



OFFICE OF
TITLE IX

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

JANUARY-DECEMBER

2023

SEXUAL MISCONDUCT, RELATIONSHIP VIOLENCE, STALKING, AND RETALIATION

OFFICE OF TITLE IX
ANNUAL REPORT
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Our Campus Community

Dear Volunteer community,

First, I want to thank you. Since 2014, the university has published an annual report in this area, and each year we work to provide transparency and increase awareness. While compliance is the foundation of our work, our goal is to cultivate a safe and nondiscriminatory learning, living, and working environment. Cultivating that environment requires that the work be shared by us all.

This year we are continuing our commitment by highlighting the work of campus partners and sharing data on concerns and outcomes. As a community member, you are best able to help when you have accurate information about the place where you live and learn. Title IX team members, housed in critical areas across campus, work collaboratively to educate the campus community, prevent incidents, support those in need, and address concerns related to Title IX. We all have a role to play.

As you review the report, please know that our door remains open year-round to your ideas, suggestions, questions, and concerns.

I look forward to our continued work together.



Ashley Blamey
Title IX Coordinator

Our Mission

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

Our Model

Utilizing the commission's report, national benchmarking, and current research, the University of Tennessee has identified our Title IX commitment grounded in the Center for Disease Control's Social-Ecological Model. Our commitment emphasizes five key areas:

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

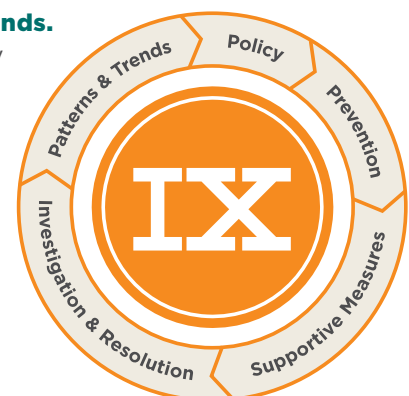
Prevention and Education. Our goal is to prevent sexual harassment (including sexual assault, dating violence, domestic violence, and stalking), sexual exploitation, and retaliation before they happen.

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.



Our History

In September 2016, then UT president Joe DiPietro appointed an independent commission to review and address Title IX compliance across the UT System. The commission acted with full authority to access and review existing programs and resources. Information gathered by the commission was released in June 2017 with observations and recommendations. This report was reviewed by the president, chancellors, general counsel, and others to ensure effective implementation of selected enhancements. The report made five major recommendations:

- Creation of a system-wide 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

In response to these suggestions, UT Knoxville established the Office of Title IX in August 2017. The office is centrally located at 1817 Melrose Avenue.

Our Teams

RELATIONSHIP & SEXUAL VIOLENCE PREVENTION TEAM (Formerly Title IX Prevention Team)

- Co-chaired by the Office of Title IX and Center for Health Education and Wellness staff
- Composed of more than 30 members across the campus and the greater Knoxville community
- Includes student, faculty, and staff representation from UT Athletics, University Housing, 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, and numerous other campus departments, as well as the Sexual Assault Center of East Tennessee and the Knoxville Family Justice Center
- Provides leadership to the university's sexual misconduct prevention through primary, secondary, and tertiary prevention efforts
- Ensures that campus-wide prevention (student, faculty, and staff) is aligned with evidence-informed research and the patterns and trends of the UT community
- Provides oversight and support in the development of annual prevention plans for student life, intercollegiate athletics, and faculty and staff

ATHLETICS PREVENTION TEAM

- Chaired by Office of Title IX staff
- Composed of the deputy Title IX coordinator for intercollegiate athletics and director of internal operations and special projects, the assistant director of mental health and wellness, the assistant director of student-athlete development, and the deputy Title IX coordinator for prevention, training, and evaluation

- Provides leadership to the intercollegiate athletics sexual misconduct prevention through primary, secondary, and tertiary prevention efforts
- Ensures that intercollegiate athletics prevention efforts are aligned with evidence-informed research and the patterns and trends of the UT community
- Facilitates information sharing, program review, prevention plan updates, and tracking of assessment outcomes

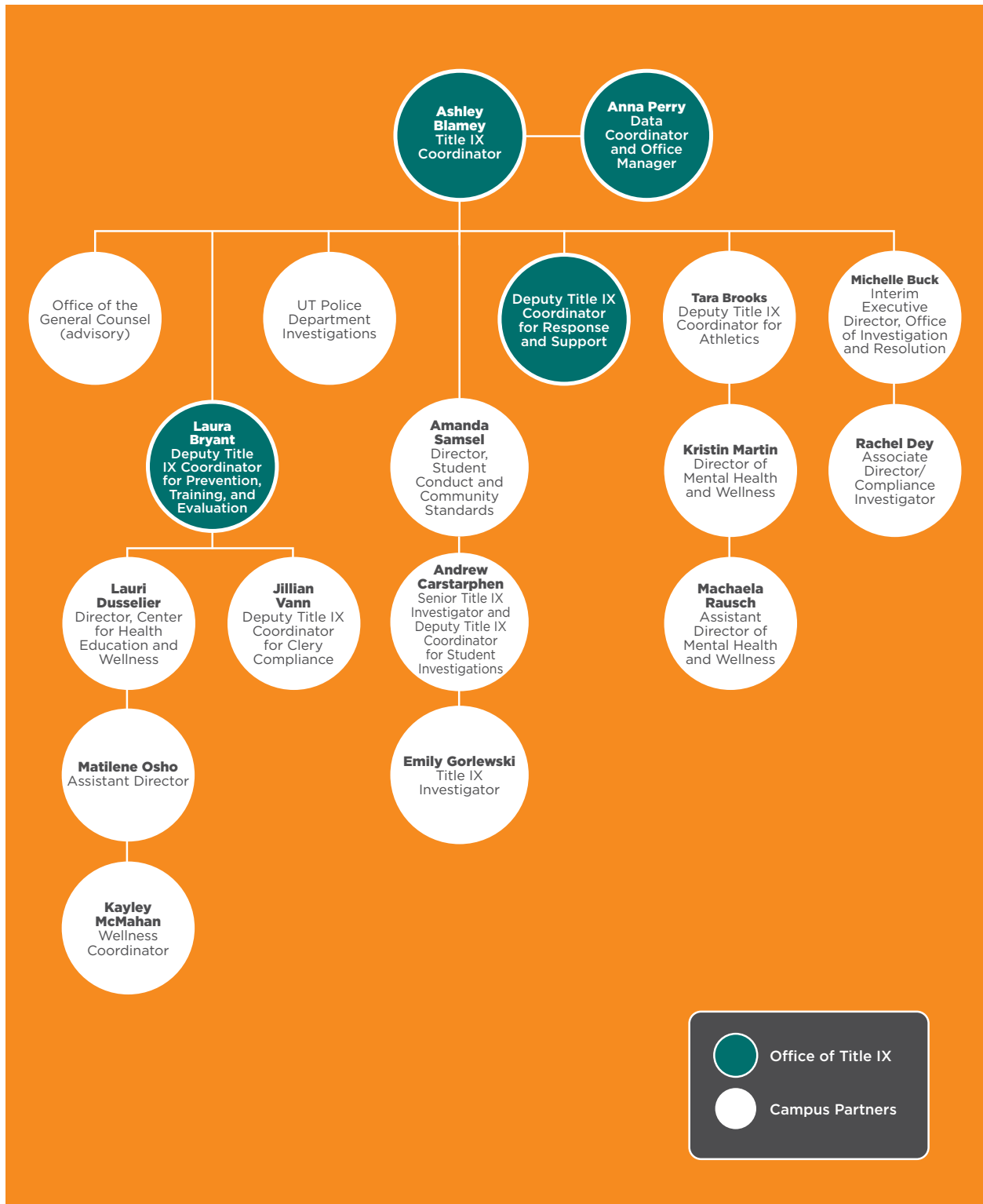
OFFICE OF SORORITY & FRATERNITY LIFE PREVENTION TEAM

- Chaired by the Office of Sorority and Fraternity Life
- Composed of representatives across campus who are actively engaged in prevention and education. Representatives include staff from the Office of Sorority and Fraternity Life, the Office of Title IX, the Center for Health Education and Wellness, Student Conduct and Community Standards, the Metro Drug Coalition, the Student Counseling Center, the Center for Care and Resilience, and the Office of the Dean of Students
- Discusses health and safety trends within the national landscape of the sorority and fraternity community
- Establishes a prevention plan that enhances OSFL's "We're Committed" campaign and educates the UT sorority and fraternity community on the Office of Sorority and Fraternity Life's five priorities of well-being (sexual misconduct prevention, alcohol misuse prevention, drug prevention, mental health, bias prevention, and hazing prevention)
- Develops prevention education for the UT sorority and fraternity community that is current, applicable, and engaging
- Provides individualized programming and support for OSFL signature prevention efforts such as the Health and Safety Summit, New Member Orientation Health and Safety Module, and Bystander Intervention Training

TITLE IX RESPONSE TEAMS (Employee and Student)

- Addresses individual reports of sexual harassment, sexual assault, dating and domestic violence, and stalking
- Ensures consistency across case responses
- Provides oversight of supportive measures, investigations, and individual case resolutions

Campus Collaboration



Policy

The University of Tennessee, Knoxville, is committed to implementing policy that is fair, effective, and informed. The Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking was updated significantly during the summer of 2020 following the May 6 release of the 2,033-page Final Rule on Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance by the United States Department of Education. The 2020 final rule mandated how colleges and universities address cases under Title IX, a federal statute that prohibits discrimination on the basis of sex in any federally funded education program or activity. In 2021, 2022, and 2023, the policy remained largely the same and remains in compliance with regulations. The policy was shared with the university community on August 14, 2023. The primary purposes of the policy are to:

- Define, eliminate, prevent, and remedy the effects of prohibited conduct
- Identify care, support, and reporting options for students and employees
- Explain the obligations of employees to report prohibited conduct to the university
- Identify the grievance procedures the university will follow to thoroughly, equitably, and promptly investigate and resolve reports of prohibited conduct

The updated policy is accessible at titleix.utk.edu along with additional information about campus procedures, training, and prevention programs related to prohibited conduct. The university will continue to review and update the policy annually to best serve our students, faculty, and staff.

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

August 14, 2023

titleix.utk.edu



Education, Training, and Communication

Education

SPRING 2023

22 events

2,507 participants

HIGHLIGHTS INCLUDE

Consent Is... T-Shirt Tuesdays
with CHEW

4 events

794 participants

Wellness Wednesdays

Let Love Bloom

212 participants

SEXUAL ASSAULT AWARENESS MONTH

EVENTS

Vols Walk for SAAM

700 participants

Support SACET (Sexual Assault Center
of East Tennessee) for SAAM: Donation
Drive (seven large donation boxes filled
with clothes and hygiene products)

SAAM Kickoff Event: Paint the Rock

32 participants

SAAM Day of Action

90 participants

Denim Day

27 Greek organizations

135 participants

EDUCATIONAL SESSIONS

Brown Bag Lunch Series

3 sessions

46 participants

Trauma Responsive Issues Related to Sexual
Assault; Are You Safe Behind Your Screen?
Stalking, Sextortion & Safety; On- and Off-
Campus Supports for Survivors of Sexual Assault

Break the Stigma Day

18 participants

Title IX Town Hall

27 participants

Tea Time with Title IX

4 participants

Pour Yourself a Cup of Prevention

46 participants

FALL 2023

23 events

2,615 participants

HIGHLIGHTS INCLUDE

Six Weeks of Welcome

Paint the Rock, Chat about Consent, and Enjoy Popsicles

50 participants

Welcome Home! Build Your Own Care Kit

150 participants

Consent Is... T-Shirt Tuesdays with CHEW

5 events

1,608 participants

Wellness Wednesdays

Vols A.C.T. Day

212 participants

Let Love Bloom

206 participants

Title IX Town Hall

59 participants

Consent Pop-Ups in Residence Halls

12 events

320 participants

Domestic Violence Awareness Month

On-and-Off Campus Supports for Survivors of Dating/Domestic Violence and Stalking Presentation. Panel included representatives from the Sexual Assault Center of East Tennessee, Knoxville Family Justice Center, and Office of Title IX

10 participants

Training

CHEW TRAININGS

Throughout 2023, the Center for Health Education and Wellness facilitated **33 in-person trainings** with a total of **931 individuals** trained. Below is a snapshot of training provided to undergraduate students.

Consent Training

3 trainings

68 participants

Healthy Relationships

14 trainings

321 participants

Sexual Health 101

3 trainings

47 participants

Vols A.C.T. Training for Undergraduates

8 trainings

159 participants

Vols Care: Supporting Survivors of Sexual Misconduct

(In partnership with Title IX)

2 trainings

106 participants

Custom Trainings

3 trainings

230 participants

Vols A.C.T. Online Module

56 completions

TITLE IX TRAINING

Throughout 2023, the Office of Title IX staff facilitated **134 in-person or virtual training and tabling events** with a total of **7,195 participants**. Below is a snapshot of training provided to employees, graduate students, and undergraduate students during 2023.

Housing Staff

100% of hall directors, assistant hall directors, residence assistants, and office assistants trained

4 trainings

112 housekeeping housing staff trained in Title IX overview, the role of a mandatory reporter, and Vols A.C.T.

Athletics Staff and Student-Athlete Training

1,220 participants (training included all staff training and all student-athlete beginning-of-the-year training)

Facilities Management Trainings

11 trainings

68 participants

Highlight of Student Employees Trained

Ignite Team Leaders

50 participants

Haslam Peer Mentors

80 participants

RecSports Student Staff

150 participants

VOLS 2 VOLS Peer Health Educators

15 participants

Student Union Student Leadership Staff

9 participants

Collegiate Recovery Community Student Ambassadors

6 participants

Vols Break Student Staff

10 participants

Highlight of Student Groups Trained

Pride of the Southland Student Leadership

65 participants

Student Organization Leaders

360 participants

Therapeutic Recreation Students

80 participants

College of Engineering Undergraduates Entering Professional Practice

39 participants

Art and Architecture Internship Training

22 participants

College of Social Work MSSW and Advanced Standing Graduate Students

2 trainings

79 participants

VOLS ACTIVE Bystander Training

5 trainings

293 participants

Orientations

SPRING 2023

Division of Student Life
New Staff Orientation
27 participants

OSFL New Member Health and
Safety Module
709 completions

OSFL Spring Health and
Safety Summit
138 participants

New Student-Athlete VolStart
42 participants

Ready, Set, Connect
(Human Resources)
35 participants



FALL 2023

Undergraduate Student Orientations
Sexual Assault Prevention Module
6,234 completions

Sexual Assault Prevention Ongoing Module:
Healthy Relationships
228 completions

Sexual Assault Prevention Ongoing Module:
Taking Action
3 completions

Graduate Student Orientations
Title IX Overview
113 participants
Mandatory Reporter Training
373 participants

New Veteran Student Orientation in
partnership with the Office of the Dean
of Students, CHEW, and the Student
Counseling Center
44 participants

OSFL New Member Health and Safety
Module
2,088 completions

Division of Student Life
New Staff Orientation
43 participants

Ready, Set, Connect
(Human Resources)
50 participants

New Student-Athlete VolStart
55 participants

PREVENTION SPOTLIGHT SAAM—FALL 2023

The Center for Health Education and Wellness, in partnership with the Office of Title IX, hosted a variety of events during Sexual Assault Awareness Month in April to raise awareness, increase knowledge, and provide multiple opportunities for campus community members to engage in dialogue throughout the month. Featured events included a monthlong donation drive for the Sexual Assault Center of East Tennessee; a Paint the Rock event to kick off SAAM; a Brown Bag Lunch Series with educational presentations; Break the Stigma Day, an educational panel session about breaking the stigma surrounding sexual assault, sexual health, substance use, and mental health; and the new signature event, Vols Walk for Sexual Assault Awareness Month.

In partnership with the Office of Title IX, CHEW led the new event, Vols Walk for SAAM, which featured a speech from Title IX Coordinator Ashley Blamey and Chancellor Donde Plowman, a walk around campus to raise awareness about sexual assault, and a variety of engaging tables and activities. The event attracted more than

700 participants, was covered by Knoxville's WVLT Channel 8 News, and was awarded the Division of Student Life's Collaborative Program of the Year award.

"Getting the UT community involved in sexual assault awareness and prevention is critical to promote and sustain change," said Kayley McMahan, relationship and sexual violence prevention coordinator for CHEW. "This is the first large-scale SAAM initiative UT has offered since 2019, so we really want to see the community support and engage in events like Vols Walk for SAAM."

Vols Walk for SAAM received excellent feedback. Below are some highlights of participants' biggest takeaways:

- "I appreciate having the chancellor involved in this event. It really communicates how seriously the university takes the issue of sexual assault on campus."
- "My biggest takeaway would be that it is evident that there is a desire to be engaged in SAAM due to the number of people present and actively engaged with the tables. It was also a great reminder of the widespread support for students across campus. This felt like an event that had a lot of buy-in from departments, offices, and students and I am excited for it to happen again next year."
- "This was by far the best SAAM I have ever attended."
- "The importance of supporting survivors and the importance of prevention work—it takes ALL of us!"



for
**SEXUAL ASSAULT
AWARENESS MONTH**

**Wednesday, April 12
11 AM-1 PM**

21st Mortgage Plaza, Student Union

ONLINE PREVENTION TRAINING FOR INCOMING UNDERGRADUATE STUDENTS— FALL 2023

The Office of Title IX partnered with the Center for Health Education and Wellness, Student Life Communications, Enrollment Management, the Office of Innovative Technologies, and New Student Orientation to offer a new sexual assault prevention training course—which meets the requirements of the Clery Act and VAWA amendments, and supports Title IX compliance—for new students who were starting at UT in fall 2023.

New first-year and transfer students were required to complete the course, Sexual Assault Prevention for Undergraduates, before arriving on campus in August. The course was assigned to 6,962 new students who had confirmed their enrollment by June 10. Students were notified of the requirement through weekly emails between June 12 and August 12, and at on-campus orientation visits throughout the summer. Reminder emails were sent to students who missed the deadline.

Since many students already endorse positive attitudes and behaviors around these issues, the messages within the course are consistent with students' existing values. This provides a framework for students to engage in personal reflection about their choices in relationships and those values. The course starts from a place of shared values, then introduces messages and skill-building that align with them. The content of the course is organized into content modules: Values, Identities, and Relationships; Identities and Stereotyping; Our Values and Relationships; Consent, Coercion, and Bystander Intervention; Sexual Harassment and Stalking; and Reporting and Responding.

The course includes a pre- and post-assessment of knowledge. In addition, it includes a survey of beliefs, attitudes, and experiences. The survey is repeated after students have been on campus for about a month to measure any changes.

- 89% of students completed the course by the deadline of August 12
- 59% of the students who completed the course also completed the follow-up survey during the fall

The post-assessment results showed that immediately after completing the online course, there was an increase in knowledge regarding which behaviors Title IX prohibits and accurately identifying examples of relationship abuse, academic abuse, coercion, sexual harassment, and stalking. The greatest improvement in the assessment results was in the responses to the 11 scenario-based questions. The number of students correctly answering the scenario-based questions increased by 30 percent at the end of the course, with an average of 91 percent of students choosing the best response. An average of 89 percent of students answered all 22 assessment questions correctly at the end of the course.

Communication



CONSENT CAMPAIGN EXPANSION

Continued execution of Consent Is... Campaign

- Digital signage and posters displayed in buildings around campus
- Sidewalk stickers strategically placed around campus
- Approximately 3,000 consent T-shirts distributed

EXPANSION OF CONSENT IS... CAMPAIGN: NAVIGATING CONSENT

After collaborative conversations with Title IX Investigators, CHEW worked to expand the campaign to include education on navigating consent. This included designing new educational materials using a traffic light example, helping students understand signs of clear consent (green light), signs to pause and seek clarity (yellow light), and signs of no consent (red light). CHEW continues to collaborate with Title IX Investigators to bridge the gap between prevention and response.

VOLS A.C.T. CAMPAIGN



- Digital signs circulated on all campus monitors beginning in the fall
- 10 sidewalk stickers strategically placed around campus
- Second Annual Vols A.C.T. Day

SOCIAL MEDIA

26 relationship and sexual violence prevention posts

1,815 likes

872 other engagements (comments, shares, saves, profile visits, follows)

22,702 impressions

PERIODICALS

On Rocky Top Magazine

Ads reminding students to complete online

Sexual Assault Prevention and AlcoholEdu modules and advertising “Start the Conversation” consent guides mailed to **6,000** households of incoming students with an additional **3,000** copies distributed on campus

Daily Beacon

Ad for Consent Is... Campaign; **3,000** copies distributed on campus

RESOURCE DISTRIBUTION

Distributed “Start the Conversation” (consent guide) ads to parents at Summer Welcome

Distributed reminders to complete Sexual Assault Prevention and AlcoholEdu modules at Summer Welcome

MEDIA COVERAGE

“Events and Education for Sexual Assault Awareness Month,” *UT Knoxville News*, March 23

“Sexual Assault Awareness Walk,” WVLT Channel 8 News, April 12

“Title IX Town Hall addresses Annual Report, Vol Voices survey results,” *Daily Beacon*, April 21

“Office of Title IX, Center for Health Education and Wellness provide care kits at Big Orange Welcome event,” *Daily Beacon*, August 23

“T-shirt Tuesdays raise awareness for the Center of Health Education & Wellness’s ‘Consent Is’ campaign,” *Daily Beacon*, September 19

“Vols ACT Day teaches students how to utilize resources on campus,” *Daily Beacon*, September 27

“CHEW helps connect students with domestic/dating violence resources,” *Daily Beacon*, October 19

“‘Let Love Bloom’ event teaches the values of healthy relationships through building flower bouquets,” *Daily Beacon*, October 19

EMAILS

Vol Update

“Evaluating Your Relationships” article was sent to all undergraduate students, February 13

Sexual Assault Awareness Month

Campus-wide email from the Title IX coordinator introducing Sexual Assault Awareness Month, encouraging attendance at events throughout the month, including Vols Walk for SAAM, and announcing the release of the 2022 Title IX annual report

Prevention Spotlights

CENTER FOR HEALTH EDUCATION AND WELLNESS



The Center for Health Education and Wellness leads and collaborates on issues focused on sexual misconduct awareness and prevention. In 2023, CHEW continued to facilitate engaging and successful initiatives, bringing back successful events from 2022 and incorporating new ones for 2023.

In the spring 2023 semester, CHEW partnered with the Office of Title IX to facilitate a variety of events and presentations, including “Consent Convos, Cookies & BINGO!” and Valentine’s Day in partnership with the Office of New Student Orientation. Additionally, CHEW and Title IX partnered to lead the facilitation of Sexual Assault Awareness Month, engaging students, faculty, and staff in a variety of exciting new educational events and trainings designed to increase awareness of sexual assault and its prevention (see “Prevention Spotlight: SAAM”).

In the fall 2023 semester, CHEW partnered with the Office of Title IX on two Big Orange Welcome events for incoming students. At the first event, “Paint the Rock, Chat about Consent & Eat Popsicles,” students and employees painted on the Rock what consent means to them. Messages included phrases such as “Consent is required, necessary, important, ongoing, informed, and needed.” Participants were also able to engage in conversations about consent with staff and received a gourmet frozen treat from the King of Pops Cart. At the second event, “Welcome Home! Build Your Own Care Kit,” which was stocked with assorted care kit supplies including water, healthy snacks, and self-care items like sunscreen and sleep masks. Students were encouraged to build their own care kit while learning about the work of our respective offices.

CHEW facilitated ongoing “T-shirt Tuesday” events throughout the academic year, distributing approximately 3,000 “Consent Is...” T-shirts. CHEW also co-facilitated “Let Love Bloom” with the Office of Title IX in February and October; it is a now-signature event and part of the Wellness Wednesdays series. Students built a bouquet where each flower represents an aspect of a healthy relationship. CHEW also collaborated with the Office of Title IX, Student Conduct and Community Standards, the Student Counseling Center, the Center for Care and Resilience, the Office of the Dean of Students, the Hazing Prevention Team, and the UT Police Department to host the second annual Vols A.C.T. Day as part of the Wellness Wednesdays series. This event allows students to learn and practice active bystander skills while enjoying pizza, and they were able to take home a “Vols A.C.T.” T-shirt for participating.

Through partnership with the Office of Title IX and Student Conduct and Community Standards, CHEW also implemented Consent Pop-Ups in the residence halls during the first six weeks of the semester. Staff from these offices facilitated 12 pop-ups. During these Consent Pop-Ups, staff interacted with first-year students, having conversations about the Sexual Assault Prevention module they had completed over the summer, the definition of consent, and information about our offices. These Consent Pop-Ups were intentionally facilitated in the residence halls, using the method of loci (that is, “memory casting”), which suggests that individuals may be more likely to recall information learned in a familiar space.

ATHLETICS PREVENTION PROGRAMMING AND WELLNESS

During 2023, the Athletics Department continued to partner with the Office of Title IX, Thornton Athletics Student Life Center, the McNabb Center, and the Center for Health and Education and Wellness. Tabling events were completed by Athletics to encourage student-athlete engagement with campus events and increase awareness of services offered to student-athletes. Tabling events for 2023 included Mental Health Awareness Sticky Notes, Letters to Loved Ones, Warm Up through the Holidays, and T-Shirt Tuesday.

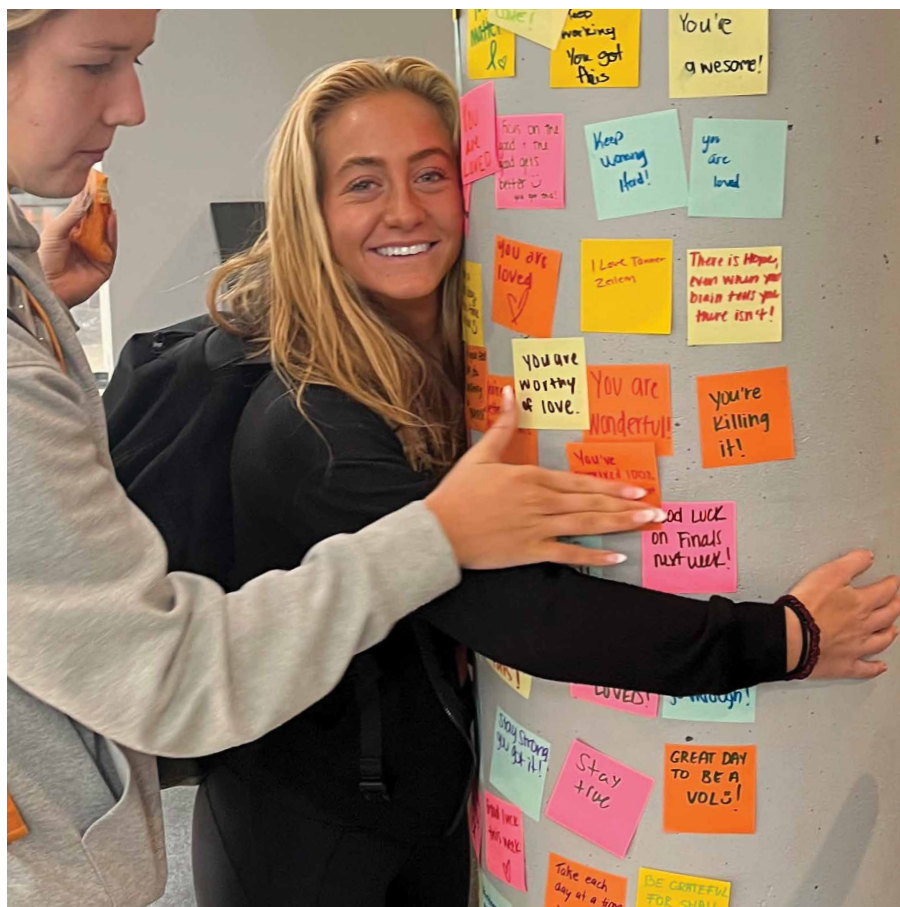
With the second full year of new wellness initiatives in full swing, the focus in 2023 was aimed at personalizing requests by teams and reaching as many student-athletes as possible. During 2023, teams were

divided into smaller groups, and requests were implemented for each team. Additionally, teams were given the chance to request a topic for each semester's second wellness session. The purpose of this change was to personalize the topics for each team and create a comfortable environment in which they looked forward to being engaged. A total of 79 wellness sessions were provided during 2023.

Although it cannot all be directly correlated to wellness initiatives, there was an increase in student-athletes reaching out for mental health services. During the summer and fall of 2023, there were a total of 104 referrals for services. Many of these referrals were self-referrals made after hearing about services directly mentioned during wellness sessions.

Following wellness sessions in both spring and fall 2023, 100 percent of student-athletes who completed the survey reported they understood the definition of consent. Additionally, student-athletes were provided the opportunity to give anonymous feedback and make anonymous requests for the wellness sessions. Here is what they had to say:

- "Felt like a very safe and comfortable environment to share even being a freshman on a new team."
- "I love these meetings! They are actually fun to attend and I learn something I can actually apply."
- "I love these. We would love to have these more often aside from just the required meetings."
- "They get better every year!"
- "I thought the presentations were well conducted and I felt safe."



OFFICE OF SORORITY AND FRATERNITY LIFE

During 2023, the Office of Sorority and Fraternity Life had an impact of 22,282 educational opportunities with approximately 7,200 individual Greek members through health- and safety-related programming. This number was record-breaking for OSFL, with almost 2,500 more educational opportunities than in 2022. Student education was expanded through the New Member Health and Safety Module, Bystander Intervention Training for the entire Greek community, and continued individualized training for executive boards to provide an avenue for conversations about organizational accountability and the practice of hosting safe social events.

The major highlights from 2023, which were developed by OSFL in collaboration with the OSFL Prevention Team, include four programs:

Health and Safety Summit. The Health and Safety Summit is a program that increases sorority and fraternity members' knowledge about alcohol, drugs, hazing, sexual misconduct, bias education, and mental health. Members of the OSFL Prevention Team served as breakout session facilitators, with sessions aligned with the six health and wellness priorities of OSFL highlighted in the "We're Committed" campaign. In 2023, 287 students attended. Assessment highlights from the two semesters of the Health and Safety Summit are as follows:

- After attending the Health and Safety Summit in spring 2023, 98 percent of students agreed or strongly agreed that they felt more confident in handling health and safety issues.
- During both the spring and fall summits, participants shared at least one new strategy they learned during the Health and Safety Summit that they can use to support their friends, peers, and brothers' or sisters' health and safety. Responses related to Title IX and sexual misconduct included the following:
 - > Active bystander skills
 - > Title IX resources and supporting a brother or sister who has experienced sexual assault
 - > The CARE method from Title IX
 - > Strategies for checking in on the mental health of members

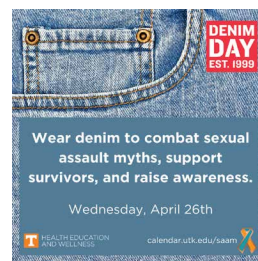
Bystander Intervention Training. Bystander Intervention Training was developed specifically for the Greek community in 2022 in collaboration with the OSFL Prevention Team. In 2023, updates were made to separate the new member scenarios from active members and update the scenarios to relate to trends seen in the last year. In total, 45 chapters and more than 7,200 members were trained across all four councils during 2023. At each training session, at least one member of the OSFL staff was present. Following the training, 90 percent of students identified the Office of Title IX as a place they would go for support.

"We're Committed" Campaign. The "We're Committed" campaign was launched in 2022 as a way to bring awareness to the six health and safety priorities of OSFL. Each month of the academic year is themed. Themes are often based on national awareness months, which allows OSFL and Psi Society to program around the prevention topic. In 2023, as part of the campaign, OSFL partnered with the OSFL Prevention Team to develop a We're Committed Resource Guide that provides students with Greek-specific information for each of the months. Every month different programming is put on to emphasize the topic, with "We're Committed to Sexual Misconduct Awareness" designated for April.

New Member Health and Safety Orientation Module. The New Member Health and Safety Orientation Module was used in both spring and fall to educate new members of the Greek community on topics like sexual misconduct, alcohol, drugs, mental health, and hazing. Throughout the year, 3,565 new members completed the training.

Psi Society. Psi Society is a peer education group made up of members of Greek organizations who educate the sorority and fraternity community on leadership, health, and safety. Psi Society continued to grow as an organization, and they were named Outstanding New Student Organization of the Year for 2023 by the Center for Student Engagement. These Greek-specific peer health educators facilitate Sober Monitor Training and Leading against the Tide, and host tabling events for the "We're Committed" campaign. They will continue to be trained and execute other large-scale programs. The organization has representation from all four councils, with 40 members representing 24 active organizations. In 2023, these student leaders trained 3,849 of their peers.

Denim Day. In 2023 this program grew beyond Interfraternity organizations with participation from 27 Greek organizations spanning all four councils. The event took place on April 26; chapters were paired to develop a denim design that was then displayed and entered into a contest. A donation of \$1,000 was made to the Sexual Assault Center of East Tennessee in the name of the winning organization.



OFFICE OF TITLE IX

ANNUAL TITLE IX TRAINING

The Office of Title IX continued to enhance and expand the annual Title IX training assigned to all employees during fall 2023. Training was expanded to share information about the supports and resources the Office of Title IX provides to pregnant and parenting students. The training remained housed in the K@TE learning management system for faculty, staff, and graduate students.

Positive feedback about the training included the following comments:

"Thank you for putting this very important training together again. I wanted to share my positive feedback. I appreciated the different modes of content and for me at least the variety of content delivery with the videos, scenarios, and testing all helped in my knowledge retention."

The completion rate was 95 percent for UT Knoxville, 98 percent for the UT Institute of Agriculture, 98 percent for the UT Space Institute, and 100 percent for UT System administration. Across all campuses, 89 percent of graduate students completed the training.

360-DEGREE EVALUATION OF SUPPORTS

In an effort to assess the supports and resources offered to those who engage with the Office of Title IX, a 360-degree anonymous survey was provided to all individuals—complainants, respondents, and pregnant and parenting students—who had contact with the Office of Title IX. These evaluations have been conducted since spring 2018. Depending on which supports and processes the individual has received, they are asked about their experience with offices and resources including the Office of Title IX, Student Conduct and Community Standards, the Office of Investigation and Resolution, and the UT Police Department. The following is a snapshot of the 2023 data.

COMPLAINANT RESULTS

95 percent of student complainants and 100 percent of employee complainants stated that the Office of Title IX informed them of the resources and support available to them.

82 percent of student complainants and 88 percent of employee complainants stated that they would recommend the Office of Title IX to a friend if they needed help.

RESPONDENT RESULTS

100 percent of student respondents and 100 percent of employee respondents stated that they were informed of the resources and support available to them when speaking with a staff member from the Office of Title IX.

60 percent of student respondents and 100 percent of employee respondents stated they would recommend the Office of Title IX to a friend if they needed help.

PREGNANT AND PARENTING STUDENT RESULTS

100 percent of pregnant and parenting students stated that they were informed of the resources and support available to them when speaking with a staff member from the Office of Title IX.

100 percent of pregnant and parenting students stated they would recommend the Office of Title IX to a friend if they needed help.

Of the individuals who chose to complete the survey, a few offered some qualitative feedback about their experience with the Office of Title IX. Some of those responses are highlighted here:

- “The UT Title IX Office has kind, empathetic staff.”
- “The staff was very professional and helped me the entire time I needed. They spoke to my teachers about me being off. When I came back they made sure to check in on me and see how I was doing.”
- “I really appreciated that they continued to follow up and make sure I was okay after my report was in place. It made a huge difference and made me feel safer.”
- “The office was so helpful with my case and was so understanding and reassuring throughout this difficult emotional process. I am so thankful for everyone who helped me.”

ACTION COLLABORATIVE ON THE PREVENTION OF SEXUAL HARASSMENT IN HIGHER EDUCATION

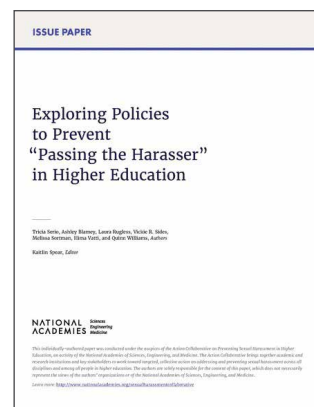
In 2019, UT became a founding member of the National Action Collaborative on Preventing Sexual Harassment in Higher Education. This group of committed academic institutions and other key stakeholders is guided and convened by the National Academies of Science, Engineering, and Medicine to develop new strategies and share innovative ideas for preventing and addressing sexual harassment and gender discrimination. UT is the only large public institution in the Southeast to be a founding member of the collaborative. A 2018 NASEM report concluded that existing systems for addressing sexual harassment placed the burden on targets, victims, and survivors, and have been ineffective in preventing harassment in academic institutions. In light of those findings, the collaborative developed four primary goals:

- Raise awareness about sexual harassment, its consequences, and approaches for addressing and preventing it
- Share and elevate evidence-based policies and strategies for reducing and preventing sexual harassment
- Contribute to setting a shared research agenda for this work, and gather and apply research results across institutions
- Develop a standard for measuring progress toward reducing and preventing sexual harassment in higher education

Members exchange ideas and information as they work to provide students, faculty, and staff with learning environments and workplaces free from harassment

PUBLICATIONS

As a member of the Response Working Group of the Action Collaborative on Preventing Sexual Harassment in Higher Education, one goal is to explore the challenges and potential resolutions related to policies and practices intended to prevent passing the harasser (for example, lack of transparency in the adjudication process). Ashley Blamey was a contributing author on the issue paper “Exploring Policies to Prevent ‘Passing the Harasser’ in Higher Education.” The paper explores the challenges and potential resolutions related to policies and practices intended to prevent “passing the harasser” as discussed in the 2018 National Academies report *Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine*.



PRESENTATIONS

During the Action Collaborative on Preventing Sexual Harassment in Higher Education's meeting in May 2023, Ashley Blamey was invited to present the recent and future efforts made at the University of Tennessee. Blamey discussed the launch of the Sexual Misconduct Attestation Protocol; completing

the NASPA Culture of Respect Collective Cohort; the partnership with the Sexual Assault Center of East Tennessee, the Knoxville Family Justice Center, and the Knox County Health Department on the Safe Bar project; and the finalization of the Vol Voices research study.

Laura Bryant was invited to present about the 2022 Vol Voices research study during the poster session of the Action Collaborative on Preventing Sexual Harassment in Higher Education's Public Summit in October 2023. Bryant discussed the university's ongoing efforts to prevent and address sexual misconduct focusing on the implementation of the Vol Voices survey. Assessing campus perceptions and experiences in the areas of Title IX is a best practice in the field, and data can help provide a better understanding of the campus climate regarding sexual misconduct. Sexual harassment and interpersonal violence have a direct and negative impact on our students and employees and on our mission of education and research. At the session, Bryant discussed the goal of the survey, key decision points, survey administration, ongoing promotion, data highlights, data sharing future plans, questions that institutions of higher education should consider when planning a survey of their own, and lessons learned.

AWARDS AND RECOGNITION

PARTNER OF THE YEAR FOR STUDENT SERVICE: KAYLEY MCMAHAN



Kayley McMahan was named the 2023 Office of Title IX Partner of the Year for Student Service. In her role at UT, McMahan serves as the relationship and sexual violence coordinator at the Center for Health Education and Wellness.

In May 2021 McMahan earned a PhD in child and family studies from UT. Her research and teaching focus on young adult sexual and relational health and well-being. In October 2021 she joined CHEW, where she channels her steadfast passion and academic expertise into her work. McMahan's position enables her to help improve UT students' health and well-being by preventing sexual misconduct and promoting healthy behaviors. She says the opportunity to contribute to prevention efforts and support others on their journeys has brought her immeasurable fulfillment. With her extensive knowledge and experience in sexual and

relational health, combined with her teaching background, McMahan has brought with her knowledge and experience in the field that have been invaluable to the work she does daily at UT.

One of McMahan's main responsibilities is to organize impactful, visible, and educational programs aimed at preventing sexual misconduct for the general undergraduate student body. Her work is critical to creating a safe and well-

informed campus community and is exemplified by her leadership in consent education, bystander intervention training, healthy relationships education, and sexual health education efforts. Two of the large-scale projects that

McMahan focused on during 2023 were Sexual Assault Awareness Month and the "Consent Is..." campaign. McMahan also serves as co-chair of the Relationship and Sexual Violence Prevention Team.

Through a fellowship with Student Conduct and Community Standards in 2023, McMahan worked to expand the collaboration between prevention and response. During the fellowship, McMahan developed a new educational module about consent; upon completion, SCCS will be able to implement it when a student is identified as needing additional educational opportunities.

McMahan says her greatest accomplishment from 2023 was being able to lead the organization and execution of SAAM. The signature event facilitated by CHEW in partnership with the Office of Title IX, Vols Walk for SAAM, had an overwhelming turnout and was named the Division of Student Life's Collaborative Program of the Year. McMahan emphasizes her excitement about working with an amazing team for an event as monumental as Vols Walk for SAAM: "It was cool to build something from the ground up that big and have it be such a success. We estimate that approximately 700 people attended, [and] we probably had about 300 people participate in the walk itself. It got a lot of great coverage and attendance. . . . We are excited to make improvements to the event in 2024. But I think that so far it has been the highlight of my career."

PARTNER OF THE YEAR FOR COMMUNITY PARTNERSHIP: CATHERINE OAKS



Catherine Oaks was named the 2023 Office of Title IX Partner of the Year for Community Partnership. Oaks served at the McNabb Center for 14 years; for 10 of those years she served as the director of victim services, overseeing both the Sexual Assault Center of East Tennessee and the Domestic Violence Shelter. Oaks played a vital role in the advancement and growth of victim services after the McNabb Center took ownership of SACET in 2014.

Oaks worked to establish a Memorandum of Understanding between UT and SACET, establishing a partnership that offered confidential victim advocates for UT students. This collaboration ensured that students received expert guidance on Title IX matters and reporting processes from confidential resources if desired. A particularly memorable experience for Oaks was participating in Sexual Assault Awareness Month events and the Red Zone initiative, including Hike the Hill in Heels and panel presentations, which provided valuable awareness and training opportunities. Oaks says she has truly enjoyed her experience collaborating alongside the Office of Title IX staff: "I think it's great to have such great caring and collaborative partners at the university, and that has made things so much more streamlined and helpful."

Oaks initiated the coordination of the Knox County Sexual Assault Response Team, a program that effectively engaged community partners including the Office of Title IX, the District Attorney's Office, and various law enforcement agencies to review cases and discuss areas for improvement. These meetings yielded significant growth, resulting in the implementation of new training, fresh perspectives, and revised protocols by the agencies involved. Both the Law Enforcement Office and the Prosecutor's Office introduced changes in their approach to sexual assault cases.

Oaks used national models to devise a compelling template for the Sexual Assault Response Team. To accommodate the unique needs of the diverse communities served by the Sexual Assault Center across numerous counties, she customized the template to suit each county. She employed a systematic approach that involved an initial template followed by frequent reevaluations based on feedback received from partners. Despite challenges, she managed to establish strong professional connections. It is worth noting that, at that time, there was no law or official regulation on the matter. It was merely an elective, guided by best practices for supporting victims of sexual assault, and not a requirement in Tennessee. Nevertheless, she successfully highlighted the positive impacts it had on the victims and community.

Oaks left her role at the end of 2023 to begin serving as program manager for the State of Tennessee's Office of Criminal Justice Programs. In this role, Oaks is able to expand her focus at a state level in the Family Advocacy Unit, which is dedicated to Governor Bill Lee's initiative for the Tennessee's Strong Families grant program. The program is actively mobilizing new funding opportunities across the state for agencies and applicants, particularly those providing vital services to pregnant women. She is excited about starting a new initiative to assist organizations and agencies across the state in developing their programming to support vulnerable populations.

Her extensive 14-year background, knowledge, and experience, along with her strong community network, will continue to play a vital role in her work. Remaining committed to the field of social work, she looks forward to further collaborations with her trusted partners, knowing that their paths will inevitably cross again.

VOLS WALK FOR SAAM NAMED DIVISION OF STUDENT LIFE COLLABORATIVE PROGRAM OF THE YEAR

The Office of Title IX was recognized and commended for its pivotal role in partnering with the Center for Health Education and Wellness for Vols Walk for SAAM, which aimed to raise awareness for Sexual Assault Awareness Month. The event marked a significant milestone, as it was the first large-scale SAAM event since 2019. The 2023 planning committee consisted of dedicated individuals from departments within the Division of Student Life, including Student Conduct and Community Standards, Multicultural Student Life, the Pride Center, and RecSports, along with representatives from Athletics, the Department of Child and Family Studies, the Sexual Assault Center of East Tennessee, and the Knoxville Family Justice Center.



The walk featured interactive tabling from campus and community partners: the Office of Title IX; Student Conduct and Community Standards; the College of Education, Health, and Human Sciences Counselor Training Clinic; Multicultural Student Life; the Dean of Students; the Center for Student Engagement; Psi Society; the Pride Center; the Student Counseling Center; RecSports; the UT Police Department; the Women's Coordinating Council; HABIT; SACET; and KFJC. The interactive tabling provided an excellent opportunity to connect with multiple communities. The Office of Communications and Marketing, University Printing and Mail, and the Student Union staff provided invaluable support and meticulous organization, enabling our community to benefit from the enlightening words of Chancellor Donde Plowman and Title IX Coordinator Ashley Blamey. The successful collaboration between the university and the Knoxville community resulted in a united effort to raise awareness for an important cause.

COLLABORATIVE NATIONAL PRESENTATION: MIDWEST CAMPUS SAFETY SUMMIT



Laura Bryant, Andrew Carstarphen, Kayley McMahan, and Anna Perry traveled to Chicago in September 2023 to present at the Midwest Campus Safety Summit sponsored by Jana's Campaign and Husch Blackwell. The presentation was featured as a workshop, Operationalizing the Social Ecological Model: A Systematic Approach to Prevention. The presenters focused on the importance of aligning policy definitions with definitions utilized in prevention work.

Presenters engaged with participants and provided two exercises to further educate participants on the Social Ecological Model and its application for prevention. Presenters rounded out the workshop with a case study focused on consent in which participants put themselves in the role of an investigator to better understand the importance of matching prevention effort definitions to policy. The workshop received great feedback: participants called it "useful" and "excellent" and said they "greatly enjoyed the [case study] exercise." One individual stated it was the most helpful workshop they had ever attended.

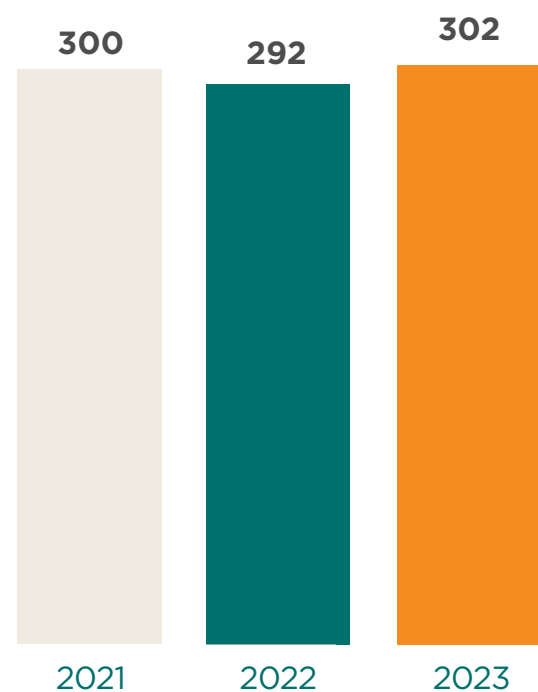
Supportive Measures

Supportive measures¹ are supports that the university can provide to assist individuals addressing prohibited conduct² under the Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking.³ This report provides data on the number of supportive measures provided to those who made a report of prohibited conduct to the University of Tennessee, Knoxville, between January 1 and December 31, 2023. The data on this page does not include reports of prohibited conduct made to confidential resources such as the Student Counseling Center, the Student Health Center, or the Office of Ombuds Services. If the university receives a report of prohibited conduct that may fall under the policy, the university will provide supportive measures in support of students and employees so they can learn, live, and work in a safe and nondiscriminatory environment. Supportive measures are available:

- Even if the complainant⁴ does not want to report the incident to the police.
- Even if the complainant does not file a formal complaint.⁵ (The university may be limited in the supportive measures it can implement while keeping the identity of the complainant private, such as providing support services to the complainant; changing living arrangements or course schedules, assignments, or tests; and providing increased monitoring, supervision, or security at locations or activities where the prohibited conduct occurred.)
- To the complainant, the respondent,⁶ and witnesses, when determined to be appropriate by the Title IX coordinator or designee.
- Prior to, during, or after the investigation or resolution of a report of prohibited conduct.

After receiving a report of prohibited conduct, the Title IX coordinator or designee will take immediate and appropriate steps to ensure that individuals are made aware of all available supportive measures and reporting options, including filing a report with the police and/or filing a formal complaint with the Office of Title IX. The most common supportive measures were tracked (see page 23), although additional supportive measures are available. An individual may receive as many supportive measures as they accept.

This report does not reflect any comprehensive supportive measures provided in 2023 for individuals who reported incidents to the Office of Title IX in previous calendar years. In 2023, 302 supportive measures were provided to students and employees through the Office of Title IX.



Support and Interim Measures Provided
2021-23

Total Number of Supportive Measures: 302

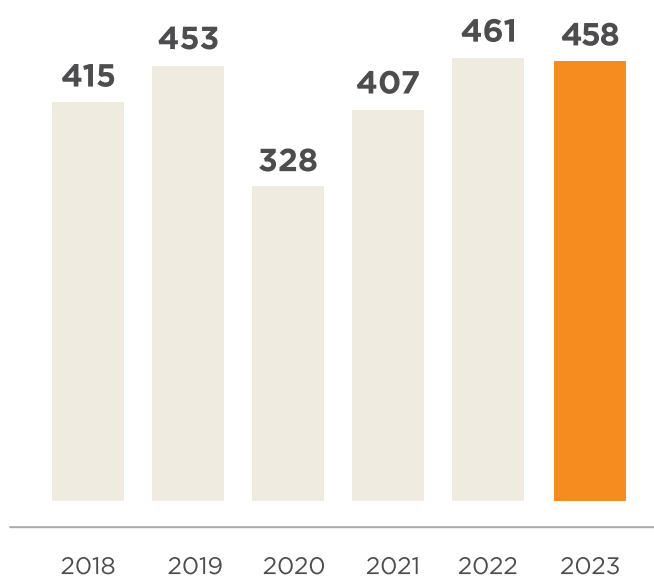
	Sexual Misconduct	Dating/ Domestic Violence	Stalking	Other	Total
Housing	3	10	3	2	18
Academic Support	28	15	11	33	87
Medical	5	1	0	1	7
Mental Health	15	11	4	11	41
Referral to Sexual Assault Center of East Tennessee	6	1	0	0	7
No-Contact Directive	16	6	13	16	51
Other	21	16	11	43	91
Total	94	60	42	106	302

2023 Reports to the Office of Title IX

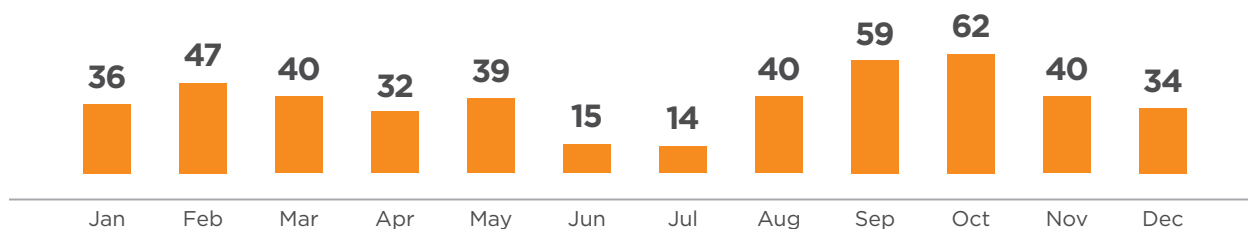
The Office of Title IX publishes the data in this report to enhance transparency and inform the campus community about the number of reports to the office during the 2023 calendar year. The following notes apply to the data in this section:

- Definitions of prohibited conduct are provided on page 38.
- The data is on a calendar-year basis (January 1–December 31).
- The data does not include reports made to confidential resources such as the Student Counseling Center, the Student Health Center, or the Office of Ombuds Services.
- To provide the most accurate portrayal of reporting, the data includes all cases in which at least one of the following applies:
 - > The university knows the identity of the respondent, and the respondent is affiliated with the university.
 - > The identity of the respondent is known to the complainant but is not provided to the university.
 - > The identity of the respondent is unknown to the complainant.
 - > If an incident involved more than one type of prohibited conduct (for example, sexual harassment and domestic violence), they are all reflected in this data.

We did not include reports in which the respondent was identified and not affiliated with the university. The Office of Title IX worked with a total of 458 student and employee concerns over the 2023 calendar year.



Total Number of Student and Employee Concerns



2023 Total Concerns by Month Reported to the Office of Title IX (n=458)

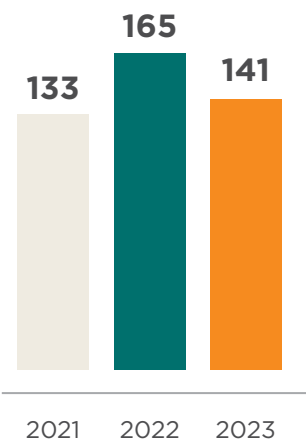
Student Concerns

Of the 359 student concerns reported to the Office of Title IX in 2023:

- 141 involved alleged prohibited conduct committed by a university student in violation of university policy
- 24 involved pregnant and parenting students in need of support and accommodations

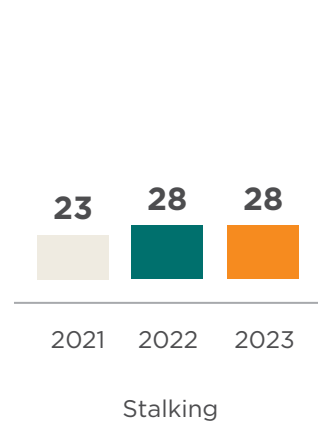
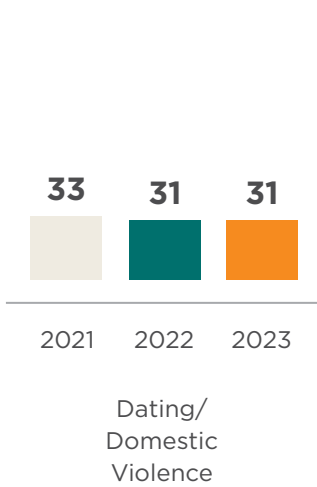
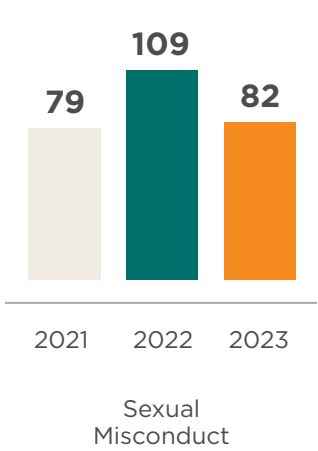
Prohibited Conduct

During 2023, the Office of Title IX had 141 reports of prohibited conduct: 82 reports of sexual misconduct/sexual harassment, 31 reports of dating/domestic violence, 28 reports of stalking, and zero reports of retaliation.



Prohibited Conduct Reports 2021-23

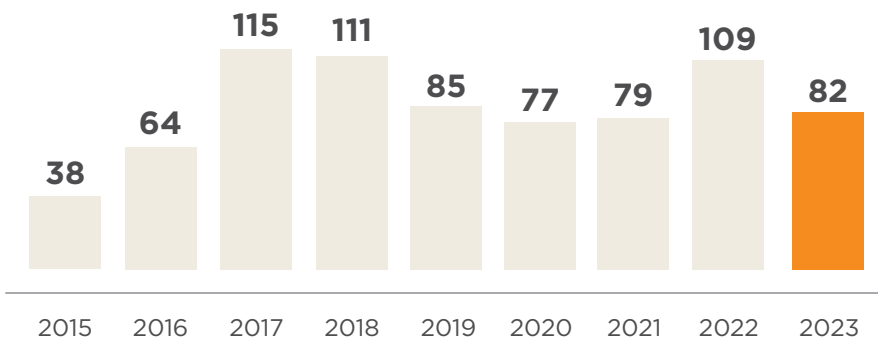
Prohibited Conduct Reports by Category



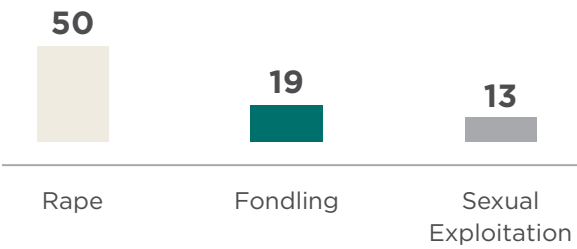
Sexual Misconduct

Sexual misconduct is an umbrella term that encompasses sexual harassment, sexual assault, and sexual exploitation. During 2023, there were 82 reports of sexual misconduct.

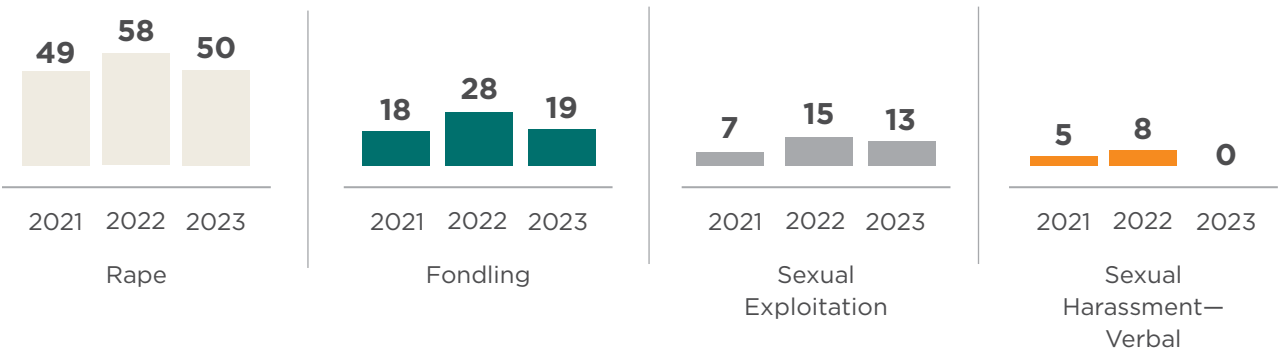
Sexual Misconduct Reports 2015-23



Sexual Misconduct Reported by Type in 2023 (n=82)



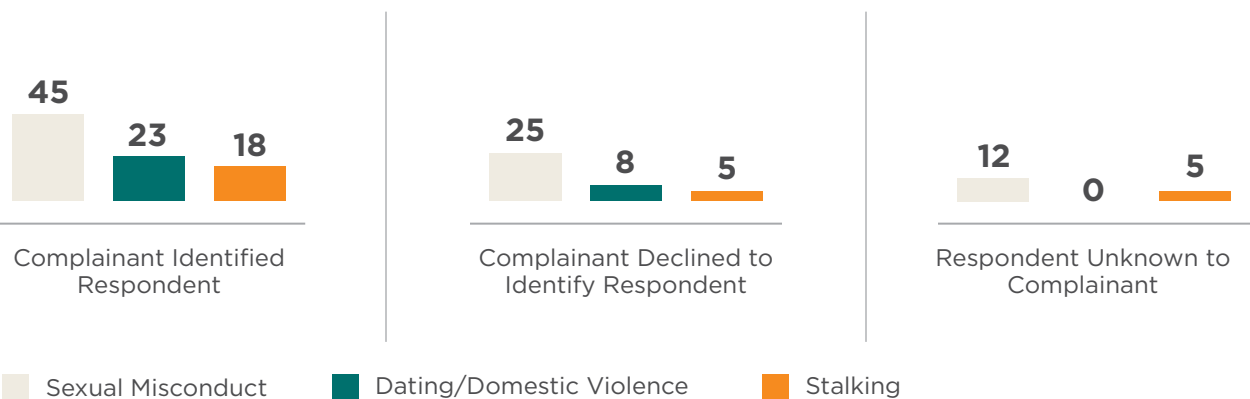
Sexual Misconduct Reported by Type 2021-23
(2021 n=79; 2022 n=109; 2023 n=82)



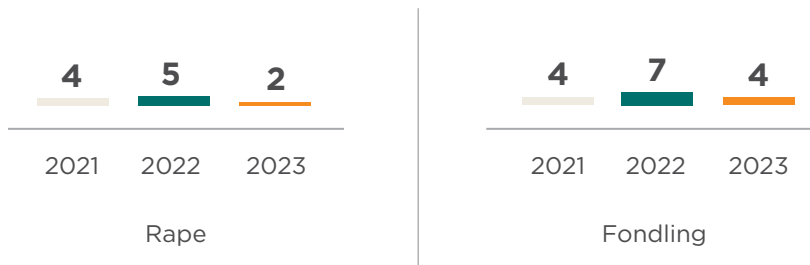
Report Details

When the Office of Title IX has contact with complainants, they are not required to provide information. Some choose to identify the respondent, others decline to do so, and in some cases, the respondent is unknown to the complainant. Some complainants may also choose to share the location where prohibited conduct took place. Regardless of whether they identify a respondent or location, students who seek services from the Office of Title IX are offered supportive measures.

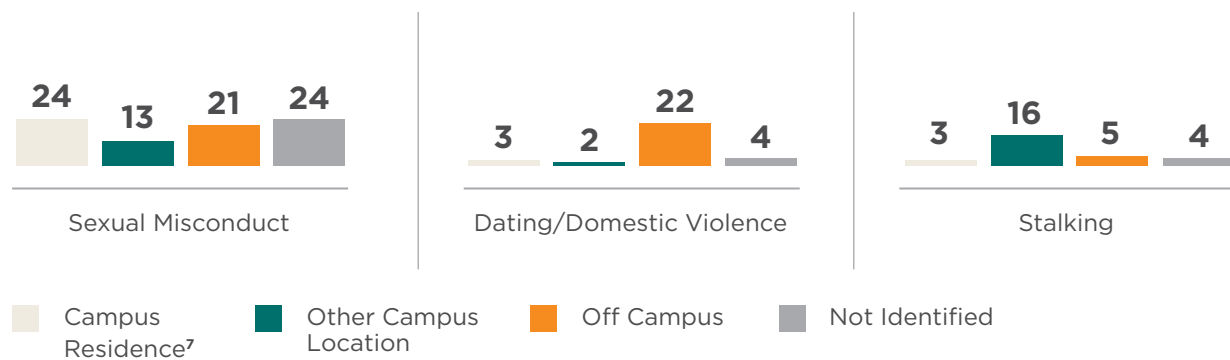
Respondent Identification 2023 (n=141)



Reports of Sexual Misconduct with Respondent Unknown to the Complainant



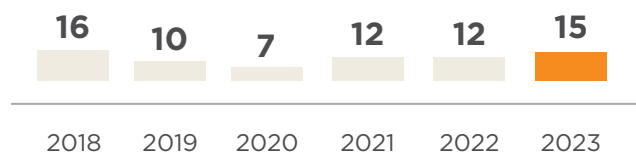
Reports of Prohibited Conduct by Type and Location (n=141)



Sexual Misconduct Reports by Type and Location (n=82)

	Rape	Fondling	Sexual Exploitation	Total
Not Identified	20	3	1	24
Off Campus	13	6	2	21
Campus Residence	15	7	2	24
Other Campus Location	2	3	8	13
Total	50	19	13	82

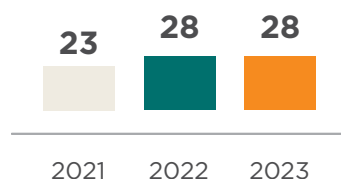
Campus Residence⁷ Reports of Sexual Assault—Rape



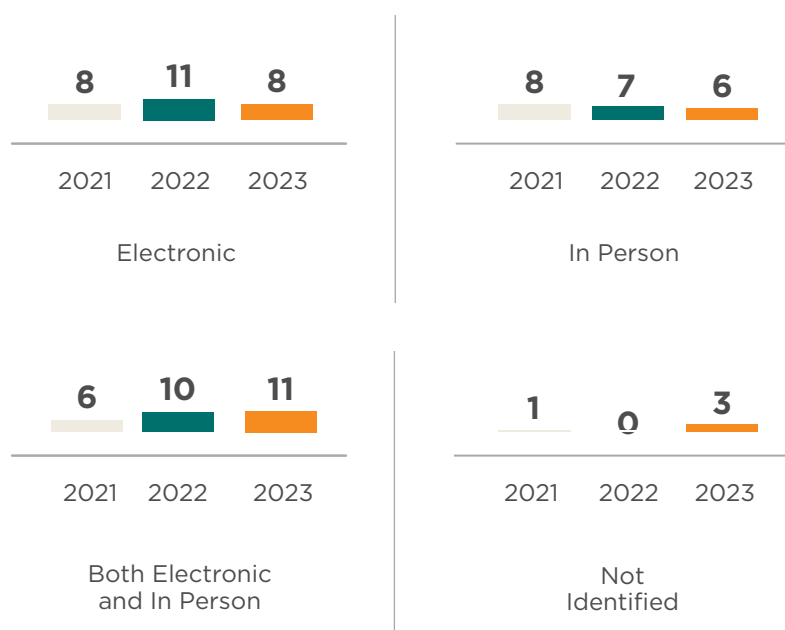
Stalking

Stalking means engaging in a course of conduct directed at a specific person which would cause a reasonable person to fear for the person's safety or the safety of another person, suffer substantial emotional distress, or both. Stalking can occur in person, through electronic communications such as texts, phone calls, and social media, or a combination of the two.

Total Reports of Stalking 2021-23



Stalking by Type⁸ (2021 n=23; 2022 n=28; 2023 n=28)



Student Report Resolutions

As of December 31, 2023

Note: Outcomes of the six cases pending investigation or disciplinary hearings will be included in the 2024 Title IX annual report.

Student Conduct and Community Standards investigated 21 formal complaints under the Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking in 2023.

The average timeline for Student Conduct and Community Standards investigations of allegations reflected in the chart was 32 business days, a five-day decrease from 37 business days in 2022.

Additionally, SCCS assisted the Office of Title IX in responding to the reports by issuing no-contact directives, contacting students to schedule informational meetings, investigating a report under a separate section of the Student Code of Conduct (not under the policy), providing referrals to another campus office or resource, and/or locating and preserving evidence for possible investigation at a later date.

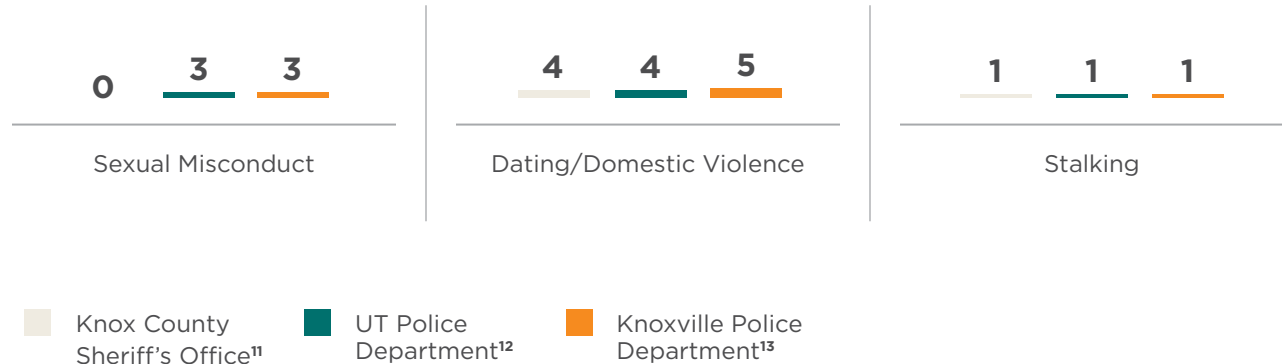
Report Resolution	Sexual Misconduct	Dating/ Domestic Violence	Stalking	Total
Respondent not identified or unknown (university unable to resolve)	39	9	9	57
Limited action ⁹ : complainant chose not to file a formal complaint or the formal complaint was outside the parameters of the policy ¹⁰	28	16	12	56
Alternative/informal resolution with no finding of responsibility resulting in educational sanction, probation, deferred suspension	4	2	5	11
Alternative/informal resolution with finding of responsibility resulting in suspension or separation from the university	5	2	0	7
Alternative/informal resolution with finding of responsibility resulting in educational sanction, probation, deferred suspension	0	2	0	2
University unable to complete investigation	1	0	2	3
Pending investigation or hearing	6	0	0	6
Grand Total	83*	31	28	142

*In 2022, the Complainant chose limited action and the case closed with Title IX. The case reopened in 2023, an investigation was initiated.

Rollover 2022 Report Resolutions

Report Resolution	Sexual Misconduct	Dating/ Domestic Violence	Stalking	Total
Alternative/informal resolution with no finding of responsibility resulting in educational sanction, probation, deferred suspension	10	1	1	12
Alternative/informal resolution with finding of responsibility resulting in educational sanction, probation, deferred suspension	1	0	0	1
Respondent found responsible for violating the policy after a hearing, resulting in suspension or separation from the university	2	1	0	3
Grand Total	13	2	1	16

Law Enforcement Reports 2023 (n=22)



Reports of Prohibited Conduct Against Faculty and Staff¹⁴

The Office of Equity and Diversity served as the office responsible for receiving and resolving reports that a university employee engaged in sex-based prohibited conduct through July 31, 2023.¹⁵ This responsibility shifted to the Office of Investigation and Resolution upon its launch on August 1, 2023.

OIR serves as the primary campus investigation office for reports of employee misconduct and opened as part of the university's new Campus Compliance Services unit.¹⁶ The data shared below includes the combined information of the two offices. The specific terminology used, however, reflects the language and classifications used in OIR's office procedures, and all 2023 OED data predating OIR's existence has been categorized as though it had been received and resolved under OIR's procedures.

In 2023, OED and OIR received a combined 32 reports of sex-based prohibited conduct made against UT faculty and staff. For complete information on faculty and staff reporting, see UT Human Resources Policy HR0280 (tiny.utk.edu/HR0280), UT Human Resources Policy HR0220 (tiny.utk.edu/HR0220), the procedures listed in Appendix D of the Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking, and OIR's office procedures.

Complainant Status 2023

Complainant	Discrimination Based on Sex (Nonsexual Misconduct)	Sexual Harassment— Physical and Verbal	Sexual Harassment — Verbal	Retaliation	Total
Current or former student	5	0	12	1	18
Employee or third party	4	1	9	0	14
Total	9	1	21	1	32

OIR's Response to Complaints and Reports of Prohibited Conduct Against Faculty and Staff

OIR's procedures require OIR to complete an intake review in response to every complaint or report received. An intake review may include a due diligence inquiry, meaning OIR "seeks additional and/or clarifying information sufficient to determine the process through which a complaint/report should be resolved."¹⁷

After the intake review process, OIR completes at least one of the following three actions:

- Closes the complaint or report¹⁸
- Refers (in whole or in part) the complaint or report
- Investigates the complaint or report

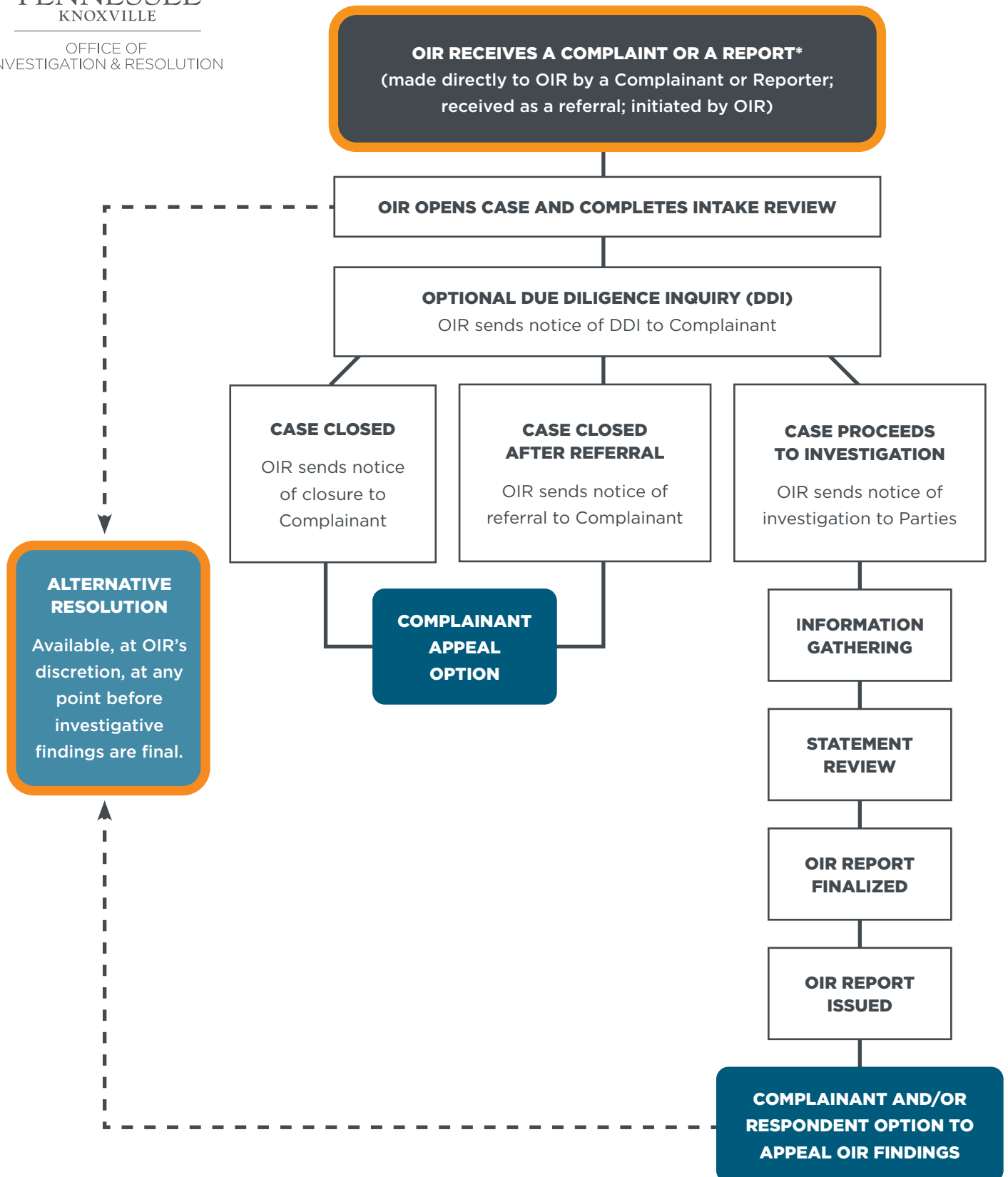
Even when OIR closes a complaint or report for a reason outlined in footnote 18 or refers the complaint or report based on jurisdictional grounds, staff members nearly always also engage in a range of noninvestigative actions before or after closing the case. Such actions include connecting reporters or parties to relevant campus resources, facilitating administrative, educational, and/or development actions or referrals, collaborating with or referring information to other campus administrators or offices (including Human Resources, Student Conduct and Community Standards, and the Offices of Title IX, Provost, Ombuds Services, and Dean of Students) for review, or issuing and implementing interim measures.



THE UNIVERSITY OF
TENNESSEE
KNOXVILLE

OFFICE OF
INVESTIGATION & RESOLUTION

OIR Process Overview



*If OIR receives a Formal Title IX Complaint from the Office of Title IX, OIR opens a case, and the case immediately proceeds to Investigation.

After an investigation, OIR distributes an investigation report, which includes OIR's findings. A party may appeal OIR's findings, and once OIR's findings are final, the matter is referred to the appropriate vice chancellor or dean for further consideration. The appropriate vice chancellor or dean determines any disciplinary actions that may result from OIR's findings, and such disciplinary actions are implemented in accordance with relevant university rules, policies, or procedures (for example, the Faculty Handbook or UT System Policy HR 0525).

2023 Reports of Prohibited Conduct Against Faculty and Staff

	Discrimination Based on Sex (Nonsexual Misconduct)	Sexual Harassment— Physical and Verbal	Sexual Harassment— Verbal	Retaliation	Total
Closed after intake review/ due diligence inquiry	5	0	15	1	21
Alternative resolution	0	0	1	0	1
Respondent found responsible for violating policy	0	0	0	0	0
Respondent found not responsible for violating university policy	0	0	0	0	0
Respondent no longer employed by university	0	0	0	0	0
Process pending	3	1	6	0	10
Total	8	1	22	1	32

2022 Carryover Resolutions—OED

As reflected on page 32 of the 2022 annual report, four OED cases began in 2022 but were still pending resolution at the time of the 2022 annual report publication. The resolutions of the four cases are included below along with five additional cases that would have been classified as pending based on OIR's current data-tracking methods.

	Discrimination Based on Sex (Nonsexual Misconduct)	Sexual Harassment— Physical and Verbal	Sexual Harassment— Verbal	Retaliation	Total
Closed after intake review/due diligence inquiry	0	0	2	0	2
Alternative resolution	2	0	0	0	2
Respondent found responsible for violating university policy	1	0	1	0	2
Respondent found not responsible for violating university policy	0	0	2	0	2
Process pending	0	0	1	0	1
TOTAL	3	0	6	0	9

Patterns and Trends

Using the information and data described in the previous section, the university can identify patterns and trends related to sexual harassment, dating and domestic violence, and stalking. The use of this information can improve prevention work and increase safety through intentional preventative measures and education. The following patterns were selected to highlight in this report:

- The total number of student and employee concerns reported to the Office of Title IX remained relatively similar to those reported in 2022, with a total of 458 concerns reported in 2023.
- The total reports of prohibited conduct decreased from 165 in 2022 to 141 in 2023. The reports of rape reported in campus residence halls increased from 12 reported in 2022 to 15 reported in 2023.
- In 2023, the highest number of concerns were reported to the office in October (62 concerns), September (59 concerns), and February (47 concerns).
- The Center for Health Education and Wellness and the Office of Title IX partnered to bring back the first large-scale event during Sexual Assault Awareness Month since COVID-19, and a record number of students and employees engaged in Vols Walk for SAAM.
- Of all total concerns reported to the Office of Title IX in 2023, 82 percent of complainants did not report that alcohol or drugs were a part of their experience.
- Of the 21 formal complaints, 29 allegations of prohibited conduct were investigated in 2023 by Student Conduct and Community Standards. This is a decrease from 2022, when there were 26 formal complaints, with 45 allegations of prohibited conduct investigated.
- In 2023, 32 formal complaints were investigated under the policy by the Office of Investigation and Resolution, an increase from 2022 when 13 formal complaints were investigated.
- During 2023, 71 percent of all reports to the Office of Title IX came from mandatory reporters, 23 percent came from self-reports, and the remaining reports came from third-party reports.

The university will continue to track patterns and trends related to sexual harassment (including sexual assault, dating violence, domestic violence, and stalking), sexual exploitation, and retaliation to better inform and enhance prevention, education, and training across campus.

Notes

- 1 Supportive measures.** Supportive measures are protective and remedial measures instituted by the Title IX coordinator following a report of prohibited conduct while the university assesses, investigates, and resolves the report.
- 2 Prohibited conduct.** Sexual harassment (including sexual assault, domestic violence, dating violence, and stalking), sexual exploitation, and retaliation are collectively known as prohibited conduct.
- 3 Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking.** The policy can be found at titleix.utk.edu.
- 4 Complainant.** A complainant is an individual who is alleged to be the victim of conduct that could constitute prohibited conduct, regardless of whether that person makes a report or seeks action.
- 5 Formal complaint.** A formal complaint is a document filed by the complainant (or, in some circumstances, signed by the Title IX coordinator) alleging prohibited conduct against a respondent and requesting that the university investigate the allegations.
- 6 Respondent.** A respondent is an individual who has been reported to be the perpetrator of conduct that could constitute prohibited conduct.
- 7 Campus residence.** In accordance with the Clery Act, the UT Police Department annually publishes data on sexual assault, relationship violence, and stalking in its Annual Security and Fire Safety Report. There may be differences between the data summarized here and the statistics reported in the ASFSR because of differences between definitions of prohibited conduct in the university's policy and the definitions of criminal offenses in the Clery Act, the exclusion of reports in the ASFSR that were determined to be unfounded by UTPD, and differences in reporting definitions. Data in the ASFSR is limited to reports of crimes that occurred on campus, on public property, or on university-controlled off-campus property, regardless of whether the individuals involved were students (for example, ASFSR data may include sexual assaults committed against employees or other nonstudents). Unlike the ASFSR, the data summarized here includes sexual misconduct, relationship violence, stalking, and retaliation committed by a student off campus.
- 8 Stalking by type.** Stalking can occur in person and/or electronically by means of unwanted contact or harassment through social media, texting, calling, emailing, or any other electronic means.
- 9 Limited action.** A complainant has the right to request limited action, in which case the university will weigh the request against the university's obligation to provide a safe, nondiscriminatory environment for all members of the community. More information regarding limited action can be found in the policy.
- 10 Complainant chose not to file a formal complaint or the formal complaint was outside the parameters of the Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking.** When the university receives notice of a potential incident of prohibited conduct, the Title IX coordinator will communicate with the complainant about how the complainant can file a formal complaint, supportive measures that the university can take in order to support the complainant, and on- and off-campus resources that the complainant can access for assistance. If the complainant declines to respond to outreach or states that they do not wish to file a formal complaint or participate in an investigation, the university will generally take limited action. If the complainant files a formal complaint, the Title IX coordinator must make an initial evaluation

based on the nature of the conduct alleged to determine whether the alleged conduct meets the definitions outlined in the policy. Limited action includes providing supportive measures like academic support, safety escorts, no-contact directives, and campus support services. For more information about supportive measures, see section 4.6 of the policy. There are limited circumstances in which the Title IX coordinator may determine that the university must continue with an investigation without the complainant's participation or assent because of the university's commitment to providing a safe and nondiscriminatory learning, living, and working environment free from prohibited conduct.

- 11 Knox County Sheriff's Office.** These numbers reflect complainants who self-disclosed a report to Knox County Sheriff's Office and/or Knox County Police Department.
- 12 UT Police Department.** These numbers reflect complainants who self-disclosed a report to the UT Police Department. It is important to note that the UTPD definitions of related charges may be different than policy definitions and therefore may be classified differently in the police report.
- 13 Knoxville Police Department.** These numbers reflect complainants who self-disclosed a report to the Knoxville Police Department.
- 14 As noted in Appendix D of the policy, "anyone can file a complaint under the University's Human Resources Policy prohibiting sexual harassment (HR0280). HR0280 prohibits sexual harassment (and other discrimination) in employment.** The requirements for investigating and resolving a matter under HR0280 differ from the requirements under this policy, and the University may be obligated to investigate an allegation of harassment under HR0280 regardless of whether a Formal Complaint is filed. To provide complete data on reports of sex-based misconduct and/or discrimination, the information in this section includes reports and/or investigations reviewed under the policy, HR0280, and HR0220 (Equal Employment Opportunity).
- 15 Beginning in 2024, the Office of Equity and Diversity transitioned to become the Office of Equal Opportunity and Accessibility.**
- 16 OIR also completes both investigative and noninvestigative functions in response to reports that employees are engaging in other types of harassing and/or discriminatory misconduct, in accordance with state and federal law.** At times, the gender- and sex-based discrimination reports outlined in this section may also include concurrent reports of discrimination based on a different protected-class status (such as race, age, or disability).
- 17 See Section 2 of OIR's office procedures.**
- 18 In accordance with Section 3.2.3 of OIR's procedures,** OIR closes a complaint or report of misconduct after the intake review/due diligence inquiry process "when: (i) the allegations, if proven, would not constitute a violation of a Covered Policy; (ii) the allegations lack sufficient detail upon which to base a decision about how to resolve the Complaint/Report; (iii) the Respondent is not affiliated with the university or subject to a Covered Policy; (iv) the Reporter or Complainant is unknown or unresponsive; (v) a Title IX Formal Complaint is dismissed; (vi) the allegations fall outside of the 300-day filing window (Section 3.1.2); (vii) the allegations were the subject of a previous Alternative Resolution or Investigation and no new information has been presented to OIR; (viii) OIR concludes that the Complaint or Report is completely resolved by Referral (see paragraph (2) below) to another university unit; or as otherwise deemed appropriate by the Executive Director of OIR."

Appendix

Definitions of Prohibited Conduct

This appendix provides a summary of relevant definitions. For more complete definitions and the full policy, see titleix.utk.edu.

Sexual Harassment

- Sexual Assault
 - > Rape
 - > Fondling
 - > Incest
 - > Statutory Rape
- Dating Violence
- Domestic Violence
- Stalking
- Sexual Exploitation
- Retaliation

Sexual Harassment is an umbrella term that encompasses sexual assault, dating violence, domestic violence, and stalking. Sexual harassment is conduct on the basis of sex that satisfies one or more of the following: (1) An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct; (2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity; or (3) Sexual Assault, Dating Violence, Domestic Violence, and/or Stalking. For the definition of Sexual Harassment, "reasonable person" means a reasonable person under similar circumstances as and with similar identities to the complainant. To determine whether words and/or conduct constitute Sexual Harassment, the University will consider the totality of the circumstances, including without limitation: the context in which the conduct and/or words occurred; and the frequency, nature, and severity of the words and/or conduct.

- **Sexual Assault** is an umbrella term for any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent. Sexual Assault includes Rape, Fondling, Incest, and Statutory Rape.
 - > Rape means the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
 - > Fondling means the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
 - > Incest means sexual intercourse between persons who are related to each other within degrees wherein marriage is prohibited by law.
 - > Statutory Rape means sexual intercourse with a person who is under the statutory age of consent.
- **Dating Violence** means violence committed by a person—(A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) The length of the relationship. (ii) The type of relationship. (iii) The frequency of interaction between the persons involved in the relationship.³⁸

- **Domestic Violence** includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime occurs, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime occurs. In cases involving allegations of mutual acts or threats of acts of violence, the designated investigator(s) will, when appropriate, identify the primary aggressor in the situation based on the totality of the information gathered, including without limitation: the history of violence between the parties; the relative severity of the injuries inflicted on each person; information gathered from the persons involved in the situation and witnesses to the situation; and whether the acts or threats were done in self-defense. The primary aggressor will be considered the Respondent for purposes of evaluating Domestic Violence.
- **Stalking** means engaging in a course of conduct directed at a specific person that would cause a reasonable person to— (A) fear for his or her safety or the safety of others; or (B) suffer substantial emotional distress.
 - > Course of conduct means two or more acts, including, but not limited to, acts in which a person directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates with or about another person, or interferes with another person's property.
 - > Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
 - > For the definition of Stalking, "reasonable person" means a reasonable person under similar circumstances and with similar identities to the complainant.
- Acts that may be involved in a course of conduct include, without limitation:
 - > Cyberstalking, a particular type of stalking in which electronic media such as the internet, social networks, apps, blogs, texts, cell phones, or a similar action, method, device, or means is used;
 - > Following a person;
 - > Being or remaining in close proximity to a person;
 - > Entering or remaining on or near a person's property, residence, or place of employment;
 - > Monitoring, observing, or conducting surveillance of a person; >Threatening a person (directly or indirectly);
 - > Giving gifts or objects to, or leaving items for, a person; or Damaging or harming a person's property (including pets) or interfering with a person's use of property. Stalking also may be a form of sex discrimination prohibited by federal and state anti-discrimination laws, such as Title VII and Title IX, and/or may constitute a crime in Tennessee.

Sexual Exploitation means taking sexual advantage of another person, without that person's active agreement. An active agreement is words and/or conduct that communicate a person's willingness to participate in an act. A person cannot actively agree to an act if: (1) the person is Incapacitated, if either the person claiming to have obtained the other person's active agreement knows that the other person is Incapacitated or a Reasonable Person would know that the other person is Incapacitated; or (2) the person is Forced to act or participate in an activity. Examples of Sexual Exploitation include, without limitation:

- Surreptitiously observing, photographing, audiotaping, videotaping, or recording an image of a person who is engaging in sexual act(s), or a person's breasts, buttocks, groin, or genitals, when the person being observed/photographed/audiotaped/videotaped/recorded is in a place in which the person has a reasonable expectation of privacy;
- Allowing or enabling a person to surreptitiously observe, photograph, audiotape, videotape, or record an image of another person who is engaging in sexual act(s), or another person's breasts, buttocks, groin, or genitals, when the person being observed/photographed/audiotaped/video-

taped/ recorded is in a place in which the person has a reasonable expectation of privacy;

- Showing, posting, or sharing video, audio, or an image that depicts a person who is engaging in sexual act(s), or a person's breasts, buttocks, groin, or genitals, when the person being observed/ photographed/audiotaped/videotaped/recorded is in a place in which the person has a reasonable expectation of privacy, if all persons who are depicted have not agreed to having the video/audio/ image shown, posted, or shared;
- Prostituting another person or engaging in sex trafficking;
- Knowingly exposing another person to a sexually transmitted infection or disease without informing the other person that one has a sexually transmitted infection or disease;
- Forcing a person to participate in sexual act(s) with a person other than oneself; Forcing a person to expose the person's breasts, buttocks, groin, or genitals;
- Forcing a person to take an action against that person's will by threatening to show, post, or share video, audio, or an image that depicts the person's nudity or depicts the person engaging in sexual act(s);
- Forcing a person to take an action of a sexual nature against that person's will by threatening to disclose information that would harm a person's reputation;
- Forcing a person to take an action against that person's will by threatening to disclose information of a sexual or intimate nature that would harm a person's reputation; and/or
- Causing or requesting an incapacitated person to expose the person's breasts, buttocks, groin, or genitals or to participate in sexual act(s) with a person other than oneself.

Retaliation means to intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by this Policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by this Policy constitutes retaliation. (1) The exercise of rights protected under the First Amendment does not constitute retaliation. (2) Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding under this part does not constitute retaliation. Retaliation is a violation of this Policy regardless of whether the underlying allegation of a violation of this Policy is ultimately found to have merit. Determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.



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