OFFICE OF
TITLE IX

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

JANUARY–DECEMBER

2025

SEXUAL MISCONDUCT, RELATIONSHIP VIOLENCE, STALKING, AND RETALIATION

OFFICE OF TITLE IX

ANNUAL REPORT

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Our Campus Community

Dear Volunteer community,

Each year, the Office of Title IX publishes this report to provide a transparent and comprehensive overview of our work. We aim through this report to increase awareness of our education, prevention, and support initiatives; highlight the dedicated efforts of our campus staff and community partners; and demonstrate our ongoing commitment to accountability.

The data presented reflects the reported experiences of our UT community and helps inform how we continue to strengthen our response efforts, expand outreach, and refine prevention strategies. These insights guide our priorities and ensure that our work remains responsive, thoughtful, and grounded in the needs of those we serve.

As you review the report, please know that our door remains open year-round. We value your ideas, questions, and feedback, and we welcome continued collaboration as we work together to promote awareness, support those impacted, and uphold our shared commitment to accountability. I look forward to our continued partnership in this important work.

With gratitude,

Ashley Blamey

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:

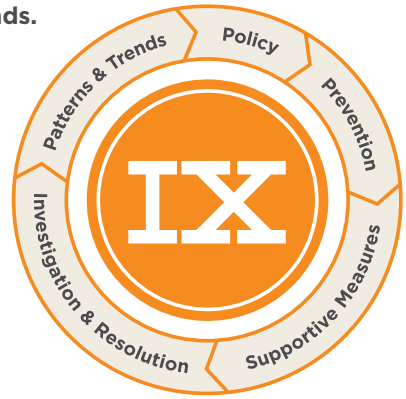
Policy. Our foundation is in the policy and procedures we follow.

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 the 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, the Office for Campus Culture and Community, 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

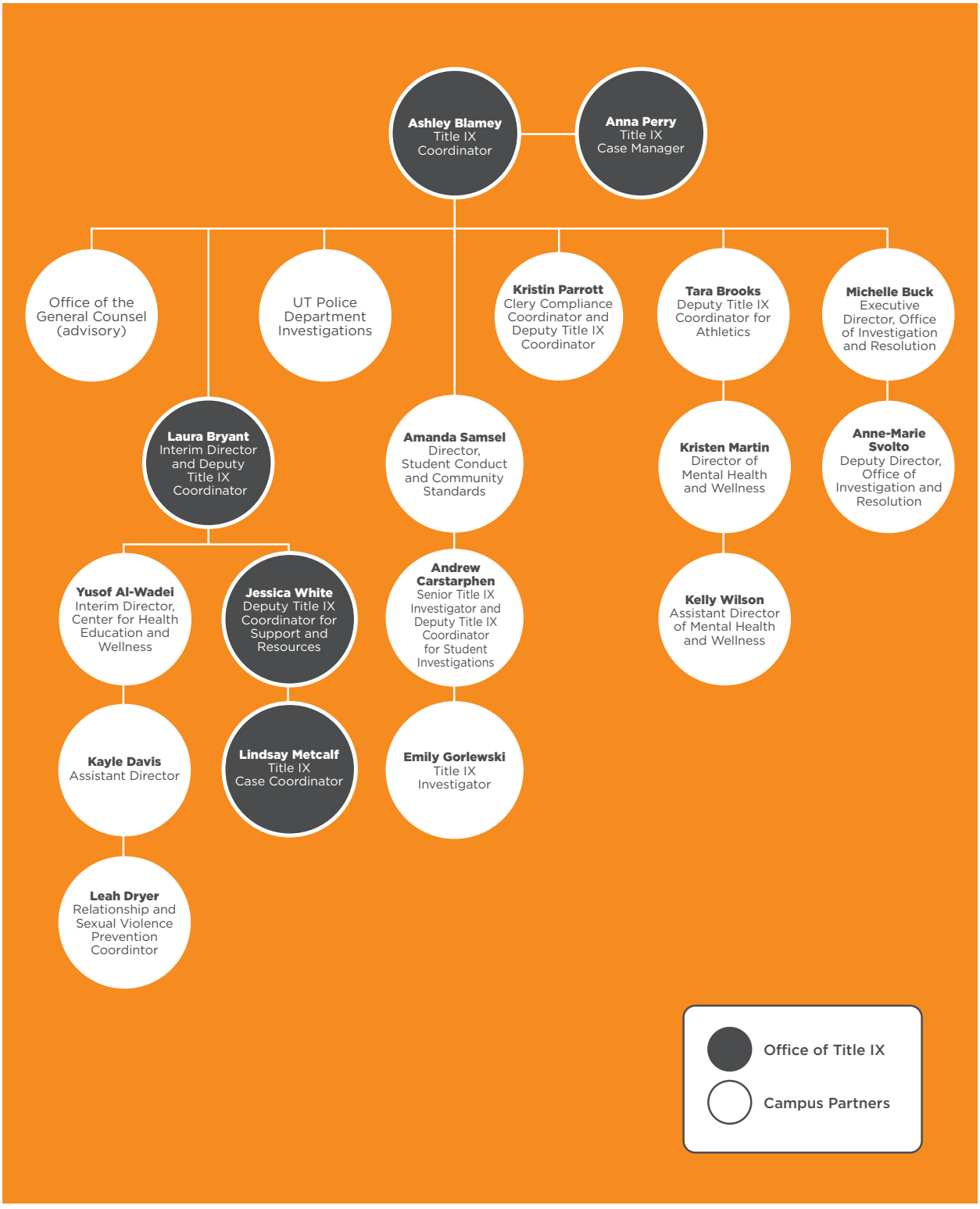
OFFICE OF SORORITY & FRATERNITY LIFE PREVENTION TEAM

- Chaired by the Office of Sorority and Fraternity Life 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 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)

- Address individual reports of sexual harassment, sexual assault, dating and domestic violence, and stalking
- Ensure consistency across case response
- Provide 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 15, 2025. 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 available at *titleix.utk.edu*, along with additional information on campus procedures, training, and prevention programs related to prohibited conduct. The university will continue to review and update the policy annually to best serve students, faculty, and staff.

Education, Training, and Communication

Education

SPRING 2025

29 events

2,825 participants

HIGHLIGHTS

Consent T-Shirt Pop-Ups

2 events

286 participants

Consent Sweatshirt Pop-Up

325 participants

Volentine's Day Movie

The Notebook screening with discussion on healthy relationships and identifying relationship green and red flags

15 participants

SEXUAL ASSAULT AWARENESS MONTH

EVENTS

Vols Walk for SAAM

850 participants

Kickoff Event: Paint the Rock

222 participants

SAAM Wrapped: Denim Day

472 participants

VOLS 2 VOLS Health Hut

31 participants

EDUCATIONAL SESSIONS

Lunch & Learn Series

6 events

75 participants

Title IX Town Hall

35 participants

Meet Your Title IX Coordinator

150 participants

FALL 2025

6 events

1,388 participants

HIGHLIGHTS

Paint the Rock, Chat about Consent, and Enjoy Swig

68 participants

Domestic Violence Awareness Month: Purple Thursday

182 participants

The Twilight Saga: Eclipse screening with discussion on healthy relationships and identifying relationship green and red flags

136 participants

Consent T-Shirt Pop-Ups

3 events

1,002 participants

Training

CHEW TRAININGS

Throughout 2025, the Center for Health Education and Wellness facilitated 27 in-person trainings for a total of 1,176 undergraduate students.

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

23 trainings

1,039 participants

Healthy Relationships

3 trainings

119 participants

Vols Care

1 training

18 participants

TITLE IX TRAINING

Throughout 2025, the Office of Title IX staff facilitated 143 in-person or virtual training and tabling events for a total of 10,789 employees and students (graduate and undergraduate), providing 116 hours of educational content including 76 hours of in-person or virtual training.

Housing Staff

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

Athletics Staff and Student-Athlete Training

970 participants

20 training sessions (includes all staff training and all student-athlete beginning-of the-year-training)

Highlights of Student Employee Training

Undergraduate Researchers

68 participants

Haslam College of Business Peer Mentors

102 participants

First-Year Experience Student Employees

120 participants

Jones Center for Leadership & Service Student Employees

60 participants

Center for Career Development & Academic Exploration Employees

10 participants

Highlights of Student Group Training

Pride of the Southland Band Student Leadership

70 participants

Student Organization Leaders

300 participants

College of Social Work MSSW & Advanced Standing Graduate Students

89 participants

Greek Life

Office of Sorority & Fraternity Life Health & Safety Summits

3 sessions

107 participants

Chapter Requests for Training (IFC & Panhellenic)

8 sessions

1,845 participants

Army & Air Force ROTC

44 participants

Other Highlights

Title IX Town Hall
48 participants

Meet Your Title IX Coordinator
8 events
1,201 participants

VOLS ACTive Bystander Training
5 sessions
15 participants

Orientations

SPRING 2025

New Student-Athlete VolStart
59 participants

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

UT Extension Employee Welcome
30 participants

Division of Student Life New Employee Resource Fair
25 participants

FALL 2025

Undergraduate Student Orientations

Sexual Assault Prevention Module
7,454 completions

Sexual Assault Prevention Ongoing Module: Healthy Relationships
2,809 completions

Graduate Student Orientations

Title IX Training for New Graduate Students
686 participants

Mandatory Reporter Training for Graduate Student Employees
295 participants

New Student-Athlete VolStart
55 participants

OSFL New Member Health & Safety Module
2,779 completions

Graduate Student Community Fair
110 participants

PREVENTION SPOTLIGHT SAAM—SPRING 2025

The Center for Health Education and Wellness, in partnership with the Office of Title IX and other campus collaborators, hosted a dynamic slate of events throughout April to recognize Sexual Assault Awareness Month. Events aimed to educate and engage the UT community around the themes of sexual assault awareness, prevention, and support.

Returning programs included the SAAM Lunch and Learn Series, the Title IX Town Hall, Meet Your Title IX Coordinator, the donation drive for the Sexual Assault Center of East Tennessee, and Paint the Rock for SAAM—this year featuring CHEW's new consent sweatshirts. Additional highlights included the Office of Sorority and Fraternity Life's annual Denim Day decorating contest and the signature event, Vols Walk for SAAM.

SAAM 2025 also welcomed exciting new collaborations and programming, including Milkshake Monday, a partnership with the Office of the Dean of Students, and a second large-scale event, SAAM Wrapped: Denim Day, presented by the Center for Student Engagement, the Office of Sorority and Fraternity Life, CHEW, and the Office of Title IX with support from the Campus Events Board.

THIRD ANNUAL VOLS WALK FOR SAAM

On April 16, CHEW and the Office of Title IX hosted the third annual Vols Walk for Sexual Assault Awareness Month, UT's signature awareness event. Vols Walk for SAAM unites the campus and broader Knoxville community in demonstrating a shared commitment to raising awareness, supporting those impacted by sexual assault, ending sexual violence, and cultivating a culture of consent.

The event opened with remarks from Title IX Coordinator Ashley Blamey, Chancellor Donde Plowman, and Student Body President Dante Grayson, who shared a powerful message of empathy and action: "We all must be committed to meeting people where they are without judgment. Because when we support survivors, when we educate ourselves and others, and when we work to prevent harm before it happens, we build a campus culture rooted in respect and safety for all." Kayley McMahan, CHEW's relationship and sexual violence prevention coordinator and the primary event organizer, reflected on the history of SAAM at UT, from its early roots in 2015's first annual Hike the Hill in Heels to the evolution of Vols Walk for SAAM.

After the walk, participants gathered in 21st Mortgage Plaza for a reception featuring balloon and marquee light displays, food from CJ's Tacos, drinks from Swig, Vols Walk T-shirts and tote bags, and resource tables and activities hosted by campus and community partners.

The 2025 Vols Walk for SAAM drew more than 850 participants, breaking the previous attendance record and affirming the event's

growing impact and importance on campus. Of the 850 participants, 6.2 percent completed the post-event feedback survey. Of the individuals who completed the survey, all indicated they were either satisfied (19 percent) or highly satisfied (81 percent) with the event. The event received excellent qualitative feedback:

- "This was a great event! UT did very well respecting a very serious topic but still making it fun and welcoming to get students involved and raise awareness."
- "Loved the walk as a part of the program. It just felt great taking the time to recognize the struggles and issues that many face."
- "Kayley and those who helped to set up the event did a great job. Felt it was very well supported by campus; especially with Chancellor Plowman being able to attend and participate."
- "Wonderful event!"

SAAM WRAPPED: DENIM DAY

A new event, SAAM Wrapped, was held April 30 in conjunction with Denim Day. The Center for Student Engagement spearheaded the planning and execution of the event in partnership with CHEW, OSFL, and the Office of Title IX. The event took place at Humanities Plaza, where campus and community partners engaged attendees through a variety of interactive activities. Participants enjoyed activities such as rock painting, a photo booth, and button-making, received Denim Day and consent T-shirts distributed by CHEW, and had lunch provided by Chick-fil-A.

In addition, 33 Greek organizations participated, creating Denim Day display designs to honor the day and educate the community about sexual assault awareness, survivor support, and campus resources.

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 1,000 consent T-shirts distributed

SOCIAL MEDIA

7 relationship and sexual violence prevention posts

560 likes

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

44,492 impressions

PERIODICALS

***On Rocky Top* Magazine**

Ads reminding students to complete online Sexual Assault Prevention and Alcohol Edu modules and advertising "Start the Conversation" consent guides mailed to **7,384** households of incoming students, with an additional **1,600** copies distributed on campus

RESOURCE DISTRIBUTION

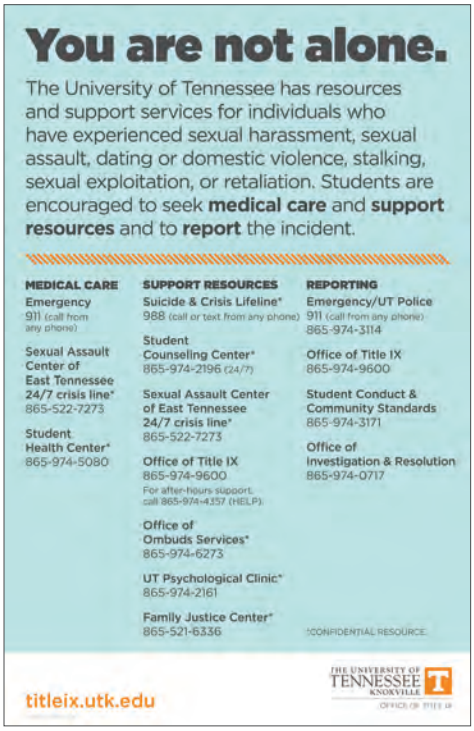
Office of Title IX "You Are Not Alone" materials distributed

559 posters across campus

1,090 4x6 cards

1,965 wallet cards

Distributed **8,913** mandatory reporter resource cards through campus mail to mandatory reporters across the UT campus and at the UT System, the Institute of Public Service, and the Space Institute



Communication

MEDIA COVERAGE

"Ending sexual violence: How Tennessee's Sexual Assault Center works toward this goal through education, advocacy, support services" — *Daily Beacon*, February 12

"Office of Title IX 2024 report: Surge in online-stalking, pregnancies" — *Daily Beacon*, April 24

EMAILS

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, and announcing the release of the 2024 Title IX annual report

Title IX Commitment and Policy — August 15
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 the Center for Health Education and Wellness

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 2025, CHEW continued to facilitate engaging and successful initiatives.

In the spring semester, CHEW partnered with the Office of Title IX to facilitate a variety of events and presentations including Volentine's Day and Consent pop-ups. 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 10).

In the fall semester, CHEW's Vols2Vols peer health educators led and facilitated CHEW events and trainings as the relationship and sexual violence prevention coordinator role was vacant. The first event of the semester was the consent campaign kickoff, during which students painted the Rock with words and phrases that expressed what consent meant to them. Messages included statements such as "Consent is required, mutual, revocable, ongoing, and awesome." Participants engaged in consent discussions with staff and peer health educators and had a Swig drink, with a customized menu that reflected consent. Additionally, during the fall semester, CHEW conducted three consent T-shirt giveaways on campus, collaborating with the Hazing Prevention Team on one pop-up to raise awareness of hazing and consent.

In October, CHEW partnered with the Center for Student Engagement's Student Programming Team to provide engagement opportunities around Domestic Violence Awareness Month. On October 21, CSE hosted the screening of *The Twilight Saga: Eclipse*. More than 135 students were given green and red flags to wave while shouting out healthy (green) or unhealthy or abusive (red) relationship behavior portrayed in the film. This is CSE's fourth iteration of the event, and they look forward to continuing it. October 23 was designated Purple Thursday, and the university community was encouraged to wear purple and paint the Rock. Lastly, the Vols2Vols peer health educators hosted a Health Hut event, Love Shouldn't Be Scary, which provided education on healthy relationships in a Halloween-themed format.

ATHLETICS PREVENTION PROGRAMMING & WELLNESS

The Department of Intercollegiate Athletics continued its education and prevention efforts in 2025 through various avenues, seeking to engage student-athletes with the university community and create a shared understanding of expectations, available supports, and resources, both on and off campus, accessible to student-athletes. Each team participated in a presentation and discussion with the Office of Title IX and engaged with multiple tabling activities, educating members on pertinent topics related to overall health and wellness. Teams also participated in team talks, led by a full-time staff member in the athletics department, to continue discussions regarding the definition of consent, how to give and receive consent, signs of healthy relationship patterns, and prevention strategies for concerns related to sexual exploitation.

In the third year of having a dedicated assistant director of mental health and wellness within the department, Michaela Rausch left the university to pursue other opportunities after doing a tremendous job growing the program. In year four, Kelly Wilson will take on the role, bringing years of experience in one-on-one and couples therapy as well as adjunct teaching experience. Wilson joined the university in late fall and looks forward to putting her experiences and background to work with the student-athlete population as a member of the mental health and wellness staff.

OFFICE OF SORORITY & FRATERNITY LIFE

Throughout 2025, the Office of Title IX served as a prominent partner of the Office of Sorority and Fraternity Life, speaking at several health- and safety-related programs and council meetings and expanding the Greek community's knowledge of Title IX resources, supports, and reporting options. The office provided 22,454 educational opportunities to Greek members through health- and safety-related programming during the year. Enhanced outreach efforts engaged a broader audience, facilitating key programs such as the new member health and safety module, bystander intervention training for the entire Greek community, and sober monitor training for all new members. Staff members continued one-on-one consultations with chapter executive boards to discuss accountability and the implementation of safe social event practices.

2025 Highlights

OSFL Prevention Team. The OSFL Prevention Team continued to meet monthly throughout 2025. The team is composed of representatives from OSFL, the Office of Title IX, the Center for Health Education and Wellness, the Center for Care and Resilience, the Office of the Dean of Students, the Office for Campus Culture and Community, Student Conduct and Community Standards, the Knoxville Family Justice Center, Metro Drug Coalition–The Gateway, and the Sexual Assault Center of East Tennessee. The team discussed current health and safety trends, specifically within the sorority and fraternity community, and executed programmatic collaborations.

New member health and safety orientation module. The new member health and safety orientation module was used in both the spring and fall semesters to educate new members of the Greek community on mental health awareness and support; the prevention of sexual misconduct, alcohol, and drug misuse; and ways to prevent, identify, and report hazing. A total of 3,113 new members completed the training in 2025.

Bystander intervention training. Bystander intervention training has been required for all chapter members since 2022. In 2025, the training was updated and included video clips from popular shows such as *Houses of Horror: Secrets of College Greek Life* and *Death in the Dorms*. New members were trained separately, enabling the incorporation of scenario-based small group discussions and activities. In total, 49 chapters trained more than 7,700 Greek students in 2025.

Health and Safety Summits. The Health and Safety Summit is held twice a year to increase sorority and fraternity members' knowledge about alcohol, drugs, hazing, sexual misconduct, and mental health. Members of the OSFL Prevention Team facilitated breakout sessions aligned with the health and wellness priorities highlighted in the We're Committed campaign. Again in 2025, the summit offered a President's Track in which Title IX and Student Conduct and Community Standards engaged in in-depth conversations about consent, support through Title IX, and investigative processes within the university. In 2025, 332 Greek students attended the summits.

We're Committed campaign. The We're Committed campaign seeks to raise awareness of OSFL's health and safety priorities. Each month of the academic year is themed, often in conjunction with national awareness months, allowing OSFL and Psi Society (Greek peer health educators) to program around the prevention topic. 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 second consecutive year during Sexual Assault Awareness Month, the Hazing Prevention Team partnered with the Office of Title IX to host a hazing prevention lunch-and-learn focused on healthy relationships and the intersections between sexual misconduct and hazing. During the 2025 session, facilitators used the video *The Lonely Dog* to guide discussion and reflection. The program brought together employees from across campus to explore topics such as organizational culture, the signs of healthy and unhealthy organizations, and effective ways to intervene when an employee suspects that a student may be experiencing hazing.
- **Denim Day.** OSFL partnered with Psi Society and the 33 organizations across all four Greek councils for Denim Day. Chapters were paired to create unique denim display designs, which were exhibited and judged at the event. For the first time, OSFL collaborated with the Center for Student Engagement and the Center for Health Education and Wellness to integrate Denim Day into the SAAM Wrapped event, expanding campus engagement and awareness around sexual assault prevention and support.

OFFICE OF TITLE IX

ANNUAL TITLE IX TRAINING

During fall 2025, 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 99 percent for UT Knoxville, the UT Institute of Agriculture, and the UT Space Institute, and 100 percent for UT System administration. Across all campuses, 99 percent of graduate student employees completed the training.

The office continued to offer training to graduate and international students through the Sexual Assault Prevention for Graduate Students course, developed specifically for graduate and international students by Vector Solutions.

360-DEGREE EVALUATION OF SUPPORTS

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 students—who had contact with the Office of Title IX in 2025. These evaluations have been conducted since spring 2018. Depending on which supports and/or processes the individual has received or engaged with, they are asked about their experience with the respective offices and resources, including the Office of Title IX, Student Conduct and Community Standards, the Office of Investigation and Resolution, the Office of Equal Opportunity and Accessibility, and the UT Police Department. The following is a snapshot of the 2025 results.

COMPLAINANT SURVEY RESULTS

Ninety-five percent of student complainants and 95 percent of employee complainants stated that the Office of Title IX had informed them of the resources and support available to them. Eighty-one percent of student complainants and 89 percent of employee complainants stated that they would recommend the Office of Title IX to a friend if they needed help. Sample comments:

- "Thank you, Office of Title IX, for all of your kindness, support, and excellent communication during an extremely difficult time in my life."
- "I'm hopeful & once again excited about my career path moving forward with UTK."
- "I really appreciated the support and how on top of it my Title IX connection was. She made me feel supported, and I knew I was not alone in dealing with my situation."
- "Everyone in the office was wonderful. I felt safe and comfortable throughout the whole process."

RESPONDENT SURVEY RESULTS

One hundred 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 chose to complete the survey.

STUDENT PREGNANCY SURVEY RESULTS

Ninety percent of pregnant 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:

- "My experience with the Office of Title IX has been reassuring and supportive. From the initial communication, I felt that I was being listened to and that there were resources in place to help me manage my situation. The information provided was clear, timely, and tailored to my needs, which made a stressful time feel more manageable."
- "What stood out most to me was the tone of empathy and concern in the communication; it wasn't just procedural, but personal. It gave me confidence that I'm not going through this alone, and that there are people genuinely committed to helping students feel safe, heard, and supported."

- "It was reassuring to know that someone is actively looking out for my well-being and is committed to helping me successfully navigate and manage my situation. That level of compassion and attentiveness truly made a difference and helped me feel seen and supported."

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 to prevent and address sexual harassment. 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 2025, the Office of Title IX published a description of work to the collaborative's Sexual Harassment Collaborative Repository. The publication, "Vols Walk for Sexual Assault Awareness Month," highlights the partnership between the Office of Title IX and the Center for Health Education and Wellness to engage the campus community in raising awareness of sexual assault and misconduct, normalizing conversations about consent and healthy relationships, promoting access to support resources, and reinforcing collective responsibility for preventing harassment.

NATIONAL PRESENTATIONS

NASPA—Student Affairs Administrators in Higher Education, March 2025

Laura Bryant, Office of Title IX; Andrew Carstarphen, Student Conduct and Community Standards; Kayley McMahan, Center for Health Education and Wellness; and Hailey Flavin, Office of Sorority and Fraternity Life, presented "Building a Comprehensive Sexual Violence Prevention Plan Through Operationalization of the Social-Ecological Model, Strategic Partnerships, and Policy," a half-day preconference workshop at the annual Student Affairs in Higher Education conference. Presenters shared UT's comprehensive approach to engaging students, faculty, and staff in promoting healthy relationships and consent and preventing sexual misconduct through education, collaboration, resource provision, and transparency in investigative processes, trends, and outcomes. By the end of the session, attendees were able to identify at least two strategies for building buy-in from campus partners to establish prevention teams that prioritize prevention initiatives at their institutions, apply an effective prevention framework that demonstrates how a culture of consent and respect can be implemented across all levels of the social-ecological model, analyze case studies to understand why aligning policy and prevention is essential in Title IX–related prevention and response, and develop a campus-specific prevention action plan to implement at their respective institutions.

National Academies of Science, Engineering, and Medicine, May 2025

During the Action Collaborative on Preventing Sexual Harassment in Higher Education's 2025 members meeting, Ashley Blamey and Laura Bryant presented on the development and

implementation of the 360-degree evaluation of services, which was highlighted in NASEM's 2024 Sexual Harassment Collaborative Repository.

Conference on Ending Sexual Harassment and Gender-Based Violence, May 2025

Laura Bryant presented a lightning talk on the UT's innovation in research and practice regarding the 360-degree evaluation of services.

PARTNER OF THE YEAR: EMILY CORUM

The Office of Title IX is proud to recognize Emily Corum, senior project manager in the Office of Communications and Marketing, as its Campus Partner of the Year. A University of Tennessee alumna, Corum earned her degree in advertising with a minor in business and now works in the same building where she once attended classes. Since joining OCM in 2016, Corum has worked to consistently deliver clear messaging to diverse audiences and foster meaningful collaborations across campus. Her partnership with the Office of Title IX began in 2017 and has continued to evolve into a model of cross-departmental collaboration rooted in trust, shared goals, and consistent messaging on awareness and prevention.

Before returning to UT, Corum gained experience working at an advertising agency in Atlanta. In her current role, she oversees a wide range of creative projects and manages the university's brand guidelines and communication resources. She works closely with stakeholders to ensure that messaging is clear, accessible, and aligned with the university's values.

Corum's partnership with the Office of Title IX has been instrumental in shaping campus-wide prevention and education efforts. Over the years, she has contributed to several important initiatives, including the Does Not Mean Yes campaign, the #VolTruth social norms video series, VOLS Walk for SAAM, and Vols ACT, along with the development of resource guides, digital assets, and annual reports. Those efforts have reinforced prevention, awareness, and access to resources, helping ensure that students, faculty, staff, and visitors know where to turn for support and feel empowered to seek help when needed.

Corum believes that communication plays a critical role in prevention. Her ability to translate policy and compliance information into approachable student-centered messaging has strengthened the reach and effectiveness of Title IX initiatives. Reflecting on her involvement, Corum said, "I know how important the work of Title IX is to our campus community, and I respect it. If I can play a small part in it, I am really happy to help. I am invested because I care."

Corum also emphasizes the importance of collaboration. She works closely with colleagues on OCM's media relations and internal communications teams—particularly Lisa Leko and Kerry Gardner, who are integral to campus communication—to ensure alignment and cohesion in university messaging. As organizational structures evolve, she continues to advocate for relationship building between departments, encouraging campus partners to connect early, collaborate often, and view communication as a shared service rather than an individual function.

The Office of Title IX has particularly valued Corum's contributions to the annual report process, where her guidance and expertise have helped elevate the messaging of the office's work and impact. Her attention to detail, strategic perspective, and genuine commitment to the mission have made her an invaluable partner. Corum said she was deeply honored to be recognized as Campus Partner of the Year.

Looking ahead, Corum remains committed to strengthening partnerships and supporting prevention and education efforts. Her work exemplifies the power of collaboration and the impact of thoughtful, intentional communication.

The Office of Title IX is grateful for Corum's leadership, partnership, and unwavering support, and is honored to recognize her as the Campus Partner of the Year.

Supportive Measures

Supportive measures[1] are supports that the university can provide to assist individuals addressing prohibited conduct[2] 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, 2025. It 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 provides 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 complainant[4] 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
- Before, 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 20), 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 2025 for individuals who reported incidents to the Office of Title IX in previous calendar years.

TOTAL NUMBER OF SUPPORTIVE MEASURES: 258

Supportive Measure	Sexual Misconduct	Dating/ Domestic Violence	Stalking	Other	Total
Academic support	33	10	4	7	**54**
Educational meeting	9	3	3	2	**17**
Housing support	0	1	1	1	**3**
No contact directive	31	8	21	12	**72**
Referral to medical provider	0	0	0	0	**0**
Referral to mental health provider	25	8	8	8	**49**
Referral to OIR or SCCS	11	2	1	8	**22**
Referral to Family Justice Center	0	3	1	0	**4**
Referral to police	0	2	2	2	**6**
Referral to Sexual Assault Center of East Tennessee	2	0	0	1	**3**
Other	10	6	2	10	**28**
Total	**121**	**43**	**43**	**51**	**258**

TOTAL NUMBER OF SUPPORTIVE MEASURES FOR STUDENT PREGNANCY ACCOMMODATIONS: 35

Supportive Measure	Total
Academic support	22
Referral to Office of Equal Opportunity and Accessibility	7
Lactation support	3
T Access pass	2
Other	1
Total	**35**

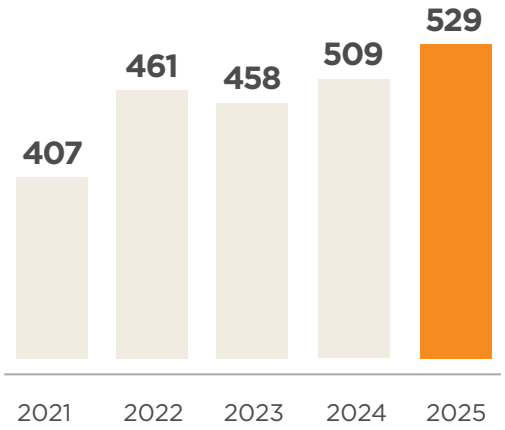
2025 Reports to the Office of Title IX

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 2025 calendar year.

The following points apply:

- Definitions of prohibited conduct are provided on page 36.
- 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 529 student and employee concerns over the 2025 calendar year.



Total Number of Student and Employee Concerns 2021–25

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

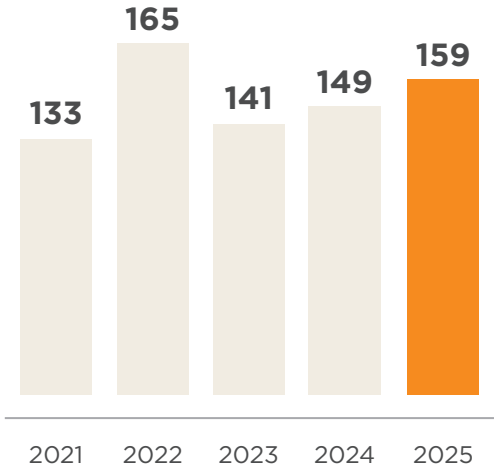
Of the 367 student concerns reported to the Office of Title IX in 2025:

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

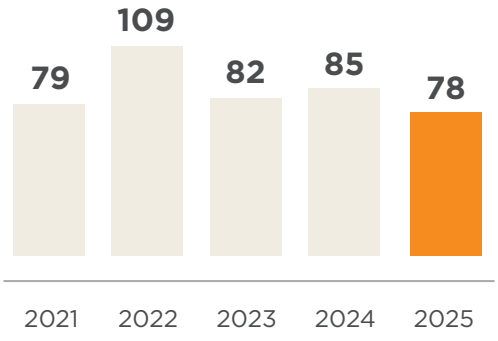
Prohibited Conduct

During 2025, the Office of Title IX had 159 reports of prohibited conduct: 78 reports of sexual misconduct/sexual harassment, 40 reports of dating/domestic violence, 40 reports of stalking, and one report of retaliation.

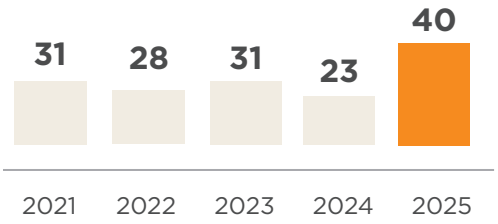
Prohibited Conduct Reports 2021–25



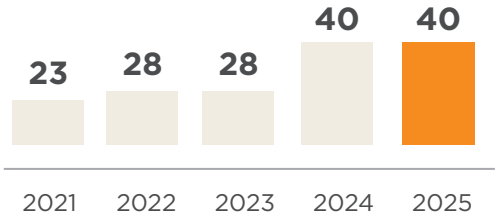
Prohibited Conduct Reports by Category



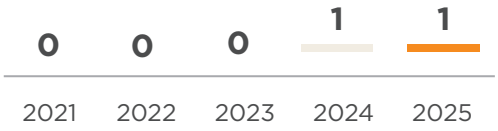
Sexual Misconduct



Dating/Domestic Violence



Stalking

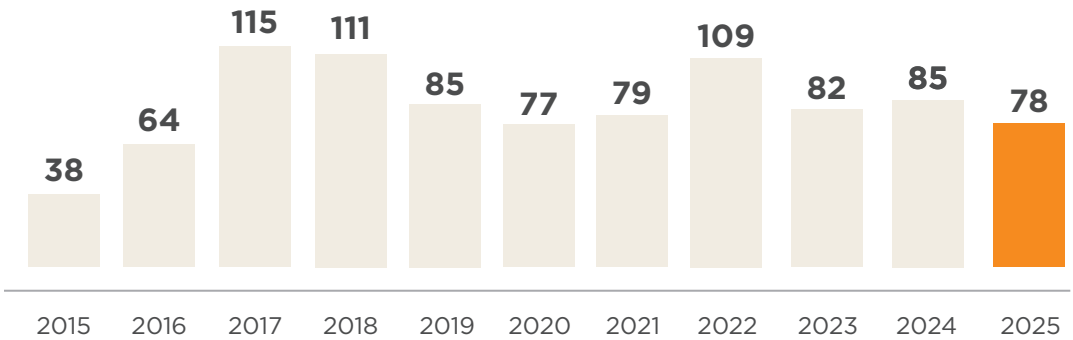


Retaliation

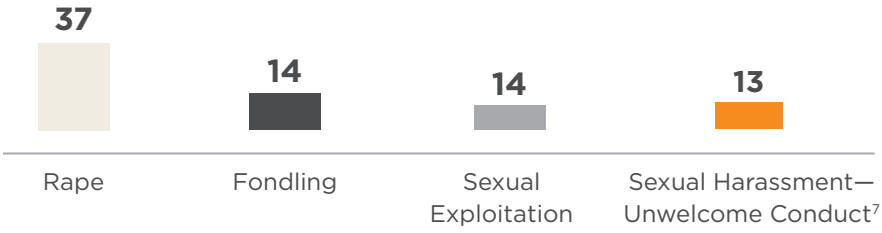
Sexual Misconduct

Sexual misconduct is an umbrella term that encompasses sexual harassment, sexual assault, and sexual exploitation. During 2025, there were 78 reports of sexual misconduct.

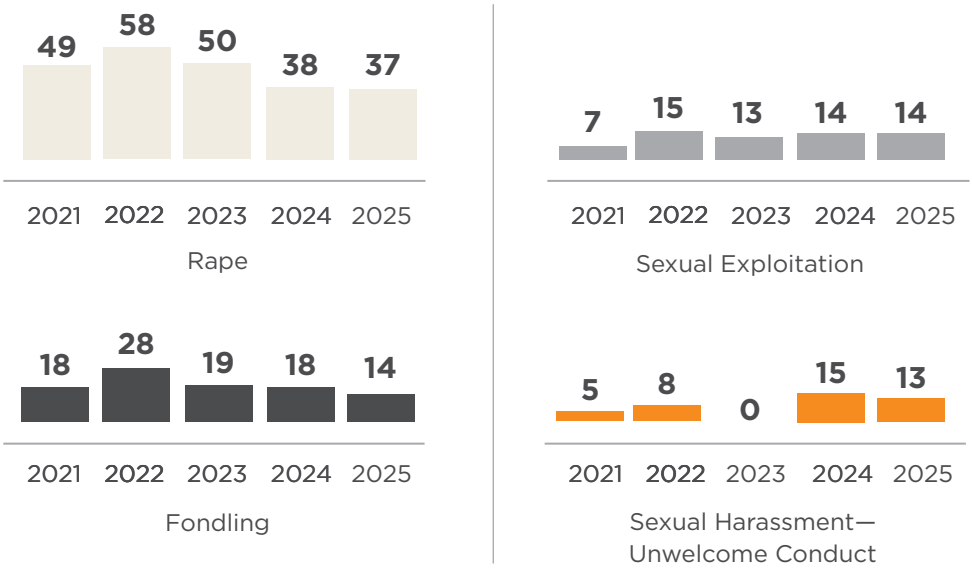
Sexual Misconduct Reports 2015–25



Sexual Misconduct Reported by Type in 2025 (n=78)



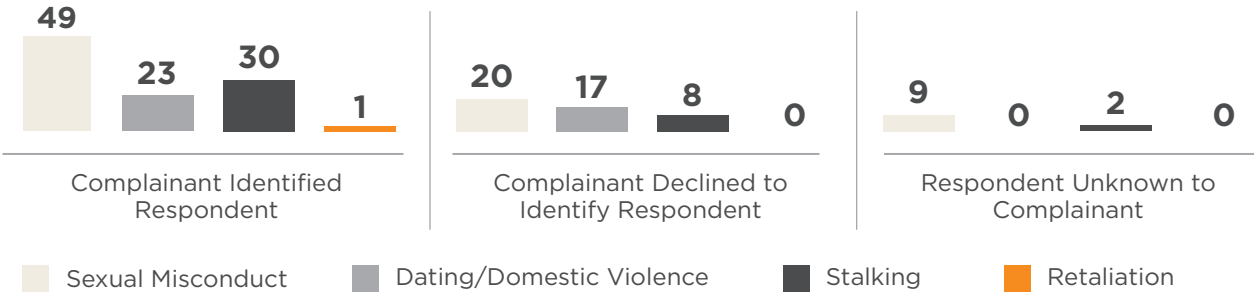
Sexual Misconduct Reported by Type, 2021–25 (2021 n=79; 2022 n=109; 2023 n=82; 2024 n=85; 2025 n=78)



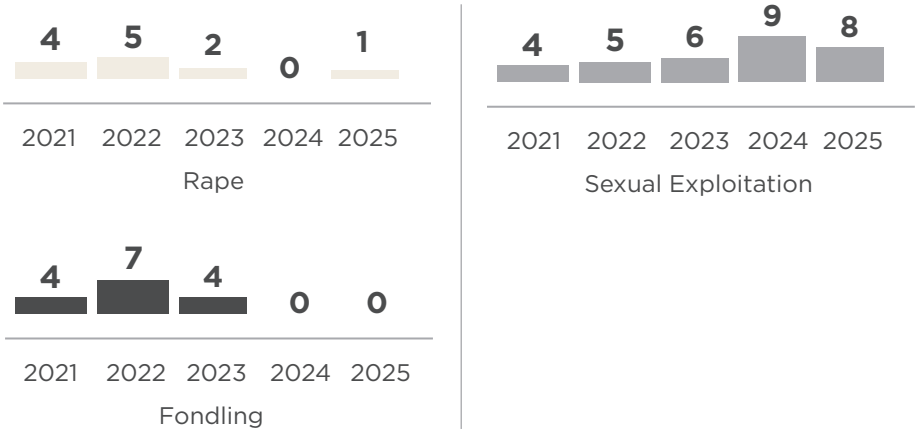
Report Details

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.

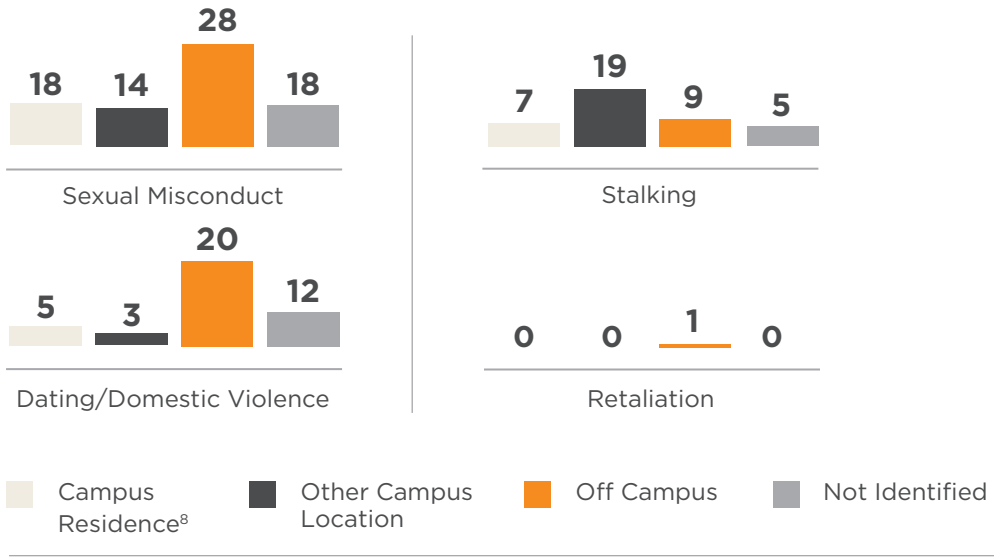
Respondent Identification 2025 (n=159)



Reports of Sexual Misconduct with Respondent Unknown to the Complainant, 2021–25



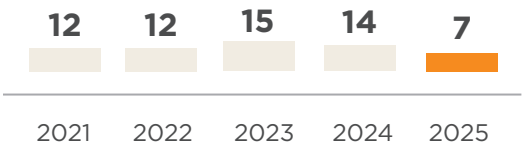
Reports of Prohibited Conduct by Type and Location, 2025 (n=159)



SEXUAL MISCONDUCT REPORTS BY TYPE AND LOCATION, 2025 (N=78)

	Rape	Fondling	Sexual Exploitation	Sexual Harassment—Unwelcome Conduct	Total
Not identified	17	0	1	0	**18**
Off campus	13	5	6	4	**28**
Campus residence	7	5	4	2	**18**
Other campus location	0	4	3	7	**14**
Total	**37**	**14**	**14**	**13**	**78**

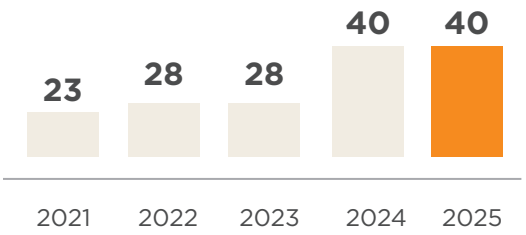
Campus Residence: Reports of Sexual Assault—Rape (2021–25)



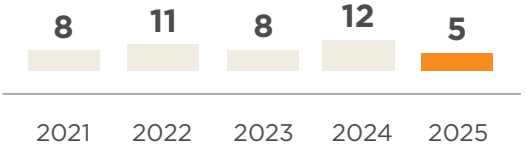
Stalking

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.

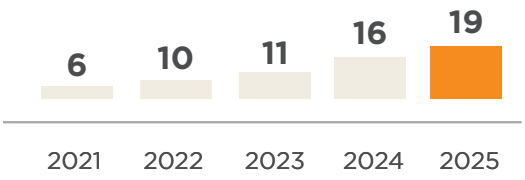
Total Reports of Stalking 2021–25



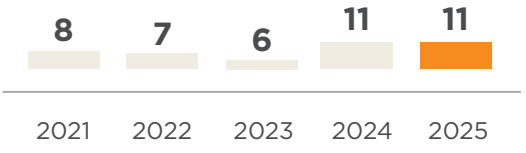
Stalking by Type,[9] 2021–25
(2021 n=23; 2022 n=28; 2023 n=28; 2024 n=40, 2025 n=40)



Electronic



Both Electronic and In Person



In Person

Not Identified

Student Report Resolutions

As of December 31, 2025

Note: Outcomes of the two cases pending investigation or formal hearings will be included in the 2026 Title IX annual report. The average timeline for Student Conduct and Community Standards investigations of allegations reflected in the chart is 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 SCCS investigated 16 charges associated with 9 formal complaints* under the Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking in 2025. 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)	18	7	4	0	**29**
Limited action[10]: complainant chose not to file a formal complaint or the formal complaint was outside the parameters of the policy[11]	25	15	22	0	**62**
Limited action: complainant is unknown or not able to be identified	3	1	0	0	**4**
Limited action: complainant was not responsive to contact; university cannot take further action	23	11	13	0	**47**
Limited action: complainant was contacted and denied any concerns	0	3	0	0	**3**
Alternative/informal resolution resulting in educational sanction, probation, deferred suspension	4	2**	1**	1	**8**

Alternative/informal resolution agreement resulting in separation from the university or withholding/ revocation of degree	5	1	1	0	**7**
University unable to complete the investigation	0	0	0	0	**0**
Pending investigation or hearing	0	1	0	0	**1**
Total	**78**	**41****	**41****	**1**	**161**

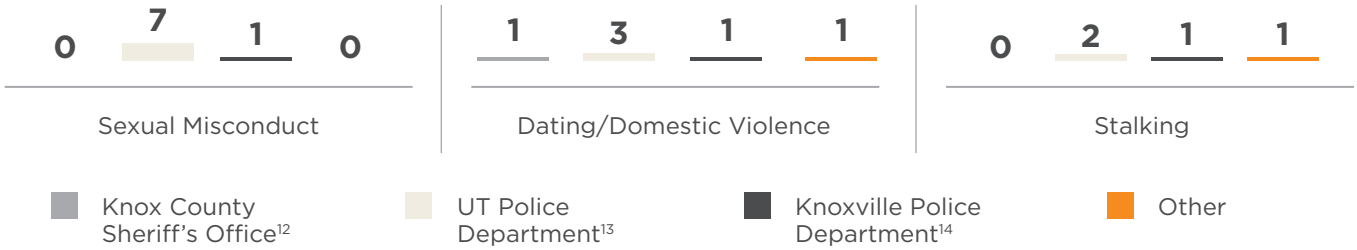
*The prior publication of this annual report incorrectly reported 11 formal complainants in this category. A subsequent review of the underlying records, confirmed the correct number is 9.

**In 2024, the case closed with limited action. The case was reopened in 2025, and an investigation was initiated.

ROLLOVER 2024 REPORT RESOLUTIONS

Report Resolution	Sexual Misconduct	Dating/ Domestic Violence	Stalking	Retaliation	Total
Alternative/informal resolution with no finding of responsibility, resulting in educational sanction, probation, deferred suspension	0	0	0	0	**0**
Alternative/informal resolution agreement resulting in separation from the university or withholding/revocation of degree	2	0	0	0	**2**
University unable to complete the investigation	0	0	0	0	**0**
Total	**2**	**0**	**0**	**0**	**2**

Law Enforcement Reports Self-Reported by Students and Employees 2025



Complaints or Reports of Prohibited Conduct against Faculty and Staff[15]

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.[16]

In 2025, OIR received 46 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 2025

	Discrimination Based on Sex (Nonsexual Misconduct)	Sexual Harassment—Physical and Verbal	Sexual Harassment—Verbal	Retaliation	Total
Current or former student	10	0	5	3	**18**
Employee or third party	10	6	5	7	**28**
Total	**20**	**6**	**10**	**10**	**46**

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."[17] After the intake review process, OIR completes at least one of the following three actions:

- Closes the complaint or report[18]
- Refers (in whole or in part) the complaint or report[19]
- Investigates the complaint or report

Even when OIR closes a complaint or report for a reason outlined in Note 18, refers a complaint or report (in whole or in part) for a reason outlined in Note 19, 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.

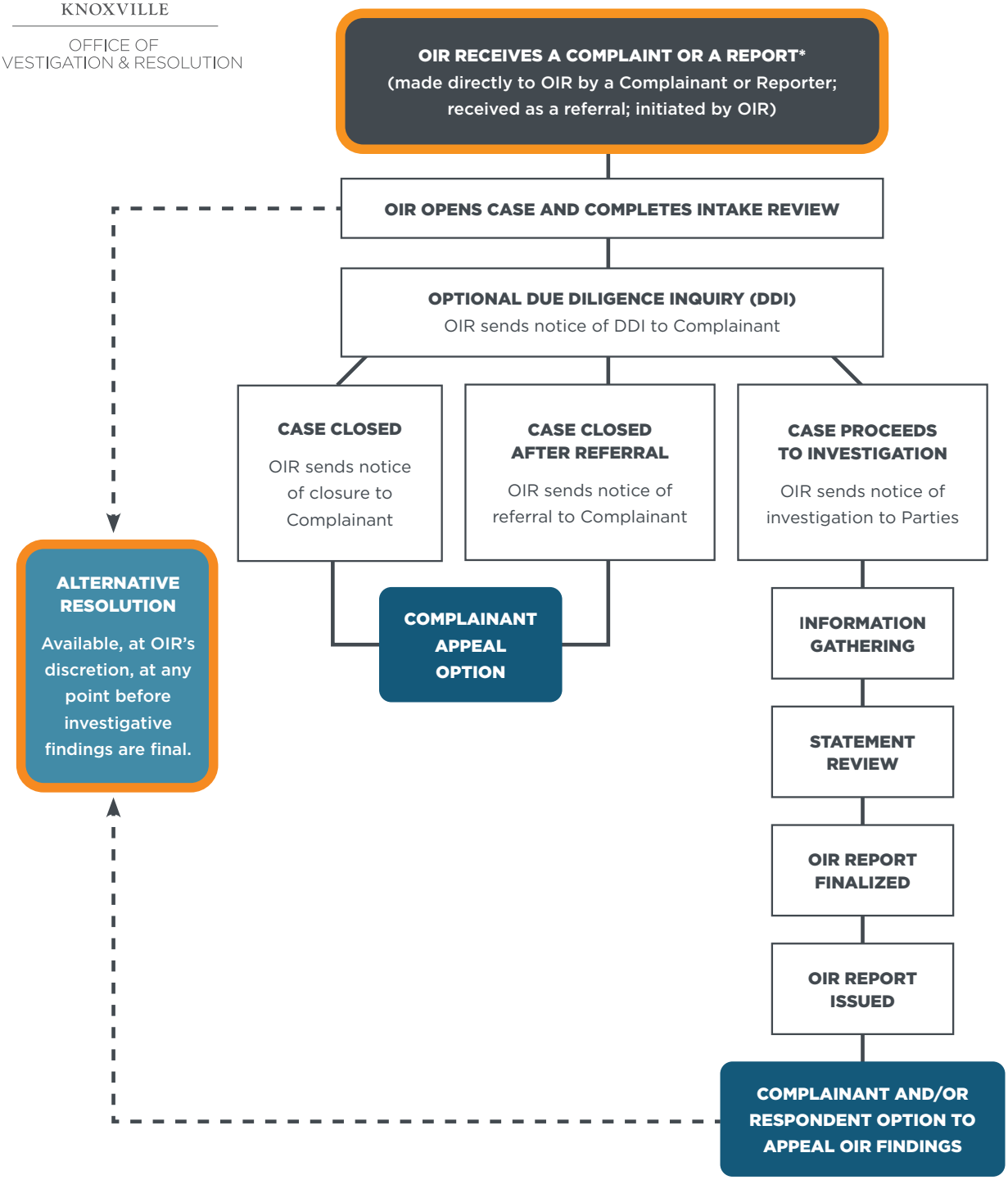
OIR investigates a complaint or report, in whole or in part, "with notice to the complainant and the respondent when the complaint or report alleges conduct that, if established by a Preponderance of the Evidence, would violate a Covered Policy." See Section 3.2.3(3) of OIR's procedures.

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).

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.

COMPLAINTS AND REPORTS OF PROHIBITED CONDUCT AGAINST FACULTY AND STAFF, 2025

	Discrimination Based on Sex (Nonsexual Misconduct)	Sexual Harassment—Physical and Verbal	Sexual Harassment—Verbal	Retaliation	Total
Closed after intake review/ due diligence inquiry	12	2	7	6	**27**
Alternative resolution	0	1	1	0	**2**
Process pending	7	2	1	4	**14**
Respondent found responsible for violating policy	0	1	1	0	**2**
Respondent found not responsible for violating policy	1	0	0	0	**1**
Respondent no longer employed at UT	0	0	0	0	**0**
Total	**20**	**6**	**10**	**10**	**46**

2024 OIR ROLLOVER RESOLUTIONS

As reflected on page 33 of the 2024 annual report, 13 cases began in 2024 but were still pending resolution as of December 31, 2024. The resolutions of the 13 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	0	0	1	**3**
Alternative resolution	1	1	0	0	**2**
Process pending	0	0	0	0	**0**
Respondent found responsible for violating university policy	0	1	0	0	**1**
Respondent found not responsible for violating university policy	3	1	1	2	**7**
Total	**6**	**3**	**1**	**3**	**13**

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 2025 were selected to highlight in this report:

- The total number of concerns reported to the Office of Title IX increased by 4 percent, from 509 in 2024 to 529 in 2025.
- The number of individuals requesting pregnancy support decreased by 10 percent, from 50 in 2024 to 45 in 2025.
- The number of reports of prohibited conduct increased by 7 percent, from 149 in 2024 to 159 in 2025.
- Nine percent of complainants reporting concerns to the Office of Title IX in 2025 shared that alcohol or drugs were a part of their experience, down 13 percent from 2024.
- Nine formal complaints* and 16 allegations of prohibited conduct were investigated by Student Conduct and Community Standards.
- In 2025, there were 46 complaints or reports of sex-based prohibited conduct made against UT faculty and staff.
- In 2025, the Office of Title IX observed an increase in the complexity of reported cases and concerns. In response, the office enhanced coordination efforts and reinforced consistent processes, including referring matters outside its scope to the campus offices or departments best equipped to provide appropriate support and resolution.
- Seventy-six percent of all reports to the Office of Title IX came from mandatory reporters (17 percent from self-reports and the remaining 7 percent from third-party reporters, similar to 2024).
- The Office of Title IX staff facilitated 143 in-person or virtual training and tabling events for a total of 10,789 employees and students (graduate and undergraduate), providing over 116 hours of educational content, 76 of which were in-person or virtual training—a 30 percent increase in the number of individuals trained compared to 2024.
- 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 a record total of approximately 850 students, faculty, and staff participants.

*The prior publication of this annual report incorrectly reported 11 formal complainants in this category. A subsequent review of the underlying records, confirmed the correct number is 9.

The university will continue to track patterns and trends related to sexual harassment (including sexual as-sault, 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. After receiving a report of prohibited conduct, the Title IX coordinator may implement supportive and remedial measures ("supportive measures") 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. Sexual harassment—unwelcome conduct. In past annual reports, sexual harassment—unwelcome conduct was listed as sexual harassment—verbal. A shift was made in the 2025 annual report to provide clarity and alignment with policy.
8. Campus residence. Campus residence, in this report, refers to buildings that the university owns or controls that provide housing to students. These buildings are sometimes referred to as dormitories, residence halls, sorority and fraternity houses, or university housing. In accordance with the Jeanne Clery Campus Safety Act, the university is required to disclose statistics about crimes on university-controlled properties in the Annual Security and Fire Safety Report, including some of the prohibited conduct in this report. There may be differences between the data summarized here and the statistics reported in the ASFSR due to differences in definitions of location, policy, and law. For more information about Clery compliance, visit *clery.utk.edu*.
9. 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.
10. Limited action. 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. Limited action includes providing supportive measures like academic support, safety escorts, no contact directives, and campus support services. If a complainant chooses not to make a formal complaint, the university will take 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.
11. 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.

12. Knox County Sheriff's Office. These numbers reflect complainants who self-disclosed a report to Knox County Sheriff's Office.
13. 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.
14. Knoxville Police Department. These numbers reflect complainants who self-disclosed a report to the Knoxville Police Department.
15. 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).
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 3.3.3(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 OIR process (e.g., Intake Review; Referral; Alternative Resolution; Investigation) and no new information has been presented to OIR;; (ix) OIR concludes that the Complaint or Report is completely resolved by Referral (see note 19 below) to another university unit; or (x) as otherwise deemed appropriate by the Executive Director of OIR."
19. In accordance with Section 3.3.3(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 antidiscrimination 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 the Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking, 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 the Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking regardless of whether the underlying allegation of a violation of the 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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