

# COMPLIANCE NOTES:

## Supportive Measures

After receiving a report of Title IX Prohibited Conduct, the Title IX Coordinator may implement interim protective and remedial measures (“Supportive Measures”) while the University assesses, investigates, and resolves the report. Supportive Measures may be implemented upon request or at the Title IX Coordinator’s initiative. Section 4.6 of the Policy explains the availability of Supportive Measures and how they are determined, implemented, and enforced.

### The following are examples of Supportive Measures:

- Issuing a no-contact directive, which provides mutual restrictions between parties from having verbal, physical, written, and/or electronic contact and/or from being present on designated University-controlled property for a definite or indefinite period of time
- Issuing an Emergency Removal (i.e. Interim Suspension), an Emergency Removal of the Respondent (student or employee) is issued based on an immediate threat to the physical health or safety of any student or other individual arising from the allegations of Prohibited Conduct. The Respondent will have the ability to challenge the decision immediately (within 3 business days) following the removal
- Informing the Complainant of the right to report the incident to the police for criminal investigation and prosecution and offering to assist the Complainant in reporting an incident to the police
- Putting a Respondent (if an employee) on leave, in accordance with other applicable University policies, prior to the conclusion of the investigation and resolution of a report or formal complaint of Prohibited Conduct
- Assisting an individual in obtaining medical, advocacy, and counseling services
- Exploring changes in living, transportation, dining, and working arrangements
- Arranging appointments off-campus for an individual for follow-up on-campus support services or offcampus support services, such as arranging an appointment with the Family Safety Center of Memphis and Shelby County to discuss options for pursuing an order of protection in Shelby County)
- Exploring changes in class and extracurricular schedules, including adjustments so that the Complainant and the Respondent do not share the same classes
- Assisting an individual in communicating with faculty
- Assisting an individual in requesting that directory information be removed from public sources by contacting the Office of the Registrar
- Accessing academic support for an individual, including tutoring
- Assisting with requesting academic accommodations such as rescheduling exams, obtaining extensions of time for assignments, retaking a course, dropping a course, or withdrawing for a semester without financial or academic penalty

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.



### 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 Access and Compliance

920 Madison, Suite 825  
Memphis, TN 38163  
oac-hsc@uthsc.edu  
t 901.448.2112  
f 901.448.1120  
[uthsc.edu/oac](http://uthsc.edu/oac)

### Telecommunications Device for the Deaf

t 901.448.7382



THE UNIVERSITY OF  
**TENNESSEE**  
HEALTH SCIENCE CENTER.

ACCESS AND COMPLIANCE

## REPORT COMPLAINTS OF SEXUAL MISCONDUCT TO ANY OF THE FOLLOWING:

**Michael Alston, EdD**

**Title IX Coordinator for UT Health Science Center**

901.448.2133 (direct) | malston1@uthsc.edu

**Valarie Fleming, PhD**

**Deputy Title IX Coordinator for Faculty**

901.448.9552 | vfleming2@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

**TBA**

**Deputy Title IX Coordinator for International Affairs**

901.448.2693

**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

## UT HEALTH SCIENCE CENTER CAMPUS CONFIDENTIAL RESOURCES

If you do not desire action by the University and would like the details of the incident to be kept confidential, but desire to confide in someone, you may speak with the following persons, who are called "Confidential Employees":

- **University Health Services**

901.448.5630 | 8:00 am – 5:00 pm (Monday – Friday)

901.541.5654 | After Hours, 24/7

- **Student Assistance Program (SAP):** 800.327.2255

- **Employee Assistance Program (EAP):** 855.437.3486

- **Student Counseling Services**

901.448.5056 | coun@uthsc.edu

uthsc.edu/studentsuccess/academic-success/resources/counseling.php

- **University Counseling and Behavioral Health (UCBH) Services**

Licensed mental health providers are available for individual, group, couples, career, behavioral health and crisis counseling for students, residents, fellows and UT Health Science Center employees. Appointments may be scheduled directly with your provider by email or phone.

**UT Health Science Center Students and Employees:**

Dr. Kimberly Williams Collins | kwill176@uthsc.edu or 901.448.3168

**UT Health Science Center Residents and Fellows:**

Dr. Clay Woemmel | cwoemmel@uthsc.edu or 901.448.2775

**Counselor for GME Chattanooga:**

Lucy White, MEd, LPC-MHSP | lucy.white@erlanger.org or 423.778.9420

- **Ombuds Services**

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

Melody Cunningham, MD | mcunni16@uthsc.edu or 901.497.7467 | all CoM sites

A Professional employee, such as a physician, psychologist, psychiatrist, licensed counselor, or social worker, identified in this section, is a Confidential Employee only if the Complainant is communicating as if they are a patient or client. The designation of "Confidential Employee" can also include nonprofessional employees (i.e., staff, student-trainees or student-employees) or advocates who work or volunteer in on-campus health centers or a student support services area under the supervision of a person with a professional license. For instance, a class professor or clinical preceptor, who happens to be a physician or psychiatrist, would not be a Confidential Resource because such conversations would be part of an academic course of instruction and not for purposes of professional medical treatment or counseling. All faculty members are Mandatory Reporters. Confidential Employees may periodically report non-personally identifiable information about Prohibited Conduct to the Title IX Coordinator to keep the Title IX Coordinator informed about the general extent and nature of Prohibited Conduct on and off campus.

---

## MANDATORY REPORTERS:

- All UT Health Science Center employees
- Office of Access and 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
- 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