

# Title IX Town Hall

Dr. Ashley Blamey  
September 12, 2023



THE UNIVERSITY OF  
TENNESSEE  
KNOXVILLE



# Today's Agenda

- Title IX Overview
- Federal Landscape Update
- UT Office of Title IX Overview
- Q&A with Panelists



# Agreements

For today, I ask you to agree to do three things.

1. Be honest with yourself
2. Think critically about this information
3. Be a leader in the room

**It takes a Volunteer.**

# TITLE IX

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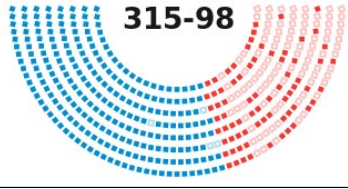
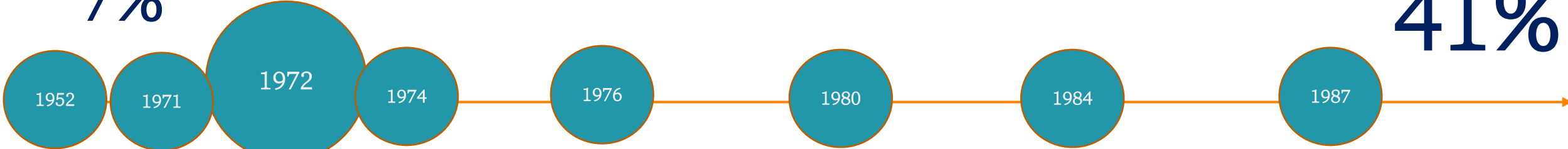
“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.”



# OVER THE YEARS

7%

41%



# TITLE IX HISTORY

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- 2011 Dear Colleague Letter (DCL) issued in by the Office for Civil Rights (OCR).
- 2013 VAWA Reauthorization: Campus SaVE Act University expectation broadened
- 2014 Question and Answers Issued (OCR)
- 2016 Federal Guidance on Gender Issued
- 2017 2011 DCL was withdrawn, 2016 Guidance on Gender rescinded, and rule making process announced
- 2017 NCAA issues Campus Sexual Violence Policy
- 2020 Title IX Regulation issued May 6th and implementation deadline August 14th
- 2022 VAWA Reauthorization: Working Group on Climate
- 2022 Notice of Proposed Rulemaking on institutional response and grievance procedures
- 2023 Notice of Proposed Rulemaking on athletic participation

# Federal Regulations- Grievance Procedures

JUNE  
2023

Expected  
release October  
2023.



Department of Education (DOE) review of May 2020 Title IX regulations began in March 2021, as directed by executive order.



The DOE published an NPRM focused on **institution response and grievance process** on June 23, 2022.



The DOE received more than 120,000 comments for the 2020 Title IX rule. This time the DOE must review **240,085** comments.



After reading all public comments and releasing a final rule, the DOE will set an implementation deadline. Expected release was May 2023 and has been delayed until October 2023 with an anticipated Fall 2024 implementation deadline.

# Proposed Regulation

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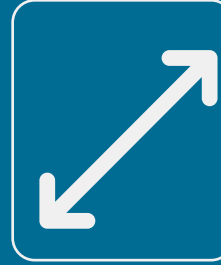
Broadening the definition of the definition of “hostile environment sexual harassment” including behaviors that take place outside the University’s programs or activities.



Eliminates cross-examination and live hearing requirements for campus hearings



Gender discrimination protections extended to sexual orientation and gender identity



Expanded availability of informal or restorative process resolution options



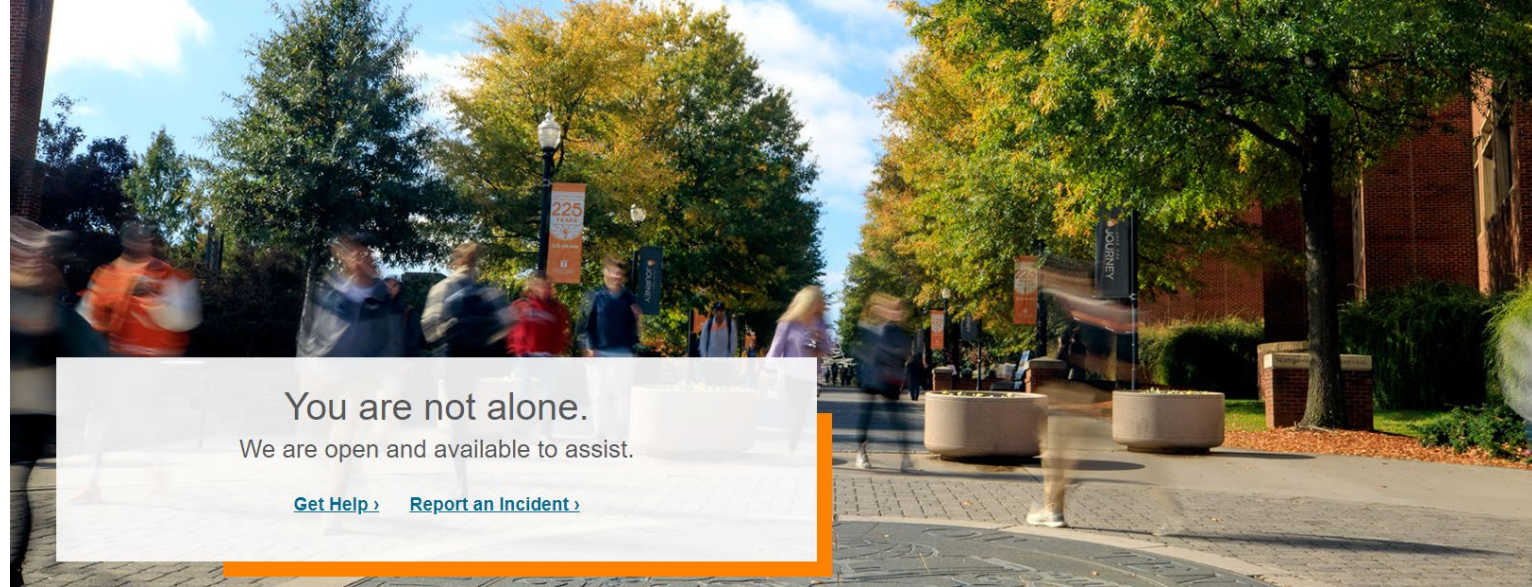
Identifies separate rulemaking process on student athletes due to current evolving legal decisions on transgender student involvement in sports.



# Our Hometown

## People

Undergrads	27,039
Graduate	6,766
<u>Faculty &amp; Staff</u>	<u>9,000+</u>
<b>Total</b>	<b>42,739</b>
Game Day	101,915



## Geography

910 acres  
294 buildings

# Studies Report ...

- **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).
- **One in five women** and **one in sixteen men** experience sexual assault while in college (Fisher, Cullen, & Turner, 2000 & Krebs, Lindquist, Berzofky, Shook-Sa, & Peterson, 2016)
- **75-80%** of sexual assaults are committed by an **acquaintance/ non stranger** (Krebs, et al., 2007)

Even the most conservative data supports a  
2% - 3% minimum prevalence rate.

In our student body that is approximately  
**850**

# UT TITLE IX MODEL

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

**Prevention and Education.** Our goal is to prevent Sexual Harassment (including Sexual Assault, Dating Violence, Domestic Violence, and Stalking), Sexual Exploitation, and Retaliation before they happen.

**Supportive Measures.** Our promise is to provide support and appropriate supportive 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 utilize the best available research, evidence-based practice, and our own campus trends in our prevention and response efforts.

# Office of Title IX



Ashley Blamey  
Title IX  
Coordinator



Laura Bryant  
Deputy Title IX  
Coordinator



Sarah Thomas  
Deputy Title IX  
Coordinator

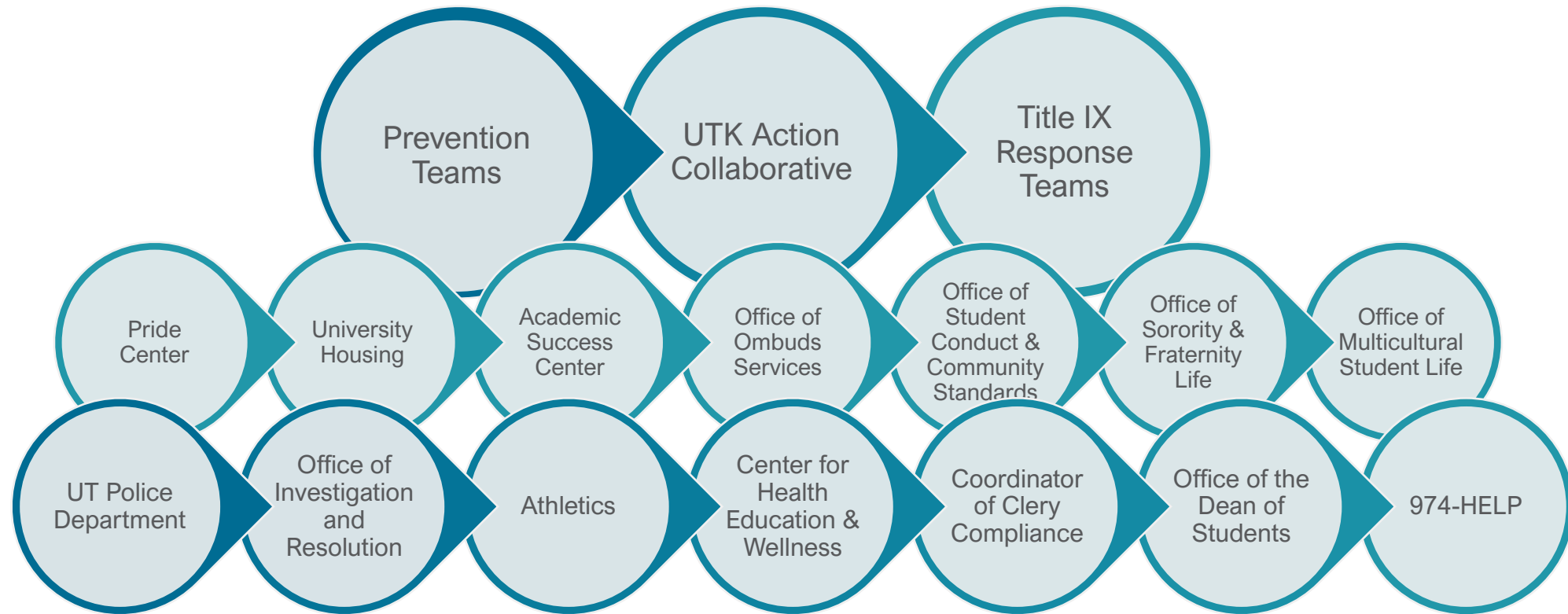


Kaylynn Hunt  
Graduate  
Assistant



Office of Title IX  
1817 Melrose Ave  
865-974-9600  
[titleix.utk.edu](http://titleix.utk.edu)  
[titleix@utk.edu](mailto:titleix@utk.edu)

# Campus Collaboration



# Community Collaboration


- Sexual Assault Center of East Tennessee
- Family Justice Center
- Knox County Health Department





# Policy & Resources


**Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking**

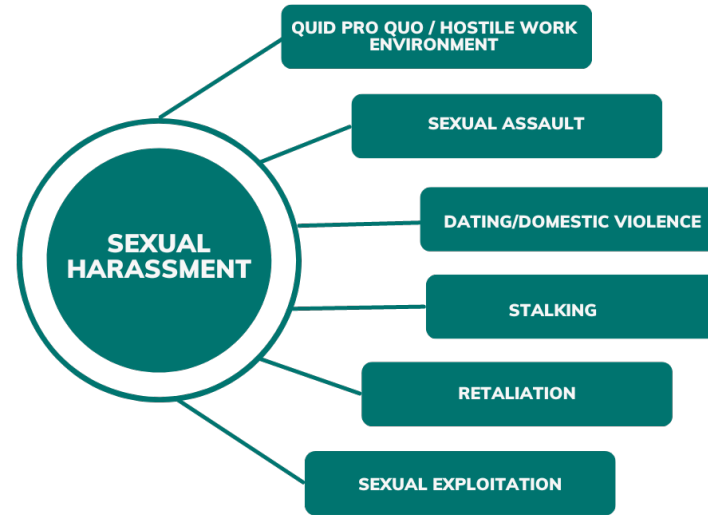
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 THE UNIVERSITY OF TENNESSEE

 THE UNIVERSITY OF TENNESSEE KNOXVILLE

 UTIA INSTITUTE OF AGRICULTURE THE UNIVERSITY OF TENNESSEE

 INSTITUTE FOR PUBLIC SERVICE



THE UNIVERSITY OF TENNESSEE, KNOXVILLE

## STUDENT PREGNANCY ACCOMMODATIONS POLICY

### SECTION 1. OVERVIEW

The University of Tennessee, Knoxville (the “University”) is committed to creating and maintaining a non-discriminatory learning environment for all students. This policy is intended to comply with Title IX of the Education Amendments of 1972, which prohibits discrimination based on sex in education programs and activities. Title IX includes prohibiting discrimination against students on the basis of pregnancy.

 THE UNIVERSITY OF TENNESSEE

System-wide Policy: <b>HR0280 - Sexual Harassment &amp; Other Discriminatory Harassment</b>	
Version: 1	Effective Date: 10/01/2017

### HR0280 – Sexual Harassment & Other Discriminatory Harassment

Topics:

[Procedures](#)

Objective:

To state university policy prohibiting all employees from engaging in sexual harassment, other discriminatory harassment, and retaliation, and to inform members of the university community about how to complain about and to report potential violations of this policy.

 THE UNIVERSITY OF TENNESSEE

System-wide Policy: <b>HR0220 - Equal Employment Opportunity</b>	
Version: 12	Effective Date: 06/20/2019

### HR0220 – Equal Employment Opportunity

Topics:

[Procedures](#)

Objective:

To state the university policy concerning fair employment practices, which is designed to promote equal employment opportunity for all university employees and applicants for employment.



# Support Offered

## TITLE IX PROCESS INITIAL REPORT



*This is a simplified graphical representation of the process. For full details, please see the Policy on Sexual Harassment, Sexual Assault, Dating & Domestic Violence, and Stalking.*

Contact the Office of Title IX with questions or to report Title IX concerns under the Policy on Sexual Harassment, Sexual Assault, Dating & Domestic Violence, and Stalking  
865-974-9600 | titleix@utk.edu | titleix.utk.edu

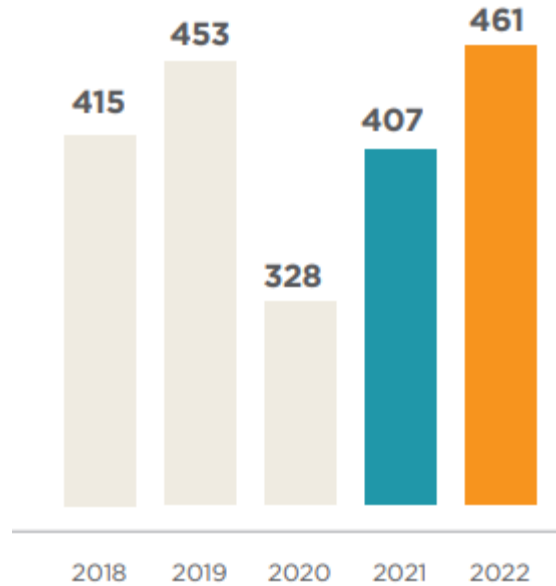
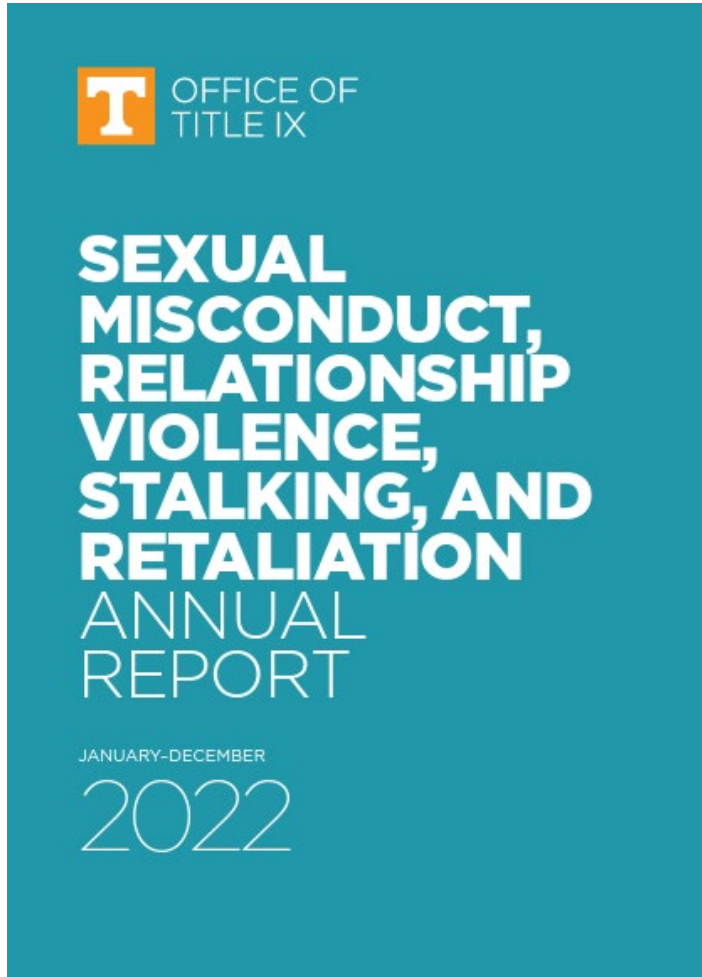
 OFFICE OF TITLE IX

- Academic Supports
  - Scholarship Appeals
  - Absence Notifications
- No Contact Directives
- Connection to Medical Care
- Assistance with Safety Planning and Orders of Protection
- Connection to Confidential Support/Counseling
- Connection to Advocacy/Support Groups
- **Reporting Options**
  - University Options
  - Police/Criminal Process Options

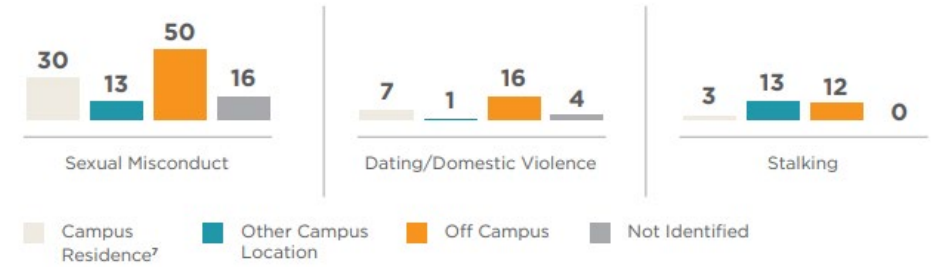
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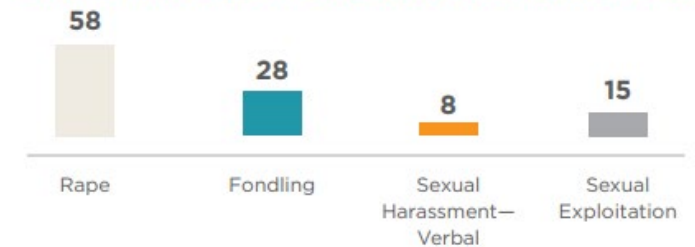
# 2022 Annual Report



Reports of Prohibited Conduct by Type and Location (n=165)



Sexual Misconduct Reported by Type in 2022 (n=109)





# SEXUAL MISCONDUCT, RELATIONSHIP VIOLENCE, STALKING, AND RETALIATION ANNUAL REPORT

JANUARY-DECEMBER

# 2022

Report Resolution	Sexual Misconduct	Dating/ Domestic Violence	Stalking	Retaliation	Total
Respondent not identified or unknown (university unable to resolve)	36	8	9	0	<b>53</b>
Limited action <sup>9</sup> : complainant chose not to file a formal complaint or the formal complaint was outside the parameters of the policy <sup>10</sup>	35	11	18	0	<b>64</b>
Limited action: complainant is unknown or not able to be identified	3	0	0	0	<b>3</b>
Alternative/informal resolution resulting in educational sanction, probation, deferred suspension	0	19	0	0	<b>19</b>
Alternative/informal resolution resulting in suspension or separation from the university	5	2	0	0	<b>7</b>
Evidence did not support a charge based on the preponderance of the evidence <sup>11</sup>	0	0	0	0	<b>0</b>
Respondent found responsible <sup>12</sup> for violating the policy after a hearing, resulting in educational sanction, probation, deferred suspension	0	0	0	0	<b>0</b>
Respondent found responsible for violating the policy after a hearing, resulting in suspension or separation from the university	0	1	0	0	<b>1</b>
University unable to complete investigation	0	2	0	0	<b>2</b>
Pending investigation or hearing	2	13	1	0	<b>16</b>
<b>Total</b>	<b>81</b>	<b>56</b>	<b>28</b>	<b>0</b>	<b>165</b>

# Prevention & Response

**95.5%** of employee survey participants reported being aware that UT has policies and procedures to address sexual misconduct.

**87.2%** of student survey participants reported being aware that UT has policies and procedures to address sexual misconduct.

**98.4%** of employees felt that UT would support someone making a report of sexual misconduct by providing formal and informal

**94.5%** of students felt that UT would support someone making a report of sexual misconduct by providing formal and informal resources.

- National Academies Membership in the Action Collaborative on Preventing Sexual Harassment in Higher Education
- NASPA Culture of Respect Cohort 4
- UTK Title IX Prevention Team
- Greek [Office of Sorority and Fraternity Life] Prevention Team
- Student Athlete Prevention Team
- Employee Application Sexual Misconduct Attestation
- Student Application Safety Questions
- 2022 Vol Voices Climate Survey
- Annual Employee Training Requirement
- Vols ACT campaign
- Social Media and Marketing Campaigns
- Sexual Assault Awareness Month
- Domestic Violence Awareness Month
- Tennessee Coalition to End Sexual and Domestic Violence Leadership Team and Safer Workplaces and Bystander Intervention Subcommittee Representation
- Knox County Sexual Assault Response Team
- Family Justice Center Coordinated Community Response Team
- Domestic Violence Death Review Team
- Safe Bar

- Resident Assistant and Office Assistant Training
- Greek Organization Bystander Training
- Greek Organization House Director Training
- Hall Director/ Assistant Hall Director Training
- Vols ACT bystander training for faculty, graduate, and undergraduate students
- Student Organization Leader Training
- Student Athlete Training
- Pride of the Southland Training
- New Graduate Student and new GTA/GRA Training
- New Student Veteran Training
- UTK Haslam Peer Mentor Training
- Family: Start the Conversation Guides
- Six Weeks of Welcome

**SOCIETAL**

**COMMUNITY**

**RELATIONSHIP**

**INDIVIDUAL**

- Compliance with Title IX Regulations
- Compliance with the Violence Against Women Act
- Compliance with the Clery Act
- Incorporation of national statistics and research

- Annual training for all undergraduate students, graduate students, faculty, and staff
- Individual Supportive Measures
- Investigations
- Complaint Resolution
- Respondent training and follow up

# CDC Social Ecological Model

# VOLS ACT Training and Campaign

**VOLS**  
**ACT.**  
Direct. Distract. Delegate.

BE AN  
**ACTIVE**  
BYSTANDER

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**A**cknowledge the situation.

**C**onsider your options.

**T**ake action.

# Get Involved, Get Engaged



- Become a Peer Health Educator - VOLS 2 VOLS
- Attend an event hosted by CHEW or Title IX
- Visit the Office of Title IX's website and review policy, annual reports, etc.
- Learn and practice UT's the definition of consent and encourage others to do the same
- Learn to be an ACTive Bystander, and safely intervene when something doesn't seem quite right
- Reach out if you have questions, and remember VOLS HELP VOLS

# Be a part of the solution.

1. Be honest with yourself
2. Think about this information
3. Be a leader in the room

**It takes a Volunteer.**





# Panelists

Name	Title	Office/Agency
Dr. Ashley Blamey	Title IX Coordinator	Office of Title IX
Ashley Blue	Investigator	UT Police
Dr. Laura Bryant	Deputy Title IX Coordinator for Prevention, Training, and Evaluation	Office of Title IX
Michelle Buck	Interim Director	Office of Investigation & Resolution
Andrew Carstarphen	Deputy Title IX Coordinator for Student Investigations	Student Conduct & Community Standards
Dr. Kayley McMahan	Relationship & Sexual Violence Coordinator	Center for Health Education & Wellness
Morgan Newman	CCR & Outreach Director	Family Justice Center
Catherine Oaks	Director, Victim Services	Sexual Assault Center of East Tennessee
Jillian Paciello	Clery Compliance Coordinator	UT Public Safety
Alyssa Hendrick	Brief Intervention Specialist	Student Counseling Center
Dr. Sarah Thomas	Deputy Title IX Coordinator for Care and Support	Office of Title IX



# You are not alone.

If you have experienced sexual harassment, sexual assault, dating or domestic violence, stalking, sexual exploitation, or retaliation, we encourage you to seek **medical care** and **support**, and to **report** the incident.



[titleix.utk.edu](https://titleix.utk.edu)

## MEDICAL CARE

### Emergency

911 (call from any phone)

### Sexual Assault Center of East Tennessee

#### 24/7 crisis line\*

865-522-7273

### Student Health Center\*

865-974-5080

## SUPPORT RESOURCES

### Suicide & Crisis Lifeline\*

988 (call or text from any phone)

### Student

#### Counseling Center\*

865-974-2196

For after-hours mental health support, call 865-974-4357.

### Sexual Assault Center of East Tennessee

#### 24/7 crisis line\*

865-522-7273

### Office of Title IX

865-974-9600

For after-hours mental health support, call 865-974-4357.

### Office of Ombuds Services\*

865-974-6273

### UT Psychological Clinic\*

865-974-2161

### UT Sexual Assault Survivor Support Group\*

865-974-9291

[ctc@utk.edu](mailto:ctc@utk.edu)

### Family Justice Center\*

865-521-6336

## REPORTING

### Emergency/UT Police

911 (call from any phone)

865-974-3114

### Office of Title IX

865-974-9600

### Office of Student Conduct & Community Standards

865-974-3171

*\*Confidential resource*

 OFFICE OF TITLE IX