Michael Alston is the assistant vice chancellor, chief diversity officer and Title IX coordinator at UTHSC. His career at UTHSC spans 19 years in various roles within the Office of Equity and Diversity. Previously, he served as student conduct officer and Title IX coordinator.

In leading the Office of Equity and Diversity at UTHSC, Michael also chairs the Diversity and Inclusion Advisory Council and serves as the Title VI coordinator and ADA coordinator for the campus. His OED team has implemented several popular programs around diversity and inclusion and social justice like the Diversity Certificate Program, Diversity Passport Program, the Social Justice Awards, and Diversity Inclusion Book Club.

Michael came to UTHSC from the University of Tennessee-Knoxville where he served as associate director for admissions in the Memphis Office. In that role, Michael led UTK’s student recruitment efforts in Memphis and west Tennessee. Prior to UTK, Michael worked at the University of Tennessee-Martin in the areas of admissions and residence life, respectively.

He earned a Master of Science in Educational Psychology from the University of Tennessee-Martin, a Doctor of Education from Peabody College at Vanderbilt University, and a Bachelor of Science in psychology from the University of Tennessee-Martin.

### DEPUTY TITLE IX COORDINATORS

<table>
<thead>
<tr>
<th>NAME</th>
<th>TITLE(S)</th>
<th>CONTACT INFORMATION</th>
</tr>
</thead>
</table>
| Cindy Russell, PhD      | Associate Vice-Chancellor Acad. Faculty, and Student Affairs Deputy Title IX Coordinator for Faculty | 400 O.W. Hyman Building  
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| Quintin Robinson, MS    | Education Specialist Office of Student Life Deputy Title IX Coordinator for Students | 800 Madison, Suite 300  
Memphis, TN 38163  
901.448.5610 | qrobinso@uthsc.edu |
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Memphis, TN 38163  
901.448.8484 | | |
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| Geoffrey Smallwood, MD  | Chief Academic Officer-Saint Thomas Deputy Title IX Coordinator for GME Nashville | Clinical Medical Education  
Saint Thomas Health  
Nashville, TN 615.284.5555 | Geoffrey.Smallwood@ascension.org |
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| Pamela Scott            | Director Clinical Medical Education Deputy Title IX Coordinator for GME Chattanooga | Office of Graduate Medical Education  
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Chattanooga, TN 37403  
423.778.7442 | Pam.Scott@erlanger.org |
TITLE IX POLICY

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.

Education and prevention 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.

The new Title IX Policy can be found here.

TITLE IX SUMMARY REPORT

CALENDAR YEAR COMPARISON JANUARY 1, 2019 – DECEMBER 31, 2020

<table>
<thead>
<tr>
<th></th>
<th>SEXUAL MISCONDUCT</th>
<th>RELATIONSHIP VIOLENCE</th>
<th>STALKING</th>
<th>RETALIATION</th>
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CALENDAR YEAR 2020 TOTAL COMPLAINTS BY UTHSC CAMPUS LOCATION

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<tr>
<th></th>
<th>MEMPHIS AREA</th>
<th>NASHVILLE AREA</th>
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CALENDAR YEAR 2020 TOTAL UTHSC COMPLAINANT STATUS

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<th>SEXUAL MISCONDUCT</th>
<th>RELATIONSHIP VIOLENCE</th>
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<th>RETALIATION</th>
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CALENDAR YEAR 2020 TOTAL UTHSC RESPONDENT STATUS

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<tbody>
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<td>Students</td>
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<td>0</td>
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</tbody>
</table>

*The referenced complaints are closed.
*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.
STALKING AWARENESS MONTH

Tabling and T-shirts: The campus investigation team, consisting of the Office of Equity and Diversity (OED) and Human Resources (HR) took a photo to commemorate National Stalking Awareness Month (NSAM) wearing NSAM themed t-shirts. Additionally, OED tabled and disseminated literature regarding stalking and available on-campus and community resources. Students, faculty, and staff were given the opportunity to complete a stalking quiz for entry to win a free NSAM themed t-shirt.

Campus Spotlight:

Police Lieutenant and Deputy Title IX Coordinator for Clery Compliance, Lt. Joanne Morrow was featured for the month of January in the Campus Spotlight newsletter. Lt. Morrow discussed the Jeanne Clery Act, stalking, and her current role at UTHSC.

SEXUAL ASSAULT AWARENESS MONTH

The Hunting Ground Viewing: In commemoration of Sexual Assault Awareness Month, the Office of Equity and Diversity streamed The Hunting Grounds, a documentary film about sexual assault on college campuses across the United States. This alternative for in-person programming received over 100 viewing requests from students, faculty, and staff throughout the month of April.
Wear Purple Day: On October 22nd, OED and the UTHSC campus community participated in National Wear Purple Day. Participants were invited to wear purple and take a photo for a chance to win a Starbucks gift card.

Domestic Violence During the Pandemic: The Crime Victims and Rape Crisis Center, a community partner, presented via Zoom, information to UTHSC students, faculty, and staff on domestic violence during the pandemic and resources available to those affected by relationship violence.

Mandatory Reporter Training: 2,245 UTHSC faculty and staff completed the 2020 Mandatory Reporter/Responsible Employee Training. This online training was available from April 15 – May 31, 2020.

Bystander Intervention training was offered to students, faculty and staff for HR128 credit.
On August 14, 2020, UTHSC Title IX Coordinator, Dr. Michael Alston informed the UTHSC campus community of the new Title IX regulations from the Department of Education. Information regarding the new Title IX guidelines was communicated through AFSA forums and campus announcements. Six Title IX Policy Town Hall sessions were held via zoom between August 18th – August 26 to review the new Title IX regulations and significant changes to UTHSC’s policies and procedures. Additionally, information regarding the new regulations was published in the campus Diversity Matters newsletter for those unable to attend the Town Hall sessions.

The Town Hall presentation can be found here.
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. 799.SAFE (7233)
National Dating Abuse Helpline: 1.866.9474

Additional Links and 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:

(1) 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

(2) 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

(3) 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, or oral penetration by a sex organ of another person, 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 wherein marriage is prohibited by law.

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.
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 cohabited 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.

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.

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.

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 Equity and Diversity | 920 Madison Ave. | Suite 825
t 901.448.2112 | f 901.448.1120
uthsc.edu/oed