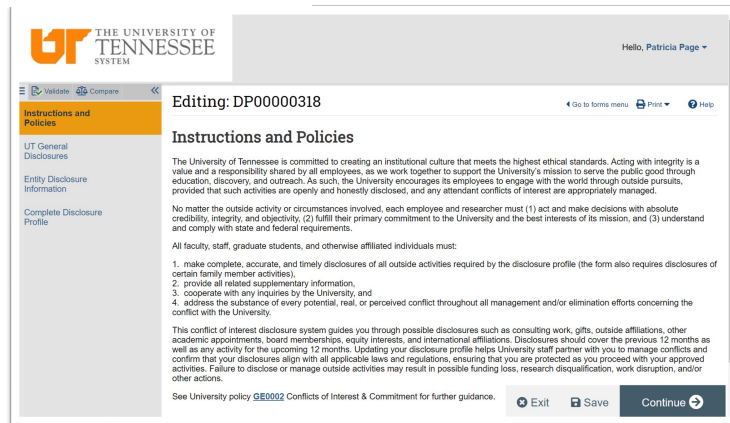
1. Instructions and Policies
2. UT General Disclosures
3. Entity Disclosure Information
4. Complete Disclosure Profile



QUICK GUIDE FOR COMPLETING THE DASH – COI DISCLOSURE FORM

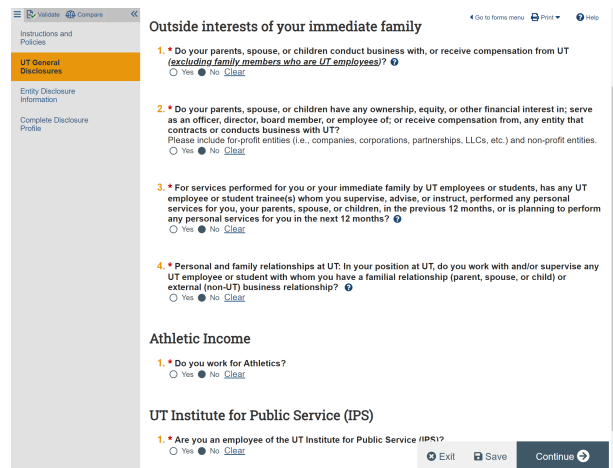
Instructions and Policies

- Read through the Instructions and Policies
- Click the *Continue* button



UT General Disclosures

- Respond to each of the questions
- Additional questions are designed to appear based on your responses
- Click *Continue* to advance to the next section



Entity Disclosure Information

Do you have any financial interests and/or outside activities to report?

- If Yes, additional questions appear

- If No, click the *Continue* button to advance to **Complete Disclosure Profile**

No Entity Disclosed

- If you selected *No* click *Submit Disclosure Profile*

Complete Disclosure Profile Update

Click **OK** to complete the disclosure profile update

The Instruction Center and State updates to **No Action Required**

If you answered yes to “Do you have any financial interests and/or outside activities to report?” additional questions will appear:

Entity Disclosure Information

1. Click the *ellipses* to search the list or start typing in the field provided.
 - a. Click the Entity's name from the list
2. If the Entity is not found, then click the *ellipses* to complete the Add Write-In Entity
3. Select the relation to discloser
4. Check the Disclosure types

Entity Disclosure Write-In Information

1. If the Entity is not found, then click the *ellipses* to complete the Add Write-In Entity
2. Enter the name of the Entity's Name (do not abbreviate)
3. Is the entity publicly traded?
4. Is this a foreign entity?
5. Click "OK"

The screenshot shows a web form titled "Add Disclosure". Under the heading "Entity Disclosure Information", there is a section for "General Information". The first field is "1. Entity:" with a dropdown menu and an ellipsis icon. Below this, it says "or" and "If you cannot find the entity in the above list, enter the details here:" followed by a red play button icon and a "[None]" dropdown.

The screenshot shows a web form titled "Add Write-In Entity". It contains three required fields, each with a red play button icon and a "Clear" link:

- 1. * Entity name: [text input]
- 2. * Is this entity publicly traded? [radio buttons for Yes/No]
- 3. * Is this a foreign entity? [radio buttons for Yes/No]

 At the bottom, there are "OK" and "Cancel" buttons. A legend indicates that an asterisk (*) denotes a required field.

Entity Disclosure Types

Select all disclosure types needed for the entity.

Name	Description
<input type="checkbox"/> Equity	Stock, stock options, or ownership interest
<input type="checkbox"/> Consulting or other professional services	Advisory, scientific advisory board, or expert witness services
<input type="checkbox"/> Editorial services	Journal services, scientific editor services
<input type="checkbox"/> Intellectual Property Rights	Patent, copyright, license, or royalties paid directly to individual
<input type="checkbox"/> Divestiture and cash pay-out	Sale of equity
<input type="checkbox"/> Sponsored travel	Travel paid on behalf of the individual and not reimbursed to the individual
<input type="checkbox"/> Board service	Board of directors, board of trustees
<input type="checkbox"/> Outside employment	Employment external to your institution
<input type="checkbox"/> Other appointments	Outside compensated or uncompensated (e.g. positions, appointments, fellowships, or talent programs, etc.)
<input type="checkbox"/> Prizes and honoraria	Speaking compensation or prizes (e.g. Nobel Prize, honorary degrees, etc.)
<input type="checkbox"/> Venture capital	Venture or other capital financing

Entity Additional Information

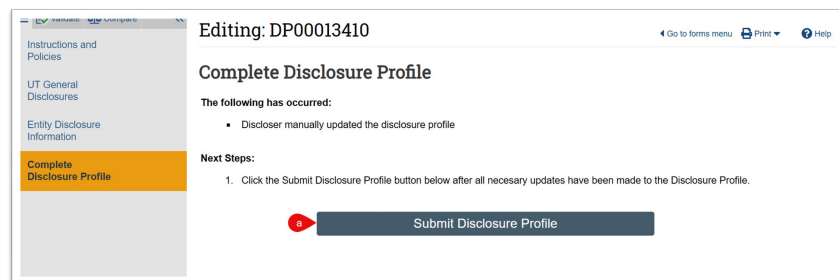
Each Entity includes an **Additional Information** section.

Additional Information

- 1. * Are any undergraduates or graduate students involved in this outside activity?**
 Yes No [Clear](#)
- 2. * Does the entity compete with UT or bid on, contract with, or conduct business with UT? ?**
 Yes No [Clear](#)
- 3. * Does your affiliation with this entity compete with and/or overlap with your UT responsibilities? ?**
 Yes No [Clear](#)
- 4. * Do you use any UT personnel, students, funds, or resources in support of your outside activities with this entity? ?**
 Yes No [Clear](#)

Completed Entity Disclosure

- Once you have completed all entity disclosures click ***Continue*** to advance to the **Complete Disclosure Profile** section
- Click the ***Submit Disclosure Profile*** button to ***Continue***



Complete Disclosure Profile Update

Click **OK** to complete the disclosure profile update

Complete Disclosure Profile Update

By completing your disclosure profile update you are verifying that all disclosure information is accurate and current. University employees and researchers must update and disclose outside activities annually and then, again, prior to engaging in a new outside activity (but no later than 30 days after engagement).

OK Cancel

The Instruction Center and State updates to **No Action Required**

No Action Required

Disclosure Profile for Jason Simpson

Disclosure profile last completed: 7/15/2024

Request Pre-Approval

Instruction Center	
Action Required	Reason
No actions need to be taken at this time.	Discloser's disclosure profile is up-to-date and requires no action.

Edit Disclosure Profile

KEY CAMPUS RESOURCES



Welcome to the University of Tennessee Health Science Center. This brochure contains key contacts, information and web addresses for departments on campus that will help you to get answers to questions in the first weeks in your new position.

Always feel free to contact the UT Health Science Center Human Resources Department at **901.448.5600** or **901.448.5601**. We will be happy to assist you or redirect you to the appropriate department on campus.

**WELCOME TO YOUR
FUTURE AT UT HEALTH
SCIENCE CENTER!**

HUMAN RESOURCES

Benefits and Retirement

Debbie Jackson - 901.448.8547

uthsc.edu/hr/benefits

Compensation

Damon Davis - 901.448.5604

uthsc.edu/hr/compensation

Employment/Records

Anesha Jones - 901.448.5600

uthsc.edu/hr/employment

Employee Relations

Aria Sherrod - 901.448.5524

uthsc.edu/hr/employee-relations

Insurance

Gina Curry - 901.448.4876

uthsc.edu/hr/benefits/insurance

UTHSC Benefits

As you explore the various benefits, you will notice affordable premiums, generous leave policies and additional retirement savings options. There are also benefits unique to the State that you may not find anywhere else. The Sick Leave Bank and Longevity pay are two benefits that help to make the State benefit package one of the most valuable compared to other employers. Benefits are available to all regular full-time and part-time employees.

UTHSC Benefits Direct Link: <https://uthsc.edu/hr/benefits/index.php>

- Insurance: <https://uthsc.edu/hr/benefits/insurance/index.php>
- Retirement: <https://uthsc.edu/hr/benefits/retirement/index.php>
- Education Assistance: <https://uthsc.edu/hr/benefits/educational-assistance.php>
- Flexible Benefits: <https://uthsc.edu/hr/benefits/flexible-benefits.php>
- EAP/Wellness: <https://uthsc.edu/hr/benefits/eap.php>
- Beneficiary Updates: <https://uthsc.edu/hr/benefits/updates.php>

UT Federal Credit Union

Full-service branch and ATM located in the Madison

Conveniently make deposits and withdrawals, transfer funds or make loan payments.

Online Banking or use the UTFCI mobile banking app. Remote deposit!!

Non-profit credit union dedicated to improving members lives.

When you join UTFCU, you become an owner of the credit union. And owners get benefits.

Stop by Human Resources and receive a voucher to open your UTFCU account.

EMPLOYEE CLASSIFICATION



You are classified as either exempt or non-exempt based on guidelines established by federal law. The Office of Human Resources is responsible for classifying positions using these guidelines.

EXEMPT

One who is primarily engaged in academic instruction, or administration; who holds a position of executive administration or managerial responsibility, or one that requires recognized professional achievement acquired by formal training or equivalent experiences. Employees who are exempt under the Fair Labor Standards Act are not eligible to receive overtime pay or compensatory time for hours worked in excess of 40 hours per week.

NON-EXEMPT

One who is neither primarily engaged in academic instruction, research nor charged with administrative or managerial responsibility. Employees who are non-exempt under the Fair Labor Standards Act are eligible to receive overtime pay or compensatory time for hours worked in excess of 40 hours per week.

DISCIPLINARY ACTION



To provide a fair and objective means to correct the unsatisfactory work performance or work-related behavior, including gross misconduct of regular staff who have completed any required probationary period. To provide fair and uniform procedures including due process if required by law, to correct, discipline, or terminate employees for unsatisfactory work performance or work-related behavior or for gross misconduct.

PURPOSE

The intent of the disciplinary action process, is to assist and encourage UTHSC employees to correct their conduct, while contributing to the overall effectiveness of their department and the mission of the University.

PROGRESSIVE DISCIPLINE

The University provides employees who violate the policies and procedures a series of opportunities to comply within the progressive disciplinary process. There is no perfect formula to define progressive discipline and therefore, disciplinary actions may vary on a case by case basis.

GRIEVANCE PROCEEDINGS

A non-exempt employee may request an administrative review, in writing through to the appropriate Human Resource Administrator, as a method for resolving the following problems:

1. Demotion or termination of non-probationary employees for inadequate work performance.
2. Demotion or termination for conduct-related offenses.
3. Demotion, termination, work assignments, or conditions of work which the employee claims are based on discrimination (including racial and sexual harassment.)
4. Non-compliance with Reduction in Force policy.
5. Work assignments or conditions of work which the employee claims violate a statute or University policy other than those prohibiting discrimination. (In this instance the written complaint should specify the statute or University policy violated, how it has been violated and include a remedial proposal.)

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 Science Center’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 Science Center-related need to know;
3. Share personally identifiable information about the incident with law enforcement (including UT Health Science Center PD) without the Complainant’s consent; and/or
4. Investigate or otherwise attempt to resolve reports of Prohibited Conduct without the approval of the Title IX Coordinator (this provision does not apply to UT Health Science Center 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 Science Center 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/oc

Telecommunications Device for the Deaf

t 901.448.7382



THE UNIVERSITY OF
TENNESSEE
HEALTH SCIENCE CENTER.

COMPLIANCE

REPORT COMPLAINTS OF SEXUAL MISCONDUCT TO ANY OF THE FOLLOWING:

Michael Alston, EdD

Title IX Coordinator

901.448.2133 (direct) | malston1@uthsc.edu

Valarie Fleming, PhD

Deputy Title IX Coordinator for Faculty

901.448.9552 | vflemin2@uthsc.edu

Aaron Haynes, MSBA

Deputy Title IX Coordinator

for GME Memphis

901.448.5364 | ahaynes@uthsc.edu

Omar Malik, JD

Deputy Title IX Coordinator for Staff

901.448.2442 | omalik1@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 Science Center'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 Science Center 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 Science Center 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.



COMPLIANCE NOTES:

Title VII Sexual Harassment

WHAT EVERYONE SHOULD KNOW

WHAT IS SEXUAL HARASSMENT?

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other behavior of a sexual nature when:

- Submission to such conduct is made implicitly or explicitly a term or condition of an individual's employment or participation in an educational program;
- Submission to or rejection of such conduct by an individual is used as the basis for personnel decisions or for academic evaluation or advancement;
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creates an intimidating/hostile or offensive working or educational environment.

Sexually discriminatory conduct as described above will not be tolerated by the University of Tennessee Health Science Center. Any student, faculty, or staff member found in violation of University policy addressing sexual harassment/sexual misconduct shall be subject to appropriate discipline. The university shall investigate each situation alleging sexual harassment individually before reaching a conclusion on the merits of the claim.

RECOGNIZING SEXUAL HARASSMENT

Sexual harassment is not about intentions; it deals with impact.

To avoid being misinterpreted, it is important to become conscious of conduct and behavior that may constitute a violation of the policies enforced by UT Health Science Center under the authority of the law, Title IX, and Title VII. These policies are designed to protect students, faculty, and staff members from harassment and discrimination.

Behavior that may constitute sexual harassment includes intentional and undesired physical contact, sexually explicit language or writings, and lewd pictures or notes. The conduct may be initiated by individuals in positions of power or by fellow co-workers/students.

EXAMPLES OF SEXUAL HARASSMENT INCLUDE, BUT ARE NOT LIMITED TO:

Verbal harassment

- Sexually explicit jokes or stories
- Sexually explicit, interactive software programs/computer games used at work
- Sexual/obscene innuendos, comments, remarks or sounds
- Repeatedly asking for a date after a person has expressed disinterest
- Inquiring about a person's sexual fantasies or sexual activities
- Sexual propositions/pressure for sex

Non-verbal harassment

- Reviewing a person's body by staring them up and down
- Making facial expressions such as winking or licking the lips or other sexual gestures with hands or through body movements
- Following a person/hanging around before, during or after work hours
- Offering unwanted gifts or letters
- Displaying sexually explicit pictures or signs

Physical harassment

- Patting, pinching or brushing up against someone in a sexual manner or other unwelcome forms of touching a person's body, hair or clothing
- Attempted or actual kissing or fondling
- Attempted or actual coerced sexual acts

What if I am not sure?

The Office of Compliance provides guidance and resources to the university community. If you are experiencing a problem, but are not sure if it is sexual harassment, we encourage you to make an appointment to discuss your concerns.

Call 901.448.2112.

APPLICABLE UT POLICIES

- HR Policy 0580-Code of Conduct
<https://policy.tennessee.edu/policy/hr0580-code-of-conduct/>
- HR Policy 0280-Sexual Harassment
<https://policy.tennessee.edu/policy/hr0280-sexual-harassment-other-discriminatory-harassment/>
- HR Policy 0220-Equal Employment Opportunity, Affirmative Action and Diversity
<https://policy.tennessee.edu/policy/hr0220-equal-employment-opportunity/>

SUPPORT AND RESOURCES

On Campus:

Office of Compliance
901.448.2112

Title IX Coordinator
901.448.2112

Licensed Counselors
901.448.5056
uthsc.edu/sassi/resources/counseling

Student Conduct and Community Standards
901.448.7125

University Health Services
901.448.5630

Human Resources/Employee Relations
901.448.5600

Police Department
901.448.4444

Off Campus:

Student Assistance Program (SAP)
800.327.2255

Employee Assistance Program (EAP)
855.437.3486

HOW TO FILE A TITLE VII COMPLAINT

Faculty, staff, students, post docs, medical residents, applicants for admission or employment, patients, or other participants in UT Health Science Center programs or activities may report complaints of harassment or discrimination due to a protected status or retaliation for engaging in a protected activity to the Office of Compliance. Complaints (other than those involving sexual assault) received directly by Compliance will be reported to the Associate Vice Chancellor (or designee) who will attempt to resolve the matter working in conjunction with Compliance. Confidentiality will be maintained to the extent possible.

An Compliance staff member will determine if the complaint falls within the scope of responsibility of the Office of Compliance and explain the **UT Health Science Center Complaint Procedure**. In the event the complaint is outside the purview of Compliance, the complaining party will be referred to the appropriate office.

Complaints must be put in writing and filed within 300 calendar days of the alleged discriminatory action. In certain circumstances, at the discretion of Compliance, complaints filed outside of this time limit or that are not put in writing may be investigated.

The complaining party may choose to pursue an **Informal or Formal complaint**. These are two official University complaints of discrimination and/or harassment, that are not mutually exclusive and have key distinctions.

The objective of the Informal Complaint process is to reach a mutually acceptable resolution, facilitated by the Office of Compliance. There is no official determination as to whether the respondent has violated University policy. If the parties are unable to reach a mutually acceptable resolution during the Informal process, the complainant may then file a Formal complaint.

The objective of the Formal Complaint process is to reach an official determination as to whether the respondent has violated University policies. The Formal Complaint Process involves an investigation into the complainant's allegations and report of findings.

Periodically, you will receive information from the Office of Compliance regarding various policies, procedures and resources applicable to UT Health Science Center students and employees. The heading of the email will be "COMPLIANCE NOTES."

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.



For more information, please contact:

Office of Compliance
920 Madison, Suite 825
Memphis, TN 38163
oc-hsc@uthsc.edu
t 901.448.2112 | f 901.448.1120

Telecommunications Device for the Deaf
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uthsc.edu/oc



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COMPLIANCE

COMPLIANCE NOTES:

Accommodations – ADA and Title IX

The Americans with Disabilities Act, as amended (ADAAA), and Section 504 of the Rehabilitation Act (Section 504), collectively prohibit discrimination against individuals with disabilities, and require covered employers to provide reasonable accommodation to qualified employees with disabilities. In accordance with these laws, the University of Tennessee Health Science Center is obligated to engage in an interactive process with eligible employees to determine whether reasonable accommodation should be provided.

WHO IS PROTECTED UNDER SECTION 504 AND THE ADA?

Section 504 and the ADA protect qualified individuals with disabilities. An individual with a disability is a person who has a physical or mental impairment that substantially limits one or more major life activities; has a record of such an impairment; or is regarded as having such an impairment. The question of whether a particular condition is a disability within the meaning of Section 504 and the ADA, and determinations regarding an employee's eligibility for accommodation, are evaluated on a case-by-case basis.

WHAT CONSTITUTES A REQUEST FOR ACCOMMODATION?

According to the U.S. Equal Employment Opportunity Commission (EEOC), an employee is not required to mention the ADA or use the phrase "reasonable accommodation" when making such a request. Accordingly, anytime an employee indicates that he or she is experiencing limitations related to a medical condition, the employer should consider whether the employee is making a request for accommodation.

WHAT SHOULD I DO IF AN EMPLOYEE REQUIRES ACCOMMODATION?

When a supervisor believes an employee may require accommodation, the supervisor should:

1. Refer the employee to resources available on the Office of Access and Compliance website;
 2. Alert Office of Compliance to the potential need for accommodation.
- Once Office of Compliance has been notified of the situation, our ADA/Section 504 Coordinator or Deputy Coordinator will contact the employee to provide an overview of the accommodation request process, and ensure that the employee has access to the official request forms.

If an employee proceeds in seeking accommodation, Office of Compliance will review information submitted by the employee and his or her health care provider to reach a preliminary eligibility determination. If the employee is eligible for accommodation, Office of Compliance will facilitate the prescribed process (see "THE INTERACTIVE PROCESS," on reverse) through which the employee's needs and potential reasonable accommodations are identified and evaluated.

APPLICABLE LAWS

- Americans with Disabilities Act of 1990 (ADA)
- ADA Amendments Act of 2008
- Section 504 of the Rehabilitation Act of 1973
- Title IX of the Education Amendments Act of 1972
- Tenn. Code Ann. § 50-1-305

As a public institution that receives federal funding, the University of Tennessee Health Science Center is required to comply with the Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973. The Health Science Center is committed to providing a campus which is accessible to everyone.

Office of Compliance

920 Madison, Suite 825
Memphis, TN 38163
t 901.448.2112 | f 901.448.1120
oc-hsc@uthsc.edu
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t 901.448.7382



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REASONABLE ACCOMMODATIONS

A reasonable accommodation is any adjustment or modification to the work environment, or to the manner or circumstances in which a job is customarily performed, which would enable a qualified employee to perform his or her job, or enjoy equal benefits and privileges of employment.

EXAMPLES OF REASONABLE ACCOMMODATIONS INCLUDE:

- Making existing facilities accessible
- Modified work schedules
- Acquiring or modifying equipment
- Paid or unpaid leave

An accommodation must be effective in meeting the employee's needs, and must be necessitated by the employee's disability. Appropriate forms of reasonable accommodation will vary widely, depending on the circumstances of the case in question.

UNDUE HARDSHIP AND REASONABLENESS STANDARD

A modification that would impose significant difficulty or expense on the employer, or alter the nature of the business, would impose an "undue hardship." An employer is not required to implement such an accommodation.

Adjustments or modifications which would eliminate or fundamentally alter an essential function of the position are inherently unreasonable, and need not be considered.

For information regarding student accommodations, please contact:

Teaching and Learning Center (TLC)

8 S. Dunlap GEB, Room BB9

Memphis, TN 38163

sassi@uthsc.edu

t 901.448.7745 | f 901.448.1451

uthsc.edu/tlc

THE INTERACTIVE PROCESS

What is the Interactive Process?

When a qualified employee's disability and need for accommodation are not obvious, the employer and employee must engage in an informal, interactive dialogue to identify the following: functional limitations created by the employee's disability; the essential functions of the employee's position; the employer's operational needs; and potential reasonable accommodations which could enable the employee to overcome his or her functional limitations.

What does the Interactive Process entail?

Office of Compliance facilitates the Interactive Process by coordinating meetings with the employee, the employee's supervisor, and any other necessary representatives. During such Interactive Process Meetings, the attendees provide the information which Office of Compliance will require to evaluate the employee's request. The employee is asked to describe the functional limitations he or she is experiencing, while the supervisor and other departmental representatives provide information relating to the essential functions of the employee's position, as well as other details regarding the department's operational needs. The group will then discuss potential adjustments that could be implemented, and which would effectively remove the limitations or barriers the employee has encountered.

As the process requires input from multiple stakeholders and a fact-intensive analysis, the process often requires multiple meetings, some of which take place on an ad hoc basis. Additionally, the process sometimes requires the employee's health care provider to supplement the medical documentation with more specific information and details.

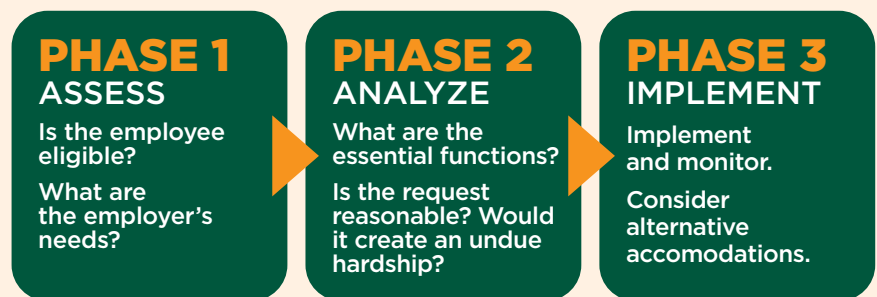
What happens at the conclusion of the Interactive Process?

Based on information collected through these meetings, Office of Compliance in conjunction with appropriate institutional representatives, will evaluate the employee's request. Office of Compliance will convey the outcome of this evaluation to the employee and supervisor.

Office of Compliance will then facilitate next steps as needed. If an appropriate form of reasonable accommodation is identified, Office of Compliance will assist the department in implementing the adjustment, and monitoring the accommodation to ensure it is effective.

If no reasonable accommodation is identified, Office of Compliance will assist the department in evaluating alternative accommodations, if applicable (e.g., working with Human Resources to identify vacant jobs for which the employee qualifies, and may apply for equal consideration).

ADA ACCOMMODATION PROCESS OVERVIEW



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.



TENNESSEE DIVISIVE CONCEPTS ACT

The Tennessee Higher Education Freedom of Expression and Transparency Act (“the Act”) prohibits Tennessee public institutions of higher education from taking certain actions regarding divisive concepts and the ideologies or political viewpoints of students and employees. It also addresses mandatory training that includes divisive concepts as defined in the Act.

Divisive Concepts Defined

Under the Act, the following concepts are considered “divisive”:

- One race or sex is inherently superior to another race or sex;
- An individual, by virtue of the individual's race or sex, is inherently privileged, racist, sexist, or oppressive, whether consciously or subconsciously;
- An individual should be discriminated against or receive adverse treatment because of the individual's race or sex;
- An individual's moral character is determined by the individual's race or sex;
- An individual, by virtue of the individual's race or sex, bears responsibility for actions committed in the past by other members of the same race or sex;
- An individual should feel discomfort, guilt, anguish, or another form of psychological distress solely because of the individual's race or sex;
- A meritocracy is inherently racist or sexist, or designed by a particular race or sex to oppress members of another race or sex;
- This state or the United States is fundamentally or irredeemably racist or sexist;
- Promoting or advocating the violent overthrow of the United States government;
- Promoting division between, or resentment of, a race, sex, religion, creed, nonviolent political affiliation, social class, or class of people;
- Ascribing character traits, values, moral or ethical codes, privileges, or beliefs to a race or sex, or to an individual because of the individual's race or sex;
- The rule of law does not exist, but instead is a series of power relationships and struggles among racial or other groups;
- All Americans are not created equal and are not endowed by their Creator with certain unalienable rights, including, life, liberty, and the pursuit of happiness;
- Governments should deny to any person within the government's jurisdiction the equal protection of the law;
- Race or sex stereotyping, which is defined as ascribing traits, values, moral and ethical codes, privileges, status, or beliefs to a race or sex, or to an individual because of race or sex; and
- Race or sex scapegoating, which is defined as assigning fault, blame, or bias to a race or sex, or to members of a race or sex, because of their race or sex, and includes any claim that consciously or subconsciously, and by virtue of a person's race or sex, members of a race are inherently racist or inclined to oppress others, or that members of a sex are inherently sexist or inclined to oppress others.

Prohibitions Under the Act

Neither UT Health Science Center nor any UT Health Science Center employee shall:

- penalize, discriminate against, or treat adversely either a student or employee because the individual refused to support, believe, endorse, embrace, confess, act upon, or otherwise assent to one or more divisive concepts;
- require a student or employee to endorse a specific ideology or political viewpoint to be eligible for hiring, tenure, promotion, or graduation;
- require an applicant for employment or admission to submit a personal diversity statement or to affirm the applicant's agreement with a diversity statement as part of the application or admissions process;
- ask the ideological or political viewpoint of a student, job applicant, job candidate, or candidate for promotion or tenure;
- use state funding to incentivize faculty to incorporate one or more divisive concepts into academic curricula; or
- approve or use state funds for fees, dues, subscriptions, or travel in conjunction with the membership, meetings, or activities of an organization if participation in such organization requires an individual, or an individual's employer, to endorse or promote a divisive concept.

Diversity, Equity, and Inclusion

If UT Health Science Center employs an individual whose primary job title includes diversity, equity, or inclusion, then:

- A) The university must ensure that the employee's efforts strengthen and increase intellectual diversity and promote a climate that facilitates the free and respectful exchange of ideas; and
- B) The university must ensure that the employee's duties include efforts devoted to supporting student academic achievement and workforce readiness, such as mentoring, career readiness and support, workforce development, or other related learning support activities necessary for the academic and professional success of all students.

Freedom of Speech and Expression

Nothing in the Act shall be interpreted to:

1. Infringe on freedom of speech protected by the First Amendment
2. Infringe on faculty's rights of academic freedom
3. Require an employee to:
 - a. Violate any federal or state law, rule, or regulation; or
 - b. Fail to comply with any applicable academic accreditation requirement;
4. Prohibit UT Health Science Center from training students or employees on the nondiscrimination requirements of federal or state law; or
5. Prohibit UT Health Science Center from promoting diversity, equity, and inclusion, provided that those efforts are consistent with State law.

Training

In regard to training, which includes seminars, workshops, and orientations, UT Health Science Center shall not:

1. Conduct any mandatory training of students or employees if the training includes one or more divisive concepts;
2. Use training programs or training materials for students or employees if the program or material includes one or more divisive concepts; or
3. Use state-appropriated funds to incentivize, beyond payment of regular salary or other regular compensation, a faculty member to incorporate one or more divisive concepts into academic curricula.

Guest Speakers and Student Groups-Use of University Property

Subject to appropriate constitutional time, place, and manner restrictions in accordance with applicable law, for purposes of approving or scheduling usage of university property, UT Health Science Center shall not show bias or favoritism for or against:

- A student group that is peaceful and requests to use university property in a peaceful and lawful manner;
- A guest speaker's, or a guest speaker's student-sponsoring group's, viewpoint, race, creed, color, religion, non-violent political ideology, or non-violent political party affiliation; or
- A student group that, or a guest speaker who, intends to maintain a peaceful campus presence and peaceful use of university property on grounds that UT Health Science Center has received threatened simple breaches of the peace or non-destructive disruptions from groups or individuals who oppose the student group's or guest speaker's presence on campus.

UT Health Science Center shall not:

- Require a student group to pay fees or security deposits that are not charged to all other student groups; or
- Deny a student group access to university property if the property is routinely used by other student groups.

However, UT Health Science Center may restrict or deny use of university property for public displays, organized public gatherings, or public demonstrations if the display, gathering, or demonstration would violate T.C.A. § 39-17-902 or § 49-7-2405.

Contact the **Office of Compliance**

901.448.2112 | oc-hsc@uthsc.edu | uthsc.edu/compliance

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THE UNIVERSITY OF
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Digital Measures for Faculty Members

Digital Measures allows faculty to record and track teaching, research and service activities. It also allows for the easy generation of reports for annual evaluation, reappointment, promotion, and tenure reviews.

- Supporting faculty-related processes: Via paperless completion and processing of documents required for annual review, promotion, tenure, and enhanced performance review
- Highlighting faculty accomplishments: Via website portfolios, reports of faculty activities that include the aggregation of outreach, community service, and engagement
- Documenting the entirety of faculty work/efforts/accomplishments: Via collection of information from all areas of the mission - teaching, research/scholarship, clinical care, service
- Facilitating submission and storage of faculty information required for faculty credentialing, professional program and SACSCOC accreditation: Via ability for faculty, department, college, and/or campus upload and verification of licensure, certification, continuing education, professional development and other documentation
- Decreasing duplicate/repeated requests for information from faculty: Via automatic CV generation, central ability to pull needed data on the part of departments, colleges, campus, or UT System
- Supporting strategic planning and reporting - At departmental, college, and campus levels via customizable reporting
- Extracting data for use in other systems - Such as UT System; SACS Faculty Roster; other professional accreditation faculty reporting

For more information and tips please visit <https://uthsc.edu/digital-measures/>

CAMPUS POLICE

ID Badges

901.448.6705

8:00 am – 3:45 pm (M-F)

Note: Please present your driver's license or photo ID. Please ask your supervisor for your Employee ID number prior to going.

Parking

Parking Services – 901.448.5414

You will need the make, model and tag number of your car to get your parking pass.

Keys

901.448.5561

The key request form is online at uthsc.edu/facilities/documents/key-order-form.pdf. The form must be signed by your supervisor.

Emergency Notification Registration Register for emergency notifications at uthsc.edu/alert.

PLAZA BUILDINGS

The plaza connects the 910, 920 and 930 Madison Avenue buildings. The following businesses are located in the plaza.

LOBBY LEVEL

Banking: UT Federal Credit Union

901.448.3600

7:30 am – 4:00 pm (M-F)

utfcu.org

Bookstore: HSC Hub

901.448.5427

8:00 am – 5:00 pm (M-F)

shop.uthsc.edu

CONCOURSE LEVEL

Mail Services

901.448.5633

7:00 am – 4:00 pm (M-F)

UT Health Science Center Printing and Copy Center

910 Madison Ave., C-20

901.448.5553

8:00 am – 5:00 pm (M-F)

UNIVERSITY HEALTH SERVICES (UHS)

910 Madison Ave., 9th Floor

901.448.5630

uthsc.edu/univheal

UHS can be your primary care facility, and accepts UT health insurance.

CAMPUS RECREATION

Student-Alumni Center (SAC)

800 Madison Ave., Room 312

901.448.5973

uthsc.edu/campus-rec

COMMUNICATIONS AND MARKETING

Mooney Building

875 Monroe Avenue, Room 132

901.448.5544

uthsc.edu/communications-marketing

Health Science Center's Communications and Marketing Department tells our many stories through magazines, newsletters, social media and more. The department staff provides advice, templates, logos, design support, and other resources.

INFORMATION TECHNOLOGY SERVICES

Help Desk – 901.448.2222

uthsc.edu/its

PAYROLL DEPARTMENT

901.448.5574

uthsc.edu/finance/payroll

THE UNIVERSITY OF TENNESSEE SYSTEM MISSION STATEMENT

Serving all Tennesseans and beyond through education, discovery and outreach that enables strong economic, social and environmental well-being.

tennessee.edu/about

THE UNIVERSITY OF TENNESSEE HEALTH SCIENCE CENTER MISSION STATEMENT

Transforming lives through collaborative and inclusive education, research/scholarship, clinical care, and public service.

uthsc.edu/about/mission

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

For more information, please contact:

Human Resources | 910 Madison Avenue | Suite 764

t 901.448.5600 | f 901.448.5170 | hr@uthsc.edu

uthsc.edu/hr



HUMAN RESOURCES

EMPLOYEE/STUDENT/COMMERCIAL PARKING LOTS AND BUILDINGS

1. 910, 920, 930 Madison Plaza Buildings
2. Pharmacy Building
3. Alexander Building
4. General Education Building (GEB)
5. Center for Healthcare Improvement and Patient Simulation (CHIPS)
6. Johnson Building
7. Link Building
8. Wittenborg Building
9. Mooney Building
10. Hyman Administration Building
11. Crowe Building
12. Nash Addition
13. Nash Research
14. Dunn Dentistry Building
15. Physical Plant Building
16. Shops Building
17. Docs Field Pavillion
18. Docs Field
19. Molecular Sciences Building
20. Van Vleet Center
21. Student-Alumni Center (SAC)
22. Speech and Hearing Building
23. Variety Building
- 24. Campus Police**
25. Boling Center for Developmental Disabilities

26. Harwood Center
27. Phi Chi
28. Hyde
29. Cancer Research Building (CRB)
30. Translational Science Research Building (TSRB)
31. Coleman Building
32. Pauline Annex
33. Doctor's Office Building

34. Day Care Building
35. Plough Center
36. Regional One Health
37. Adams Pavillion
38. Le Bonheur Children's Medical Center
39. Le Bonheur Children's Hospital
40. VA Hospital

Legend:

- UTHSC Facility
- Employee Parking
- Student Parking
- Commercial Parking

EMPLOYEE LOT FEE
Includes 9.25% state sales tax

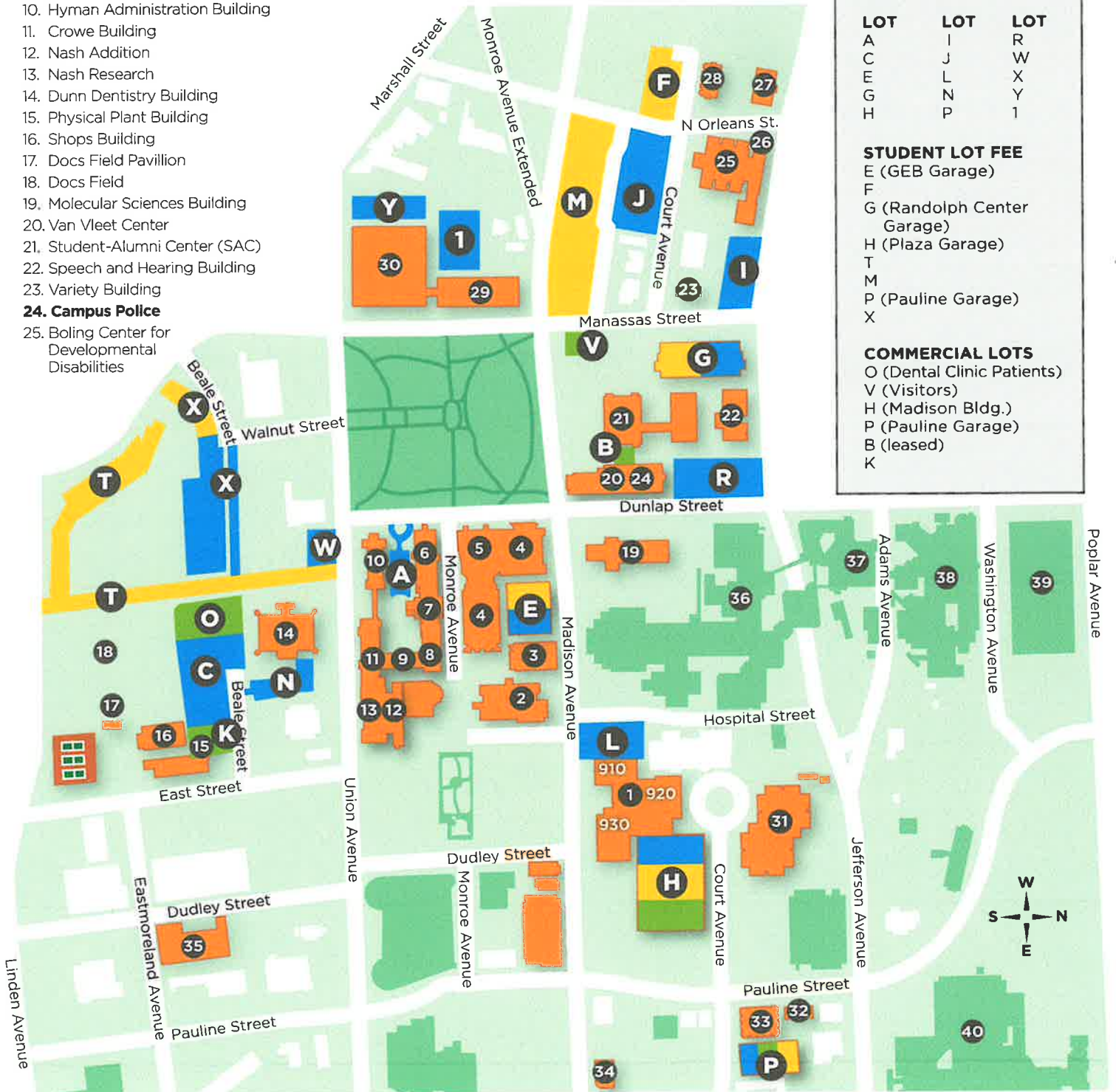
LOT	LOT	LOT
A	I	R
C	J	W
E	L	X
G	N	Y
H	P	1

STUDENT LOT FEE

- E (GEB Garage)
- F
- G (Randolph Center Garage)
- H (Plaza Garage)
- T
- M
- P (Pauline Garage)
- X

COMMERCIAL LOTS

- O (Dental Clinic Patients)
- V (Visitors)
- H (Madison Bldg.)
- P (Pauline Garage)
- B (leased)
- K





THE UNIVERSITY OF
TENNESSEE
HEALTH SCIENCE CENTER.

UTHSC Parking Services

Please read the following for steps on how to
apply for parking.

What you will need:

- **NetId and Password**
- **Personnel Number**
- **Primary Work Location (Building)**

What happens after you apply:

- Applications submitted before noon will be available for same day pickup after 1:30 pm
- Applications received after noon will be processed overnight and available for pickup after 7:30 am, the next business day
- Parking permits must be picked up in-person in Parking Services

How to purchase a permit online:

<https://parkinguthsc.miparc.online>

Click Here

Or Scan
Here



If you have questions, please contact us:

UTHSC Parking Services

3 N. Dunlap Street

Memphis, TN 38163

Phone: 901.448.5549

parkingservices@uthsc.edu

Hours: Monday – Friday

7:30am – 4:30pm

<https://uthsc.edu/campus-police/parking-and-access/index.php>



THE UNIVERSITY OF
TENNESSEE
HEALTH SCIENCE CENTER™

CAMPUS POLICE AND
PARKING SERVICES

ADDITIONAL INFORMATION:

RAVE Guardian



www.uthsc.edu/alert

Mobile phone numbers (call and text), email accounts, UTHSC website, UTHSC social media, and desktop/laptop computer

Effective: January 2020

THE BEST WAY TO REACH US:



9-1-1 Calls

When you are on UTHSC Campus Property, call Dispatch at 901.448.4444.



Non-Emergency Police Responses:

901.448.4440 (nights, weekends, and holidays)

Toll-Free Campus Dispatch:

877.485.8873



Inclement Weather Closing Information:

877.6OUTICE or 901.448.8423

3 N. Dunlap | Memphis, TN 38163
901.448.4444

utpolice@uthsc.edu

www.uthsc.edu/campus-police

WELCOME TO THE

UTHSC POLICE DEPARTMENT

The University Police Department is responsible for the safety and security of the campus and the University community. Your UTHSC Police Department has implemented several areas of safety to equip the campus community in an emergency as well as safety tips which can be found in the “2019 Annual Security Report & Annual Fire Safety Report and VAWA.” Also we have the “360 Stay Safe” training in Blackboard and training that provides students with personal safety information. There is also an “Civilian Response to Active Shooter” course available for the campus (facilitated by Campus Police). All of this can be found on our website uthsc.edu/campus-police. In addition, by following a few safety guidelines, such as securing your personal property, reporting suspicious activity, and reporting suspicious persons right away, we can all play a role in keeping our campus a safe place to learn, work and live.

If immediate police, fire, or medical response is needed, dial 8.4444 from a University phone. From a non-university phone or cell phone, dial 901.448.4444.

WHAT IS THE

“JEANNE CLERY” DISCLOSURE ACT?

The Jeanne Clery Disclosure of Security Policy and Campus Crime Statistics Act is in memory of Jeanne Clery. The law, originally enacted by Congress in 1990 as the Campus Security Act, was championed by Howard and Connie Clery after their daughter Jeanne was tragically murdered at Lehigh University in 1986. As part of the Higher Education Act of 1965 (HEA), requires by federal law that colleges and universities disclose certain timely and annual information about campus crime and security policies. All public and private post-secondary educational institutions participating in federal student aid programs are subject to it. In an effort to ensure we meet and maintain the standards and requirements of the Jeanne Clery Act, the UTHSC Police Department has incorporated, on our website, links and

required information to view the Crime Bulletins and Crime Statistics The faculty, staff, students and prospective students and employees can view statistics from the previous three (3) years. The crime statistics report is at: uthsc.edu/campus-police/clery-act/crime-statistics.php. In addition, our institution MUST distribute the Annual Security Report & Annual Fire Safety Report by October 1, annually to everyone listed above. Several policies included are: Timely Warnings, Missing Students Notification, Sexual Misconduct and Relationship Violence, Alcohol and Illegal Drugs, Weapons and Hate Crimes.

It is online at uthsc.edu/campus-police/clery-act/documents/2019-annual-security-report.pdf. If a paper copy is preferred, please contact Campus Police at 901.448.5679. You may also contact us at cleryact@uthsc.edu.

University of Tennessee Health Science Center

Health Sciences Library

Alexander Building | 877 Madison Ave, Memphis, TN 38163

Phone (901) 448-5634 | Text (901) 730-6733 | Email library@uthsc.edu

Library Staff Hours

Monday – Thursday, 8 a.m. – 10 p.m. | Friday – Saturday, 8 a.m. – 5 p.m. | Sunday, 2 p.m. – 10 p.m.

Library Website: <https://www.uthsc.edu/library/> | (24/7 access with UTHSC ID Badge)

Research & Learning Services

Liaisons & Embedded Librarian Services

- Liaison librarians serve UTHSC colleges, departments and offices as points of contact for library resources and services. Liaison librarians may embed within your course to provide instruction concerning use of databases and research techniques.

Library Instruction

- Librarians offer information literacy instruction; orientations to library resources and services; and workshops for HR credit, including sessions on EndNote and the Anatomage Table.

Research Consultations

- Librarians conduct consultations in many areas, including literature searches, citations, journal, analysis, development of course learning modules and more.

Library Searches

- Librarians assist in the research process by conducting literature searches for relevant information.

Systematic Review Services

- Librarians consult on the systematic review process (basic service) or conduct in-depth literature searches, assist with citation management, and write the literature search methodology for the final paper for publication (advanced service).

For more information on research and learning services, visit <https://libguides.uthsc.edu/researchlc/researchsupport>

Electronic Resources

Databases & Journals

- PubMed | Ovid@MEDLINE | Cochrane Library | CINAHL | ClinicalKey | JAMA | NEJM | UptoDate | Lexicomp | Micromedex | Scopus | AccessMedicine

For a full listing of databases and journals, visit <https://www.uthsc.edu/library/>

InterLibrary Loan (ILL)

Books and journal articles not available in the library may be ordered through interlibrary loan (ILL). This is a free service for current UTHSC faculty staff and students. Register for your ILL account at <https://www.uthsc.edu/library/borrow.php>

Anatomage Table

The library houses the Anatomage Table used for virtual dissection. To learn more and reserve the table or make an appointment for a tour or training, visit <https://libguides.uthsc.edu/Anatomage>

Historical Collections & Archives

The library historical collections and archives includes rare books, manuscripts, and other artifacts on the history of the health sciences. Call 901-448-5051 for more information.



THE UNIVERSITY OF
TENNESSEE
HEALTH SCIENCE CENTER™

Hazard Awareness and Emergency Response

UTSHC Campus Safety and Emergency Management
Office of Research Safety Affairs





Mission:

Transforming lives through collaborative and inclusive education, research/scholarship, clinical care, and public service.

Upon completing this course, you should be able to:

- **Contact the Campus Police to initiate emergency response.**
- **Evacuate buildings or shelter-in-place when required.**
- **Obtain information related to incidents affecting campus.**
- **Respond to medical emergencies.**
- **Report injuries, accidents or property damage.**



PUBLIC SAFETY



Your safety is a priority!

- 24 hours a day, 7 days a week, 365 days a year
- Call 901-448-4444 to report emergencies
 - Public Safety Concerns
 - Medical emergencies
 - Hazardous materials concerns



Anthony Berryhill
Police Chief



Arley (Clete) Knight
Deputy Chief

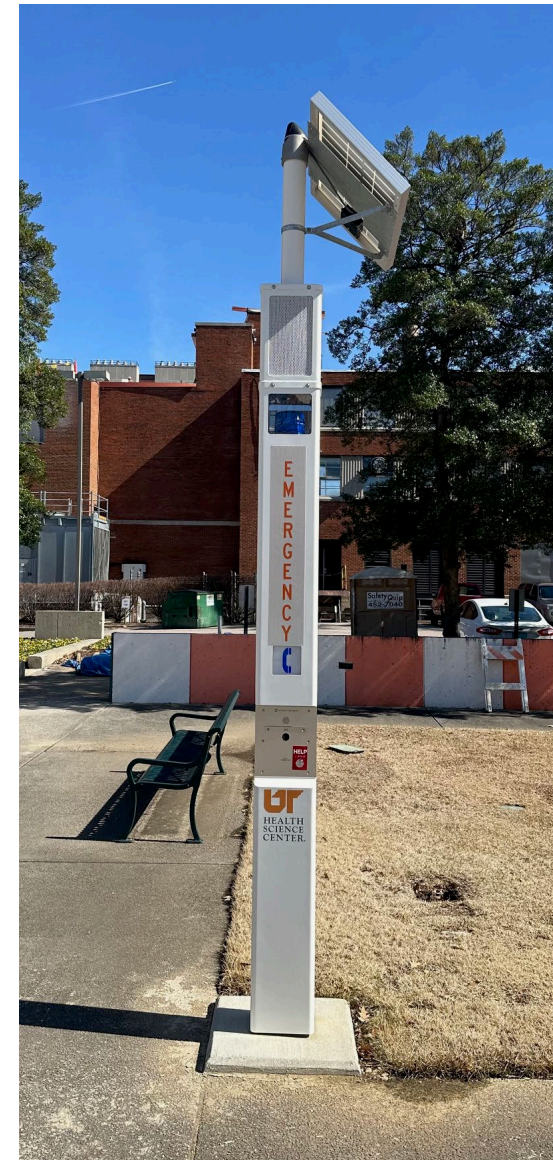
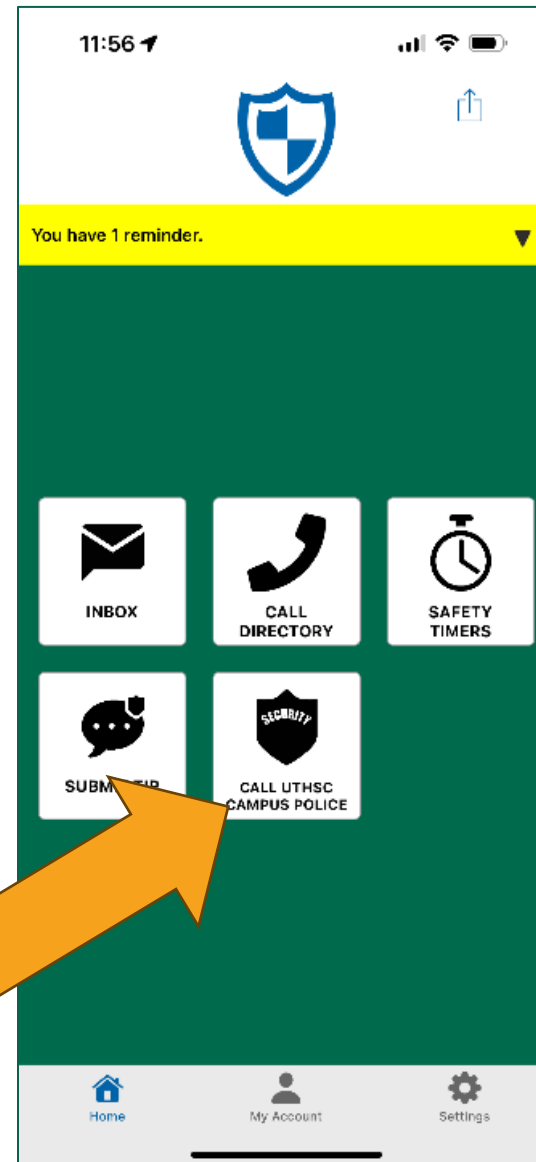


Joanne Morrow
Police Captain



Contacting Campus Police

- 901-448-4444
- Rave Guardian app
- Emergency phone towers



EMERGENCY RESPONSE

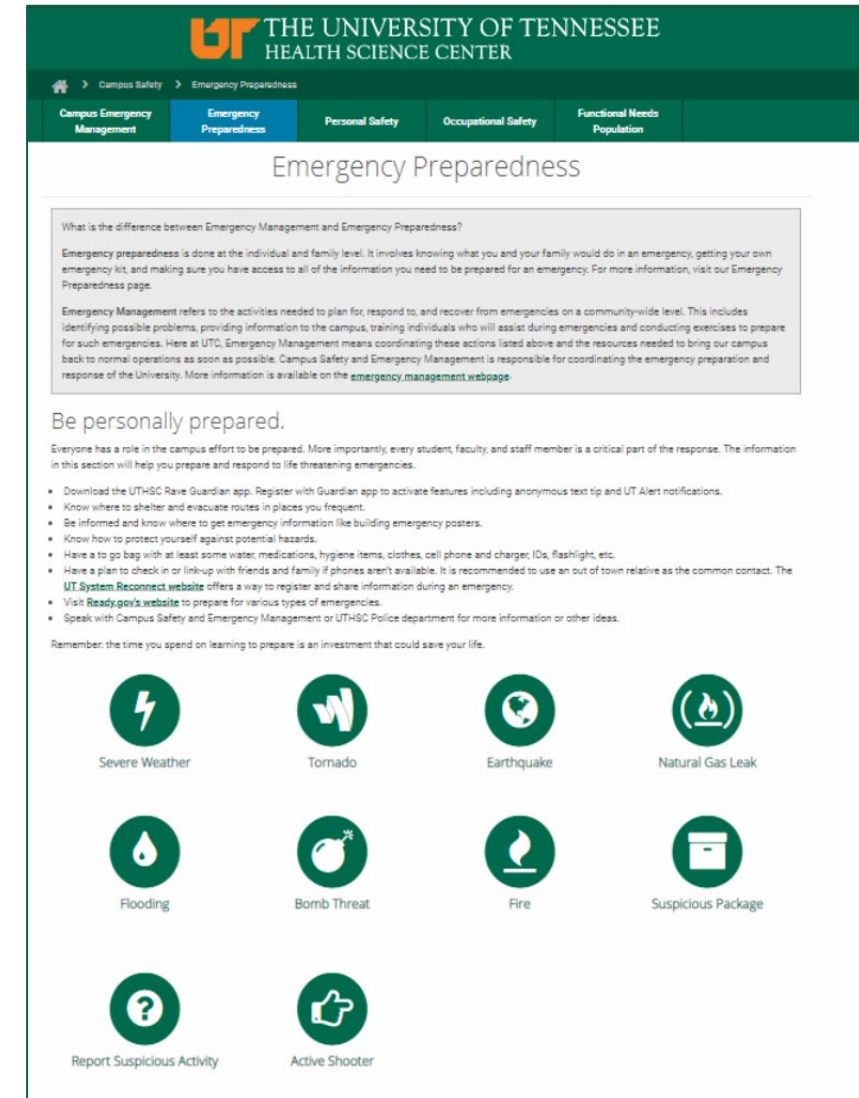
UTHSC Alert

- Email, text and voicemail notifications
- Updated UTHSC website



Emergency Response Procedures

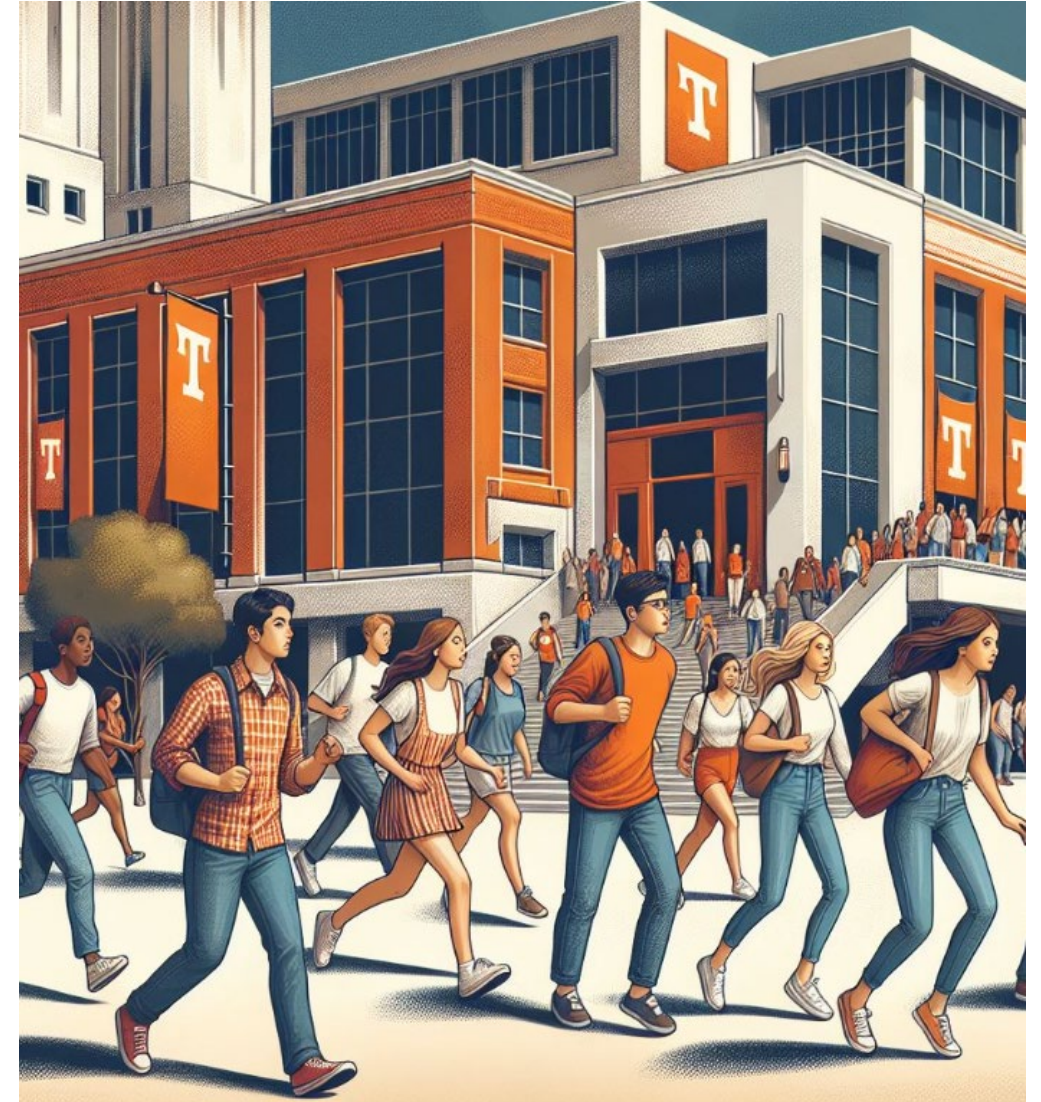
- Accessible through Campus Safety webpage
- Incident response instructions
- Inclement Weather/ Administrative Closing information



The screenshot shows the UTHSC website's 'Emergency Preparedness' page. At the top, there is a navigation menu with 'Emergency Preparedness' selected. Below the menu, the page title 'Emergency Preparedness' is displayed. The main content area includes a section titled 'What is the difference between Emergency Management and Emergency Preparedness?' with two paragraphs explaining the concepts. Below this, there is a section 'Be personally prepared.' followed by a list of bullet points providing instructions on how to prepare for emergencies. At the bottom, there is a grid of icons representing various emergency types: Severe Weather, Tornado, Earthquake, Natural Gas Leak, Flooding, Bomb Threat, Fire, Suspicious Package, Report Suspicious Activity, and Active Shooter.

In case of fire R.A.C.E.

- **R**escue
- **A**larm
- **C**ontain
- **E**vacuate



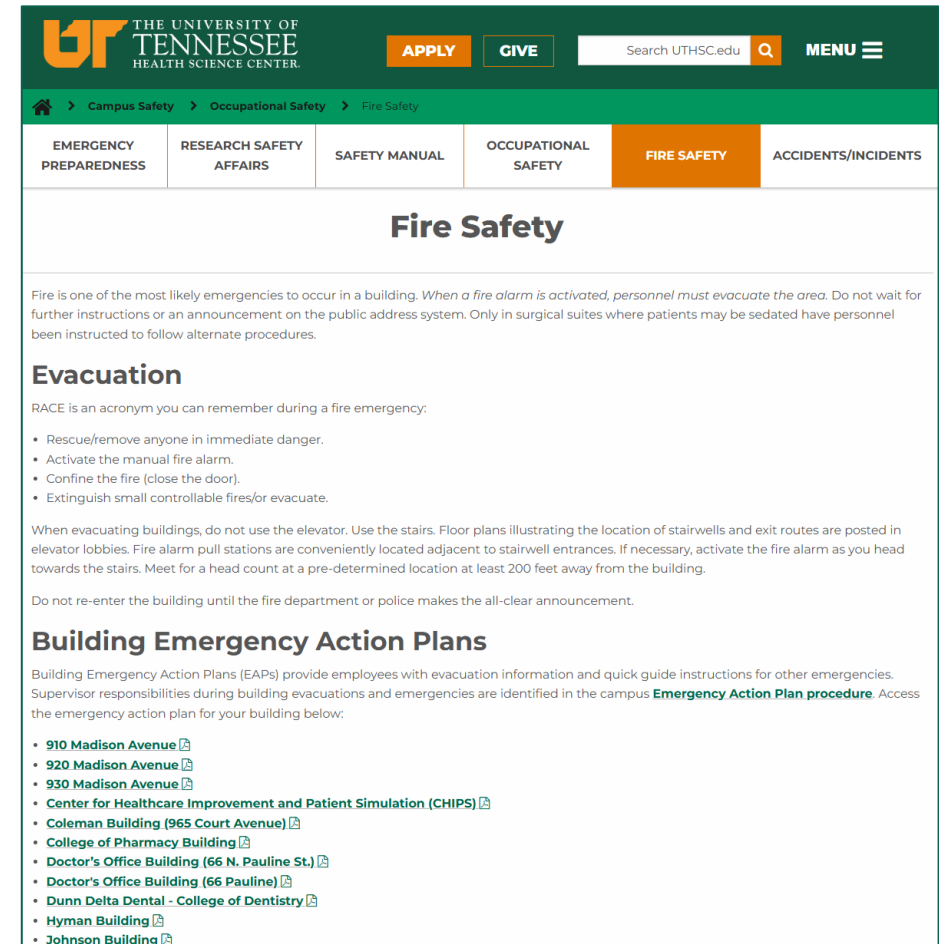
Building Evacuation

- Seek shelter in an area of refuge
- Inform others to notify first responders
- Remain in place until help arrives



Building Emergency Action Plans

- Evacuation routes
- Assembly points
- Shelter-in-place locations
- AED locations
- *Accessible on Fire Safety website*



The screenshot shows the UTHSC website's Fire Safety page. The header includes the UTHSC logo, navigation buttons for 'APPLY' and 'GIVE', a search bar, and a 'MENU' icon. The breadcrumb trail reads: Home > Campus Safety > Occupational Safety > Fire Safety. A navigation menu below the breadcrumb highlights 'FIRE SAFETY' in orange, with other options: EMERGENCY PREPAREDNESS, RESEARCH SAFETY AFFAIRS, SAFETY MANUAL, OCCUPATIONAL SAFETY, and ACCIDENTS/INCIDENTS. The main heading is 'Fire Safety'. The text explains that fire is a common emergency and provides instructions on what to do when a fire alarm sounds. It includes a section for 'Evacuation' with a list of RACE steps: Rescue/remove anyone in immediate danger, Activate the manual fire alarm, Confine the fire (close the door), and Extinguish small controllable fires/or evacuate. It also provides instructions on using stairs and avoiding elevators. A section for 'Building Emergency Action Plans' explains that EAPs provide evacuation information and lists links for various buildings: 910 Madison Avenue, 920 Madison Avenue, 930 Madison Avenue, Center for Healthcare Improvement and Patient Simulation (CHIPS), Coleman Building (965 Court Avenue), College of Pharmacy Building, Doctor's Office Building (66 N. Pauline St.), Doctor's Office Building (66 Pauline), Dunn Delta Dental - College of Dentistry, Hyman Building, and Johnson Building.



BUILDING EMERGENCY ACTION PLANS



EMERGENCY ACTION PLAN

920 MADISON AVENUE

This Emergency Action Plan is intended to comply with OSHA requirements for emergency evacuation information and quick guide instructions for other emergencies. Evacuation routes and emergency equipment locations are illustrated on the following pages. Refer to the UT Health Science Center Emergency Operations Plan for additional information.

Fire Building Evacuation

Reporting
In case of fire immediately notify occupants. This may be done via:

- Fire alarm pull stations located next to exit stairwells.
- Calling Campus Police at 901-448-4444

For additional information call UTHSC Fire Safety Coordinator at 901-448-5619

Evacuation

- Evacuate building in case of fire or alarm.
- Evacuation routes posted in elevator lobbies and provided on subsequent pages.
- Use exit stairs, do not use elevators.
- Close doors behind you.
- Congregate at assembly point. Report to your supervisor. Wait for "all clear."

Evacuation for Physically Challenged

- Move to an **Area of Refuge**.
- Areas of refuge are located within fire-protected enclosures.
- Notify others of your presence as they evacuate or call for assistance from your cell phone.
- Wait for assistance from first responders

This building has a Selective Voice Evacuation System. A single detection device activation will notify two floors above and two floors below. Two or more detection device activations will evacuate the entire building. 910, 920 and 930 Madison evacuation separately – an evacuation in one building does not evacuation all.



Area of Refuge Locations:

- Evacuation route stairwells on all floors

Medical Emergency

Emergency Assistance

- Call Campus Police at (901) 448-4444. First responders will be dispatched to your location.

Emergency Medical Care

- Proceed to **Regional One Health** emergency room at 877 Jefferson Avenue, Memphis, TN.

Injury/Incident Reporting

- Employee injuries call Corvel at 1-866-245-8588 and report to Risk Management using the online [incident report form](#) (select On-the-Job Injury).
- Student or visitor incidents use online [incident report form](#) (select General Liability).

Emergency Medical Equipment

Automated External Defibrillator (AED) Locations:

- 1st Floor Outside East stairwell
- 4th Floor North Hall
- 6th Floor, Southeast Hall
- 9th Floor, Southeast Hall

Report use of an AED to Campus Police (901-448-4444)

Epi-Pen/Allergic Anaphylaxis:
University Health Services, 910 Madison Avenue, Floor 10

Online Incident Report Form



EMERGENCY ACTION PLAN

920 MADISON AVENUE

Tornado Shelter in Place Locations

Reporting
Tornado warnings and "all clear" will be communicated via

- UTHSC Alert text message
- Email
- Rave Guardian app notification

Remain in place until you receive the "all clear" notification.

Shelter in Place
Move to a safe area within the building.

- Bottom floors
- Away from doors and windows
- Small interior rooms

Examples of suitable shelter locations in your building include the following:

- Basement elevator lobby
- Madison concourse basement corridor
- Each floor elevator lobby and central corridor

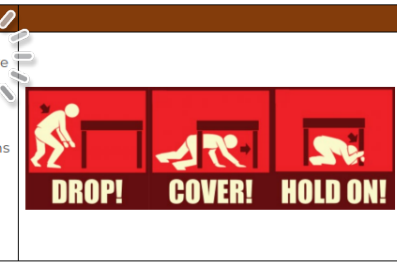
Earthquake Act Immediately

Drop down onto your hands and knees before the earthquake knocks you down. Move away from windows and walls.

Cover your head and neck (and your entire body if possible) underneath a sturdy table or desk. Cover your head and neck with your arms and hands.

Hold On to your shelter (or to your head and neck) until the shaking stops.

- Evacuate when shaking stops.
- Do not use elevators.
- If you are trapped, stay calm.



Active Shooter/Hostile Event

Reporting
Alert Campus Police to active shooter events by:

- Calling Campus Police at 901-448-8888
- Use a duress button on the lectern in large classroom.

Active Shooter or hostile events will be communicated to the campus via:

- UTHSC Alert text message
- Email
- Rave Guardian app notification

Avoid:

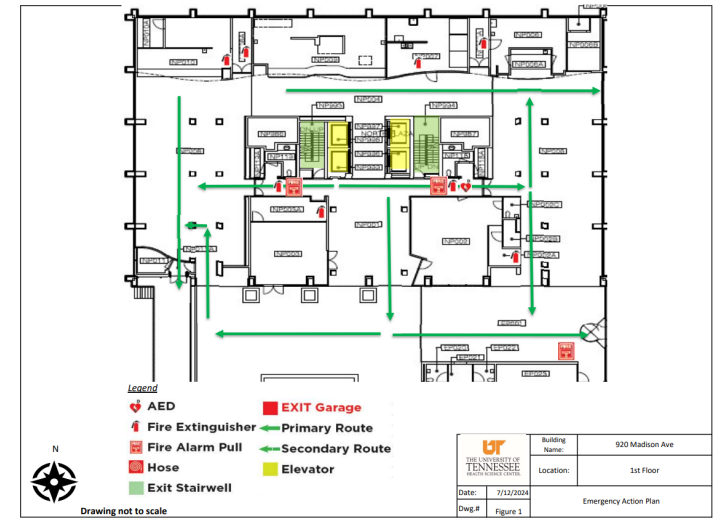
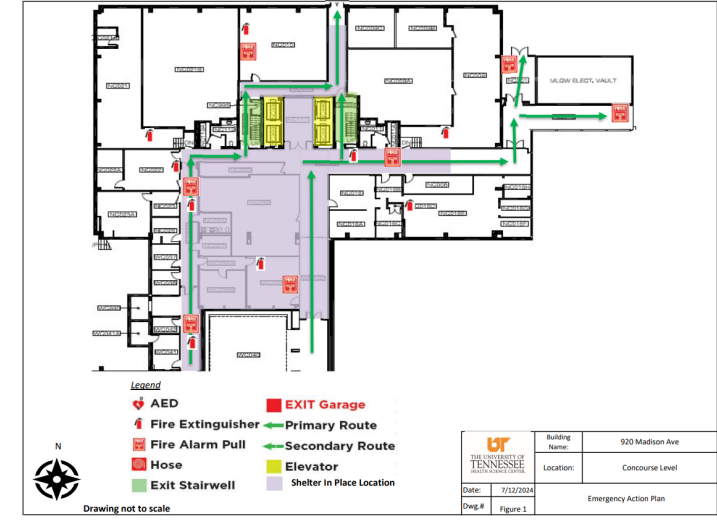
- Move away from the source of the threat as quickly as possible.
- Have an exit plan.
- The more distance and barriers between you and the threat, the better.

Deny:

- When getting out of a hostile environment is difficult, keep distance between you and the source.
- Create barriers to prevent the threat from getting to you.
- Remain out of sight and quiet by hiding behind large objects.

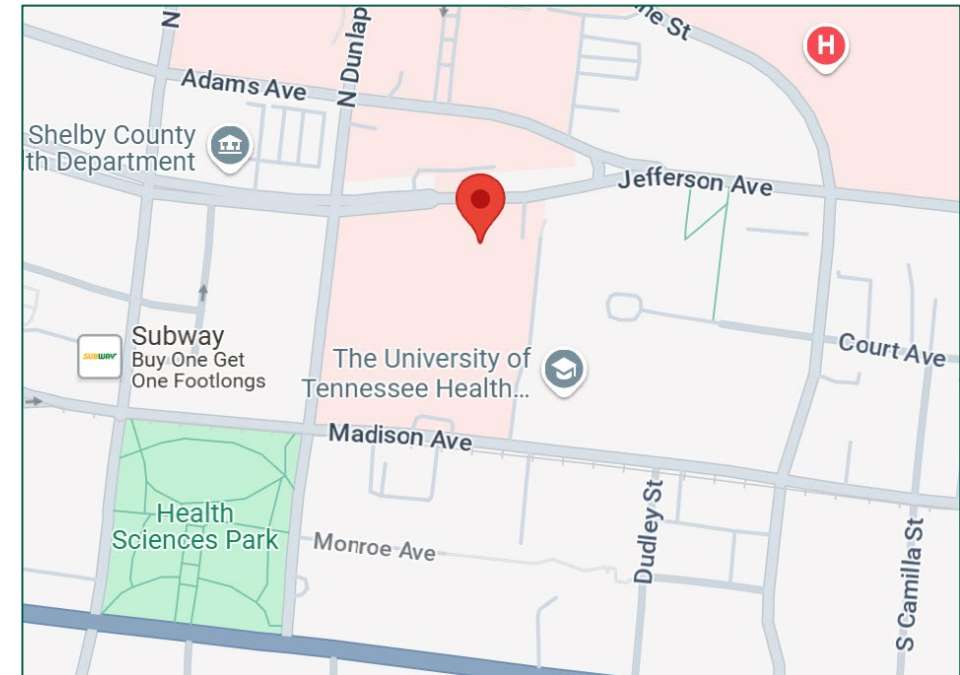
Defend:

- If you cannot AVOID and DENY, be prepared to DEFEND yourself.
- Be aggressive and committed to your actions.
- Do not fight fairly. This is about survival.



Medical Emergency Response

- **Call Campus Police 901-448-4444**
- **Regional One Health Emergency Room**
 - 877 Jefferson Avenue
- **University Health Services**
 - 910 Madison Avenue, 9th Floor



REPORTING INCIDENTS AND SAFETY CONCERNS



Employee injuries or exposures must be reported:

1. **Notify your immediate supervisor**
2. **Call the CorVel 24/7 nurse line**
 - Telephone: 1-866-245-8588
 - Nurse will document incident and initiate a claim.
 - Direct you to follow-up medical care.
3. **Online Incident Report Form**



REPORT INJURIES AND EXPOSURES

REV 02-14-2025

Employee On-the-Job Injury

Call 24/7 Medical Triage
at 866.245.8588 (Corvel) within 24 hours

AND

Complete the Online Incident Report (use QR Code or visit riskmanagement.tennessee.edu and select **On-the-Job Injury**).



Student and Visitor Injuries and Exposures

(including personal property damage, non-employee injury)

Complete the Online Incident Report (use QR Code or visit riskmanagement.tennessee.edu and select **General Liability** incident).



UT Incident Report Form :

- *Students and visitors* report injuries using the Online Incident Report Form
- Accessible through the Campus Safety website
- Accessible using QR code on the poster



REPORT INJURIES AND EXPOSURES

REV 02/14/2025

Employee On-the-Job Injury

Call 24/7 Medical Triage
at 866.245.8588 (Corvel) within 24 hours

AND

Complete the Online Incident Report (use QR Code or visit riskmanagement.tennessee.edu and select **On-the-Job Injury**).



Student and Visitor Injuries and Exposures

(including personal property damage, non-employee injury)

Complete the Online Incident Report (use QR Code or visit riskmanagement.tennessee.edu and select **General Liability** incident).



Report safety concerns:

- Contact Campus Safety and Emergency Management
- Call 901-448-6114
- Email safety@uthsc.edu



RECOGNIZING HAZARDS



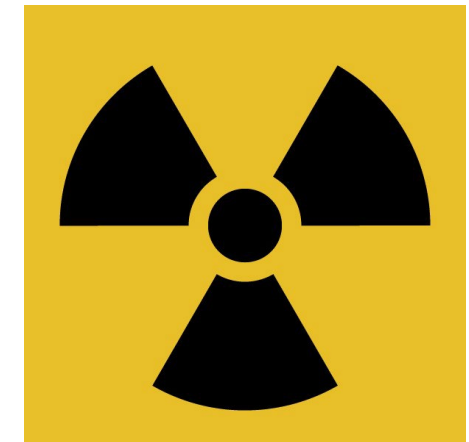
WARNING SIGNS AND SYMBOLS

- Located at work area entrances
- Identify entry requirements and precautions
- Provide contact information

		Building: _____ Room #: _____		
		Department: _____		
		Lab Type: _____ Rev. Date: _____		
		Shared w/ PIs: _____		
CAUTION: The Selected Hazards May Be Present				
 BIOHAZARD BSL: _____				
BSL2 Materials <input type="checkbox"/> Lentivirus <input type="checkbox"/> Adenovirus <input type="checkbox"/> Human Materials <input type="checkbox"/> Other infectious agents				
Other Hazards <input type="checkbox"/> Laser(s) (Class _____) <input type="checkbox"/> X-Ray Equipment <input type="checkbox"/> Magnets (high power) <input type="checkbox"/> High Voltage ≥ 480 Volts <input type="checkbox"/> Air/Water Reactive <input type="checkbox"/> Hazardous Waste Storage <input type="checkbox"/> Cryogenic Materials	Special Hazards or Precautions PPE Used In Lab Eye Protection <input type="checkbox"/> Safety Glasses <input type="checkbox"/> Safety Goggles <input type="checkbox"/> Face Shield Hand Protection <input type="checkbox"/> Latex Gloves <input type="checkbox"/> Nitrile Gloves <input type="checkbox"/> Cryogenic or Thermal <input type="checkbox"/> Lab Coat <input type="checkbox"/> Hearing Protection			
Contact Information		Emergency Contact		
Office Phone _____ After-hours Phone _____		Police/Fire/Medical: 911		
Primary Contact (PI) _____		UT Police: 448-4444		
Secondary Contact _____		Research Safety: 448-6114		
Department Head _____		Facilities Services: 448-5661		
<small>Information is to be updated as information changes or annually, whichever comes first. For questions about this posting please contact Research Safety.</small>				



INFECTIOUS MATERIAL



RADIATION



Employees must:

- Follow UTHSC Safety Procedures
- Located in the campus Safety Manual
- Accessible through Campus Safety website

EMERGENCY PREPAREDNESS	SAFETY MANUAL	OCCUPATIONAL SAFETY	FIRE SAFETY	ACCIDENTS/INCIDENTS
UTHSC Safety Manual				
Procedure Number	Title	Keywords		
HM5100	Hazard Communication	Hazardous chemicals, Safety Data Sheets, chemical inventory, training, labels		
HM5200	Compressed Gas Policy	Compressed gas, gas cylinders, storage, handling management, training, procedures		
HM5200G	Compressed Gas Guidelines	PPE, storage limits, transportation, regulators, labeling, hazard classes, flammable gases, disposal, leaks		
HM5201	Regulated Medical Waste Policy	Biohazard, infectious, waste, red bags, training		
HM5202	Controlled Substances Policy	Drugs, DEA, Tennessee Board of Pharmacy, schedules, recordkeeping, training		
EM5501	UTHSC Special Events Emergency Plan	Assembly, event, crowd, security, notification, life safety		
FS5300	Fire Prevention Plan	NFPA, Contractors, fire extinguishers, flammable liquids, storage, evacuation, alarm and suppression systems		
FS5302	Portable Fire Extinguisher Policy	Extinguishers, training, inspections, selection, installation, maintenance		
FS5303	Hot Work Policy	Hot work permit, contractors, welding, grinding, heat treating, training		
GS5100	Electrical Safety Policy	Electrical equipment, arc flash, wiring, extension cords, contractors, installation, PPE, energized electrical work permit, hand tools, training		
GS5102	Ladder Safety Policy	Ladder, inspection, training, procedure, record keeping		
GS5103	Lock Out Tag Out Safety Policy	Hazardous energy, maintenance work, training, lockout devices, lock removal, training, recordkeeping, inspections		
GS5104	Motor Vehicle Safety Policy	UTHSC vehicle, operator requirements, maintenance, 15-passenger vans, training, recordkeeping		
GS5105	Respiratory Safety Protection Policy	Respirator, medical approval, fit test, training, N95, Powered Air-purifying Respirator (PAPR), vapors, particulates		
GS5107	Slips Trips and Falls Safety Policy	High risk area, maintenance, footwear, hazard, reporting, inspections, reporting		
GS5108	Unmanned Aircrafts Systems Policy	Unmanned aircraft, drone, FAA,		
GS5110	Smoke Free Campus	Smoking, smoke products, e-cigarettes, designated areas, cessation resources, violations		
GS5111	Contractor Safety Program and Guidelines	Multi-employer work sites, site visits, job site checklist, health and safety plan		



Safety Plans and Training:

- Located in the Safety Manual
- Exposure Control Plan
- Chemical Hygiene Plan
- Biosafety Manual
- Radiation Safety Manual
- Safety training on Blackboard or by request



Summary

- Report emergencies to the Campus Police (901) 448-4444
- Be familiar with emergency response procedures
- Campus Safety Manual – accessible through the Campus Safety website
- Report concerns to Campus Safety or Research Safety Affairs by emailing safety@uthsc.edu



Questions?
Call Campus Safety at 448-6114
or email safety@uthsc.edu

