2021 ANNUAL TITLE IX REPORT
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TITe IX COORDINATOR

Michael Alston, EdD, is the associate vice chancellor, chief diversity officer, and Title IX coordinator at UTHSC. His career at UTHSC spans 30-plus years in various roles within the Office of Inclusion, Equity, and Diversity. Previously, he served as employee relations specialist, student conduct officer, and director of equity and diversity.

In leading the Office of Inclusion, Equity, and Diversity at UTHSC, Michael also chairs the Diversity and Inclusion Advisory Council (DIAC) and serves as the Title VI coordinator and ADA coordinator for the campus. His OIED team has implemented several popular programs around diversity and inclusion and social justice like the Diversity Certificate Program (DCP), Inclusive Engagement Program (IEP), the IMPACT Awards, and Diversity and Inclusion Book Club.

Michael came to UTHSC from the University of Tennessee-Knoxville where he served as associate director for admissions and residence life, respectively.

He earned an M.S. in educational psychology from the University of Tennessee-Martin, an EdD in leadership from Peabody College at Vanderbilt University, and a B.S. 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>
| Kristin Forman, DBA      | Director, Faculty Affairs  
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Deputy Title IX Coordinator for Clery Compliance | 3 N. Dunlap Street
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**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 TITLE IX POLICY**

**TITLE IX SUMMARY REPORT**

**CALENDAR YEAR COMPARISON JANUARY 1, 2020 – DECEMBER 31, 2021**

<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 2021 TOTAL COMPLAINTS BY UTHSC CAMPUS LOCATION**

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<tr>
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<th>MEMPHIS AREA</th>
<th>NASHVILLE AREA</th>
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**CALENDAR YEAR 2021 TOTAL UTHSC COMPLAINANT STATUS**

<table>
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<tr>
<th></th>
<th>SEXUAL MISCONDUCT</th>
<th>RELATIONSHIP VIOLENCE</th>
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<th>RETALIATION</th>
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<tbody>
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<td>0</td>
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<tr>
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**CALENDAR YEAR 2021 TOTAL UTHSC RESPONDENT STATUS**

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<th>SEXUAL MISCONDUCT</th>
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<tbody>
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<td>Students</td>
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*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.
SEXUAL ASSAULT AWARENESS MONTH: APRIL

Trauma-Informed Yoga Class - In April 2021, The Office of Inclusion, Equity, and Diversity, in partnership with Block and Bolster, offered a Trauma-informed Yoga class.

RAINN Day Consent Conversations: Boundaries – On April 6, OIED announces an Instagram live conversation was facilitated by RAINN college intern Emma Clary and clinical director Ebonique Bethea on how we can support survivors on campus.

RAINN Day Consent Conversations: Survivors Share – On April 7, OIED shares campus sexual assault survivors from the RAINN Speakers Bureau held a Facebook and YouTube panel discussion.

Won't Stay Quiet: A RAINN Day Celebration for Survivors – On April 8, OIED promotes the RAINN network held a celebration in honor of survivors and student leaders fighting for change on college campuses. This event was held on Facebook and YouTube with special guests and musical performances.

Denim Day – Students, faculty, and staff made a statement by wearing denim in support of survivors of sexual violence.

STALKING AWARENESS MONTH: JANUARY

Stalking and Technology – The Office of Inclusion, Equity, and Diversity published an article to UTHSC news to identify what can be done if stalking is identified. This article also lists safety-planning tips and resources for those who have experienced stalking to explore options with an advocate on what to do in this situation.

Stalking and Sexual Assault – The Office of Inclusion, Equity, and Diversity published this article to UTHSC news which highlights the ways in which trauma is experienced by those of whom who’ve faced these issues. Along with this, campus resources and counseling support/assistance information is listed to help victims find support.
NATIONAL DOMESTIC VIOLENCE AWARENESS MONTH: OCTOBER

Purple Selfies – OIED held a drawing for UTHSC students, faculty, and staff who submitted a selfie wearing purple to win a free shirt!

Shelter Donations – Students, faculty, and staff were asked to donate items found on the YWCA Shelter Wish List. Those who contributed received a free DVAM/NSAAM mask and entry to win a free shirt!

Bystander Intervention training was offered to students, faculty and staff for HR128 credit.

Mandatory Reporting Training – 2,500 WUTHSC faculty and staff completed the 2021 Mandatory Reporter/Responsible Employee Training. This online training was available from January 1 – December 31, 2021.

ANNUAL TITLE IX ANNOUNCEMENT

On Friday, August 20, 2021, UTHSC’s Title IX Coordinator, Dr. Michael Alston, sent a campus wide communication acknowledging the new academic year and to remind everyone the Office of Inclusion, Equity, and Diversity is here to serve the University of Tennessee Health Science Center community. The University’s Title IX commitment in five key areas (i.e., policy; prevention education; support measures; investigation and resolution; patterns and trends) were emphasized in the message in addition to how printable PDF resources covering students, trainees, and employees are accessible at uthsc.edu/oied/titleix.php and uthsc.edu/oied/handouts.php.

Mandatory Reporter Role and Confidential Resources Handouts were made to inform and reflect the policies and procedures according to the Title IX regulations and made available on the Office of Inclusion, Equity, and Diversity website.
COMMUNITY RESOURCES - REVIEW

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 & 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.