The Office of Equity and Diversity (OED) serves the Health Science Center employees and students in the areas of affirmative action, equal employment opportunity and compliance, Title IX prevention and education, and training development.

DISCRIMINATION AND SEXUAL HARASSMENT COMPLAINTS

OED is guided by various federal statutes that prohibit discrimination based on one’s protected class status. Protected classes include race, color, sex (including sexual harassment, sexual assault, and sexual violence), sexual orientation, gender identity, pregnancy, marital status, parental status, religion, national origin, age, disability, or veteran status. OED is responsible for investigating all claims of discrimination and sexual harassment. The subsequent pages will provide you with information about the signs of sexual harassment and relevant UTHSC policies and procedures.

FILING A COMPLAINT

If you believe that you have experienced discrimination or sexual harassment, the UTHSC Complaint Procedure provides guidance on how to use the Formal Discrimination Complaint Form (both located on OED’s website). Complaints must be put in writing and filed within 180 calendar days (Title VI; Title IX) or 300 calendar days (Title VII) of the alleged discriminatory action. In certain circumstances, at the discretion of OED, complaints filed outside this time limit or that are not put in writing may be investigated.

STUDENT CONDUCT ADMINISTRATION

The Associate Director of Student Affairs for Conduct and Community Standards and Student Conduct Officer is the initial contact for student conduct issues. Upon receipt of any reports, the Student Conduct Officer may conduct an investigation to determine if the charges have merit and/or if they can be disposed of administratively by mutual consent of the parties involved. Students who allegedly may have violated the Student Conduct Code in the CenterScope Student Handbook or violated civil laws or University regulations or policy will be appropriately advised of their rights and given a fair opportunity to provide evidence and facts for consideration.

Student conduct that falls under the scope of UTHSC’s Sexual Misconduct, Relationship Violence, Stalking, and Retaliation policy or HR0280 – Sexual Harassment & Other Discriminatory Harassment may be referred to the Office of Equity and Diversity.
REPORT COMPLAINTS OF SEXUAL HARASSMENT TO ANY OF THE FOLLOWING:

Michael Alston, EdD
Title IX Coordinator
Assistant Vice Chancellor
Office of Equity and Diversity
901.448.2133 (direct)
mialston@uthsc.edu

Chandra Alston, EdD
Deputy Title IX Coordinator for Staff
Associate Vice Chancellor
Human Resources
901.448.1955 | calston@uthsc.edu

Connie Childs, MA
Deputy Title IX Coordinator for International Programs
Director
International Programs
901.448.8484 | cchild@uthsc.edu

Dustin Fulton, MS
Deputy Title IX Coordinator for Students
Associate Director of Student Affairs
for Conduct and Community Standards
Student Affairs
901.448.7125 | dfulton2@uthsc.edu

Aaron Haynes, MSBA
Deputy Title IX Coordinator for GME Administration
Director
GME Administration
901.448.5364 | ahaynes@uthsc.edu

Cindy Russell, PhD
Deputy Title IX Coordinator for Faculty
Associate Vice Chancellor
Academic, Faculty, and Student Affairs
901.448.6158 | crussell@uthsc.edu

Carolyn Smith
Deputy Title IX Coordinator for Clergy Compliance
Accreditation Specialist
Campus Police
901.448.6450 | cs smith@uthsc.edu

UTHSC Campus Police
Available 24/7 in cases of sexual assault
901.448.4444

CONFIDENTIAL CAMPUS CONTACT OPTIONS:
UTHSC University Health Services
901.448.5630, 8 am - 5 pm (M - F)
901.541.5630, After Hours, 24/7

Student Assistance Program
800.327.2255 (Option 3) 24/7

SASSI Counseling Sessions
Ali Austin, MS, NCC
austill7@uthsc.edu

Kimberly Williams Collins, PhD, HSP
kwill176@uthsc.edu

NaKeshi “Nikki” Dyer, EdD, NCC
ndyer1@uthsc.edu

Justin Keith Dodson, LPC-MHSP
jdodson@uthsc.edu

Clay A. Woemmel, EdD, NCC, ACS
owoemmel@uthsc.edu

Title IX is the federal protection against sexual harassment and
gender discrimination in any education program or activity. UTHSC’s
Sexual Misconduct and Relationship Violence policy and UT policy
enforce this law. The statements listed below are summaries of
UTHSC policies; please see the OED website for complete versions.

UTHSC SEXUAL MISCONDUCT, RELATIONSHIP
VIOLENCE, STALKING, AND RETALIATION POLICY
(SMRVS-R)
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. Sexual misconduct encompasses
sexual harassment, sexual assault, sexual exploitation, and all other words and/
or conduct that would constitute a Sex Offense Crime. Relationship Violence
encompasses dating violence, domestic violence, and all other words and/or
can result in a Relationship Violence Crime.

uthsc.edu/oed/sexual-misconduct

UT SEXUAL HARASSMENT POLICY
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: (a) submission to
such conduct is made either explicitly or implicitly a term or condition of an
individual’s employment; (b) submission to or rejection of such conduct by
an individual is used as the basis for employment decisions affecting that
individual; or (c) such conduct has the purpose or effect of unreasonably
interfering with an individual’s work performance or creating an intimidating,
harassment, or offensive working environment.

Students may report sexual harassment complaints to the Title IX Coordinator, Deputies Title IX Coordinators, and University Mandatory Reporters.

Mandatory Reporters
All UTHSC employees, aside from those designated as confidential resources,
are mandatory reporters. This includes trainees and affiliated employees. Any
instance of sexual misconduct reported to an employee must be reported to
the Title IX Coordinator or one of his Deputies.

Request for Limited Action
A Complainant has the right to do the following when an incident of Prohibited
Conduct is reported to a Title IX Official:
• Request that the report of Prohibited Conduct or the Complainant’s contact
  with a Title IX Official not be disclosed to the Respondent;
• Decline to personally identify the Respondent;
• Decline to respond to communications from a Title IX Official; and/or
• Request that the University not investigate the incident, stop an ongoing
  investigation, or not pursue or stop the pursuit of disciplinary action against
  the Respondent.

If the Complainant makes a Request for Limited Action, the Title IX Coordinator will seriously weigh the request against the University’s obligation to provide a safe, non-discriminatory environment for all members of the University community, including the Complainant. If the Title IX Coordinator honors the Request for Limited Action, then the University’s ability to respond fully to the incident may be limited.
## MEMPHIS
Shelby County Rape Crisis Center
901.272.2020 (8:30 am - 5:00 pm)

YWCA of Greater Memphis
CRISIS HOTLINE
901.725.4277

## KNOXVILLE
Safe Haven Crisis & Recovery Center for Sexual Assault
865.558.9040, ext. 122

YWCA Downtown Center
420 West Clinch Ave.
Knoxville, Tennessee 37902
865.523.6126

Phyllis Wheatley Center
124 S. Cruze Street
Knoxville, Tennessee 37915
865.546.0651

University of Tennessee Medical Center
1924 Alcoa Highway
Knoxville, Tennessee 37920
865.305.9000

Sexual Assault Center of East Tennessee
865.522.7273 (24 hour crisis line)

## CHATTANOOGA
Family Violence & Sexual Assault Hotline
423.755.2700

Legal Aid of East Tennessee
423.756.4013

Southeast Tennessee Legal Services
423.756.0128

Partnership for Families, Children and Adults
423.755.2700 (24 hour crisis line)

## NASHVILLE
Family and Children's Services
Crisis Hotline
615.244.7444

Suicide Prevention Lifeline
800.SUICIDE (784.2433)

Davidson County Mobile Crisis Team
615.726.0125

VU Psychiatric Hospital
615.327.7000

## SEXUAL ASSAULT
Sexual Assault Center
800.879.1999 | 615.259.9055

National Sexual Assault Hotline
800.656.HOPE (4673)

## DRUGS AND ALCOHOL
Alcoholics Anonymous Referral Service and Treatment Program
24-Hour Helpline
800.711.6375

Narcotics Anonymous Helpline
800.677.1462/615.251.7462

Drug Helpline
800.662.HELP (4357)

## INTIMATE PARTNER VIOLENCE
YWCA Domestic Violence Hotline
800.334.4628/615.269.9922

Tennessee Helpline Domestic Violence Hotline
800.356.6767

National Domestic Violence Hotline
800.799.SAFE (7233)

TN Coalition to End Domestic and Sexual Violence
800.289.9018 | 615.386.9406

## RELATIONSHIP VIOLENCE
**Dating Violence:** 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.

**Domestic Violence:** Felony or misdemeanor crimes of violence committed by a current or former spouse of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, 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.

## STALKING
Engaging in a Course of Conduct directed at a specific person that would cause a reasonable person to: (1) fear for the person’s safety or the safety of others; or (2) suffer Substantial Emotional Distress. For the purposes of this definition: “course of conduct” means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about another person, or interferes with another person’s property; “reasonable person” means a reasonable person under similar circumstances and with similar identities to the victim; and “substantial emotional distress” means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

## RETALIATION
An act or attempted act taken because of a person’s participation in a protected activity that would discourage a Reasonable Person from engaging in protected activity. Protected activity includes a person’s Good Faith: (1) opposition to Prohibited Conduct; (2) report of Prohibited Conduct to the University or a state or federal agency; (3) participation (or reasonable expectation of participation) in any manner in an investigation, proceeding, hearing, or Interim Measure under this policy; or (4) exercise of rights or responsibilities under any provision of the Clery Act. Retaliation is a violation of this policy regardless of whether the underlying allegation of a violation of this policy is ultimately found to have merit. Retaliation should be reported in the same manner in which Prohibited Conduct is reported.
DIVERSITY AWARENESS AND INCLUSION

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 and has a positive impact on attitudes of the University community.

**Campus Training:** To increase the campus community’s awareness of diversity on our campus, the Office of Equity and Diversity periodically offers training on a variety of issues to all members of the UTHSC community. Training topics include:

- Cultural competence & organizational diversity
- Bias training
- Religious accommodations
- Sexual harassment and Title IX
- LGBTQ and Safe Zones
- Civility & conflict resolution

**Diversity Matters Newsletter:** The Office of Equity and Diversity’s Diversity Matters Newsletter is a bimonthly publication which is electronically distributed and posted on OED’s website. It contains articles related to diversity and inclusion, university compliance, and performance management; upcoming commemorative events; new training courses; and equity and diversity related UTHSC policy changes.

**Commemorative Months and Celebrations:** The Office of Equity and Diversity hosts various events during commemorative months, celebrations, and issue awareness campaigns. Examples include Black History Month, Asian Pacific American Heritage Month, Sexual Assault Awareness Month (SAAM), LGBT Pride Month, Constitution & Citizenship Day, Women’s Equality Day, and Veterans Day.

**Diversity and Inclusion Book Club:** The Office of Equity and Diversity launched the OED Book Club in summer 2018, and it is open to all UTHSC faculty and staff. The purpose of the OED Book Club is promote greater knowledge and understanding of diversity and inclusion through discussion.

**ADA & ACCESSIBLE PARKING**

The Americans with Disabilities Act (ADA) and Section 504 of the Rehab Act of 1973 prohibit covered entities from discriminating against persons with disabilities in the provision of benefits or services or the conduct of programs or activities on the basis of their disability. The Office of Equity and Diversity provides accessible parking for students with disabilities; additional ADA accommodations for students are provided by Student Academic Support Services and Inclusion (SASSI).