2018 Annual Title IX Report

Office of Equity and Diversity
University of Tennessee Health Science Center
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Michael Alston has been on staff with the UT System for over 30 years. Dr. Alston began his career with the UT System in August of 1989 with stints at UT Martin, UT Knoxville and the UT Health Science Center in Memphis, where he is now assistant vice chancellor for Equity and Diversity and Title IX coordinator. His experience in higher education encompasses residence life administration, student recruitment and admissions, undergraduate instruction, employee relations, student conduct administration, and equity and diversity.

Before joining the UT Health Science Center, Dr. Alston was an admissions counselor/recruiter for UT Martin and before that for UT Knoxville. He joined the Office of Equity and Diversity at the UT Health Science Center as employee relations specialist in 2002, rising to the rank of director in 2005 and assistant vice chancellor in 2012.

Dr. Alston has a bachelor’s degree in psychology and a master’s degree in educational psychology, both from UT Martin. He has a doctorate in leadership with a concentration in higher education administration from Peabody College at Vanderbilt University. He has a professional certification in diversity management from the School of Industrial and Labor Relations at Cornell University.

**UTHSC Deputy Title IX Coordinators**

<table>
<thead>
<tr>
<th>Area</th>
<th>Name and Title</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deputy Title IX Coordinator for Faculty</td>
<td>Cindy Russel, PhD Associate Vice Chancellor Academic, Faculty, and Student Affairs</td>
<td>400 O.W. Hyman Building Memphis, TN 38163 901-448-6158 <a href="mailto:crussell@uthsc.edu">crussell@uthsc.edu</a></td>
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<tr>
<td>Deputy Title IX Coordinator for GME Administration</td>
<td>Aaron Haynes, MSBA Director GME Administration</td>
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OUR MISSION

The Office of Equity and Diversity is committed to promoting inclusion, respect and the inherent value of all students, faculty and staff within the University of Tennessee Health Science Center community. As a comprehensive Health Science Center, diversity on our campus promotes a positive learning environment as well as having a positive impact on attitudes of the university community.

According to *Pathways to Diversity*, Diversity is defined as the "differences among people with respect to age, class, ethnicity, gender, physical and mental abilities, race, sexual orientation, spiritual practice and other human differences." To ignore the importance of diversity on our campus will result in the following: increased costs in time, money and efficiency; unhealthy tensions between people with differences; loss of productivity because of the increased conflict; the inability to attract and retain talented people of all kinds; complaints and legal actions; and the inability to retain talent resulting in lost investments in recruitment and training.
The University of Tennessee Health Science Center’s campuses in Memphis, Knoxville, Chattanooga, and Nashville are committed to creating and maintaining a learning, living, and working environment free from Sexual Misconduct, Relationship Violence, Stalking, and Retaliation. Those prohibited types of conduct will not be tolerated and will be grounds for disciplinary action up to, and including, permanent dismissal from the University and termination of employment.

Sexual Misconduct, Relationship Violence, Stalking, and Retaliation are collectively referred to in this policy as Prohibited Conduct. This policy: (1) describes Prohibited Conduct; (2) explains multiple options for reporting Prohibited Conduct; (3) sets forth the procedures the University will follow for promptly, thoroughly, and equitably investigating and resolving reports of Prohibited Conduct in order to eliminate Prohibited Conduct, prevent their recurrence, and address their effects on Complainants or the University community; (4) identifies resources for students and employees, including Complainants; (5) outlines the University’s prevention and awareness programs relating to Prohibited Conduct; and (6) implements the requirements of the Title IX, Title VII, and the Clery Act with respect to Prohibited Conduct.

**Sexual Misconduct and Relationship Violence Policy**

**Definitions**

For the purposes of this policy, the “Complainant” is the person who may have been subjected to Prohibited Conduct regardless of whether that person makes a report or seeks action under this policy. The “Respondent” is the person or registered student organization who has been accused of committing Prohibited Conduct. These terms do not imply pre-judgment concerning whether Prohibited Conduct occurred.
**Prohibited Conduct**

This policy prohibits the following conduct listed below:

- Sexual Misconduct
- Sexual Assault
  - Nonconsensual Sexual Penetration
  - Nonconsensual Sexual Contact
- Sexual Harassment
- Sexual Exploitation
- Relationship Violence
- Dating Violence
- Domestic Violence
- Relationship Violence Crime
- Stalking
- Retaliation
# TITLE IX SUMMARY REPORT

## Calendar Year Comparison January 1, 2017 – January 1, 2019

**CALENDAR YEAR COMPARISON JANUARY 1, 2017–JANUARY 1, 2019**

<table>
<thead>
<tr>
<th>Year</th>
<th>Sexual Misconduct</th>
<th>Relationship Violence</th>
<th>Stalking</th>
<th>Retaliation</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>16</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>16</td>
</tr>
<tr>
<td>2018</td>
<td>13</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>16</td>
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## Calendar Year 2018 Total Complaints by UTHSC Campus location

**CALENDAR YEAR 2018 TOTAL COMPLAINTS BY UTHSC CAMPUS LOCATION**

<table>
<thead>
<tr>
<th>Category</th>
<th>Memphis Area</th>
<th>Nashville Area</th>
<th>Chattanooga Area</th>
<th>Knoxville Area</th>
<th>Total</th>
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<tbody>
<tr>
<td>SEXUAL MISCONDUCT</td>
<td>9</td>
<td>1</td>
<td>2</td>
<td>1</td>
<td>13</td>
</tr>
<tr>
<td>RELATIONSHIP VIOLENCE</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>STALKING</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>RETALIATION</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
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</tbody>
</table>

## Calendar Year 2018 Total UTHSC Complainant Status

**CALENDAR YEAR 2018 TOTAL UTHSC COMPLAINANT STATUS**

<table>
<thead>
<tr>
<th>Category</th>
<th>Sexual Misconduct</th>
<th>Relationship Violence</th>
<th>Stalking</th>
<th>Retaliation</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>STUDENTS</td>
<td>5</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>6</td>
</tr>
<tr>
<td>TRAINEES</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>EMPLOYEES</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>OTHERS</td>
<td>4</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>6</td>
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</tbody>
</table>
Calendar Year 2018 Total UTHSC Respondent Status

<table>
<thead>
<tr>
<th></th>
<th>Sexual Misconduct</th>
<th>Relationship Violence</th>
<th>Stalking</th>
<th>Retaliation</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>STUDENTS</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>TRAINES</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>3</td>
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<tr>
<td>EMPLOYEES</td>
<td>8</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>8</td>
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<tr>
<td>OTHERS</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>

*The referenced complaints are closed.*
PREVENTION, EDUCATION, SUPPORT, AND TRAINING

The Office of Equity and Diversity (OED) is administratively responsible for the coordination of Title IX functions for the University of Tennessee Health Science Center and all of its locations covering students (i.e., undergraduates; graduates), trainees (i.e., medical residents; fellows; post docs), employees (i.e., faculty; staff) and others (i.e., patients; visitors; contractors). Additionally, OED has worked in collaboration with other campus units including the Office of the Chancellor, Office of Student Affairs and Enrollment Services, Graduate Medical Education, University Health Services, Office of Special Events and Community Affairs, Campus Police, Behavioral Intervention Team, and Human Resources (HR), concerning Title IX efforts.

Education and prevention, a primary focus, allows the Office of Equity and Diversity to foster an environment that is free from all forms of sex discrimination, sexual harassment, sexual abuse, sexual assault, dating violence, domestic violence, and stalking. This includes promoting national campaigns like Sexual Assault Awareness Month and Domestic Violence Awareness Month. The Office of Equity and Diversity conducts biweekly in-person education during New Employee Orientation that covers the aforementioned topics, in addition to Title IV, Title VI, Title IX of the Education Amendment of 1972, and ADA and Section 504 of the Rehabilitation Act of 1973.

SASSI: The Office of Student Academic Support Services and Inclusion provides free counseling and other support services to students at UTHSC. SASSI is designated within the university’s Sexual Misconduct, Relationship Violence, Stalking, and Retaliation policy as a confidential resource, meaning information shared therein cannot be revealed to any other party without express permission of the individual. This year, SASSI has increased its staff to include a care navigator and three counselors, with one focusing on residents in the Office of Graduate Medical Education.
Mandatory Reporter Training: Throughout the months of March to April 2018, the Title IX Coordinator hosted several Mandatory Reporting trainings. Attendees gained increased knowledge and understanding about the importance of mandatory reporting from faculty and staff in support of the UTHSC Sexual Misconduct, Relationship Violence, Stalking and Retaliation (SMRVS-R) policy. Over 2,700 persons received online or in-person training, and OED attributes participation to messaging from Chancellor Steve Schwab, MD, to faculty and staff on April 5, 2018, and May 8, 2018.

Ice Cream and Information: On October 25, 2018, OED hosted an Ice Cream and Information event open to students, faculty, staff, post docs, and fellows. The event promoted domestic violence awareness and community resources available to survivors. Over 250 students, faculty, and staff were reached campus-wide.
Domestic Violence: Seeking Assistance: The Office of Equity and Diversity hosted a panel discussion and luncheon regarding the process of seeking assistance from domestic violence and the resources available both on-campus and in the Greater Memphis area. The panel consisted of representatives from the departments of Student Academic Support Services and Inclusion (SASSI), the University Health Center, UT Campus Police, and the Memphis Police Department Domestic Violence Unit. Over 53 persons attended the event, representing faculty, staff, and students.

Coffee Conversations: The University of Tennessee Health Science Center observed Sexual Assault Awareness Month with a number of events and training for faculty, staff, and students. The Office of Equity and Diversity sponsored two “Meet your Title IX Coordinator” events: a “Pizza at the Plaza” lunchtime event earlier in the month, and a morning “Coffee Conversations” later in the month. Over 400 people (students, faculty, and staff) attended the events. OED also offered Bystander Intervention Training throughout the month.
Over 350 students, faculty and staff received domestic violence resource information. The resource cards featured statistics, along with UTHSC campus, local community, and national organizations assistance information.

Sexual Assault Awareness Month

More than 200 students, faculty and staff received information regarding sexual violence and its impact. Confidential resources like University Health Services, SASSI, Student Assistance Program (SAP) and other Campus Resources were listed to encompass all available assistance.
COMMUNICATIONS

OED engaged with the UTHSC campus through various events to promote and educate through Title IX programs. Dr. Michael Alston, Title IX Coordinator, invited male faculty, staff, post docs, residents, and students campus-wide to join him in wearing purple on October 11, 2018, to demonstrate their support to end domestic violence.

On October 25, 2018, UTHS celebrated Wear Purple Day in support of National Domestic Violence Awareness month.

Emails: Throughout the year, faculty, students, and staff receive electronic communications of various training, events, and policy updates.

Dear Colleague,

October is National Domestic Violence Awareness Month, and this week the Office of Equity and Diversity presents its second Purple Thursday. I would like to invite male UTHSC faculty, staff, students, medical residents/fellows and postdocs to join me in demonstrating their support to end domestic violence. Wear purple if you have it, but it is not required!

The group photo will be taken Thursday, October 11, between 11:45 am and noon in the Madison Plaza Lobby at the bottom of the escalators.

Thank you for your consideration and support!
COMMUNITY RESOURCES

Local Resources
Rape Crisis Center 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)

National Resources
National Domestic Violence Hotline 1.800. 799.SAFE (7233)
National Dating Abuse Helpline 1.866.9474
“No person in the United States, shall, on the basis of sex, be excluded from participation in, be denied the benefit of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” *Title IX of the Education Amendments of 1972, and it’s implementing regulation at 34 C.F.R. Part 109 (Title IX)*