MESSAGE FROM THE TITLE IX COORDINATOR

Dear UTHSC Community:

This report aims to promote awareness and transparency regarding the incidence of sexual misconduct reported by UTHSC faculty, staff, trainees, students, and others. It is a Title IX best practice to publish annual reports.

Secondly, this annual report includes information about five primary areas: policy and procedures, education and prevention, support measures, investigation and resolution, and patterns and trends. The report also identifies members of the Title IX Team that is expansive, covering various individuals (i.e., categories of complainants), departments, and locations.

The ongoing engagement of the UTHSC community is essential to our efforts to prevent sexual misconduct and maintain a safe and respectful campus. Your questions, comments, and concerns are always welcome. You may contact the Office of Inclusion, Equity, and Diversity at hsc-oied@uthsc.edu or schedule a meeting by calling (901)448-2112.

Thanks,

Michael Alston, EdD
Associate Vice Chancellor/CDO and Title IX Coordinator

TITLE IX MODEL

The university’s commitment to Title IX efforts is centered around five foundational areas that encompass the Title IX model.

Policy and procedures provide the basis in which the university operates.

Prevention and Education initiatives that include trainings and collaborations with campus and community partners centered around increasing UTHSC community awareness and encouraging an environment free from all forms of sexual harassment, domestic violence, dating violence, stalking, and retaliation.

Support Measures are the university’s commitment to a range of care, support, and reporting options in response to Prohibited Conduct.

Investigation and Resolution processes are dedicated to encouraging reporting, campus safety, and prompt, equitable resolution of reported Prohibited Conduct.

Patterns and trends across campus along with the latest available research aid our education, prevention, and response efforts to better serve the UTHSC community.
TITLE IX POLICY

The University of Tennessee Health Science Center is committed to creating and maintaining a safe and non-discriminatory learning, living, and working environment free from Sexual Harassment (including Sexual Assault, Domestic Violence, Dating Violence, and Stalking), Sexual Exploitation, and Retaliation (collectively, “Prohibited Conduct”). Prohibited Conduct will not be tolerated and will be grounds for disciplinary action up to and including expulsion from the University and termination of employment.

The primary purposes of this Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence and Stalking (“Policy”) are to:

1. define, eliminate, prevent, and remedy the effects of Prohibited Conduct;
2. identify care, support, and reporting options for students and employees;
3. explain the obligations of employees to report Prohibited Conduct to the University; and
4. identify the grievance procedures the University will follow to thoroughly, equitably, and promptly investigate and resolve reports of Prohibited Conduct.

Additional information about each campus’s procedures and training and prevention programs relating to Prohibited Conduct can be found online at https://www.uthsc.edu/oied/titleix.php

TITLE IX SCOPE

This Policy applies to the conduct of and protects:

- Students of The University of Tennessee Health Science Center (UTHSC)
- Employees and affiliates of the University; and
- University contractors and third parties participating or attempting to participate in the University’s operations or education.

This Policy applies regardless of the Complainant’s or the Respondent’s sex, sexual orientation, gender identity, or gender expression. Prohibited Conduct can occur between individuals regardless of their relationship status and can occur between people of the same or of different sexes, sexual orientations, gender identities, or gender expressions.

- The “Complainant” means an individual who is alleged to be the victim of conduct that could constitute Prohibited Conduct, regardless of whether that person makes a report or seeks action under this Policy.
- The “Respondent” means an individual who has been reported to be the perpetrator of conduct that could constitute Prohibited Conduct.

Those terms do not imply pre-judgment concerning whether Prohibited Conduct occurred. Other key terms used in this Policy are defined in other places in this Policy and are capitalized throughout this Policy.
TITLE IX JURISDICTION

With respect to employees and other non-students, this Policy applies to conduct which:

- occurs on University-controlled property;
- occurs in the context of a University education program or activity, including University employment; and/or
- occurs outside the context of a University education program or activity, but has continuing adverse effects or creates a sexually hostile environment on University-controlled property or in any University education program or activity, including University employment.

The University’s jurisdiction concerning misconduct by students is governed by the University’s Student Code of Conduct (“Code”). The Code applies to Prohibited Conduct which occurs on University controlled property.

The Code also applies to Prohibited Conduct that occurs off of University-controlled property if the conduct adversely affects the interests of the University, including Prohibited Conduct which:

- occurs in connection with a University-affiliated activity including, without limitation, an overseas study program or a clinical, field, internship, or in-service experience;
- involves another member of the University community; or
- threatens, or indicates that the student poses a threat to, the health, safety, or welfare of others or the security of any person’s property.

The University may address Prohibited Conduct that occurs off-campus regardless of whether the University has a duty under Title IX to address the conduct.

The effective date of this Policy is August 12, 2022. This Policy applies to all Prohibited Conduct reported to have occurred on or after August 12, 2022. If the Prohibited Conduct reportedly occurred prior to August 12, 2022, then:

1) the report will be evaluated using definitions of misconduct contained in applicable University policies in effect on the date the reported Prohibited Conduct occurred; and (2) other aspects of the University’s response to the report (e.g., grievance procedures) will be based on this Policy.

This Policy is not intended to, and will not be used to, infringe on academic freedom or to censor or punish students, faculty, or staff who exercise their First Amendment rights, even though such expression may be offensive or unpleasant.
## Deputy Title IX Coordinators

<table>
<thead>
<tr>
<th>NAME</th>
<th>TITLE(S)</th>
<th>CONTACT INFORMATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kristin Forman, DBA</td>
<td>Director, Faculty Affairs, Deputy Title IX Coordinator for Faculty</td>
<td>400 O.W. Hyman Building Memphis, TN 38163</td>
</tr>
<tr>
<td>Aaron Haynes, MSBA</td>
<td>Assistant Dean, GME Administration, Deputy Title IX Coordinator for GME (Memphis)</td>
<td>920 Madison, Suite 447 Memphis, TN 38163</td>
</tr>
<tr>
<td>Olivia Ralph, JD</td>
<td>Employee Relations Manager, Human Resources, Deputy Title IX Coordinator for Staff</td>
<td>910 Madison, 7th Floor Memphis, TN 38163</td>
</tr>
<tr>
<td>Will Ross, MA</td>
<td>Associate Director for Community Standards, Deputy Title IX Coordinator for Students</td>
<td>800 Madison, Suite 300 Memphis, TN 38163</td>
</tr>
<tr>
<td>Connie Childs, MA</td>
<td>Director, International Programs, Deputy Title IX Coordinator for International Programs</td>
<td>910 Madison, Suite 530 Memphis, TN 38163</td>
</tr>
<tr>
<td>Captain Joanne Morrow</td>
<td>Police Captain, Campus Police, Deputy Title IX Coordinator for Clery Compliance</td>
<td>3 N. Dunlap Street Memphis, TN 38163</td>
</tr>
<tr>
<td>Amy Paganelli, CPA, MBA</td>
<td>Assistant Dean, Finance and Administration, Deputy Title IX Coordinator for GME (Knoxville)</td>
<td>Graduate School of Medicine, Knoxville, TN 37920-6999 865.305.9290</td>
</tr>
<tr>
<td>Geoffrey Smallwood, MD</td>
<td>Chief Academic Officer Clinical Medical Education, Deputy Title IX Coordinator for GME (Nashville)</td>
<td>Saint Thomas Health Nashville, TN 615.284.5555</td>
</tr>
<tr>
<td>Wesley G. Byerly, PharmD</td>
<td>Sr. Associate Vice Chancellor, Research Deputy Title IX Coordinator for Research</td>
<td>910 Madison, Suite 608 Memphis, TN 38163</td>
</tr>
<tr>
<td>Pam Scott, C-TAGME</td>
<td>Director, Clinical Medical Education, Deputy Title IX Coordinator for GME (Chattanooga)</td>
<td>Office of Graduate Medical Education, Chattanooga, TN 37403 423.778.7442</td>
</tr>
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# TITLE IX SUMMARY REPORT

## CALENDAR YEAR COMPARISON JANUARY 1, 2021 – DECEMBER 31, 2022

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## CALENDAR YEAR 2022 TOTAL UTHSC COMPLAINANT STATUS

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## CALENDAR YEAR 2022 TOTAL UTHSC RESPONDENT STATUS

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*Sexual Misconduct is a term that encompasses Sexual Harassment, Sexual Assault, Sexual Exploitation and all other words and or/conduct that would constitute a Sex Offense Crime

2022 Campus Reports <5 for non-Title IX complaints.
PREVENTION, EDUCATION, SUPPORT, AND TRAINING

STALKING AWARENESS MONTH

Stalking, Mental Health, and YOU

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

SEXUAL ASSAULT AWARENESS MONTH

Social Media SAAM Pledge

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

Teal Ribbon Campaign

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

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

![White Ribbon Campaign Image](image)

**DOMESTIC VIOLENCE AWARENESS MONTH-OCTOBER**

![Domestic Violence Awareness Month Image](image)

**Take A Stand Reception**

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

Purple Thursdays Tabling – OIED held tabling events every Thursday for October (13th, 20th, and 27th) to give away purple ribbons and resources to the campus community for Domestic Violence Awareness Month.

**ANNUAL TITLE IX TRAINING**

The Office of Title IX continued to enhance and expand the annual Title IX training assigned to all employees during the fall of 2022. The training was packaged into the Annual Compliance Training, which was housed in the K@TE learning management system for faculty, staff, and graduate students. The package covered the Clery Act, the Code of Conduct, the Family Educational Rights and Privacy Act, Hazard Awareness and Workplace Safety, HIPAA Training, IT Security Awareness, Title VI, and Title IX: Mandatory Responsible Employees. The 2022 Annual Compliance Training launched on February 1 and was due on June 30, 2022. The UTHSC Mandatory Reporter Training had a 99% completion rate.

**ANNUAL SYSTEM-WIDE TITLE IX TRAINING**

Title IX Team Members and Campus Partners were in attendance to the Annual System-Wide Title IX Training with other UT campuses held on August 8 & 9, 2022. Training was recorded and uploaded to K@TE for use and future access.

**TITLE IX INFORMATION SESSION**

Dr. Michael Alston held an information session to review the 2022-2023 Sexual Misconduct, Relationship Violence, Stalking, and Retaliation Policy with the effective date of Friday, August 12. The information session was held on Thursday, September 22 over Zoom. The session covered the adjustments in the UTHSC policy, identified members of the Title IX Team, and made available resources known.
COMMUNITY RESOURCES

LOCAL RESOURCES
Crime Victims and Rape Crisis Center 901.222.3950
Crime Victims and Rape Crisis Center (24-Hour Sexual Assault Hotline) 901.222.4350
Family Safety Center of Memphis and Shelby County 901.222.4400
Memphis Area Legal Services 901.523.8822
Memphis Area Women’s Council 901.378.3866
Memphis Child Advocacy Center 901.525.2377
Memphis Police Department Domestic Violence Investigative Unit 901.636.3741
Shelby County Crime Victims Services 901.222.3950
Shelby County District Attorney General’s Domestic Violence Unit 901.222.1485
Shelby County Sheriff’s Office Domestic Violence Unit 901.222.4400
Tennessee Department of Children’s Services 901.578.4371
YWCA of Greater Memphis 901.725.4277

CAMPUS RESOURCES
Title IX Coordinator 901.448.2112
Employee Relations Counselor in HR 901.448.5600
UTHSC Campus Police Department 901.448.4444
University Health Services 901.448.5630 (day) 901.541.5654 (evening/weekends)

STUDENT RESOURCES
Care Team

NATIONAL RESOURCES
National Domestic Violence Hotline 1.800.799SAFE (7233)
National Dating Abuse Helpline 1.866.9474

ADDITIONAL LINKS & RESOURCES
Title IX Policy
Student Health Services Title IX Information
UT System Title IX Report
APPENDIX A – DEFINITIONS

The University of Tennessee Health Science Center is committed to creating and maintaining a safe and non-discriminatory learning, living, and working environment free from Sexual Harassment (including Sexual Assault, Domestic Violence, Dating Violence, and Stalking), Sexual Exploitation, and Retaliation.

THIS POLICY PROHIBITS THE FOLLOWING CONDUCT:

**Sexual Harassment** – conduct on the basis of sex that satisfies one or more of the following:

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

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 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.

To determine whether words and/or conduct constitute Sexual Harassment, the University will consider the totality of the circumstances, including without limitation: the context in which the conduct and/or words occurred; and the frequency, nature, and severity of the words and/or conduct.

In no event shall the term “Sexual Harassment” be construed to prohibit speech protected by the First Amendment to the United States Constitution (e.g., mere insulting or offensive speech).

**Sexual Assault** – any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent. Sexual Assault includes Rape, Fondling, Incest, and Statutory Rape.

**Rape** – means the penetration, no matter how slight, of the vagina or anus, with any body part or object, without the consent of the victim.

**Fondling** – means the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

**Incest** – means sexual intercourse between persons who are related to each other within degrees.

**Statutory Rape** – means sexual intercourse with a person who is under the statutory age of consent.
**Dating Violence** – means violence committed by a person:

(A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and;

(B) where the existence of such a relationship shall be determined based on a consideration of the following factors:

(i) The length of the relationship.

(ii) The type of relationship.

(iii) The frequency of interaction between the persons involved in the relationship.

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**Domestic Violence** – includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabiting with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime occurs, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime occurs.

In cases involving allegations of mutual acts or threats of acts of violence, the designated investigator(s) will, when appropriate, identify the primary aggressor in the situation based on the totality of the information gathered, including without limitation: the history of violence between the parties; the relative severity of the injuries inflicted on each person; information gathered from the persons involved in the situation and witnesses to the situation; and whether the acts or threats were done in self-defense. The primary aggressor will be considered the Respondent for the purpose of evaluating Domestic Violence.

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**Stalking** – means engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

(A) fear for his or her safety or the safety of others; or

(B) suffer substantial emotional distress.

“Course of conduct” means two or more acts, including, but not limited to, acts in which a person directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates with or about another person, or interferes with another person’s property. “Substantial emotional distress” means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. For the definition of Stalking, “reasonable person” means a reasonable person under similar circumstances and with similar identities to the complainant.

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**Sexual Exploitation** – means taking sexual advantage of another person, without that person’s active agreement. An active agreement is words and/or conduct that communicates a person’s willingness to participate in an act. A person cannot actively agree to an act if:

(1) the person is Incapacitated, if either the person claiming to have obtained the other person’s active agreement knows that the other person is Incapacitated, or a Reasonable Person would know that the other person is Incapacitated; or

(2) the person is Forced to act or participate in an activity.

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**Retaliation** – means to intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by this Policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing.
For more information, please contact:

Office of Inclusion, Equity, and Diversity

920 Madison Ave. | Suite 825 | t 901.448.2112 | f 901.448.1120 | hsc.oied@uthsc.edu | uthsc.edu/oied

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