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An electronic version of this report can be accessed online:

titleix.tennessee.edu
“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.”

Title IX of the Education Amendments of 1972

Since 2017, the Office of Title IX has intentionally focused on creating a strong, systemwide Title IX coordinating presence to enhance Title IX compliance across the University of Tennessee System. Our years of collaboration with campus Title IX coordinators and officials prepared our institutions for the successful implementation of new Title IX policies this past school year.

On May 6, 2020, the U.S. Department of Education’s Office for Civil Rights issued a new Title IX regulation with the required implementation date of Aug. 14, 2020. Following the release, Title IX coordinators across the system formed a UT System-level implementation team which met weekly to align the regulation with existing policy. The implementation team facilitated a comprehensive communication plan that included activities such as campus-level email outreach, office hours, town halls and
individual meetings with students, faculty and staff. The team led the System through a request-for-proposal process and completed the regulatory requirement of Title IX training for hearing officers, investigators, Title IX coordinators and individuals involved in the informal resolution process. The team worked to update all materials including forms, process documents, codes, handbooks and necessary campus and system-based procedures. On Aug. 14, 2020 all UT System campuses were compliant with the regulation.

Despite the new challenges presented by COVID-19, we maintained our commitment to deliver supportive measures and resources to students, faculty and staff across the system without disruption. Campus Title IX coordinators continued to provide services, resources and education for the UT community through consultation via phone and virtual platforms so that individuals who experience sexual misconduct, relationship violence or stalking could access resources and support on their campus.

The Office of Title IX remains committed to supporting each campus across the state as they create and maintain a safe and non-discriminatory learning, living and working environment. We will continue to collaborate as “One UT” to meet our mission of education, outreach and public service. The collaboration necessary to implement a significant regulatory change during a pandemic presented a significant challenge to our Title IX coordinators and campus-level teams. Over the course of this year, the work of Title IX has been one of collaboration and the embodiment of the “One UT” mission.

Respectfully,

Ashley Blamey, Title IX Coordinator
Our Mission

Our mission is to serve the University of Tennessee community through our comprehensive Title IX commitment of ensuring access to education.

Our History

Since the comprehensive federal law known as Title IX was enacted in 1972, the University of Tennessee has worked to ensure its compliance. Each campus and institute has established systems, policies and processes that have evolved over time with additional federal guidance and court rulings. As expectations for higher education have grown, the University has worked both proactively and responsively to meet those expectations.

In September 2016, then-UT President Joe DiPietro appointed an independent commission to review and address Title IX compliance across the UT System. Information gathered by the commission was released in June 2017 with observations and recommendations. In November 2018, the Department of Education published proposed amendments to the Title IX regulations. The final Title IX regulations went into effect on Aug. 14, 2020. In preparation for the new regulations, the UT System Office of Title IX worked collaboratively with campuses to incorporate the regulatory requirements and respond to campus needs and community expectations across the UT System. The System developed a template policy on sexual harassment, sexual assault, dating, and domestic violence and stalking, with shared definitions and a common framework that allows for customization for each campus and institute related to its own resources and jurisdiction. These new regulations, in addition to the independent commission’s report, continue to guide the Office of Title IX’s strategic plan to enhance Title IX compliance across the UT System. Enhancements include:

• *Creation of a systemwide Title IX coordinating presence*
• Campus Title IX staffing and resource enhancements
• Policy, grievance procedure and Student Code of Conduct updates and modifications
• Case management and care and support enhancements
• Enhanced education, prevention and training

Our Model

Utilizing the commission’s report, national benchmarking and current research, UT has identified our Title IX commitment. Grounded in the Social Ecological Model, the University’s Title IX commitment emphasizes five key areas:

Policy: Our foundation is in the policy and procedures we follow.

Prevention and Education: Our goal is to prevent sexual misconduct, relationship violence, stalking and retaliation before they happen.

Support and Interim Measures: Our promise is to provide support and appropriate interim measures to individuals involved in the Title IX process.

Investigation and Resolution: Our commitments to due process, campus safety and encouraging reporting guide how we investigate and resolve reports.

Patterns and Trends: Our responsibility is to use the best available research, evidence-based practice and our own campus and institute trends in our prevention and response efforts.
Compliance and Evaluation

The University is engaged in an ongoing effort to improve its Title IX compliance activities. The Title IX coordinator implements and uses a collaborative and proactive approach to seeking continuous improvement and supports the utilization of best practices throughout the UT System. This past year, the Office of Title IX primarily focused on preparing the campuses for compliance under the new Title IX regulations.

The Office of Title IX supported systemwide compliance through the following ongoing and completed objectives:

i. Developed a template policy on sexual harassment, sexual assault, dating, and domestic violence and stalking with shared definitions and a common framework that allows for customization for each campus and institute related to its own resources and jurisdiction.

ii. Supported campus implementation of new Title IX policies via weekly meetings, ongoing legal updates and guidance documents.

iii. Hosted two-day systemwide Title IX training that addressed the required elements of the 2020 Title IX regulations.

iv. Updated terms and definitions associated with the collection of Title IX data across the UT System to ensure internally consistent compliance assessments and compliance with new Title IX regulations.

v. Enhanced Office of Title IX website to include links and information regarding 2020 training materials, campus annual Title IX reports, definitions of prohibited conduct and campus Title IX policies.
vi. **Created Title IX compliance documents, templates and resources** for systemwide use. The resources created included formal complaint forms, intake checklists, notices, and letters to complainants and respondents, process flow charts and guidance documents for hearing officers and advisors.

vii. Identified and **trained a diverse pool of hearing officers** from across the UT System to oversee Title IX hearings.

viii. Drafted a manual for hearing officers

ix. Facilitated campus **compliance with Title IX notification requirements** for websites, handbooks and catalogs for students and employees.

In the spring of 2019, UT developed a standard format for reporting and tracking Title IX-related data across the System. This fall, the University updated its recordkeeping systems to comply with the terms and definitions under the new Title IX policies. The information collected by each campus is published in an annual campus Title IX report. Campus Title IX annual reports can be accessed online via the following campus links:

**UT KNOXVILLE**

**UT CHATTANOOGA**

**UT MARTIN**

**UT HEALTH SCIENCE CENTER**

**UT SPACE INSTITUTE**
Policies and Procedures

The University’s Title IX-related policies provide guidance for specific activities and transactions so that the institution acts in accordance with applicable laws and in a way that supports the mission and core values of the University. Each campus has implemented new Title IX-related policies in response to recently issued federal Title IX regulations.

Campus policies outline the rights and responsibilities of faculty, staff and students as they pertain to Title IX. During the summer, campus Title IX Implementation Teams worked with the Office of Title IX to incorporate the regulatory requirements and respond to the needs and expectations of the UT community. Memorandums were issued to campus leadership that outlined the regulations’ key provisions and the University’s response.

Listed below are the key provisions:

Definition of Sexual Harassment

Campuses have adopted the Title IX regulation definition of sexual harassment.

Jurisdiction

Campuses have applied the Title IX regulation jurisdiction in their policy on sexual harassment, sexual assault, dating and domestic violence and stalking. Campuses will address both Title IX and Non-Title IX prohibited conduct in the same policy.

Training Requirements

Systemwide training for Title IX officials completed on Aug. 5-6, 2020. The training materials are posted online and uploaded in K@TE.
Standard of Evidence

Campuses will continue to use the preponderance of the evidence standard.

Informal Resolution

Campuses may offer and facilitate informal resolution options as allowed by the regulation.

Supportive Measures

Campuses will continue to provide support resources to individuals who report Title IX and non-Title IX prohibited conduct.

Investigation and Grievance Process

Title IX prohibited conduct will be addressed through the newly developed Title IX hearing process. All other prohibited conduct (non-Title IX) will be addressed using the existing options prior to the regulatory transition.

Complaints regarding discrimination based on sex will be addressed in the following campus’ discrimination complaint policy and procedures.
Campus policies and procedures can be accessed via the following links:

University of Tennessee, Knoxville / Institute of Agriculture / Institute for Public Service / UT System

University of Tennessee at Chattanooga

University of Tennessee at Martin

University of Tennessee Health Science Center

University of Tennessee Space Institute

In addition to the policies referenced above, the University’s Chattanooga and Knoxville campuses have dedicated Student Pregnancy Accommodations policies. The policies can be found online:

UTK - Student Pregnancy Accommodations

UTC - Student Pregnancy Accommodations
The University of Tennessee looked different this past year. Fewer meetings were face-to-face, and campuses were more reliant on technology to keep in touch with their community members. Nevertheless, the Office of Title IX remained committed to keeping the University as safe and welcoming as possible through ongoing prevention and education programming. Title IX officials engaged with the community through various presentations and trainings throughout the year. Title IX presentations include:

- **National Conference on Law and Higher Education, Clearwater, FL**
  “Prevention Strategies in a Compliance Culture”

- **University of Tennessee Extension, Rutherford County Extension Office, “Cultivating a Culture of Respect”**

- **Pellissippi State Community College, Knoxville, TN “Providing Care and Support for Individuals During a Title IX Process”**

- **ACUA Virtual Event, “Auditing Title IX from a Title IX Perspective”**

- **Trauma-Based Pedagogy Workshop, Knoxville, TN “General Principles and Practices Associated with Trauma-Responsive Teaching”**

- **American Association for Adult & Continuing Education National Conference, “Engaging in Discourse to Build Meaning Making During Life-Event Crisis”**

- **Adult & Continuing Education National Conference, “Post-Traumatic Growth and Creative Social Engagement for Women Survivors of Emotional Abuse Returning to College”**
Additionally, the University hosted a two-day system-wide Title IX training facilitated by Grand River Solutions on Aug. 5-6, 2020. The training addressed the required elements of the 2020 Title IX regulations. The University posted the training materials online and uploaded them into the learning management system, known as K@TE, so that all Title IX officials, investigators, Title IX hearing officers, and any other person who makes decisions in a case involving Title IX allegations at the University may access it. The following topics were covered in the training:

- The definitions of prohibited conduct included in the University’s policy;

- The scope of the University’s education program or activity;

- How to conduct the grievance process outlined in the policy and appendices (including investigations, hearings, appeals and informal resolution processes);

- How to serve impartially (including avoiding conflicts of interest, personal biases and prejudgment of the facts of a matter); and

- How to evaluate relevance for evidence, relevance questions in the hearing and drafting investigative reports that fairly summarize the evidence.

2020 training materials can be accessed here.
UNIVERSITY OF TENNESSEE, KNOXVILLE

Prevention

UT Knoxville aligns with the System Title IX model with an emphasis on cross-campus collaborations and teamwork to improve prevention and increase reporting. UT Knoxville has identified four teams that work cooperatively to drive decision making, evaluate progress, track research, provide prevention and oversight and support initiatives that ensure a comprehensive University commitment.

The Title IX Prevention Team is composed of more than 30 members across the campus and greater Knoxville community. The team includes students, faculty and staff representation from UT Athletics, University Housing, the Office of Student Conduct and Community Standards, the Office of the Dean of Students, the Office of Sorority and Fraternity Life, the Office of Multicultural Student Life, College of Social Work and numerous other campus departments, as well as the Sexual Assault Center of East Tennessee and the Knoxville Family Justice Center. The team establishes a long-term commitment to prevention across the campus community through primary, secondary and tertiary prevention.

The representatives ensure that campus-wide prevention (student, faculty and staff) is aligned with evidence-based research and the patterns and trends of the UT community. The group provides oversight and support in the development of annual prevention plans for student life, intercollegiate athletics, faculty and staff.
The Culture of Respect Leadership Team is composed of nine team members. The team provides leadership for the university's two-year commitment to the Culture of Respect Collective, which is focused on expanding cross-campus collaboration to assess, make meaningful programmatic and policy changes as needed and reassess progress as related to the six pillars:

- **Survivor support with options on reporting**
- **Clear policies on misconduct, investigations, adjudications and sanctions**
- **Multi-tiered education for the entire campus**
- **Public disclosure of statistics**
- **School-wide mobilization with student groups and leaders**
- **Ongoing self-assessment**

The Title IX Response Team addresses individual reports of sexual harassment, sexual assault, dating and domestic violence and stalking. The group ensures consistency across case responses and provides oversight of supportive measures, investigations and individual case resolutions.

The University of Tennessee Action Collaborative, which is based on the National Academies of Science, Engineering and Medicine Action Collaborative work, includes faculty representatives appointed by the dean of each college to serve a three-year term; staff from the Office of Title IX, Human Resources, the Office of Equity and Diversity, the Office of the Provost, and the Office of Ombuds Services; and representatives of Faculty Senate, Graduate Student Senate, and Undergraduate Senate. The Collaborative guides the university in addressing the underlying issues that allow sexual harassment to exist and persist in the academic environment. The team works to
implement the following recommendations through prevention, response, remediation and evaluation:

- Create diverse, inclusive and respectful environments
- Move beyond legal compliance to address culture and climate
- Improve transparency and accountability
- Diffuse the hierarchical and dependent relationship between students and faculty
- Provide support for those who have experienced sexual harassment

**TITLE IX**

**Regulation Implementation**

UT Knoxville is committed to implementing policies that are fair, effective and informed. During the 100 days from regulation release to implementation, a campus-wide Title IX working group was established. The group was chaired by the Title IX coordinator and comprised of members representing the Office of Student Conduct and Community Standards, Center for Health Education and Wellness, UT Police, Human Resources, Office of Equity and Diversity, Clery Compliance, Office of Title IX, Office of the Provost, Division of Student Life Executive Leadership, Chancellor’s Chief of Staff, Faculty Senate, Student Government Association and Graduate Student Senate.

In addition to the working group, the Office of Title IX hosted dedicated meetings with the leadership of the Student Government Association and Graduate Student Senate leadership, student organizations, deans and faculty senate leadership. During the month of June, the Office of Title IX hosted virtual office hours to provide working group updates and
to answer questions and hear concerns from the campus community. Campus-wide communication and event updates were provided via various campus listservs, TN Today, Vol Update, UT Graduate coordinators and to all student organizations via the Vol Link platform.

The final policy was published on Aug. 14, 2020. One week prior to the release of the revised university policy, the Office of Title IX hosted a campus-wide town hall in which Ashley Blamey, Title IX coordinator, reviewed the efforts taken to incorporate stipulations detailed in the 2020 Final Rule. The presentation introduced participants to the final policy, addressed frequently asked questions and allowed participants to engage in a question-and-answer session with the Title IX coordinator. After the release of the final policy, the Office of Title IX offered monthly virtual office hours for students, faculty and staff to continue to hear feedback and answer questions from the UT community.

The primary purposes of the policy are to:

1. **Define, eliminate, prevent and remedy the effects of prohibited conduct;**
2. **Identify care, support and reporting options for students and employees;**
3. **Explain the obligations of employees to report prohibited conduct to the University;**
4. **Identify the grievance procedures the University will follow to thoroughly, equitably and promptly investigate and resolve reports of prohibited conduct.**

Additional information about campus procedures, training and prevention programs related to prohibited conduct can be found online at [titleix.utk.edu](http://titleix.utk.edu). The updated policy is divided into distinct sections for ease of use and is accessible at [titleix.utk.edu](http://titleix.utk.edu). The university will continue to review and update the policy annually to best serve our students, faculty and staff.
The year 2020 was like no other, and UT Chattanooga’s prevention, education and training initiatives reflected that reality. UT Chattanooga transitioned to online learning due to COVID-19 in March 2020, and UT Chattanooga’s Title IX coordinator, Center for Student Wellbeing, and Center for Women and Gender Equity worked hard to pivot the prevention plan to an online format.

**Spring 2020**

UT Chattanooga’s Center for Student Wellbeing held events throughout the spring semester via Zoom, including Consent and Cocoa; the “Can We Talk?” series addressing healthy relationships; and Sexual Assault Awareness Month lunch chats held in partnership with the Center for Women and Gender Equity that focused on rape culture and debunking rape myths.

UT Chattanooga’s Title IX coordinator conducted mandatory reporter training for faculty and staff via Zoom, as well as conducted Title IX, consent and resources training for student groups including National Pan-Hellenic Council, Panhellenic Association and Interfraternity Council new members.

New student orientation is an important resource for UT Chattanooga’s incoming freshman and transfer students. All orientations were online in 2020 and included a short video with information about consent and Title IX resources presented by UT Chattanooga’s Title IX coordinator. Additionally, 18 question-and-answer sessions on campus safety, Title IX and emergency management were held via Zoom throughout the summer. The Title IX coordinator and the director for the Center for Women and Gender Equity also created a short presentation on Title IX, consent and campus resources that was accessed by new students via the learning platform Canvas in order to answer additional questions.
Fall 2020

New students arriving on campus for the fall semester were directed to complete an online training program created by training provider, Everfi. Students completed either Sexual Assault Prevention for Undergraduates or Sexual Assault Prevention for Graduate Students, depending on their enrollment.

Fall 2020 prevention initiatives included a mix of Zoom and in-person events that were either outdoors or stand-alone passive marketing displays promoted by the Center for Student Wellbeing and the Center for Women and Gender Equity. Events included consent workshops, a Consent and Cocoa campfire display and mug giveaway in the University Center, a Red Zone red carpet event, a “Red Flags” event about relationship violence, workshops in the “Can We Talk?” healthy relationships series, “Step Up!” bystander intervention training, “Take Back the Night,” Halloween and consent tabling events, and an Instagram takeover that included a video on Title IX and resources from the Title IX coordinator. The Center for Student Wellbeing also conducted a passive marketing campaign using consent information stickers on Starbucks coffee cup sleeves. The stickers included information about UT Chattanooga’s new CARE line, 423-425-CARE, which is available 24-hours-a-day to assist students.

Investigations, Support and Resources

Title IX investigations continued throughout 2020 with a mix of in-person and Zoom investigative meetings. In addition, the Title IX coordinator, assistant director for education and prevention, and the assistant director for the Center for Women and Gender Equity and survivor advocate continued to meet with students via Zoom and in-person, by request, to ensure that students’ needs were being met. In March 2020, UT Chattanooga’s Title IX coordinator sent out a resources and support list to all active complainants and respondents explaining the switch to online support, detailing all
of the resources on UT Chattanooga’s campus and how their offices were operating during the pandemic, providing state-wide and nation-wide resources and letting students know that the Title IX coordinator could assist with helping students access resources closer to home. General notices were also sent to campus to ensure that students always knew the resources were available.

**Title IX Regulation Implementation**

The new Title IX regulations necessitated major changes to the University of Tennessee—Chattanooga’s former policy on sexual misconduct, relationship violence and stalking. A major priority of the regulations implementation project was to ensure that students, faculty and staff had a voice in the process.

That goal was accomplished in two steps: first with the creation of UT Chattanooga’s Title IX implementation team, which was chaired by Title IX Coordinator Stephanie Rowland and consisted of members from across campus constituencies. Team members included Rosite Delgado, director of the Office of Equity and Inclusion; Brett Fuchs, associate dean of students; Lane Gutridge, Student Government Association student body president; Yousef Hamadeh, assistant general counsel; Laura Herron, executive associate athletics director and senior woman administrator; Jim Hicks, assistant vice chancellor for student affairs and dean of students; Matt Holzmacher, assistant director of student conduct and student conduct investigator; Matt Matthews, vice provost and professor of mathematics; Megan McKnight, assistant director for education and prevention; Sara Peters, director, Center for Women and Gender Equity and survivor advocate; Laure Pou, assistant vice chancellor, human resources; Robie Robinson, assistant vice...
chancellor of emergency services; Kristofer Swanson, compliance investigator and inclusion strategist; and Mark Szydlowski, coordinator for student conduct and student conduct investigator.

The team met throughout the summer to discuss policy and process, and was instrumental in creating and implementing the final policy on sexual harassment, sexual assault, dating and domestic violence, and stalking.

In addition to the implementation team, UT Chattanooga’s Title IX coordinator sent notices to the campus regarding the upcoming changes, and held information sessions for students, faculty and staff throughout summer 2020. The information sessions included a brief presentation regarding the new Title IX regulations and the changes that the regulations required, as well as ample time for questions, comments and concerns from attendees. The sessions were held on May 18, June 11, June 17, June 22, July 2, July 8, July 14, July 22 and July 30, and culminated with a Title IX Town Hall on Aug. 10 to discuss the then-proposed policy. The policy on
sexual harassment, sexual assault, dating and domestic violence, and stalking was posted on Aug. 6 to ensure that Title IX Town Hall members had time to review the policy and processes, and were able to comment. More than 200 faculty, staff and students attended one of the sessions and provided invaluable insight into what the UT Chattanooga community needed from its new policy.

Notices of the Title IX regulations changes were sent to campus on May 22, June 3, June 16, June 19, July 1, July 7, July 13, July 21, July 29, Aug. 6 and Aug. 7. An implementation notification and notice of the new policy on sexual harassment, sexual assault, dating and domestic violence, and stalking was sent to the campus on Aug. 14. The new, updated Title IX website was also launched on Aug. 14 and included the new policy, updated question-and-answer sections, an explanation on filing a formal complaint, and updated resources and support.
UT MARTIN

Education, Training and Prevention Highlights

During 2020, the Title IX coordinator worked in conjunction with other University departments and offices to provide programs on the University’s sexual misconduct policy. These programs were presented to various students, faculty and staff groups dedicated to residence halls, recreation facilities and athletic facilities via Zoom or Skype presentations. Additionally, presentations were made to other University entities including physical plant employees, faculty groups, fraternities and sororities, student government and athletic teams.

UT Martin also successfully trained all faculty and staff, approximately 800 individuals, as mandatory reporters. Additionally, over 1,200 student groups received training on the sexual misconduct policy. These student groups included all incoming freshmen, Peer Enabling Program (PEP) leaders, fraternity and sorority members, transfer students and student athletes.

TITLE IX

presented by

Joe Henderson, Director of Equity and Diversity
First-Year Initiatives (FYI) is a comprehensive program that covers a variety of vital campus services and information for new students. Due to COVID-19 restrictions, FYI videos were created and made available to students online. An informational video regarding UT Martin’s Title IX policy and procedures was included in the FYI programming. Topics covered under the Title IX video included an overview of the University’s policy on sexual harassment, sexual assault, dating and domestic violence, and stalking; University’s prohibition of sexual harassment, sexual assault, dating and domestic violence, and stalking; scope of the University’s policy; definition of sexual harassment, sexual assault, dating and domestic violence, and stalking; definition of consent; and the Title IX coordinator’s contact information. FYI videos also provided information on bystander intervention, consent, healthy relationships and resources available to students.

On Aug. 14, 2020, UT Martin implemented a new Title IX policy. Through the Title IX policy, UT Martin works to create and maintain a safe and non-discriminatory learning, living and working environment free from sexual harassment.
UT HEALTH SCIENCE CENTER

Education, Training and Prevention Highlights

The UT Health Science Center’s campus investigation team, consisting of the Office of Equity and Diversity (OED) and Human Resources 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 Joanne Morrow was featured for the month of January in the campus spotlight newsletter. Morrow discussed the Clery Act, stalking and her current role at UTHSC.

Sexual Assault Awareness Month – The Hunting Ground Viewing

In commemoration of Sexual Assault Awareness Month, OED 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.

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

**National Domestic Violence Awareness Month**

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

On Oct. 22, OED and the UTHSC campus community participated in National Wear Purple Day. Participants were invited to wear purple and take a photo (wearing a mask) for a chance to win a Starbucks gift card.

UT System OED Officers brought awareness to domestic violence using custom UTHSC Domestic Violence Awareness Month zoom backgrounds.
Mandatory Reporter Training

A total of 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.

Title IX Regulation Implementation

On Aug. 14, 2020, Title IX Coordinator 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 shared through Office of Academic, Faculty and Student Affairs’ forums and campus announcements. Six Title IX Policy town hall sessions were held via Zoom between Aug. 18 – Aug. 26 to review the new 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 presentation is available on the OED Title IX page.

Student rights and resources, and mandatory reporter handouts were revised to reflect the new Title IX regulations and updated policies and procedures. These handouts are available on the Office of Equity and Diversity website.
UT SPACE INSTITUTE

Prevention, education and training are the cornerstones of UT Space Institute's efforts to create a safe and supportive climate for all. The UTSI Office of Human Resources, Equity and Diversity/Title IX offered training on policy and mandatory reporter responsibilities for all new employee and faculty orientation sessions.

Virtual workshops for existing faculty and staff included mandatory reporter responsibilities, sexual harassment awareness, Title IX compliance and gender discrimination. The safety, security and emergency management coordinator is developing supplemental training to occur year-round for personnel who may be designated primary contacts for sexual misconduct, relationship violence and stalking complaints.

UTSI - Graduate Student Recruiter, leads recruitment efforts at a fair in March 2020
In 2020, annual training was conducted virtually on employment law updates that included discussion of Title IX. The UTSI executive team continues to receive briefings as needed.

Effective Aug. 14, 2020 The United States Department of Education officially implemented new regulations that mandate how colleges and universities must address cases under Title IX. Implementation of the new regulations required significant changes to policies and procedures. Prior to the effective date, the University periodically offered several town hall meetings with faculty, staff and students to provide opportunities for discussion of the changes. UTSI employees were invited to participate. Specific topics of the discussions included the changes related to definitions of prohibited conduct, how an investigation is initiated, investigation procedures and hearing procedures.

UTSI supports a Multi-Cultural Advisory Committee, chaired by the equity and diversity officer and consisting of faculty, staff and student representatives. Discussions include sharing policies, procedures, updates and other anti-discriminatory regulations related to sexual misconduct, relationship violence, stalking and retaliation, and other related regulations, including regulations related to sexual misconduct, relationship violence, stalking and retaliation, and other related regulations.
Ashley Blamey serves in a dual role as Title IX coordinator for the UT System and UT Knoxville. Serving in both capacities, Blamey facilitates critical communication between officials with UT System and all UT campuses. Enhanced communication and interaction across the University system enables more informed decision making and evaluation of practices by all UT campuses.

As system-level coordinator, Blamey is responsible for tracking best practices and legal developments; collaborating with other UT Title IX officials in policy evaluation and development; measuring program effectiveness; identifying optimal training, prevention and awareness building efforts and resources for implementation; and overseeing annual reporting on the frequency and nature of incidents and complaints.

As UT Knoxville coordinator, Blamey is responsible for coordinating campus efforts to comply with and carry out Title IX responsibilities including promptly, thoroughly and equitably investigating and resolving reports of prohibited conduct to eliminate prohibited conduct, prevent its recurrence and remedy its effects.

Blamey has a bachelor’s degree in special education from East Tennessee State University and both master’s and doctoral degrees in social work from UT Knoxville. She joined UT Knoxville in 2008 as its inaugural student case management specialist. She has served the campus as the director for the Center for Health Education and Wellness and assistant vice chancellor for student life. Blamey is currently the University’s representative on the National Academies of Sciences, Engineering, and Medicine Action Collaborative to prevent sexual harassment in higher education. Under her leadership, UT Knoxville was awarded a grant from the U.S. Department of Justice to develop best practices related to education about and prevention of sexual assault, domestic violence, dating violence and stalking.
Christina Moradian
CLERY COMPLIANCE AND DEPUTY TITLE IX COORDINATOR
UNIVERSITY OF TENNESSEE SYSTEM ADMINISTRATION
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Christina Moradian joined the University of Tennessee System in 2018 as the deputy system Title IX coordinator. Moradian’s role provides a dedicated UT System employee to support tracking legal developments, collaborating with other UT Title IX officials in policy evaluation and development, providing investigative support and serving as a resource for UT System Title IX compliance. She also supports UT systemwide Title IX efforts to become a national model in Title IX compliance. Moradian is a licensed Tennessee attorney and holds a Society for Human Resources Management Certified Professional designation. Moradian has a B.A. in Spanish from The University of the South, Sewanee and received her J.D. and M.B.A from UT Knoxville.

Stephanie Wood Rowland
TITLE IX COORDINATOR
UNIVERSITY OF TENNESSEE AT CHATTANOOGA
stephanie-rowland@utc.edu

Stephanie Rowland became Title IX coordinator at UT Chattanooga in March 2015 and, at the same time, the first full-time Title IX coordinator within the UT System.

Rowland’s work has focused on prevention, mandatory reporter education and on developing campus processes and structures to ensure that complainants and respondents are supported throughout the Title IX student conduct process. Prior to joining UT Chattanooga, Rowland was director of student conduct and integrity and Title IX coordinator at Longwood University in Farmville, Virginia. She has also served as a deputy county attorney for Pima County, Arizona.

Rowland has a bachelor’s degree from Virginia Tech and a law degree from the University of Arizona. She is licensed to practice law in Arizona, Ohio and Virginia.
Joe Henderson joined UT Martin in 2009 as the Student Conduct coordinator. He previously served as a public safety officer and accreditation manager at East Tennessee State University, the support services manager for the city of Greenville, Texas, Police Department, and a sergeant with the Dallas Police Department. He holds a bachelor’s degree from East Texas State University (now Texas A&M-Commerce) and has served as the equity and diversity officer at UT Martin since August 2015.

In addition to his role as equity and diversity officer, Henderson serves as the Title VI coordinator, Title IX coordinator, ADA coordinator and the Affirmative Action officer. He also investigates all grievances and complaints and oversees all faculty and high-level administrative searches.
Michael Alston

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 (OED). Previously, he served as student conduct officer and Title IX coordinator.

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

Alston came to UTHSC from UT Knoxville where he served as associate director for admissions in the Memphis office. In that role, Alston led UT Knoxville’s student recruitment efforts in Memphis and West Tennessee. Prior to UT Knoxville, Alston worked at UT Martin in the areas of admissions and residence life, respectively.

He earned a Master of Science in educational psychology from UT Martin, a Doctor of Education from Peabody College at Vanderbilt University and a Bachelor of Science in psychology from UT Martin.
Patricia Burks-Jelks
TITLE IX COORDINATOR, DIRECTOR FOR HUMAN RESOURCES, EQUITY AND DIVERSITY OFFICER
UNIVERSITY OF TENNESSEE SPACE INSTITUTE
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Patricia Burks-Jelks has been employed with the University of Tennessee Space Institute (UTSI) in Tullahoma for more than 30 years where she serves as Title IX coordinator, director for human resources and equity and diversity officer. She is a graduate of Middle Tennessee State University where she earned a Bachelor’s Degree in Social Work and a Master’s Degree in Professional Studies, with an emphasis in strategic leadership. She is also a graduate of the UT Leadership Institute.

For a second stint, Burks-Jelks has recently been elected as president of Women in Higher Education in Tennessee (WHET). In conjunction with this appointment, the organization awarded her the “June Anderson Award” recognizing her “outstanding contributions in promoting equality for women in higher education.” She received this same award from the organization in 2012. Patricia is the past president of the Highland Rim Chapter of the Society for Human Resource Management (SHRM) and continues to serve on this board in an advisory capacity. She is also a past president of the Tennessee Chapter of the College and University Professional Association for HR (CUPA-HR). During her CUPA-HR leadership, she was awarded the “Meritorious Service Award” from Southern Region CUPA-HR recognizing her leadership and recognizing her as a pioneer for being the Tennessee chapter’s first African American President.

In her community, Burks-Jelks serves as executive director for the Franklin County Faith Based Recovery Coalition, a non-profit that supports individuals and families in recovery.
To learn more or become involved with our work visit: [titleix.tennessee.edu](http://titleix.tennessee.edu) or contact Title IX Coordinator Ashley Blamey at [ashleyblamey@utk.edu](mailto:ashleyblamey@utk.edu).

Campus Title IX annual reports can be accessed online via the following campus links:

- **UT KNOXVILLE**
- **UT CHATTANOOGA**
- **UT MARTIN**
- **UT HEALTH SCIENCE CENTER**
- **UT SPACE INSTITUTE**