

# Sexual Misconduct & Relationship Violence

## AND YOUR MANDATORY REPORTER ROLE @ UTHSC

### Applicable Federal Laws

- Title IX of the Education Amendments of 1972
- Violence Against Women's Act (VAWA)
- Campus SaVE Act
- Title IV, Title VI, & VII of the Civil Rights Act of 1964

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

### Office of Equity and Diversity

910 Madison, Suite 826  
Memphis, TN 38163  
Phone: 901-448-2112  
Fax: 901-448-1120  
<https://www.uthsc.edu/oed>

### Telecommunications Device for the Deaf

Phone: 901-448-7382

### 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 the Mandatory Reporter will be reporting the incident to the Title IX Coordinator or a Deputy Title IX Coordinators, 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 UTHSC's Sexual Misconduct and Relationship Violence Policy (available at <http://uthsc.edu/oed/sexual-misconduct.php>) or another written publication approved by the Title IX Coordinator, if available, to inform the Complainant of the Complainant's rights under this policy.

**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 UTHSC-related need to know;
3. Share personally identifiable information about the incident with law enforcement (including UTHSC-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 UTHSC -PD).

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

### Sexual Misconduct and Relationship Violence Policy

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:** <http://www.uthsc.edu/oed/sexual-misconduct.php>)

### 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: *Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting that individual; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.*

**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.**

### Report complaints of sexual harassment to any of the following:

#### Michael Alston, EdD Title IX Coordinator

Assistant Vice Chancellor for Equity,  
Diversity and Student Rights  
Office of Equity and Diversity  
910 Madison, Suite 826  
Memphis, TN 38163  
901-448-2133 (direct)  
mialston@uthsc.edu

#### Dustin Fulton, MS Sr. Deputy Title IX Coordinator

Sr. Equity Assurance Administrator  
Office of Equity and Diversity  
910 Madison, Suite 826  
Memphis, TN 38163  
901-448-2110 (direct)  
dfulton2@uthsc.edu

UTHSC Campus Police are available 24/7 in cases of sexual assault.: 901-448-4444

Additional Campus Contact Options:

UTHSC University Health Services

• 901-448-5630, M-F 8-AM—5PM

• 901-541-5654, After Hours, 24/7

Student Assistance Program: 1-800-327-2255  
(Option 3) 24/7

Employee Assistance Program: 1-855-437-3486

#### Maggie Joyce, JD Deputy Title IX Coordinator

Sr. OED Consultant  
Office of Equity and Diversity  
910 Madison, Suite 826  
Memphis, TN 38163  
901-448-2194 (direct)  
mjoyce1@uthsc.edu

#### Marian Harris, MBA Deputy Title IX Coordinator

Employee Relations Counselor,  
Human Resources  
910 Madison, Suite 722  
Memphis, TN 38163  
901-448-1916 (direct)  
mharris26@uthsc.edu

#### Ashleigh Brock, JD Deputy Title IX Coordinator

Equity Assurance Administrator  
Office of Equity and Diversity  
910 Madison, Suite 826  
Memphis, TN 38163  
901 448-2106 (direct)  
abrock6@uthsc.edu

#### Mandatory Reporters:

- Office of Equity and Diversity
- Office of Student Affairs/Student Life
- 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
- 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