



**VOLS HELP VOLS:
YOU ARE NOT ALONE
2018-19**

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Developed for you by the

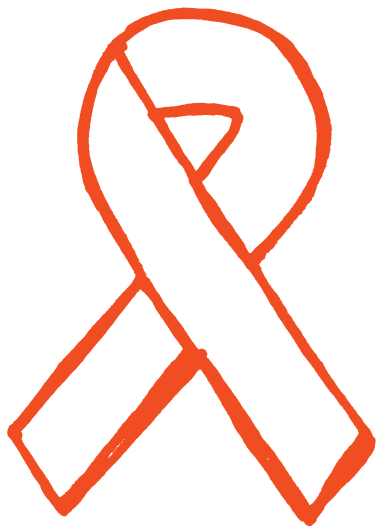
Office of Title IX
1817 Melrose Ave.
Knoxville, TN 37996
865-974-9600

titleix.utk.edu

The University of Tennessee is committed to providing a safe living, learning, and working environment. If you have experienced sexual misconduct, relationship violence, or stalking, remember you are not alone. This booklet provides an overview of care, support, and reporting options for students, including confidential resources and options for reporting to the police, the university, or both. The university's full Policy on Sexual Misconduct, Relationship Violence, Stalking, and Retaliation can be found at titleix.utk.edu.

The term *prohibited conduct*, as used in this booklet and the university policy, refers to sexual misconduct, relationship violence, stalking, and retaliation. Definitions for these terms and related terms can be found at titleix.utk.edu. For the purposes of this booklet, the *complainant* is the person who reports that they have been subjected to prohibited conduct. The *respondent* is the person who has been accused of committing prohibited conduct.

If you have questions about this policy or how the university works with students or if you need assistance, the university's Title IX coordinator and deputy Title IX coordinators are trained and accessible to discuss care, support, and reporting options. A full list of Title IX officials is included on page 16.



What to Do First

Step 1

Go to a Safe Place

Step 2

Get Medical Attention

Step 3

Consider
Reporting Options

Step 4

Connect with Ongoing
Support & Assistance

WHAT TO DO IF YOU HAVE EXPERIENCED PROHIBITED CONDUCT

Go to a safe place.

Talk to someone you trust.

As soon as you are in a safe place, talk to someone you can trust about the incident—like a family member, friend, or counselor. You can call the Sexual Assault Center of East Tennessee 24/7 at 865-522-7273, and you will be connected to a confidential advocate to help you think about next steps. The university also has an after-hours help line, 865-974-HELP (4357), where you will be connected with someone who can talk to you about options, resources, and support. The most important thing is to talk with someone who can provide emotional support and help you make a plan.

Preserve all physical evidence.

If you have experienced sexual assault, when possible avoid changing your clothing, bathing, showering, using a douche, using the bathroom, brushing your teeth, drinking liquids, washing your hands or face, or combing your hair. If you change clothes, evidence is best preserved in a paper (not plastic) bag. Preservation of evidence does not mean that you have to pursue criminal charges, but it helps keep that option open for you.

Seek medical care.

You can seek medical care at any time following an assault, but we strongly recommend that you do so within 72 hours (three days). A medical professional will examine you, provide appropriate medical treatment, and if applicable talk with you about the prevention of sexually transmitted infections and pregnancy.

You can seek medical care by contacting one of the following resources, 24 hours a day, seven days a week:

Emergency

911

Sexual Assault Center of East Tennessee

865-522-7273

2455 Sutherland Ave., Building B
Knoxville, TN 37919
mcnabbcenter.org/sacet

The mission of the Sexual Assault Center of East Tennessee is to provide excellent and compassionate services for victims and survivors of sexual assault and to empower our communities through education and social change. The center has four program areas: forensic nursing, advocacy, therapy, and prevention education. All services are free, including no-cost medical examinations, pregnancy prevention, and testing and preventative treatment for sexually transmitted infections.

University of Tennessee Police Department

865-974-3114

Contact the UTPD if you would like an officer to take you either to a local hospital or the Sexual Assault Center of East Tennessee for a medical examination.

Calling 911, contacting the Sexual Assault Center of East Tennessee, or contacting the UTPD does not mean that you must make a formal report to the university or to law enforcement. A medical examination simply preserves evidence in the event that you wish to pursue a criminal prosecution. If unwanted sexual activity occurred and if you think you might want to prosecute, you are strongly encouraged to have a medical examination for the collection and preservation of evidence within 72 hours.

The collection of evidence for use in a criminal prosecution relating to unwanted sexual activity can be performed only by trained personnel at a hospital emergency room or at the Sexual Assault Center of East Tennessee. Physical examinations by other health care providers are likely to impede potential future legal remedies.



Discuss reporting options with a confidential resource.

On- and off-campus resources are available if you wish to speak with someone about the incident and discuss your options for reporting.

Confidential Resources

Student Counseling Center

865-974-2196

865-974-4357 (After-hours help line)

Mental health providers are available during weekday business hours for appointments and after hours and on weekends via the help line.

Sexual Assault Center of East Tennessee Crisis Hotline

865-522-7273

Staff members available 24/7

A licensed university counselor or Sexual Assault Center staff member can guide you in exploring options and provide you with information and emotional support. Whether you seek immediate assistance or choose to wait, counseling can help you deal with the psychological impact and begin the healing process.

Report the incident to a nonconfidential resource or law enforcement agency.

Reporting prohibited conduct to the university or law enforcement is a personal choice that only you can make.

The university strongly encourages you to report an incident of sexual misconduct. Reporting the incident is the only way that the university and/or law enforcement can take action. Reporting the incident and, for sexual assault cases, having a medical exam performed within 72 hours are critical in preserving evidence and allowing law enforcement and/or the university to respond effectively, but you can report an incident at any time.

You can report an incident to law enforcement before, during, or after an investigation or a resolution of the incident by the university. You have the right to decline to report the incident to law enforcement; if you do decline you can still access medical care, counseling, and other support from the university by notifying the Title IX coordinator or the Office of Student Conduct and Community Standards. While these offices are not confidential resources, they will protect the privacy of your report as much as possible. See “Confidentiality and Privacy” on page 11 for more information on this aspect of reporting.

Nonconfidential Resources

Office of Title IX

1817 Melrose Ave.
865-974-9600

Office of Student Conduct and Community Standards

412 Student Services Building
865-974-3171

Law Enforcement Agencies

University of Tennessee Police Department

865-974-3111 / 911

Knoxville Police Department

865-215-7000 / 911

Orders of Protection

Knoxville Family Justice Center

400 Harriet Tubman St.
Knoxville, TN 37915
24/7 help line 865-521-6336
fjcknoxville.com

Contact the center if you need assistance with legal remedies such as an order of protection. The center provides advocacy and other services in a safe place with a caring and trained staff available to help victims of sexual assault and their children.

**What
to
Expect
Next**

WHAT TO EXPECT IF YOU REPORT AN INCIDENT TO LAW ENFORCEMENT

We hope you will decide to report the incident to the police. While there is no way to change what has happened, you have the right to seek justice but the decision to report or not to report is yours to make. You are not legally obligated to report.

An emergency room or the Sexual Assault Center of East Tennessee can perform a sexual assault forensic examination. This involves collecting evidence—such as hairs, fluids, and fibers—and preserving the evidence for forensic analysis. If you think you might want to pursue prosecution but are still unsure, we recommend that you make the police report right away while the evidence is still present and your memory is detailed.

If you choose not to make an immediate police report, the law enforcement agency with jurisdiction will store the examination materials for up to three years so they can still be matched to a police report if you file one during that time.

The district attorney will decide whether to pursue prosecution; however, it is unusual for cases to proceed without the cooperation of the victim. Reporting the incident to law enforcement does not obligate you to cooperate with the district attorney's criminal prosecution. If prosecution is pursued, the chance of success will be much higher if you reported and allowed evidence

to be collected. In most cases, the police will come to you and take a statement about what occurred. In addition to taking a statement, police collect physical evidence. They may ask to examine the scene and collect bedding, clothing, or other items.

The police interview may take as long as several hours, depending on the circumstances of your case. Some questions will probably feel intrusive, and the officer will probably go over the details several times. The extensive questioning is not because the police do not believe you; it is the officer's job to get every detail down precisely.

Due to the traumatic effect of sexual assault on survivors, multiple interviews may be required to get all of the pertinent details of the assault. This is not unusual, and investigators are trained to expect gaps in memory due to trauma immediately after the assault. Investigators understand that as time passes, additional memories may become clearer. Throughout the process, law enforcement officials will keep you aware of the progress of your case.

If you report the incident to the UTPD, they will contact the Title IX coordinator and a university official will get in touch with you. UTPD will also offer to contact an on-call victim advocate to be present during your questioning if you choose and will provide you with a list of available resources.

WHAT TO EXPECT IF YOU REPORT AN INCIDENT TO THE UNIVERSITY

If you make a report of prohibited conduct to the university, the Office of Title IX will work with you to evaluate your care and support needs and discuss your options under university policy. Reporting prohibited conduct to the university empowers you to obtain the care and support you need and enables the university to respond appropriately, including conducting a prompt, thorough, and equitable investigation and, if warranted, taking disciplinary action against a respondent.

Your decision on how to proceed after reporting an incident is a process that may unfold over time, and you do not have to decide whether to request or choose any particular course of action when you make a report. Regardless of your choice, the university will provide you with care and support even if its ability to investigate the incident and pursue disciplinary or other remedial action is limited.

University Support and Interim Measures

After you report the incident to the university, the university can support you in a variety of ways:

- Connecting you with advocacy
- Informing you of your rights under the university's Title IX grievance procedures

- Issuing a no-contact directive to the respondent, which prohibits the respondent from having verbal, physical, or written contact with you for a definite or indefinite period of time
- Providing medical and counseling services
- Assisting you in reporting an incident to law enforcement, if you want to report the incident
- Exploring changes in living and working arrangements
- Arranging appointments with follow-up services on or off campus (for example, an appointment with the Knoxville Family Justice Center to discuss options for pursuing an order of protection in Knox County Fourth Circuit Court)
- Exploring changes in class schedules, including adjustments so you and the respondent do not share the same classes
- Assisting you in communicating with faculty
- Providing academic support, including tutoring
- Exploring the options of retaking a course, dropping a course, or withdrawing for a semester without penalty

These support services are available to you even if you do not want to report the incident to UTPD or the Knoxville Police Department.

Confidentiality and Privacy

Confidentiality and privacy are uniquely different. Confidentiality is limited to someone who, by law, can keep information confidential. Information communicated to Title IX or other mandatory reporters will be kept private and shared only with university employees who need to be involved in responding to or addressing a report. For more detailed information, visit titleix.utk.edu, or contact the Office of Title IX.

The Student Counseling Center and Student Health Center are the primary designated confidential resources where you can learn about supports and options.

Other university employees who are not confidential resources will protect the privacy of your report to the maximum extent possible under the circumstances and share the information you reported only within the limited circle of university employees who need to be involved in responding to the report.

If you report an incident of prohibited conduct to the university, you have the right to:

- Request that your name not be disclosed to the respondent
- Request that the university not investigate the incident further or pursue disciplinary action against the respondent

- Decline to participate in a university investigation or disciplinary proceeding
- Decline to disclose the identity of the respondent to the university

The university (typically the Title IX coordinator) will evaluate a request that your name not be disclosed to the respondent or a request that the university not investigate the incident further or pursue disciplinary action against the respondent. If the university honors such a request, then the university's ability to respond fully to the incident (for example, to meaningfully investigate the incident and pursue disciplinary action against the respondent or take other remedial action) may be limited.

In accordance with the Family Educational Rights and Privacy Act of 1974, or FERPA, personally identifiable information concerning a student report to a university official who is not a law enforcement officer (for example, to the Office of Title IX) will not be disclosed to third parties outside the university without the consent of the student except in response to a lawfully issued subpoena or as otherwise required or allowed by law.

If during a university investigation of misconduct a respondent makes a request to review documents concerning the investigation, FERPA requires that the university grant the student's request to inspect and review records that relate specifically to him or her, but the university will



VOLS **HELP** VOLS

Outside the classroom are challenges that can sometimes be overwhelming.

If you know someone who needs help, needs to talk to someone, or is acting in a way that makes you concerned for them or others.

Call 865-974-HELP (4357)

WE ARE ALL **VOLUNTEERS**.
WE LOOK OUT FOR EACH OTHER.

THE UNIVERSITY OF
TENNESSEE
KNOXVILLE



OFFICE OF THE DEAN OF STUDENTS

redact the complainant's name and any other identifying information to the maximum extent possible. In addition, after the university has formally charged a student or employee with violating university policy, the respondent will have a due process right to be informed of the nature of the allegations against him or her, including the identity of the person who accused him or her of misconduct.

In contrast to a report to a university administrative official, incident reports prepared by UTPD for law enforcement purposes are generally considered public records under the Tennessee Public Records Act and are not protected by FERPA, which means they will be made available to any Tennessee citizen upon request unless the report is part of an ongoing criminal investigation.

Clery Act

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, commonly known as the Clery Act, is a federal law requiring all higher education institutions that receive federal financial aid to report crime statistics to their communities. This includes statistics related to sexual misconduct, relationship violence, and stalking that occur on UT-controlled property.

Because of our commitment to keep the UT community safe and informed, there are times when a safety notice or UT Alert is sent to the community. Safety notices do not include identifiable information about the

complainant but are designed to address any ongoing safety threats to the community.

Certain individuals on campus who are designated campus security authorities or CSAs are required to submit reports to the Clery compliance officer at UTPD, who keeps a log of all Clery crime statistics reported within the past 60 days at clery.utk.edu/crime-log. Not all incidents reported to the Office of Title IX result in a safety notice to the community. For questions about Clery statistics, CSAs, or the crime log, contact the Office of Title IX or the Clery compliance officer.

Retaliation

The University of Tennessee and Title IX prohibit retaliation against anyone who reports sexual harassment, sexual assault, or sexual misconduct. The university will take reasonable steps to prevent retaliation and will take strong responsive action if retaliation occurs.

Amnesty

If you were using alcohol and/or drugs at the time of an incident, the university does not want that to keep you from reporting. The university will not pursue disciplinary charges against you for personal consumption of alcohol or other drugs.

Student Resources & Information

Resources	Info & Support	Counseling or Medical Services	Interim Measures	Report to the University	Confidentiality Level of Conversations, Records
Office of Title IX Emergency: 865-974-HELP (4357) Office: 865-974-9600 titleix.utk.edu	●	●	●	●	<i>As private as possible, within policy and process</i>
UT Police Department Emergency: 911 Reporting an assault or rape: 865-974-3114 utpolice.utk.edu	●			●	<i>According to state law</i>
Office of Equity and Diversity <i>Deputy Title IX Coordinator:</i> Jennifer L. Richter 865-974-2498 oed.utk.edu/complaints/sexual-harassment	●	●	●	●	<i>As private as possible, within policy and process</i>
Student Health Center 865-974-3135 studenthealth.utk.edu	●	●			<i>Strictly confidential with few legal exceptions</i>
Counseling Center 865-974-2196 counselingcenter.utk.edu	●	●			<i>Strictly confidential with few legal exceptions</i>
Student Conduct & Community Standards 865-974-3171 studentconduct.utk.edu	●		●	●	<i>As private as possible, within policy and process</i>
OFF-CAMPUS RESOURCE: Sexual Assault Center of East Tennessee Crisis Line: 865-522-7273 Office: 865-558-9040 mcnabbcenter.org/sacet	●	●			<i>Strictly confidential with few legal exceptions</i>

Campus Resources

Title IX Coordinator

Ashley Blamey
1817 Melrose Ave.
Knoxville, TN 37996
865-974-9600
ashleyblamey@utk.edu
titleix.utk.edu

**Deputy Title IX Coordinator
for Student Support**

Sarah Thomas
1817 Melrose Ave.
Knoxville, TN 37996
865-974-9600
sarahthomas@utk.edu
titleix.utk.edu

**Associate Vice Chancellor and
Director, Office of Equity and
Diversity; Deputy Title IX
Coordinator for OED**

Jennifer Richter
1840 Melrose Ave.
Knoxville, TN 37996
865-974-2498
jrichter@utk.edu
oed.utk.edu

**Director, Center for Health
Education and Wellness;
Deputy Title IX Coordinator
for Prevention**

Laura Bryant
1800 Volunteer Blvd., Suite 201
Knoxville, TN 37996
865-974-5725
lbryant7@utk.edu
wellness.utk.edu

**Director, Office of Student Con-
duct and Community Standards;
Deputy Title IX Coordinator for
Student Conduct**

Betsy Smith
412 Student Services Building
Knoxville, TN 37996-2045
865-974-3171
bbsmith@utk.edu
studentconduct.utk.edu

**Senior Associate Athletics
Director—Senior Woman
Administrator; Deputy Title IX
Coordinator for Intercollegiate
Athletics**

Donna Thomas
Brenda Lawson Athletic Center
1551 Lake Loudoun Blvd.
865-974-0123
dthomas7@utk.edu

**Clery Compliance Coordinator;
Deputy Title IX Coordinator
for Law Enforcement and Clery
Compliance**

Jillian Paciello
UT Police Department
1101 Cumberland Ave.
Knoxville, TN 37996
865-974-0544
jpaciell@utk.edu
clery.utk.edu
utpolice.utk.edu

In accordance with Title IX of the Education Amendments Act of 1972, UT policy prohibits discrimination on the basis of sex in any education program or activity. Reports or complaints of sex discrimination or prohibited conduct, or questions about the university's policies, procedures, resources, or programs concerning any of those issues, may be directed to the university's Title IX coordinator or one of the university's deputy Title IX coordinators.

Office of Title IX

1817 Melrose Ave.
865-974-9600
titleix.utk.edu

Center for Health Education & Wellness

1800 Volunteer Blvd., Suite 201
865-974-5725
wellness.utk.edu

The Center for Health Education and Wellness provides campus prevention efforts to educate, increase awareness, and impact decision making in areas related to sexual misconduct, relationship violence, stalking, and retaliation.

Office of Equity and Diversity

1840 Melrose Ave.
865-974-2498
oed.utk.edu

The Office of Equity and Diversity fulfills an important compliance function by working with various legal mandates set out by state and federal law and university policies related to civil rights, equal employment, and affirmative action. The Office of Equity and Diversity serves to investigate and resolve faculty/staff-related reports of sexual misconduct, relationship violence, stalking, and retaliation.

Office of Student Conduct & Community Standards

412 Student Services Building
865-974-3171
studentconduct.utk.edu

The Office of Student Conduct and Community Standards is concerned with the individual rights and responsibilities of students. Staff members serve as advisors to the student judicial system and, when necessary, initiate

appropriate disciplinary proceedings, including investigation and resolution of any accusation of sexual misconduct, relationship violence, stalking, and retaliation.

Student Counseling Center

1800 Volunteer Blvd., Suite 200
865-974-2196
counselingcenter.utk.edu

The Student Counseling Center provides students with personal counseling, psychotherapy, and psychological outreach and consultation services. Services include walk-in sessions; crisis intervention; group, individual, and couples counseling; and Feel Better Fast workshops.

Student Health Services

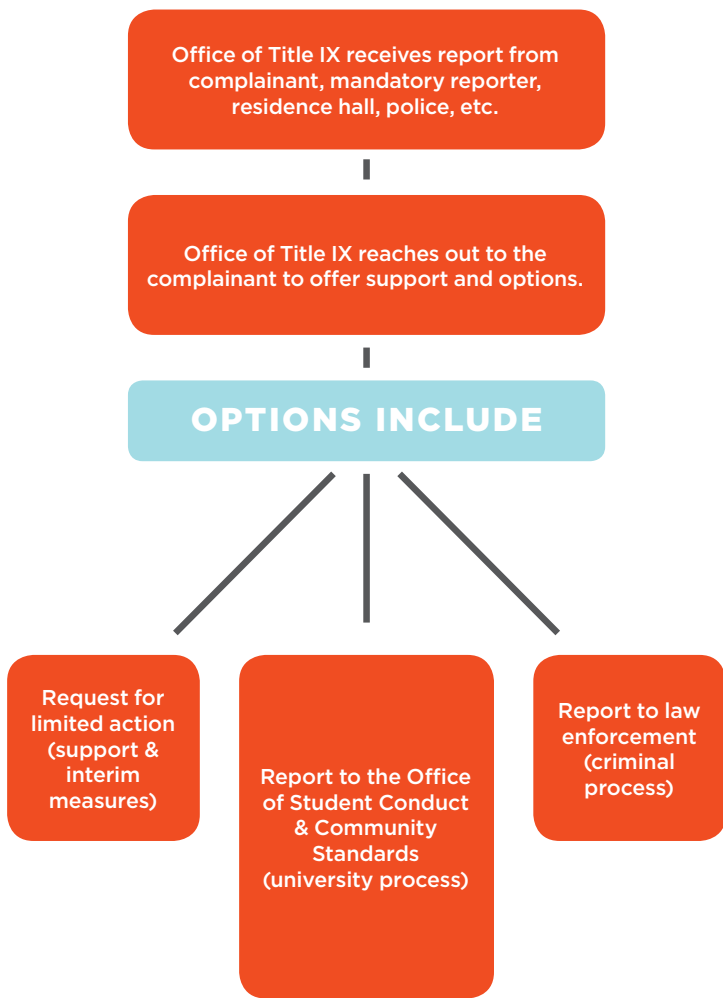
1800 Volunteer Blvd.
865-974-3135
studenthealth.utk.edu

The Student Health Center provides students with an acute care clinic/triage nurse, primary care clinic, sports medicine clinic, and women's health clinic.

UT Police Department

1101 Cumberland Ave.
865-974-3114
Campus Emergency:
865-974-3111
utpolice.utk.edu

UTPD works to ensure safety on campus and in the immediate surrounding area and provides programming for students to increase awareness, personal safety, and property security.





The University of Tennessee is an EEO/AA/Title VI/Title IX/Section 504/ADA/ADEA institution in the provision of its education and employment programs and services. All qualified applicants will receive equal consideration for employment without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, or covered veteran status. The university name and its indicia within are trademarks of the University of Tennessee.