



OFFICE OF
TITLE IX

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

JANUARY-DECEMBER

2024

SEXUAL MISCONDUCT, RELATIONSHIP VIOLENCE, STALKING, AND RETALIATION

OFFICE OF TITLE IX
ANNUAL REPORT
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Our Campus Community

Dear Volunteer community,

The Office of Title IX publishes this report each year to provide a transparent summary of our work; increase awareness of education, prevention, and support initiatives; highlight the dedicated work of our campus staff members and their community partners; and ensure ongoing accountability to those we serve. Our responsibility to the community is to show our work.

This data is specific to UT and informs the way we work to meet the needs of our campus community. 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.

With gratitude,



Ashley Blamey
Title IX Coordinator

Our Mission

To serve the University of Tennessee community by ensuring access to education through our commitment to policy, prevention and education, supportive measures, investigation and resolution, and monitoring patterns and trends.

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 Centers for Disease Control and Prevention's Social-Ecological Model. Our commitment emphasizes five key areas:

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

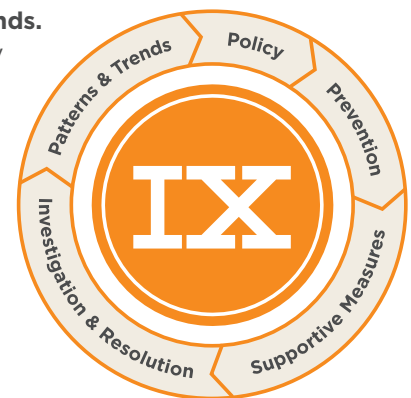
Prevention and Education. Our goal is to prevent sexual harassment (including sexual assault, dating violence, domestic violence, and stalking), sexual exploitation, and retaliation before they happen.

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 the 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 Athletics, University Housing, Student Conduct and Community Standards, the Office of the Dean of Students, the Office of Sorority and Fraternity Life, 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

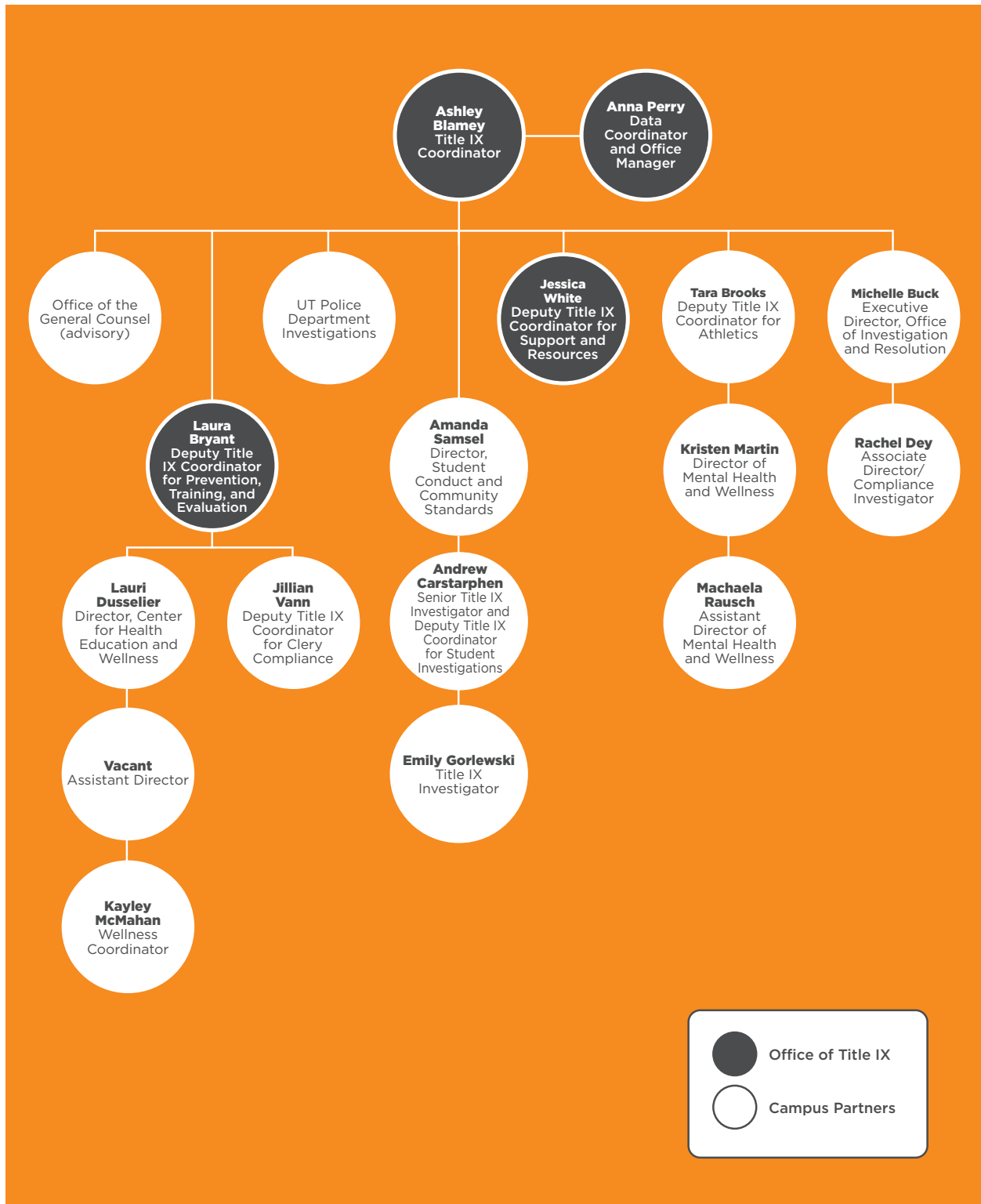
OFFICE OF SORORITY & FRATERNITY LIFE PREVENTION TEAM

- Chaired by Office of Sorority and Fraternity Life staff
- Composed of representatives across campus who are actively engaged in prevention and education, including staff representatives 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 Student Counseling Center, the Center for Care and Resilience, the Office of the Dean of Students, and Metro Drug Coalition.
- 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 OSFL's five priorities of well-being (sexual misconduct, alcohol misuse, drug prevention, 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, the 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 response
- Provides oversight of supportive measures, investigations, and individual case resolutions

Campus Collaboration



Policy

The University of Tennessee, Knoxville, is committed to implementing a policy that is fair, effective, and informed. The Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking was shared with the university community on August 16, 2024. 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 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 16, 2024

titleix.utk.edu



 INSTITUTE FOR PUBLIC SERVICE

 SPACE INSTITUTE

Education, Training, and Communication

Education

SPRING 2024

22 events

3,097 participants

HIGHLIGHTS

Consent Is... T-Shirt Tuesdays
with CHEW

2 events

693 participants

Consent Bingo

18 participants

Wellness Wednesdays

Let Love Bloom

172 participants

Valentine's Day

200 participants

SEXUAL ASSAULT AWARENESS MONTH

EVENTS

Vols Walk for SAAM

700 participants

Kickoff Event: Paint the Rock

80 participants

Denim Day

4 Greek organizations

910 participants

VOLS 2 VOLS Health Hut

3 events

90 participants

EDUCATIONAL SESSIONS

Lunch & Learn Series

8 events

113 participants

Break the Stigma Day

16 participants

Title IX Town Hall

37 participants

Meet Your Title IX Coordinator

68 participants

FALL 2024

25 events

2,907 participants

HIGHLIGHTS

Big Orange Welcome

Paint the Rock, Chat about Consent, and Eat SnoBalls

166 participants

Welcome Home! Build Your Own Care Kit

155 participants

Big Orange Safety Tailgate

170 participants

Wellness Wednesdays

Vols A.C.T. Day

148 participants

Let Love Bloom

74 participants

Safety Isn't Scary

145 participants

Domestic Violence Awareness Month

Paint the Rock with McNabb Center

30 participants

Lunch & Learn

10 participants

“The Impact of Childhood Exposure to Domestic Violence on College Students’ Health, Well-being, and Academic Success,” presented by Megan Haselschwerdt & Kristen Ravi

Twilight: New Moon screening and discussion on identifying relationship red flags

182 participants

Consent Is... T-Shirt Pop-Ups

6 events

1,387 participants

Prevention Pop-Ups in Residence Halls

8 events

384 participants

Title IX Town Hall

31 participants

Care & Connection (Consent Bingo with CSE)

25 participants

Training

CHEW TRAININGS

Throughout 2024, the Center for Health Education and Wellness facilitated 42 in-person trainings for a total of 931 undergraduate students.

Be Smart, Be Safe, Be a VOL (FYS 101)

18 trainings

282 participants

Healthy Relationships

5 trainings

319 participants

Sexual Health 101

3 trainings

28 participants

Vols A.C.T. Training for Undergraduates

5 trainings
276 participants

Vols Care: Supporting Survivors of Sexual Misconduct (in partnership with Title IX)

4 trainings
195 participants

Custom Trainings

7 trainings
811 participants

Vols A.C.T. Online Module

61 completions

TITLE IX TRAINING

Throughout 2024, the Office of Title IX staff facilitated 146 in-person or virtual training and tabling events for a total of 8,305 employees and students (graduate and undergraduate).

Housing Staff

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

Athletics Staff and Student-Athlete Training

804 participants
17 training sessions (includes all staff training and all student-athlete beginning-of-the-year-training)

Highlights of Student Employee Training

Undergraduate Researchers

60 participants

Multicultural Mentoring Program

20 participants

Business Administration Peer Mentors (Haslam College of Business)

126 participants

First-Year Experience Student Employees

172 participants

Jones Center for Leadership & Service Spring Break Leaders

5 participants

Center for Career Development & Academic Exploration Employees

17 participants

Highlights of Student Group Training

Pride of the Southland Band Student Leadership

100 participants

Student Organization Leaders

175 participants

Art & Architecture Interns

4 participants

College of Social Work MSSW & Advanced Standing Graduate Students

67 participants

Greek Presidents & Leadership

57 participants

Army & Air Force ROTC

44 participants

Engineering Professional Practice (Gear Up)

112 participants

Other Highlights

Meet Your Title IX Coordinator

7 events

630 participants

VOLS ACTIVE Bystander Training

2 sessions

14 participants

Orientations



SPRING 2024

Sexual Assault Prevention Module

309 participants

New Student-Athlete VolStart

18 participants

Office of Sorority & Fraternity Life
New Member Health & Safety Module

1,458 completions

Ready, Set, Connect
(Human Resources)

48 participants

OSFL New Member
Health & Safety Module

2,887 completions

Ready, Set, Connect
(Human Resources)

20 participants

Graduate Student Community Fair

68 participants

FALL 2024

Undergraduate Student Orientations

Sexual Assault Prevention Module

7,442 completions

Sexual Assault Prevention Ongoing Module:
Healthy Relationships

296 completions

Sexual Assault Prevention Ongoing Module:
Taking Action

1 completion

Graduate Student Orientations

Title IX Training for New Graduate Students

127 participants

Mandatory Reporter Training for Graduate
Student Employees

234 participants

New Student-Athlete VolStart

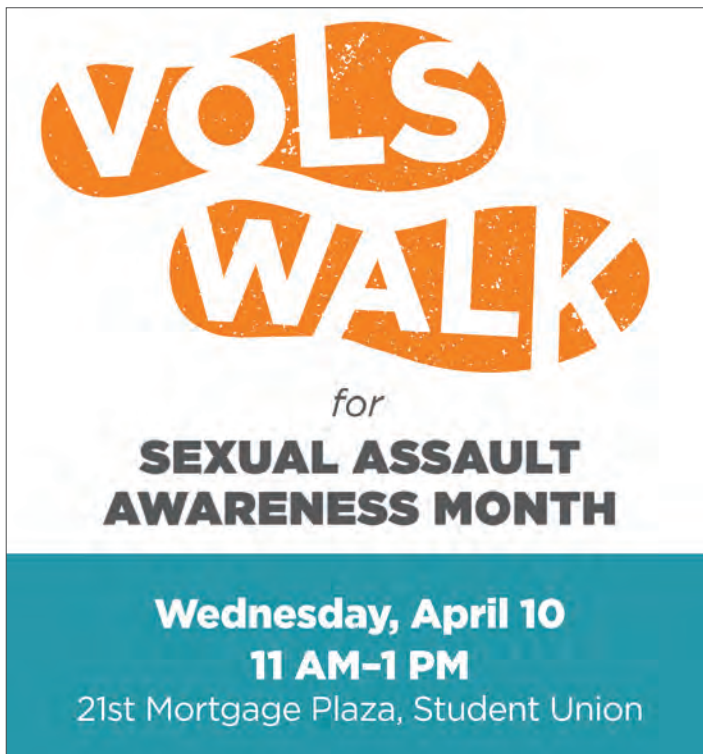
84 participants

PREVENTION SPOTLIGHT SAAM—SPRING 2024

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. Featured activities included a Paint the Rock event to kick off SAAM; a lunch-and-learn with educational presentations; Break the Stigma Day, an educational panel session about breaking the stigma surrounding sexual assault, relationship violence, substance use, mental health, and recovery; and the second annual signature event, Vols Walk for Sexual Assault Awareness Month, which again attracted more than 700 participants.

Vols Walk for SAAM, led by CHEW in partnership with the Office of Title IX, brought the campus community together to hear addresses from Chancellor Donde Plowman and Title IX Coordinator Ashley Blamey, engage in an awareness walk around campus, and enjoy a tabling reception with educational activities and refreshments. The event received excellent feedback, as shown in these sample comments:

- “This was amazing! I appreciated that there were different opportunities to learn about all the aspects of SA. It really feels like UT is trying to put an end to it and not just acknowledge that it’s happening.”
- “I love the Chancellor’s goal of eliminating sexual assault vs just lowering the statistic and if everyone is on the lookout for it, it feels like a very possible goal to achieve.”
- “I really enjoyed the collaboration between the different campus offices. We are all responsible for the safety of our students and staff members.”
- “It was amazing to see so many people gather in solidarity to promote awareness, support victims, and advocate prevention of sexual violence. The event was very well organized and executed. 5 Stars”
- “The amount of visible support given to students/faculty/staff regarding this issue. Visibility is so important. If sexual assault should happen to you then it is good for you to know that this is a place that will help you, love you, and guide you through what is next.”
- “The variety of participants was welcoming. I really appreciated student counseling services and the strong presence of UT Police support.”



Communication



CONSENT IS... CAMPAIGN

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



Campaign Expansion: T-Shirt Pop-Ups

To accommodate the ever-growing demand for Consent Is... T-shirts, CHEW adapted their approach to T-shirt distribution. Formerly, CHEW distributed T-shirts once a month on Tuesdays at events titled T-Shirt Tuesdays with CHEW. In fall 2024, CHEW rebranded the events as Consent T-Shirt Pop-Ups. The pop-ups were scheduled on different days of the week and at different times during the first six weeks of the semester to accommodate various schedules. CHEW hosted six pop-ups in the fall with 1,387 participants.

VOLS A.C.T. CAMPAIGN

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



SOCIAL MEDIA

32 relationship and sexual violence prevention posts

3,678 likes

1,286 other engagements (comments, shares, saves, profile visits, follows)

59,136 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

Communication



RESOURCE DISTRIBUTION

Distributed “Start the Conversation” consent guide ads to parents and families at Summer Welcome

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

Distributed 545 Office of Title IX “You Are Not Alone” posters across campus

Distributed 7,060 mandatory reporter resource cards through campus mail to mandatory reporters across campus

“CHEW, Office of Title IX Prioritize Education during Sexual Assault Awareness Month” — *Daily Beacon*, April 4

“Ashley Blamey Holds Office Hours for Title IX” — *Daily Beacon*, April 10

“Hundreds of University of Tennessee Students, Faculty, Walk to Raise Awareness on Sexual Assault” — WVLT Channel 8 News, April 10

“Teal Floods Campus at Vols Walk for Sexual Assault Awareness Month” — *Daily Beacon*, April 11

From Policy to Practice: The Evolution and Importance of the Office of Title IX — *Ablaze*, September 12

“How UT Organizations Are Spreading Awareness about Domestic Violence This Month” — *Daily Beacon*, October 29

You are not alone.

The University of Tennessee has resources and support services for individuals who have experienced sexual harassment, sexual assault, dating or domestic violence, stalking, sexual exploitation, or retaliation. Students are encouraged to seek **medical care** and **support resources** and to **report** the incident.

MEDICAL CARE	SUPPORT RESOURCES	UT Sexual Assault Survivor Support Group* 865-974-9291 cttc@utk.edu
Emergency 911 (call from any phone)	Suicide & Crisis Lifeline* 988 (call or text from any phone)	
Sexual Assault Center of East Tennessee 24/7 crisis line* 865-522-7273	Student Counseling Center* 865-974-2196 (24/7)	Family Justice Center* 865-521-6336
Student Health Center* 865-974-5080	Sexual Assault Center of East Tennessee 24/7 crisis line* 865-522-7273	REPORTING Emergency/UT Police 911 (call from any phone) 865-974-3114
	Office of Title IX 865-974-9600 For after-hours support, call 865-974-4327 (CHIEF).	Office of Title IX 865-974-9600
	Office of Ombuds Services* 865-974-6273	Student Conduct & Community Standards 865-974-3171
	UT Psychological Clinic* 865-974-2161	Office of Investigation & Resolution 865-974-0717

*CONFIDENTIAL RESOURCE

titleix.utk.edu

THE UNIVERSITY OF TENNESSEE
KNOXVILLE
OFFICE OF TITLE IX

EMAILS

Vol Update — February 13

“Evaluating Your Relationships” article sent to all undergraduate students

Letters from Title IX

Sexual Assault Awareness Month — March 27

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 2023 Title IX annual report

New Title IX Regulations — April 29

Campus-wide email from the Title IX coordinator updating the university community about the April 19 release of new Title IX federal regulations

Title IX Commitment and Policy — August 16

Campus-wide email from the Title IX coordinator updating the university about her role, the Office of Title IX, the university’s updated Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking, and ways in which members of the university community can engage in educational opportunities offered by the Office of Title IX and Center for Health Education and Wellness

MEDIA COVERAGE

“CHEW Campaigns for Consent, Sexual Assault Awareness with Free T-Shirts” — *Daily Beacon*, March 20

“Letter from the Editor: The Importance of Wellness on a College Campus” — *Daily Beacon*, April 3

Prevention Spotlights

CENTER FOR HEALTH EDUCATION & WELLNESS



The Center for Health Education and Wellness leads and collaborates on issues focused on sexual misconduct awareness and prevention. In 2024, CHEW continued to facilitate engaging and successful initiatives.

In the spring 2024 semester, CHEW partnered with the Office of Title IX to facilitate a variety of events and presentations including Consent Bingo, Valentine's Day (in partnership with First-Year Experience), and Let Love Bloom. They also collaborated to lead Sexual Assault Awareness Month activities, engaging students, faculty, and staff in a variety of events and trainings to increase awareness of sexual assault and its prevention (see Prevention Spotlight: SAAM on page 11).

In the fall 2024 semester, CHEW and the Office of Title IX brought back two Big Orange Welcome events for incoming students. At the first event, Build Your Own Care Kit, students received an "Orange You Glad Vols Love Consent" tote bag and filled it with

assorted care kit supplies including water, healthy snacks, and self-care items like hand sanitizer and sleep masks. Students were encouraged to build their own care kit while learning about the work of our respective offices. At the second event—Paint the Rock, Chat about Consent & Eat SnoBalls—students and employees painted the Rock with messages expressing what consent means to them. Messages included statements such as "Consent is required, necessary, important, ongoing, informed, and needed." Participants were also able to engage in conversations about consent with staff and have a SnoBall frozen treat. CHEW added a new Big Orange Welcome event, Big Orange Safety Tailgate, joining with representatives of the Hazing Prevention Team, Student Conduct and Community Standards, the Student Counseling Center, the Office of Title IX, and the UT Police Department to provide interactive tabling activities about health and safety. Students who completed an event card received a box lunch.

In October, CHEW partnered with several other campus units—the Office of Title IX; the Center for Student Engagement; the Campus Events Board; the College of Social Work; and the Department of Counseling, Human Development, and Family Science—and the McNabb Center, a local mental health agency, for programming around Domestic Violence Awareness Month. CHEW led three key initiatives. For Purple Thursday, the university community was encouraged to wear purple and paint the Rock. A lunch and learn session included a faculty presentation, "The Impacts of Childhood Exposure to Domestic Violence on College Students' Health, Well-Being, and Academic Success." For a screening of the film *Twilight: New Moon*, more than 180 students were given red flags to wave while shouting out unhealthy or abusive relationship behavior portrayed in the film, followed by a discussion of the identified behaviors.

ATHLETICS PREVENTION PROGRAMMING & WELLNESS

During 2024, the Athletics Department continued to partner with the Center for Health Education and Wellness, the Office of Title IX, the Thornton Athletics Student Life Center, and the McNabb Center in educating student-athletes about the importance of healthy relationships, understanding giving and receiving consent, and developing tools to maintain a healthy lifestyle.

Tabling and collaborative events in 2024 included Walk-In Wednesday Promotion, Self-Care Day, Consent Pop-Up (in partnership with CHEW), Build Your Own Care Kit, and (in partnership with Hilinski's Hope and the Thornton Athletics Student Life Center) Mental Health Awareness Week. Athletics mental health and wellness staff were present for all

tabling events. Tabling events saw a total of more than 450 student-athletes engaging for 2024. The Consent Pop-Up with CHEW had tremendous success, engaging with more than 90 student-athletes. To promote Mental Health Awareness week and the well-being of student-athletes, wellness kits were offered at the tabling event. Teams were given ribbons, stickers, patches, and bracelets to wear to raise awareness surrounding mental health. The softball, soccer, football, and spirit teams wore some of the provided items on game days in support of the cause.

Group education sessions, called wellness sessions, continued with teams each semester. Topics included the definition of consent, different ways to give and receive consent, healthy communication, and healthy relationship habits. Teams were given the opportunity to request a topic for their second wellness session of each semester to personalize the topics for each team and create a comfortable environment where they looked forward to engaging.



OFFICE OF SORORITY & FRATERNITY LIFE

During 2024, the Office of Sorority and Fraternity Life had an impact of 27,010 educational opportunities with Greek members through health- and safety-related programming. This number was record-breaking for OSFL, as the office increased its programming with almost 4,000 more educational opportunities than in 2023. Student education was expanded through the new member health and safety module, bystander intervention training for the entire Greek community, and sober monitor training for all new members. Continued individualized training for executive boards provided an avenue for conversations about organizational accountability and the practice of hosting safe social events. Throughout 2024, the Office of Title IX served as a prominent partner of OSFL, speaking at several health- and safety-related programs and council meetings and expanding the Greek community's knowledge of Title IX.

The OSFL Prevention Team is made up of representatives of OSFL, the Office of Title IX, the Center for Health Education and Wellness, Care and Resilience, the Office of the Dean of Students, Bias Education, and Student Conduct and Community Standards. Throughout 2024, the team discussed current health and safety trends, specifically within the sorority and fraternity community, and executed programmatic collaborations.

2024 Highlights

Health and Safety Summit. The Health and Safety Summit is a program held twice a year to increase sorority and fraternity members' knowledge about alcohol, drugs, hazing, sexual misconduct, bias education, and mental health. Members of the OSFL Prevention Team facilitated breakout sessions aligned with the six health and wellness priorities of OSFL highlighted in the We're Committed campaign. In 2024, more than 340 students attended the summits.

During the spring 2024 summit, a President's Track was offered. The two-part track gave the Office of Title IX an opportunity to provide an educational session with all 48 sorority and fraternity chapter presidents. During the session, the OSFL assistant director for harm and risk reduction and the Office of Title IX's deputy Title IX coordinator for prevention, training, and evaluation discussed Title IX processes, resources, and the appropriate response to a report of sexual misconduct regarding one of their members.

Following participation in the summit, 99 percent of students agreed or strongly agreed with the statement that they feel more confident in handling health and safety issues as they arise throughout their college career and/or within a leadership role—an increase in confidence from the 2023 results. Students were asked, "What is one new strategy you learned during Health & Safety Summit that you can utilize to support your friends, peers, and brothers/sisters' health and safety?" Responses related to Title IX and sexual misconduct were:

- Three Ds & ACT (active bystander skills)
- Title IX resources and supporting a brother/sister who has experienced sexual assault
- The CARE method from the Center for Health Education and Wellness and the Office of Title IX
- Strategies for checking in on the mental health of members

Bystander intervention training. Bystander intervention training was developed for the Greek community in 2022 in collaboration with the OSFL Prevention Team. In 2024, updates were made to the training scenarios based on policy trends from the previous year. New members were trained separately from active members to incorporate activities and small-group scenario-based discussions, allowing members the opportunity to test their knowledge of specific topics and resources on campus. In total, 47 chapters were trained across all four councils. More than 7,700 Greek students were trained in 2024, an increase of more than 500 students from 2023.

We're Committed campaign. The We're Committed campaign was launched in 2022 to bring awareness to the health and safety priorities of OSFL. Each month of the academic year is themed, often in conjunction with national awareness months, which allows OSFL and Psi Society (Greek peer health educators) 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 awareness month. April's designation was "We're Committed to Sexual Misconduct Awareness." Highlights from the month include the following programs:

- **Title IX and hazing prevention SAAM educational program.** For the first time during Sexual Assault Awareness Month, the Hazing Prevention Team partnered with the Office of Title IX to facilitate a hazing prevention lunch-and-learn presentation on healthy relationships. The event brought together students and staff to engage in a dialogue about organizational culture, signs of healthy and unhealthy organizations, and how to safely and appropriately intervene as needed.
- **Denim Day.** OSFL partnered with Psi Society, the Interfraternity Council, the Panhellenic Council, the Multicultural Greek Council, and the National Pan-Hellenic Council to facilitate Denim Day. A total of 30 organizations participated, spanning all four councils. Chapters paired up to develop denim designs that were displayed and judged. A donation of \$1,000 was made to the Sexual Assault Center of East Tennessee in the name of the winning organization.



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 2024, 4,345 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. In 2024 they provided 3,354 of their peers with sober monitor training, which covers signs of alcohol overdose. The training also covered event policy and intervening in risk situations. Psi Society also facilitated Leading Against the Tide—a program focused on chapter leadership through turbulent times—and tabling events for the We’re Committed campaign, and they will continue to be trained and carry out other large-scale programs. The organization has representation from all four councils, with 56 members from 26 active organizations.

OFFICE OF TITLE IX

ANNUAL TITLE IX TRAINING

During fall 2024, the Office of Title IX continued to enhance and expand the annual Title IX training assigned to all employees. The training remained housed in the K@TE learning management system for faculty, staff, and graduate students. The completion rate was 95 percent for UT Knoxville, UT Institute of Agriculture, and UT Space Institute, and 100 percent for UT System administration. Across all campuses, 87 percent of graduate students completed the training.

In 2024, the Office of Title IX expanded the training offered to graduate and international students through the Sexual Assault Prevention for Graduate Students course; the courses were developed specifically for graduate students and international students by Vector Solutions.

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 2024 results.

COMPLAINANT RESULTS

94 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. 81 percent of student

complainants and 100 percent of employee complainants stated that they would recommend the Office of Title IX to a friend if they needed help. Sample comments:

- “Title IX was great. After my situation was handled, I had a friend go through a very similar one, and they treated her just as well as they treated me. Great office with great people.”
- “It was very helpful, and I felt like the situation was finally being taken care of seriously.”
- “Everyone I spoke to was very kind, and I didn’t feel uncomfortable going to them when I needed additional help.”
- “They were thorough, responsive, respectful, and professional.”

RESPONDENT RESULTS

100 percent of student 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 and that they would recommend the Office of Title IX to a friend if they needed help. No employee respondents completed the survey. Sample comments:

- “The Office of Title IX was there to support me throughout the process and gave me resources to use that were very helpful.”
- “Everyone there was very supportive and helpful. My talks with the staff were incredibly helpful, more so than any other resource I have encountered on campus.”

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 and that they would recommend the Office of Title IX to a friend if they needed help. Sample comments:

- “I am so thankful for the Title IX office for communicating with my professors and ensuring I had the time I needed to finish out the semester.”
- “Very supportive and attentive.”
- “The staff made me feel that I have someone [who has] my back. They are very compassionate and great listeners. They helped me navigate the situation and solve my problem.”

NATIONAL ACADEMIES OF SCIENCE ENGINEERING AND MEDICINE ACTION COLLABORATIVE ON THE PREVENTION OF SEXUAL HARASSMENT IN HIGHER EDUCATION

In 2019, UT became a founding member of the nationwide 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.

In 2024, the Office of Title IX published descriptions of two elements of its work to the collaborative's Sexual Harassment Collaborative Repository: its 360-degree evaluation of services, carried out through voluntary anonymous surveys each semester, and its comprehensive transparency and communication efforts through policy updates, prevention education, supportive measures, and investigations.

NATIONAL PRESENTATIONS

NASPA—MARCH 2024

Laura Bryant, Andrew Carstarphen, and Kayley McMahan traveled to Seattle to present at the NASPA annual conference. The presentation was featured as a workshop, "Operationalizing the Social-Ecological Model: A Systematic Approach to Prevention." The presenters focused on aligning policy definitions with definitions utilized in prevention work. They engaged with participants throughout the presentation and provided two exercises to further educate participants on the Social-Ecological Model and its application for prevention. They 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.

NASEM—MAY 2024

During the 2024 Action Collaborative on Preventing Sexual Harassment in Higher Education's 2024 Members Meeting in May, Ashley Blamey was invited to discuss the recent and future efforts made at the University of Tennessee.

PARTNER OF THE YEAR FOR STUDENT SERVICE: UTPD COMMUNITY RELATIONS UNIT



Sergeant Chris Colby and the UT Police Department's Community Relations Unit were named the Office of Title IX's Campus Partner of the Year. Colby came to UTPD in January 2020, following two and a half years of service with the South Carolina Highway Patrol. In 2023, he was promoted to his current role leading the CRU. The role is one that he has fully embraced, building relationships with students, faculty, and staff and developing an even stronger passion for serving the UT community.

One of Colby's main objectives over the past year was to build stronger relationships with campus partners while working to improve the perception of policing within the university community. Understanding the importance of working closely with others, the department focused on making its presence on campus more approachable and supportive to both students and staff. As a result of those efforts, campus partners have reported that students were having more positive and productive interactions with officers, building upon existing trust with the department and, in turn, forming stronger connections with UTPD. The feedback is a true testament to the CRU's consistent presence and their intentional efforts to engage with students.

Colby is grateful for UTPD Chief of Police Sean Patterson's vision and support of the CRU team. "Over the past year, the CRU has doubled in size, growing from two to four members," said Patterson. "The more our officers engage with the campus community, the better we can foster relationships and demonstrate that we are here to help."

Colby said the team's expansion is a reflection of Patterson's commitment to community policing. The work of the CRU extends far beyond teaching programs, and each team member has contributed immensely to the unit's overall success—for example, Corporal Ben Doty is working with a new group, Active Bystandership for Law Enforcement; Officer McKenna Robinson works with the peer support program; and Officer Mary Berry serves as a field training officer and fitness instructor. The CRU team, Colby noted, wears many hats, and the educational programs they offer are just one component of their broader efforts. He added, "I can't imagine what the CRU would have been like without having this group here because they multitask, and they do it very well."

Among Colby's highlights for 2024 were the Sexual Assault Awareness Walk and UTPD's participation in the Relationship and Sexual Violence Prevention Team. He said being part of the RSVP team enabled the unit to expand their perspective by gaining a deeper understanding of campus issues. Looking ahead, Colby and his team plan to continue their work with a focus not only on distributing information but also on engaging in open conversations, maintaining campus safety, reinforcing connections with partners, and remaining accessible to the community.

UTPD CITIZENS ACADEMY

UT Police Department Chief Sean Patterson introduced the idea of a Citizens Academy to the department, aiming to foster stronger connections with the university community. In 2024, UTPD launched its inaugural class, welcoming 10 participants from diverse backgrounds across campus. Among them were Kayley McMahan, relationship and sexual violence prevention coordinator in the Center for Health Education and Wellness, and Laura Bryant, deputy Title IX coordinator for prevention, training, and evaluation in the Office of Title IX.

The academy's primary goal is to develop well-informed campus leaders who can positively influence public perception of UTPD's policies, procedures, and community-focused approach to law enforcement. "The Citizens Academy is just one example of how we're strengthening relationships with campus partners," said Patterson. "By fostering these connections and equipping participants with an inside look at our daily operations, we're expanding our reach and building a more engaged, knowledgeable campus community."

The six-week program combined hands-on interactive experiences with classroom instruction, providing participants with a comprehensive understanding of UTPD's practices and responsibilities in protecting and serving the university.



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, 2024. 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 complaint⁵ (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 22), 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 2024 for individuals who reported incidents to the Office of Title IX in previous calendar years. In 2024, 341 supportive measures were provided to students and employees through the Office of Title IX.

TOTAL NUMBER OF SUPPORTIVE MEASURES: 341

Supportive Measure	Sexual Misconduct	Dating/ Domestic Violence	Stalking	Other	Total
Academic Support	22	8	10	39	79
Educational Meeting	6	3	2	23	34
Housing Support	2	4	4	3	13
No Contact Directive	10	4	22	15	51
Referral to Medical Provider	2	2	0	0	4
Referral to Mental Health Provider	26	6	8	16	56
Referral to OIR or SCCS	3	0	2	9	14
Referral to Family Justice Center	0	5	3	2	10
Referral to Police	4	2	3	1	10
Referral to Sexual Assault Center of East Tennessee	9	3	2	3	17
Other	11	8	10	24	53
Total	95	45	66	135	341

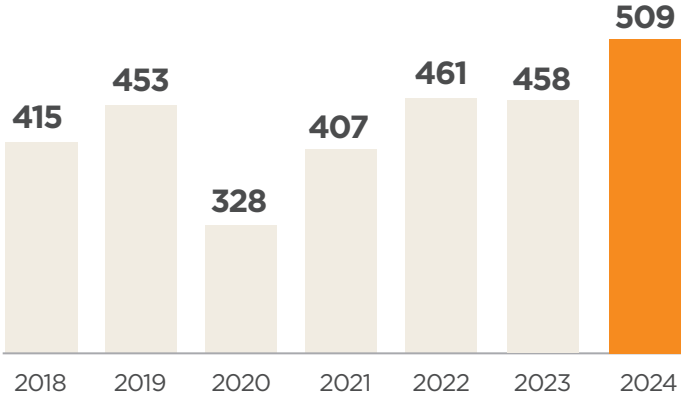
2024 Reports to the Office of Title IX

The Office of Title IX publishes the data in this report to enhance transparency and inform the campus community about the work of the office during the 2024 calendar year.

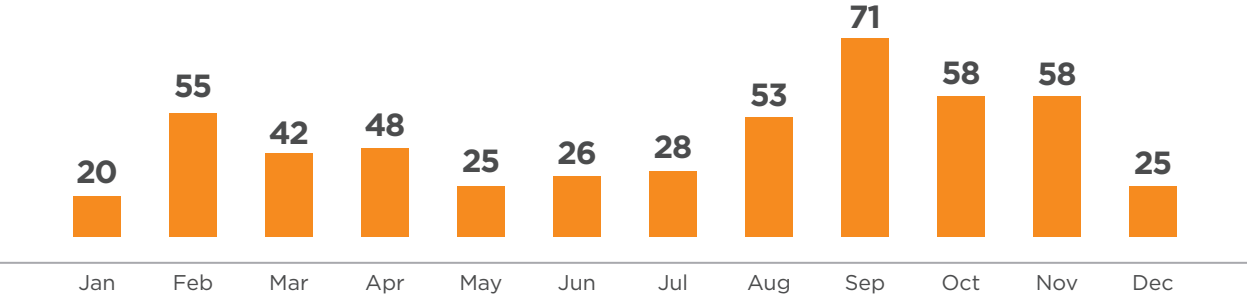
In reviewing the data, the following apply:

- 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.

The Office of Title IX worked with a total of 509 student and employee concerns over the 2024 calendar year.



Total Number of Student and Employee Concerns 2018-24



2024 Total Concerns by Month Reported to the Office of Title IX (n=509)

To provide the most accurate portrayal of reporting, the data on the following pages 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. The data does not include reports in which the respondent was identified and not affiliated with the university.

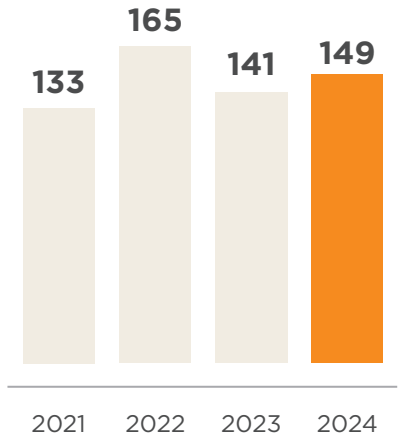
Student Concerns

Of the 399 student concerns reported to the Office of Title IX in 2024:

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

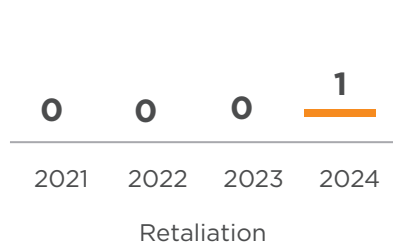
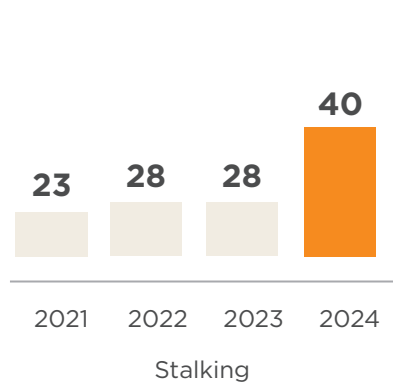
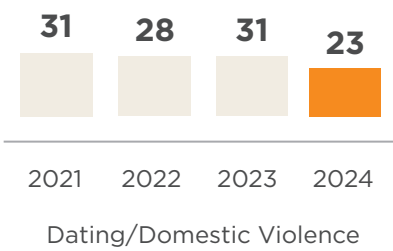
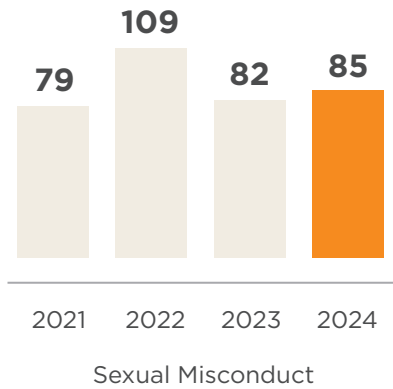
Prohibited Conduct

During 2024, the Office of Title IX had 149 reports of prohibited conduct: 85 reports of sexual misconduct/sexual harassment, 23 reports of dating/domestic violence, 40 reports of stalking, and one report of retaliation.



Prohibited Conduct Reports 2021-24

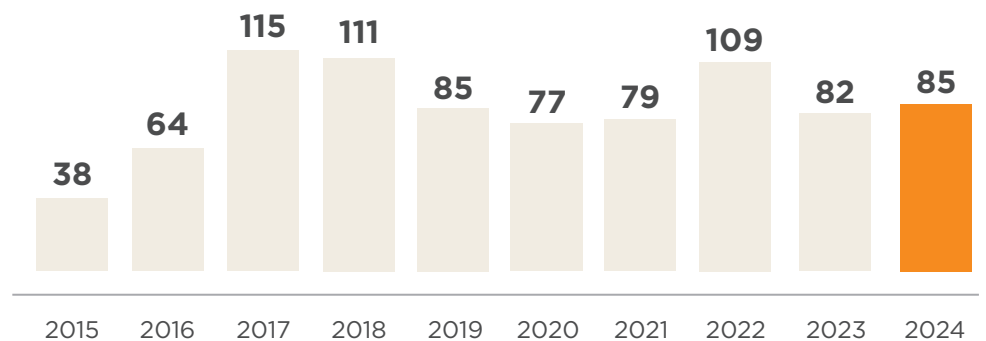
Prohibited Conduct Reports by Category



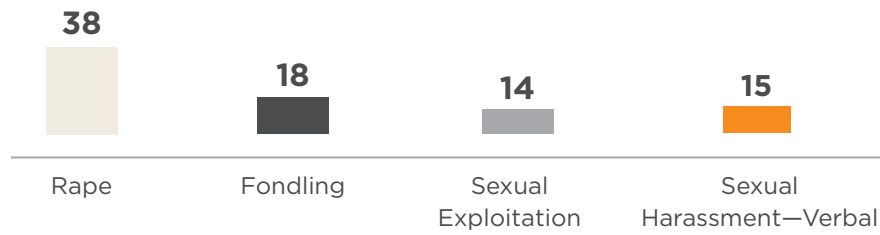
Sexual Misconduct

Sexual misconduct is an umbrella term that encompasses sexual harassment, sexual assault, and sexual exploitation. During 2024, there were 85 reports of sexual misconduct.

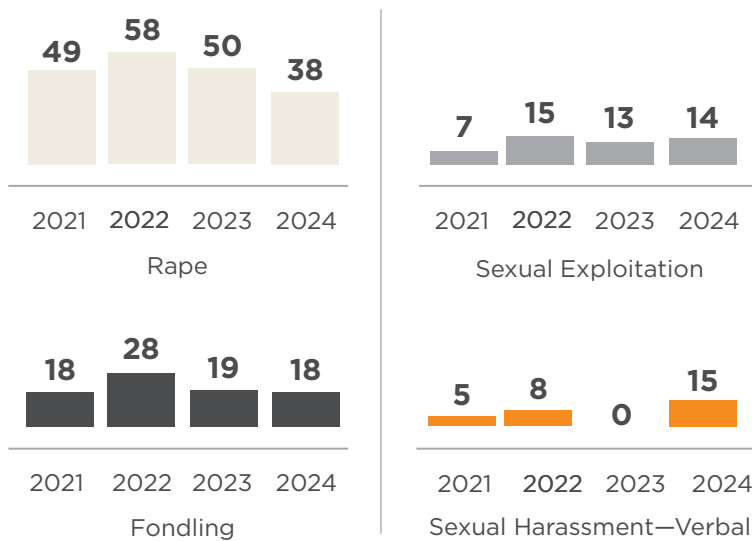
Sexual Misconduct Reports 2015-24



Sexual Misconduct Reported by Type in 2024 (n=85)



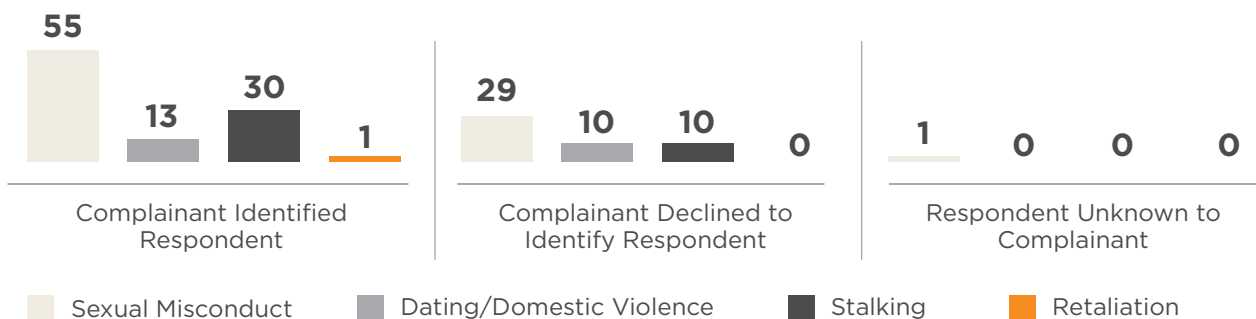
Sexual Misconduct Reported by Type 2021-24 (2021 n=79; 2022 n=109; 2023 n=82; 2024 n=85)



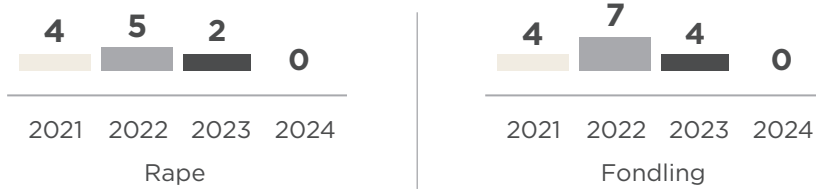
Report Details

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 identify the location where the 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.

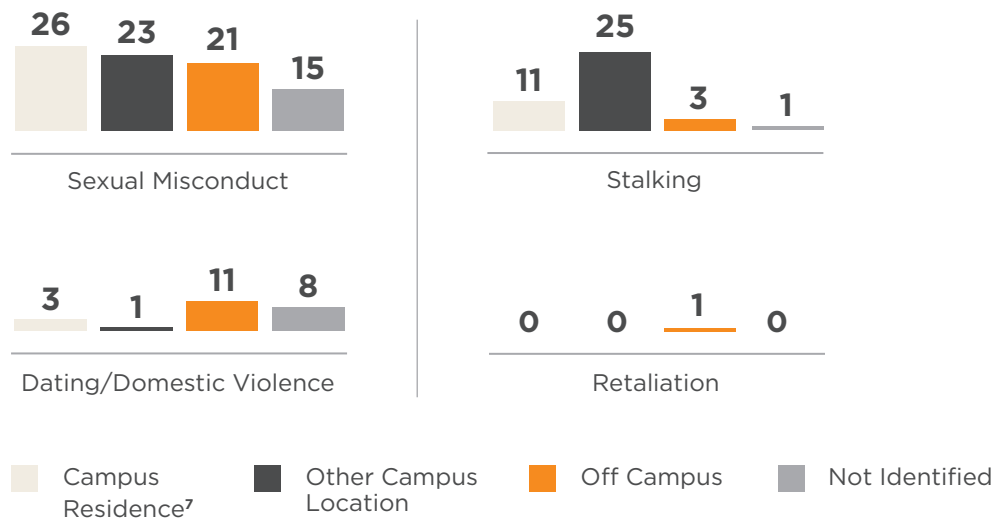
Respondent Identification 2024 (n=149)



Reports of Sexual Misconduct with Respondent Unknown to the Complainant



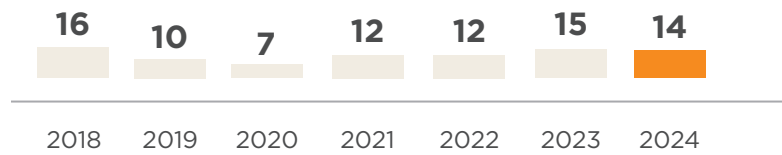
Reports of Prohibited Conduct by Type and Location (n=149)



SEXUAL MISCONDUCT REPORTS BY TYPE AND LOCATION (N=85)

	Rape	Fondling	Sexual Exploitation	Sexual Harrassment—Verbal	Total
Not identified	10	2	3	0	15
Off campus	12	8	0	1	21
Campus residence	14	7	2	3	26
Other campus location	2	1	9	11	23
Total	38	18	14	15	85

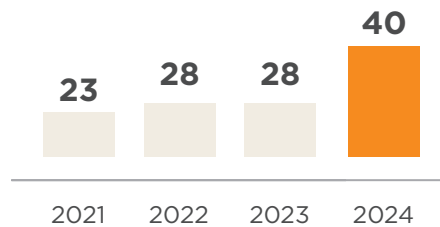
Campus Residence: Reports of Sexual Assault—Rape (2018–24)



Stalking

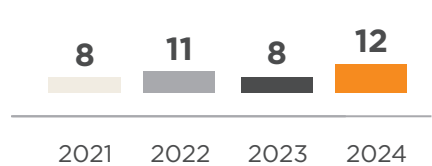
Stalking means engaging in a course of conduct directed at a specific person which would cause a reasonable person to fear for the person’s safety or the safety of another person, suffer substantial emotional distress, or both. Stalking can occur in person; through electronic communications such as texts,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

Total Reports of Stalking 2021–24

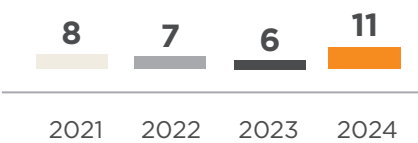


Stalking by Type⁸

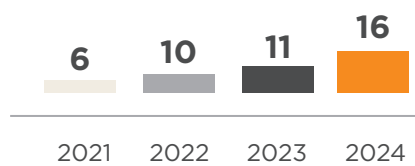
(2021 n=23; 2022 n=28; 2023 n=28; 2024 n=40)



Electronic



In Person



Both Electronic and In Person



Not Identified

Student Report Resolutions

As of December 31, 2024

Note: Outcomes of the two cases pending investigation or disciplinary hearings will be included in the 2025 Title IX annual report. The average timeline for Student Conduct and Community Standards investigations of allegations reflected in the chart was 35 business days. 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. As you consider the data below, note that Student Conduct and Community Standards investigated 16 charges associated with 11 formal complaints under the Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking in 2024. A formal complaint may include multiple alleged violations and findings as well as various outcomes.

Report Resolution	Sexual Misconduct	Dating/ Domestic Violence	Stalking	Retaliation	Total
Respondent not identified or unknown (university unable to resolve)	24	0	6	0	30
Limited action ⁹ : complainant chose not to file a formal complaint or the formal complaint was outside the parameters of the policy ¹⁰	31	8	24	0	63
Limited action: complainant is unknown or not able to be identified	7	1	1	0	9
Limited action: complainant was not responsive to contact; university cannot take further action	14	11	7	0	32
Alternative/informal resolution resulting in educational sanction, probation, deferred suspension	6	4*	2	1	13
Alternative/informal resolution resulting in suspension or separation from the university	1	0	0	0	1

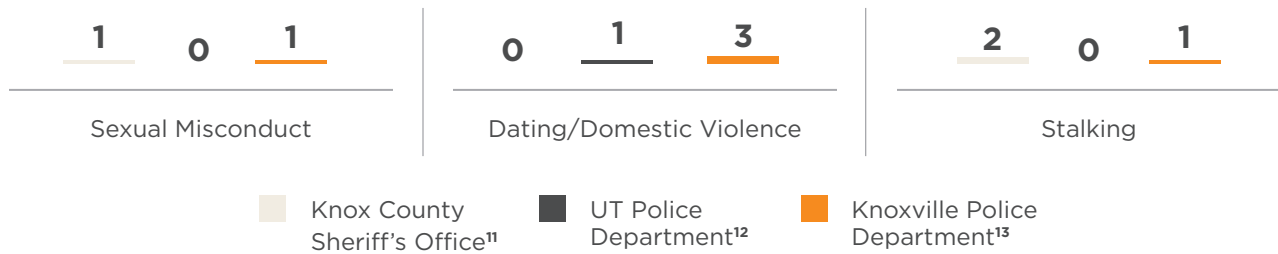
University unable to complete the investigation	0	0	0	0	0
Pending investigation or hearing	2	0	0	0	2
Total	85	24*	40	1	150

*In 2023, the complainant chose limited action, and the case closed with Title IX. The case was reopened in 2024, as an investigation was initiated.

ROLLOVER 2023 REPORT RESOLUTIONS

Report Resolution	Sexual Misconduct	Dating/ Domestic Violence	Stalking	Retaliation	Total
Alternative/informal resolution resulting in educational sanction, probation, deferred suspension	4	0	0	0	4
Respondent found not responsible for violating the policy after a hearing	2	0	0	0	2
Total	6	0	0	0	6

Law Enforcement Reports by Students and Employees 2024 (n=9)



Complaints or Reports of Prohibited Conduct against Faculty and Staff¹⁴

The Office of Investigation and Resolution, which is part of the university's Campus Compliance Services unit, serves as the office responsible for receiving and investigating or otherwise resolving complaints or reports that a university employee engaged in sex-based prohibited conduct.¹⁵

In 2024, OIR received 25 complaints or reports of sex-based prohibited conduct made against UT faculty and staff. For complete information on faculty and staff reporting options, 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 2024

	Discrimination Based on Sex (Nonsexual Misconduct)	Sexual Harassment—Physical and Verbal	Sexual Harassment—Verbal	Retaliation	Total
Current or former student	4	1	5	1	11
Employee or third party	5	3	3	3	14
Total	9	4	8	4	25

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

OIR's office procedures require completion of 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."¹⁶ After the intake review process, OIR completes at least one of the following three actions:

- Closes the complaint or report¹⁷
- Refers (in whole or in part) the complaint or report¹⁸
- Investigates the complaint or report

Even when OIR closes a complaint or report for a reason outlined in Note 17, refers a complaint or report (in whole or in part) for a reason outlined in Note 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 developmental 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, the Provost, Ombuds Services, and Dean of Students) for review, or issuing and implementing interim/supportive measures.

OIR investigates a complaint or report, in whole or in part, "with notice to the Complainant and the Respondent when the Complaint or Report alleges conduct that, if established by a Preponderance of the Evidence, would violate a Covered Policy." See Section 3.2.3(3) of OIR's procedures.

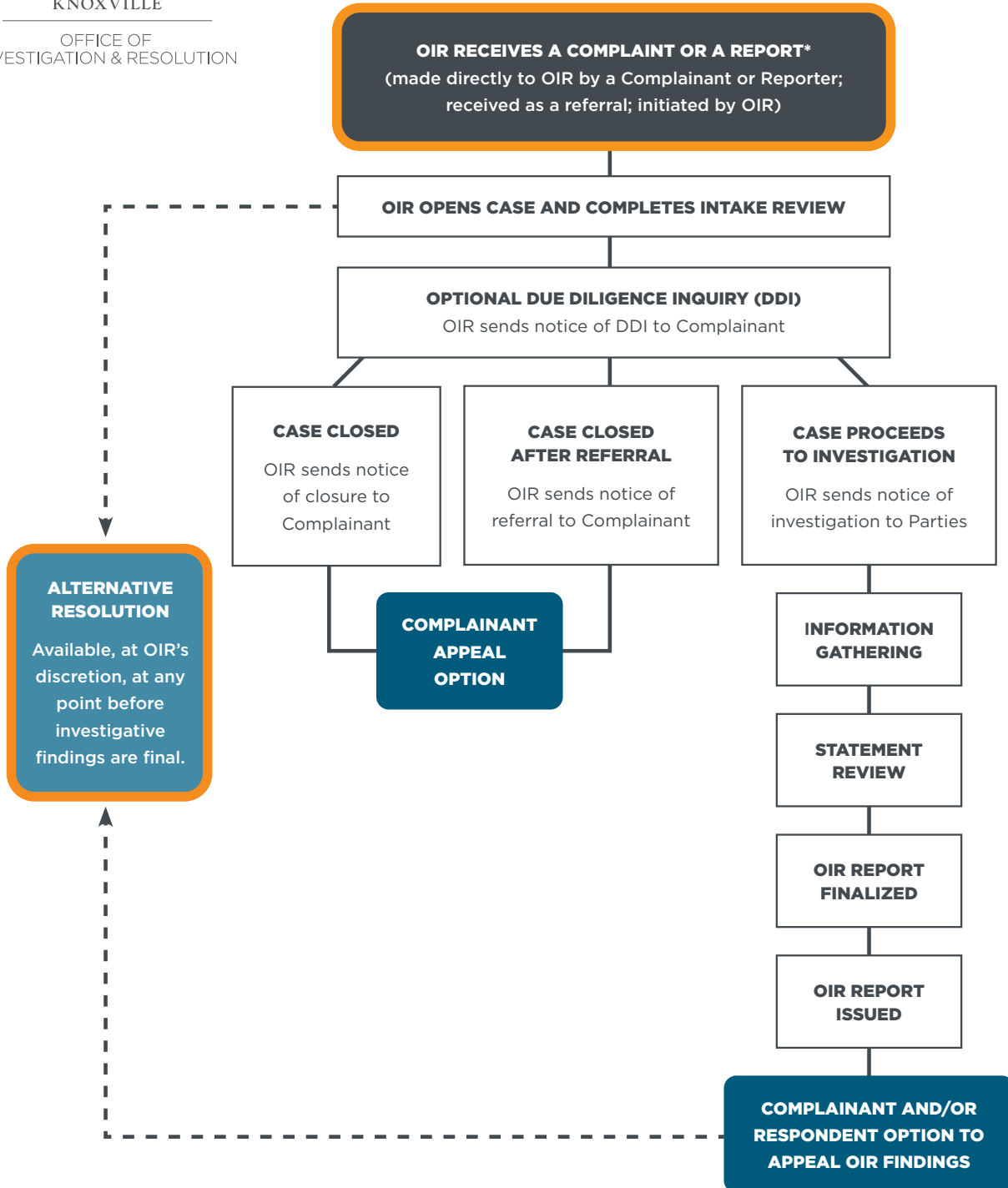
After an investigation, OIR distributes an investigation report, which includes OIR's findings. A party may appeal OIR's findings, and once OIR's findings are final, the matter is referred to the appropriate administrator (for example, a dean, department head, or supervisor) for further consideration. The appropriate administrator 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 HR Policy 0525 Disciplinary Action).



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.

2024 COMPLAINTS AND 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	3	1	5	0	9
Alternative resolution	0	0	0	0	0
Process pending	6	3	1	3	13
Respondent found responsible for violating policy	0	0	0	1	1
Respondent found not responsible for violating policy	0	0	2	0	2
Respondent no longer employed	0	0	0	0	0
Total	9	4	8	4	25

2023 OIR ROLLOVER RESOLUTIONS

As reflected on page 33 of the 2023 annual report, 10 cases began in 2023 but were still pending resolution as of December 31, 2023. The resolutions of the 10 cases are included in the chart below.

	Discrimination Based on Sex (Nonsexual Misconduct)	Sexual Harassment—Physical and Verbal	Sexual Harassment—Verbal	Retaliation	Total
Closed after intake review/ due diligence inquiry	2	1	3	0	6
Alternative resolution	0	0	1	0	1
Process pending	0	0	0	0	0
Respondent found responsible for violating university policy	0	0	0	0	0
Respondent found not responsible for violating university policy	1	0	2	0	3
Respondent no longer employed	0	0	0	0	0
Total	3	1	6	0	10

Patterns and Trends

Using the information and data described in the previous section, the university can identify patterns and trends related to sexual harassment, sexual assault, 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 from 2024 were selected to highlight in this report:

- The total number of concerns reported to the Office of Title IX increased by 11 percent, with 509 total concerns compared to 458 in 2023.
- The number of individuals requesting pregnancy support increased 108 percent, with 50 in 2024 compared to 24 in 2023.
- The number of reports of prohibited conduct increased 6 percent, with 149 reports in 2024 compared to 141 in 2023.
- The highest number of concerns were reported to the office during fall semester, with 71 reports in September, 58 in October, and 58 in November. February was the most active month in spring semester, with 55 reports.
- The Office of Title IX staff facilitated 146 in-person or virtual training and tabling events with a total of 8,305 participants, representing a 9 percent increase in programs facilitated and a 15 percent increase in the number of individuals trained compared to 2023.
- For the third year in a row, the Center for Health Education and Wellness and the Office of Title IX partnered to host Vols Walk for SAAM, which engaged approximately 700 student, faculty, and staff participants.
- 13 percent of complainants reporting concerns to the Office of Title IX in 2024 said alcohol or drugs were a part of their experience, down from 17 percent in 2023.
- 11 formal complaints and 16 allegations of prohibited conduct were investigated by Student Conduct and Community Standards. These numbers represent a 48 percent decrease in formal complaints and a 45 percent decrease in allegations of prohibited conduct compared to 2023, when 21 formal complaints and 29 allegations of prohibited conduct were investigated.
- 25 formal complaints were investigated by the Office of Investigation and Resolution—a decrease of 19 percent compared to 2023, when 31 formal complaints were investigated.
- 69 percent of all reports to the Office of Title IX came from mandatory reporters, 24 percent from self-reports, and the remaining 7 percent from third-party reporters. This proportion was similar to that of 2023.

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 OIR also completes both investigative and non-investigative 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).
- 16 See Section 2 of OIR's office procedures.
- 17 In accordance with Section 3.2.3(1) 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 Complaint/Report lacks alleged facts sufficient to, if proven, support a finding of a violation of a Covered Policy; (iv) the Respondent is not affiliated with the university or subject to a Covered Policy; (v) the Reporter or Complainant is unknown or unresponsive; (vi) a Title IX Formal Complaint is dismissed; (vii) the allegations fall outside of the 300-day filing window (Section 3.1.2); (viii) the allegations were the subject of a previous Alternative Resolution or Investigation and no new information has been presented to OIR; (ix) OIR concludes that the Complaint or Report is completely resolved by Referral (see paragraph (2) below) to another university unit; or (x) as otherwise deemed appropriate by the Executive Director of OIR."
- 18 In accordance with Section 3.2.3(2) of OIR's procedures, OIR refers a complaint or report (in whole or in part) to another university unit "when the Complaint or Report: (i) does not involve an allegation of misconduct that falls under a Covered Policy but the allegations may warrant investigation, consideration, or other action by another university unit; or (ii) alleges misconduct by a person who is a university student (in which case the Complaint or Report will be referred to Student Conduct and Community Standards).

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.

- **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/videotaped/ 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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