



Mandatory Reporters and Responsible Employees: Implementation & Lessons Learned

Ashley Blamey, DSW

Title IX Coordinator

University of Tennessee

ashleyblamey@utk.edu

Independent Commission Report & Recommendations

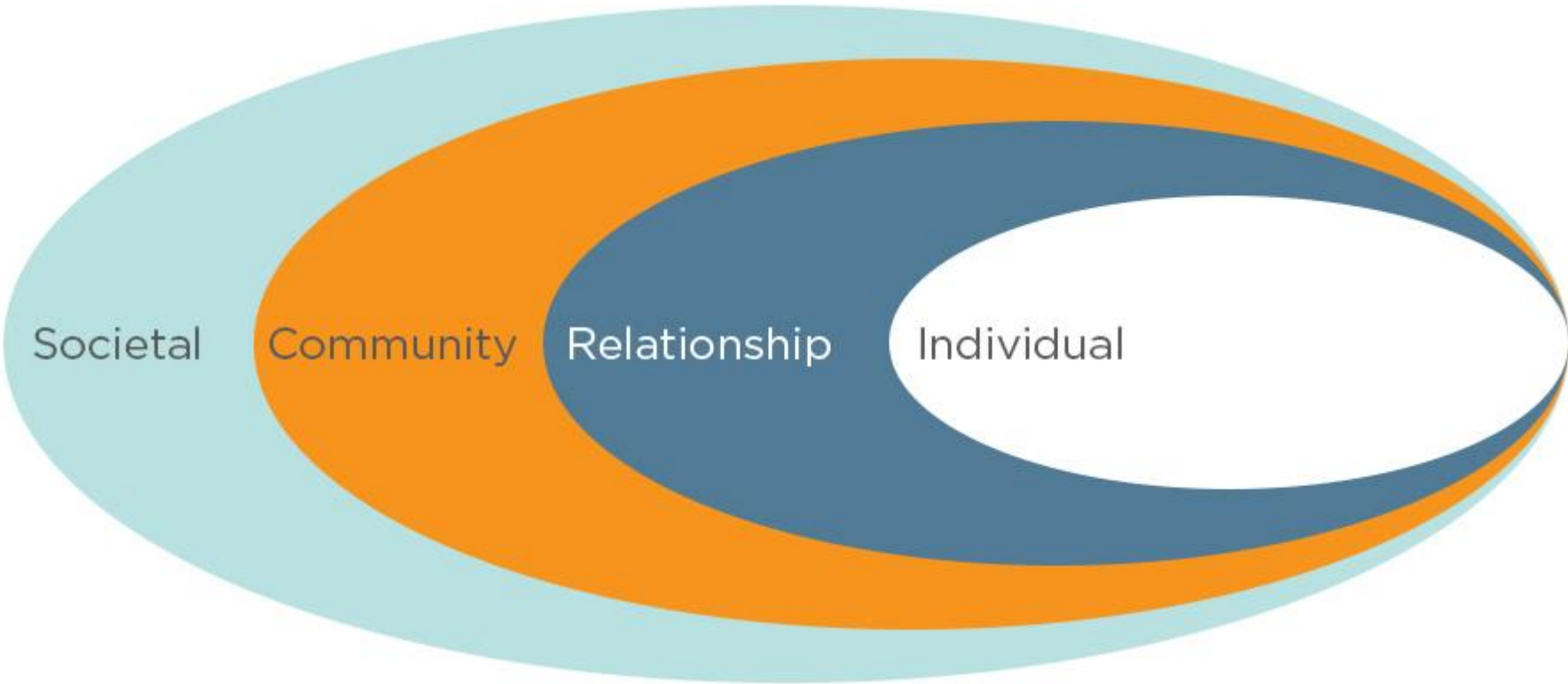
- Creation of a System-wide Title IX Coordinating Presence
 - Track best practice and legal developments
 - Facilitate compliance and measure effectiveness
 - Collaborate for policy review, formation, and problem solving
 - Develop annual report
 - Develop central website
- Campus Title IX staffing and resource enhancements
- Policy, grievance procedures, and student codes of conduct updates and modifications
- Case management, care, and support enhancements
- Education, prevention and training enhancements



Grounded in the Social Ecological Model, the University's Title IX commitment emphasizes five key areas:

1. **Policy:** Our foundation is in the policy and procedures we follow.
2. **Prevention & Education:** Our goal is to prevent sexual misconduct, relationship violence, stalking, and retaliation before they happen.
3. **Support & Interim Measures:** Our promise is to provide support and appropriate interim measures to individuals involved in the Title IX process.
4. **Investigation & Resolution:** Our commitments to due process, campus safety, and encouraging reporting guide how we investigate and resolve reports.
5. **Patterns & Trends:** Our responsibility is to use the best available research, evidencebased practice, and our own campus and institute trends in our prevention and response efforts.

Social Ecological Model



Responsible Employees & Mandatory Reporters

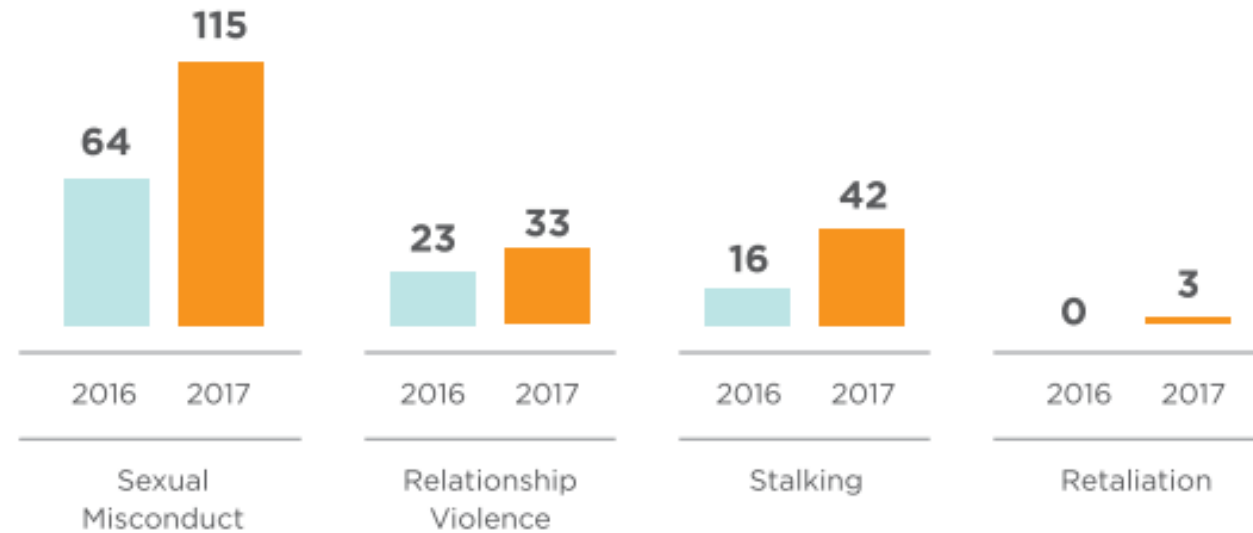
- Under the Clery Act, “campus security authorities” are required to report sexual assault and more than a dozen other crimes. Those authorities include campus police and safety officials, but also other employees who have “significant responsibility” for students and activities, such as housing, discipline and judicial proceedings.
- Under Title IX, “responsible employees” with authority to take action to redress sexual violence, or who have been deemed mandated reporters by their institutions, or who students reasonably could believe have authority or responsibility over such matters, are required to report discrimination.

Studies say...

- National research estimates **suggest that 20-25% of female students experience attempted or completed rape during their college careers** (Fisher, Cullen, & Turner, 2000; Krebs, Lindquist, Warner, Fisher & Martin, 2007), and rates are even higher when including non-penetrative sexual contact (Carr, 2005).
- **75-80% of sexual assaults** are committed by an acquaintance/ non stranger (Krebs, et al., 2007)
- Even the **most conservative** data will state 2% as a minimum prevalence rate. In our student body **that is 556.**

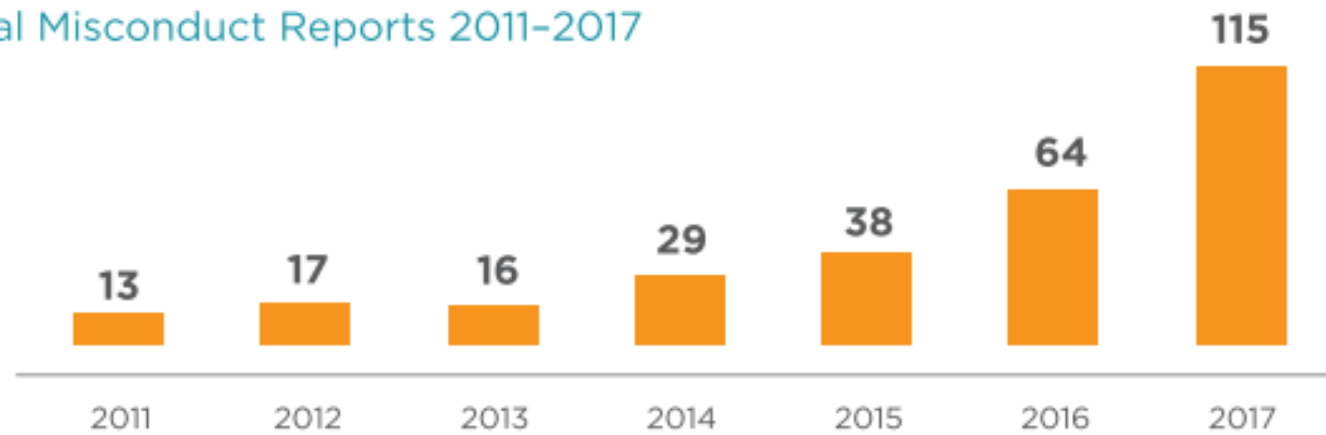
UTK 2017 Report

Total Reports in 2017 (N=193) Compared to 2016 (N=103)



UTK 2017 Report

Sexual Misconduct Reports 2011-2017



UTK 2017 Report

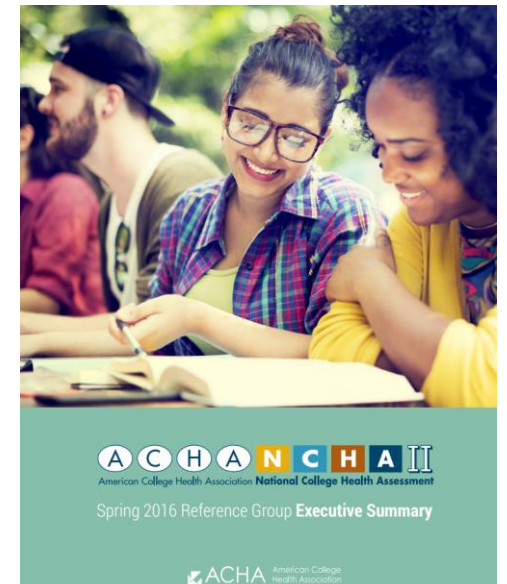
Sexual Misconduct Reported by Type in 2017 (N=115)



Within the last 12 months, college students report experiencing:

- Sexual touching without consent
 - 2016 8.5%
 - 2006 8.4%
- Attempted sexual penetration attempt without consent
 - 2016 3.5%
 - 2006 3.8%
- Sexual penetration without consent
 - 2016 2.2%
 - 2006 2.1%
- Stalking
 - 2016 5.4%
 - 2006 not tracked
- Report a physically abusive relationship
 - 2016 4%
 - 2006 4.1%

N= 80,139 ACHA Spring 2016/ N= 23,863 Spring 2006



You are a
mandatory reporter.

If you are in doubt...

Ask. You can always call and discuss a situation without names or other information that will allow you to make an informed decision.

Interim Measures

Examples Include:

- Facilitating medical and/or counseling services
- Issuing No-Contact Directives
- Assisting communications with faculty
- Exploring academic needs, living arrangements, transportation, dining, extracurricular and work arrangements/needs

Total Number of Interim Measures: 297				
	Sexual Misconduct	Relationship Violence	Stalking	Retaliation
Mental Health Services	36	11	14	0
Medical Services	10	1	3	0
Academic Support	53	10	11	0
No-Contact Directive	27	12	22	1
Housing	13	4	4	0
Referral to Sexual Assault Center of East Tennessee	22	1	2	0
Other	21	9	10	0
Total	182	48	66	1

Exceptions

- Received the information about Prohibited Conduct during a **public awareness event** such as “Take Back the Night,” candlelight vigil, protest, “survivor speak outs” or other public forum;
- Received notice of the incident during the student’s participation as a subject in an **Institutional Review Board**-approved human subjects research protocol;
- Received notice through an **in-class discussion, a class paper, or other academic assignment**; or
- You are a **student employee (e.g., graduate assistant) and you did not receive notice of the incident in your University employment capacity.**

As we work through this information try to set everything aside. Your schedule for today, beliefs about this issues, your fears and your questions.

**OUR FEELINGS ARE NOT
IN OUR HEART**

Fight, Flight, Or Freeze



What happens to your body?

- The body's response to acute stress is a **preparation for emergency**.
- Adrenaline and other hormones are released. The body shuts down processes associated with **long-term care**. *When under immediate threat, digestion, reproduction, cell repair and other body tasks related to long-term functioning are unimportant.*
- Of **immediate importance is survival**. Increased blood sugar can provide extra energy for muscles. Increases in cortisol counter pain and inflammation. Blood pressure increases.
- Blood is diverted from our extremities to our major muscles to provide us with extra strength. Increased endorphins can help us ignore physical pain.

What is your bodies single responsibility

To survive and sustain the individual

There is no normal response

To abnormal events.

Change the emphasis from
the requirement...

To the value of their contribution.

MANDATORY TRAINING: TITLE IX

UT Knoxville (n=4619)

The 2018 Haven training was assigned to 4,619 UT Knoxville full time faculty/staff employees. It was made available for adjunct and part time employees, but not required.

In total 4,238 full-time employees completed.

We reached a 92% completion rate.

September 25, 2017	First request sent
October 2, 2017	Post Card Distribution
October 7, 2017	Reminder sent
October 20, 2017	Personalized reminders to individuals by group
October 24, 2017	Note to supervisors with incomplete list
November 2, 2017	Personalized reminders to individuals by group
November 17, 2018	Personalized reminders to individuals by group

You are a mandatory reporter.

If you are a University of Tennessee employee and not designated a confidential resource, you are required to report acts of sexual misconduct, relationship violence, and stalking to the Office of Title IX.

All faculty and staff are required to complete online training by December 1, 2017. The training will assist you in understanding your reporting options and will help ensure a consistent response to issues of sexual misconduct, relationship violence, and stalking. For more information and to complete the training, visit titleix.utk.edu.

UT System Training (n=277)

The 2018 Haven training was assigned to 277 UT system employees.

In total 272 employees completed, 1 did not complete, two left the University and two were excused due to an upcoming retirement.

We reached a 99% completion rate.

February 20, 2018

First request sent

March 22, 2018

Reminder sent

April 3, 2018

Personalized reminders to individuals by group

April 12, 2018

Personalized reminders to individuals by group

April 13, 2018

Personalized reminders to individuals by group

April 13, 2018

Personalized notes to all individuals who had not completed by 5pm extending the training window through the weekend

April 17, 2018

Notes to supervisors updating list of incompletes by area and extending training to Friday, April 20th

April 20, 2018

Personalized updates to the final 7 employees early morning reminding that the training closed at 4pm

April 21, 2018

Extended training window by request for an employee who had been out of town to Monday, April 23 at 9am



Lessons Learned

- Who?
 - Who needs the training?
 - Full time, Part-Time, Contract
 - GTA/ GRA
- What?
 - What training do you want to use?
 - Purchase, build or borrow
 - What types of training modules work with your existing systems?
 - What is mandatory?
 - The million dollar question
- When?
 - When should you launch?
 - When should you close?
- Where?
 - Where will you document the training experience and outcome?
- Why?
 - Why are we doing the training?

Our power is in our prevention and response. The role of training our responsible employees is to ensure consistency.

Ashley Blamey, DSW

Title IX Coordinator

1817 Melrose Drive

Knoxville, TN 37916

865-974-9600

ashleyblamey@utk.edu

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