

University of Tennessee Chattanooga

This report provides information regarding reports of sexual harassment, sexual assault, dating violence, domestic violence, stalking, sexual exploitation, and retaliation received by the University during the 2025 calendar year, as well as the University's prevention, education, response, and support efforts.

2026 TITLE IX ANNUAL REPORT





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Dear Campus Community,

The University of Tennessee at Chattanooga is committed to compliance with Title IX of the Education Amendments of 1972 and its implementing regulations. The University's Title IX program is designed to ensure prompt, equitable, and effective response to reports of sex-based discrimination, sexual harassment, sexual assault, dating violence, domestic violence, stalking, retaliation, and other forms of sex discrimination impacting access to the University's education programs and activities.

This Title IX Annual Report is published to promote transparency and awareness of the University's Title IX efforts. It includes information about prevention initiatives, education and training efforts, supportive measures, and a summary of reports received during the 2025 calendar year. Due to differences in definitions and geographic scope, the data contained in this report does not correspond directly with the University's Annual Security and Fire Safety Report issued pursuant to the Clery Act.

As always, thank you for your continued partnership in supporting a safe and respectful campus community. If you have questions about UTC's Title IX policies, procedures, or resources, please contact the Office of Title IX Compliance.

Sincerely,



Director of Title IX Compliance & Title IX Coordinator



THE UNIVERSITY OF TENNESSEE
CHATTANOOGA
Office of Title IX Compliance

Title IX Staff

The Office of Title IX Compliance is responsible for coordinating the University's response to reports within its scope, including intake, outreach, provision of supportive measures, assessment under applicable policies, coordination of investigations or informal resolution processes, and implementation oversight. The Office also collaborates with campus partners to ensure consistent application of policy and compliance with federal requirements.

Anitra Barrett, JD
Director of Title IX Compliance

Sara Peters
Deputy Title IX Coordinator for Case Management & Student Support

Emily Rosenquist
Title IX Prevention & Survivor Support Specialist

Graduate Assistants

Title IX Student Ambassadors

Title IX Officials

Reports or complaints of sex discrimination, sexual harassment, sexual assault, sexual exploitation, dating violence, domestic violence, stalking, or questions about the university's policies, procedures, resources, or programs concerning any of those issues, may be directed to the university's Title IX Coordinator or one of the University's Deputy Title IX Coordinators.

Dr. Rosite Delgado
Deputy Title IX Coordinator for Employees

Laura Herron
Deputy Title IX Coordinator for Athletics

Rebecca Epperson
Deputy Title IX Coordinator for Law Enforcement

Randall Williams
Deputy Title IX Coordinator for Students

Office of Title IX Compliance - Overview

Creating a culture of consent and safety requires a holistic strategy that balances regulatory compliance with a human-centered approach. We fulfill this by focusing our efforts on four critical areas: providing trauma-informed **Support**, maintaining transparent **Policies**, delivering evidence-based **Prevention** education, and ensuring an equitable **Response** to all reports. By integrating these functions, we provide a robust framework that protects the rights of all campus members while fostering a climate where harassment and discrimination have no place.

- **Support:** Our support approach is trauma-informed, accessible, and rooted in respect for autonomy. We work to coordinate supportive measures to ensure that the process does not impede a student's path to graduation. By prioritizing these non-disciplinary supports, we maintain an environment where healing and education can coexist.
- **Policy:** Ongoing policy reviews ensure alignment with legal standards and best practices in equity and due process. We strive to maintain a policy that is accessible to provide all parties with a predictable and transparent framework for resolution. This clarity is essential to fostering a campus climate where every individual understands their rights and the standards of conduct that define our community.
- **Prevention:** Prevention efforts are informed by research, assessed for effectiveness, and tailored to meet the unique needs of our diverse community. Our office utilizes campus climate data and feedback to refine prevention and education curriculum, ensuring our programming addresses the specific challenges faced by our students today. These evidence-based adjustments allow us to deliver high-impact education that resonates and strives to drive meaningful behavioral change.
- **Response:** All procedures are designed to uphold the rights of all parties, ensure procedural fairness, and comply with applicable laws and institutional values. We recognize that a reliable response system is the cornerstone of institutional trust. Therefore, we continuously evaluate our internal workflows to ensure that our grievance procedures are not only compliant with federal mandates but are also executed with the empathy and consistency our community expects.

Title IX Team and Committee

RESPONSE TEAM

UTC's SHSADDVS Response Team continues to lead our efforts in providing a victim-centered, multidisciplinary approach to campus safety. Comprising experts from various university departments, the team works to empower survivors by facilitating seamless access to counseling, medical resources, and emotional support. Through streamlined communication and trauma-informed intervention, the team—appointed annually by the Title IX Coordinator—remains dedicated to helping survivors reclaim control and fostering a campus environment where the safety and dignity of every individual are prioritized.



PREVENTION & EDUCATION COMMITTEE

The SHSADDVS Prevention and Education Committee leads the University's proactive efforts to cultivate a campus culture rooted in respect, consent, and equity. By moving beyond reactive compliance, the committee empowers the UTC community through two primary strategic missions:

Mission 1: Strategic Education and Community Empowerment

The committee designs and creates comprehensive educational initiatives that clarify rights and responsibilities under Title IX. By deploying targeted campaigns on sexual harassment, gender discrimination, and interpersonal violence, the committee ensures that students, faculty, and staff are not only aware of prohibited conduct but are also equipped with the tools to report incidents and access supportive resources.

Mission 2: Data-Driven Assessment and Continuous Improvement

To ensure the efficacy of our outreach, the committee maintains a rigorous evaluation framework. By analyzing participant feedback, survey data, and campus climate trends, the committee identifies emerging needs and refines prevention strategies. This commitment to data-informed programming allows the University to remain agile and responsive to the evolving needs of our diverse community.

Title IX Essentials

Title IX is a federal civil rights law passed in 1972 that protects individuals from discrimination based on sex in any educational program or activity receiving federal financial assistance. Its protections extend far beyond athletics, encompassing all aspects of campus life, including academics, housing, employment, and campus safety.

At UTC, our Title IX policy prohibits serious behavior collectively referred to as Prohibited Conduct, like:

- Sexual harassment
- Sexual assault (rape, incest, fondling, statutory rape)
- Dating and domestic violence
- Stalking
- Sexual exploitation
- Retaliation

These behaviors undermine the values of our campus community and violate both federal law and university policy. UTC takes all reports seriously and responds promptly, equitably, and thoroughly.

What Happens After A Report is Made?

Outreach

When a report is received, the Title IX Coordinator will open a case and reach out to the person who experienced the behavior (called the Complainant) by email. The letter will explain your rights, including how to file a Formal Complaint or report to law enforcement, and offer support and resources.

It's up to the Complainant whether or not they want to respond. Replying to the outreach doesn't mean there will automatically be an investigation or that the police will be contacted. The Complainant is in control of what happens next.

Supportive Measures

Supportive measures are steps UTC can take to help students feel safe, supported, and able to continue their education after experiencing Prohibited Conduct. These measures are available whether or not someone decides to file a police report or a Formal Complaint.

They are available to both the Complainant and the person who is alleged to have engaged in the behavior (Respondent).

You don't have to go through it alone—help is available.

Formal Complaint

A Formal Complaint is a written request asking the University to investigate a report of Prohibited Conduct, which initiates the grievance process. It's usually signed and submitted by the Complainant, but in some cases, the Title IX Coordinator may file it instead.

The Respondent is only informed of the report once a Formal Complaint is filed. Both parties (Complainant and Respondent) are supported and guided through the University's grievance process.

Education and Training

Students: Online Education

To ensure a foundational understanding of campus expectations, all incoming first-year, transfer, and graduate students are required to complete comprehensive Title IX education via UTC Learn (Canvas) prior to their first semester. Utilizing specialized modules from Everfi, the University provides tailored learning paths—including Sexual Assault Prevention for Undergraduates (SAPU) and a dedicated graduate-level program—that address the unique social dynamics of each student population. These modules deliver critical instruction on affirmative consent, bystander intervention, and reporting pathways, ensuring that every new member of our community enters UTC equipped with the knowledge to foster a safe and respectful environment.

Recognizing the unique platform held by student-athletes, the University provides specialized Title IX education tailored to the athletic experience. Delivered via UTC Learn, this training utilizes Everfi’s Sexual Assault Prevention for Student-Athletes, which emphasizes leadership and positive values as the foundation for a healthy team culture. Beyond the core topics of consent and bystander intervention, the curriculum addresses specific group dynamics such as bullying and hazing prevention. This targeted approach empowers our athletes to serve as role models for respect and accountability both on and off the field

Employees: Online Education

In an effort to provide a more seamless and campus-specific learning experience, the Title IX Coordinator transitioned our foundational training to a custom-built, in-house curriculum. While maintaining the high-quality content of previous years—including essential instruction on consent, bystander intervention, and mandatory reporting—this new format allows for better integration with UTC’s specific policies and internal resources. By bringing this curriculum in-house, we have created a more intuitive and accessible training environment that bridges the gap between regulatory requirements and our institutional culture.

Employees: In Person

the Title IX Coordinator facilitated customized, in-person workshops for various campus departments to reinforce mandatory reporting obligations and supportive measure protocols. These targeted sessions allowed for real-time Q&A and the application of Title IX policy to department-specific scenarios. This proactive training cycle reached key stakeholders across the institution, significantly enhancing the University’s collective ability to provide prompt and consistent responses to disclosures.

Prevention Highlights and Awareness Campaigns

Consent T-Shirt Campaign

In an effort to spark campus-wide dialogue and normalize the conversation around bodily autonomy, the Office of Title IX Compliance continued its high-visibility T-shirt campaign focused on the theme of affirmative consent. By distributing these shirts during key outreach events, we turned a simple garment into a mobile educational tool, fostering a 'culture of consent' that is visible in our classrooms, residence halls, and common spaces. This campaign serves as a public-facing commitment from our students and staff that UTC is a community rooted in mutual respect and clear communication.

Bathroom Resource Flyers



Recognizing that the first step toward seeking help is often the most difficult, our office continued its discreet resource initiative by installing updated Title IX informational flyers in high-traffic restrooms across campus. These 'private-access' resources provide a secure way for individuals to obtain information on reporting options, confidential support, and medical support in a moment of privacy. By meeting students where they are, we ensure that critical help is always within reach, even for those who may not yet be ready to visit an office in person.

Campus Events



- **Red Zone Tabling:** Our 2025 Red Zone Awareness Campaign featured a strategic tabling circuit across campus to educate the student body on the increased risks associated with the start of the academic year. These outreach efforts focused on empowering students with bystander intervention tools and providing direct access to Title IX staff in a low-pressure, outdoor setting. This proactive outreach is a cornerstone of our commitment to student safety during this critical transition to campus life.
- **Student Athlete Summer Bridge Program:** The Title IX Coordinator met with incoming Freshman student athletes and shared information about Title IX, how to recognize potential instances of sexual harassment, and be an active bystander. Students were also given information on how to report and where to access support and resources.
- **Fraternity and Sorority Life (FSL) Education:** Recognizing the influential role of our Greek-letter organizations, the Office of Title IX Compliance maintains a robust partnership with Fraternity and Sorority Life (FSL) to deliver specialized education to both new and continuing members throughout the academic year. By providing tailored workshops that address the specific social dynamics of FSL, we empower these student leaders to champion a culture of accountability and respect within their chapters. They receive training on bystander intervention, risk management, and the promotion of healthy community standards.



Campus Events

- **Take Back the Night:** As part of UTC's ongoing prevention and education efforts, the Title IX Office co-sponsored the annual Take Back the Night event. This survivor-centered initiative brought together students, faculty, and staff to protest sexual, relationship, and domestic violence in all forms. The program included a resource fair highlighting campus reporting options and supportive measures, followed by a march through campus to promote the right of every community member to feel safe. The evening concluded with a 'Speak-Out' session, providing a confidential and empowering platform for survivors to share their narratives and foster a culture of belief and support.
 - **Privacy and Reporting Protocols:** To ensure Take Back the Night remained a safe and empowering space for survivors, there are clear, established boundaries regarding institutional reporting. While the university employs many 'Mandated Reporters,' the Title IX policy states that disclosures made during the public Survivor Speak-Out do not constitute 'notice' to the University for the purpose of triggering a report or formal Title IX investigation. This allows survivors to share their stories for healing and community support without the pressure of an automatic administrative response. However, confidential staff were present to provide immediate support and information to any individual who wished to learn more about their formal reporting options or request supportive measures privately.
- **Red Flag Movie Night:** This event uses popular media—often movies with well-known but problematic romantic dynamics (e.g., 500 Days of Summer or Twilight)—as a teaching tool. For example, a red flag might be raised for excessive jealousy, isolation, or gaslighting depicted on screen. Following the film, the Prevention & Education Support Specialist, leads a debrief to discuss why certain behaviors were flagged and how they differ from healthy relationship "green flags". By viewing movies through a bystander intervention lens, participants practice identifying warning signs of dating violence, such as coercion and emotional abuse. The event served as a proactive education initiative to foster a culture of safety and empowerment, ensuring students are equipped to recognize unhealthy behaviors and access campus support resources.
- **Sexual Violence Support Group:** In collaboration with the UTC Counseling Center, the Sexual Violence Support Group was created to provide a confidential, trauma-informed support option for students impacted by sexual violence, including sexual harassment, assault, relationship violence, and stalking. Facilitated by trained professionals, the group offers a safe and supportive environment focused on healing, coping skills, and peer connection. Participation is voluntary and independent of any formal Title IX reporting or investigative processes. This support initiative reinforces the institution's commitment to student well-being by ensuring access to supportive measures that promote recovery, resilience, and continued academic engagement.
- **Believe Survivors Tabling:** A campus outreach and education effort designed to raise awareness of sexual violence, promote survivor-centered values, and connect students with available resources. Through visible, student-facing engagement, the tabling event reinforces the institution's commitment to believing and supporting survivors while reducing stigma around seeking help. Students are provided with information about Title IX supportive measures, reporting options, confidential resources, and prevention education.



Campus Events

- **Identifying Red Flags Tabling**: The Office hosted an interactive tabling event designed to strengthen students' ability to recognize early warning signs of relationship abuse. Participants engaged with a 'Red Flag vs. Green Flag' sorting activity, categorizing behaviors to foster critical thinking about consent, control, and digital boundaries. The event provided a low-pressure environment for students to ask questions about Title IX policy and receive information on supportive measures and campus reporting options. By increasing the community's literacy on unhealthy behaviors, this initiative serves as a primary prevention effort to reduce the incidence of dating and domestic violence.
- **Dear Survivor Letter Writing**: A supportive and reflective activity that invited students to write messages of encouragement, affirmation, and solidarity to survivors of sexual violence. The event emphasized empathy, validation, and community support, allowing participants to express care and reinforce survivor-centered values in a respectful and non-graphic manner. Letters focused on messages of belief, strength, and resilience and were shared in a way that protected confidentiality and emotional safety. This initiative contributed to campus prevention and awareness efforts by promoting compassion, reducing stigma, and fostering a culture in which survivors are supported and believed. 
- **Romantic Relationships 101**: In collaboration with the Mosaic Program, the Title IX Office participated in 'Relationships 101,' a specialized workshop designed to provide neurodivergent students with accessible, evidence-based tools for healthy relationship-building. Recognizing that traditional social cues can be ambiguous, the session utilized concrete scenarios and role-play to teach explicit consent and the identification of 'red flags' like social coercion and boundary crossing. By tailoring our prevention curriculum to meet the unique needs of the Mosaic community, the Title IX Office ensures that all students—regardless of neurodiversity—have the agency and knowledge to foster safe, respectful, and consensual environments. 
- **Don't Cancel Your Class Initiative**: In an effort to expand the reach of primary prevention, the Title IX Office continued the "Don't Cancel Your Class" initiative. This program partners with faculty to provide high-impact educational workshops during scheduled class times when a professor might otherwise cancel due to professional or personal obligations. By integrating Title IX education directly into the academic curriculum, the office reached 401 additional students this year. These sessions provided vital instruction on consent, gender-based violence, reporting obligations, supporting survivors, mandatory reporting, and bystander intervention, ensuring that Title IX remains a visible and accessible resource across all academic departments. 
- **Knowing the Red Flags-Recognizing and Responding**: an educational event hosted by the Student Government Association designed to increase student awareness of behaviors associated with sexual violence, relationship violence, and stalking. The program focused on helping students identify warning signs, understand consent and healthy relationship dynamics, and learn practical strategies for responding to concerning situations, including how to support peers and access campus resources.

Data, Case Classification, and Statistics Narrative

The statistics presented in this report represent disclosures received by the Office of Title IX Compliance during the reporting period, regardless of when or where the alleged incidents occurred or whether a formal complaint was submitted. Reports may be received through direct disclosures, online reporting mechanisms, or third-party reports. Information provided solely to confidential resources is not included in this data. Incident classifications reflect the information available at the time the report is received. Classification reflects the conduct alleged, not a determination of responsibility. As reports are dynamic, classifications may evolve if additional information becomes available.

Title IX / Clery Cross-Reporting Clarification

The Office of Title IX Compliance collects and evaluates reports using Title IX and University policy definitions, which differ from the geographic scope, crime definitions, and reporting requirements established by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). Accordingly, the data included in this report reflects a broader scope than Clery statistics. Clery-reportable crime statistics are compiled and published separately by the UTC Police Department in the Annual Security and Fire Safety Report. Differences in totals reflect distinct reporting requirements and do not indicate inaccuracies or noncompliance.

Mandatory Coordination Statement

The Office of Title IX Compliance coordinates with the UTC Police Department and other designated Campus Security Authorities, as appropriate, to ensure compliance with Clery Act requirements. When a reported incident may constitute a Clery-reportable crime and occurred within Clery geography, the information is shared consistent with federal law and with respect for privacy considerations.

Confidentiality vs. Privacy Clarification

The University distinguishes between confidentiality and privacy. Only designated confidential resources are exempt from reporting obligations. The Office of Title IX Compliance protects the privacy of individuals involved in reports to the extent permitted by law and shares information only as necessary to fulfill institutional obligations.

Statistical Information for Reports of Sexual Harassment, Sexual Assault, Dating and Domestic Violence and Stalking

The data below reflects disclosures of potential sexual and gender-based harassment or misconduct received by the University from January 1–December 31, 2025. These reports came through direct disclosures, online forms, and third parties. Reports made to fully confidential resources (e.g., Counseling Center, University Health Services,) are not included.

Relevant Terms & Definitions

Sexual Misconduct includes behaviors such as sexual harassment, sexual assault, and sexual exploitation. Sexual assault refers to any sexual act that occurs without a person’s consent, including situations where someone is unable to give consent.

Examples may include unwanted touching, forced sexual activity, or pressure to engage in sexual acts.

Relationship Violence, including dating and domestic violence, involves harmful or abusive behavior between individuals who are currently or were previously in a romantic or intimate relationship.

Examples may include physical harm, threats, controlling behaviors, or emotional or psychological abuse.

Stalking: A repeated pattern of behavior directed at a specific person that would cause a reasonable person to fear for their safety or experience significant emotional distress.

Retaliation: Any intimidating, threatening, coercive, or discriminatory action taken because a person exercised rights under the University’s Title IX Policy or participated (or declined to participate) in a Title IX process.

Other Sex Discrimination: Sex-based discrimination or harassment that does not meet the definitions of sexual misconduct, relationship violence, or stalking.

Information Report: A report that could not be formally classified due to limited details or because the conduct did not meet the threshold for a Title IX violation; resources and supportive measures were offered.

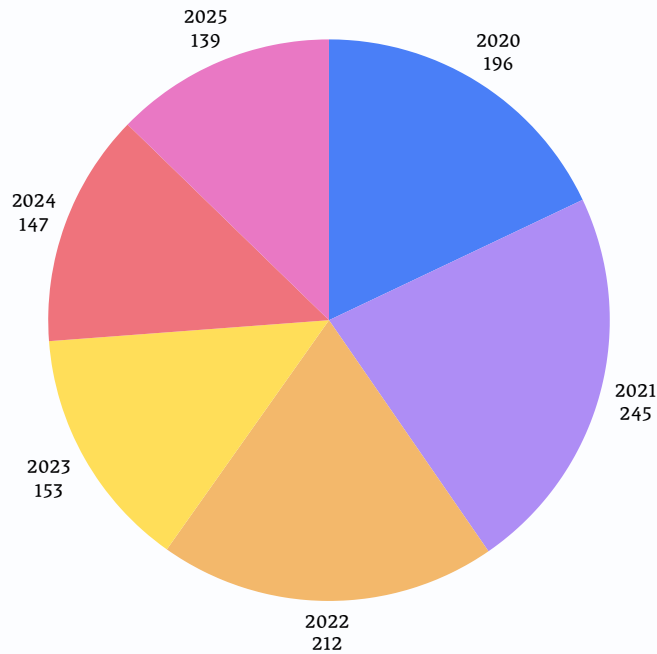
Anonymous Report / Unknown Complainant: A report in which insufficient information was provided to identify a complainant, preventing the Office of Title IX Compliance from offering direct outreach, support, or resources.

Complainant: An individual alleged to have experienced conduct that could constitute prohibited conduct under University policy.

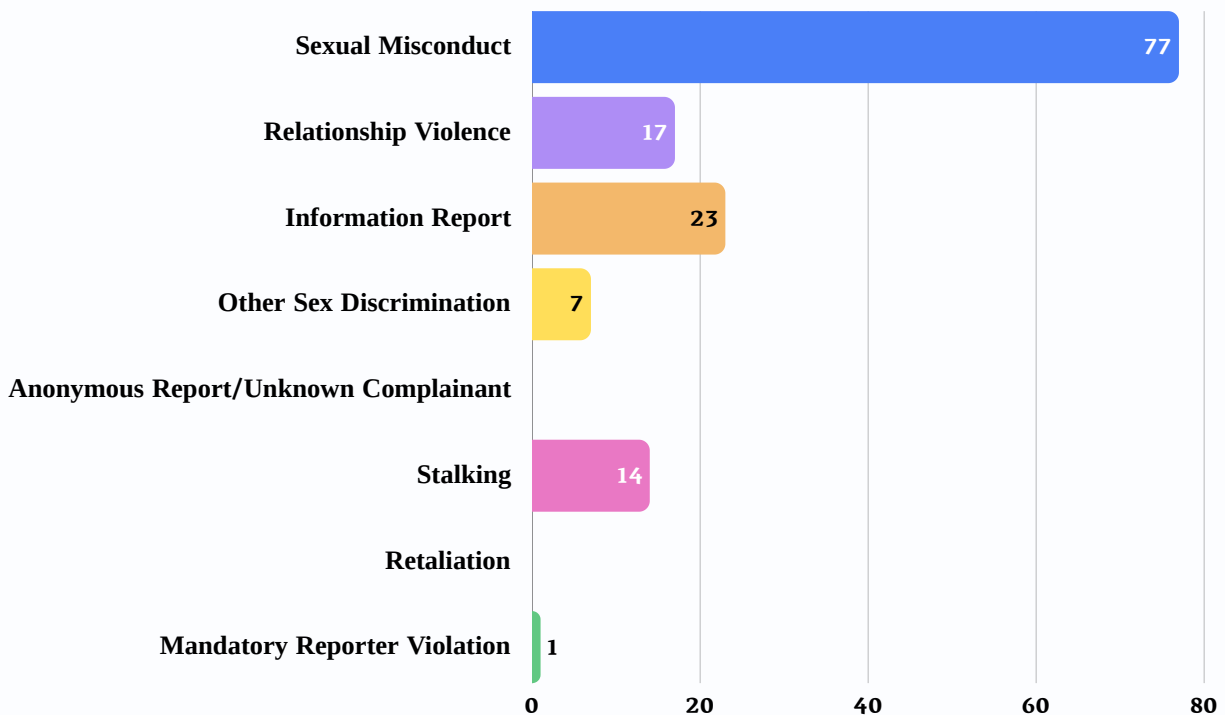
Respondent: An individual reported to have engaged in conduct that could constitute prohibited conduct under University policy.

Statistical Information : Number & Classification of Reports

Total Number of Reports Received

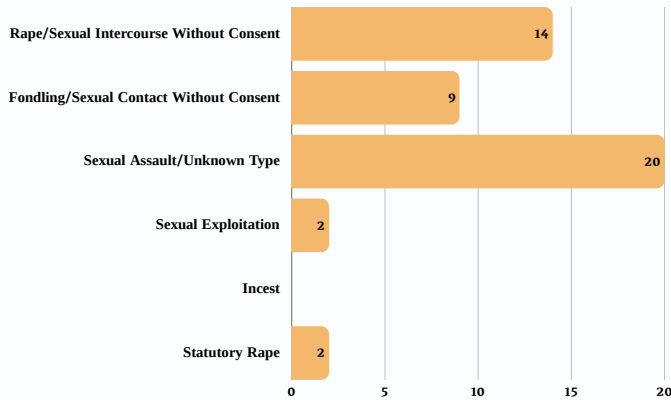


CLASSIFICATION OF REPORTS

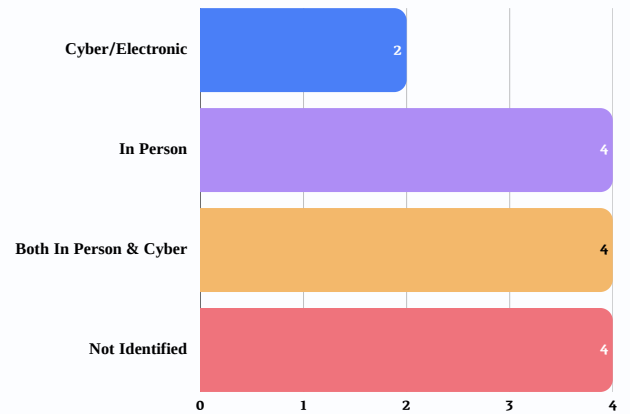


Statistical Information Breakdown

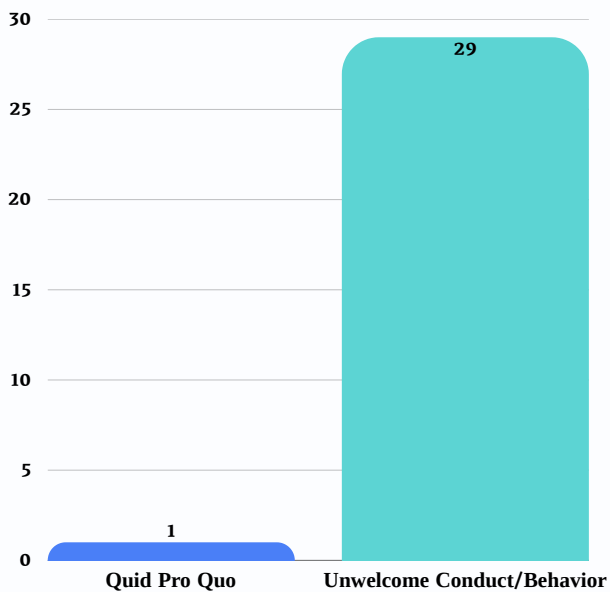
SEXUAL MISCONDUCT REPORTS



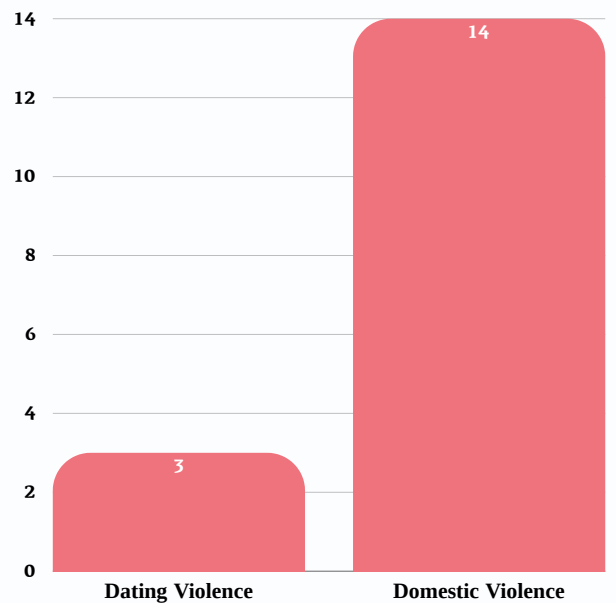
STALKING REPORTS



SEXUAL HARASSMENT REPORTS

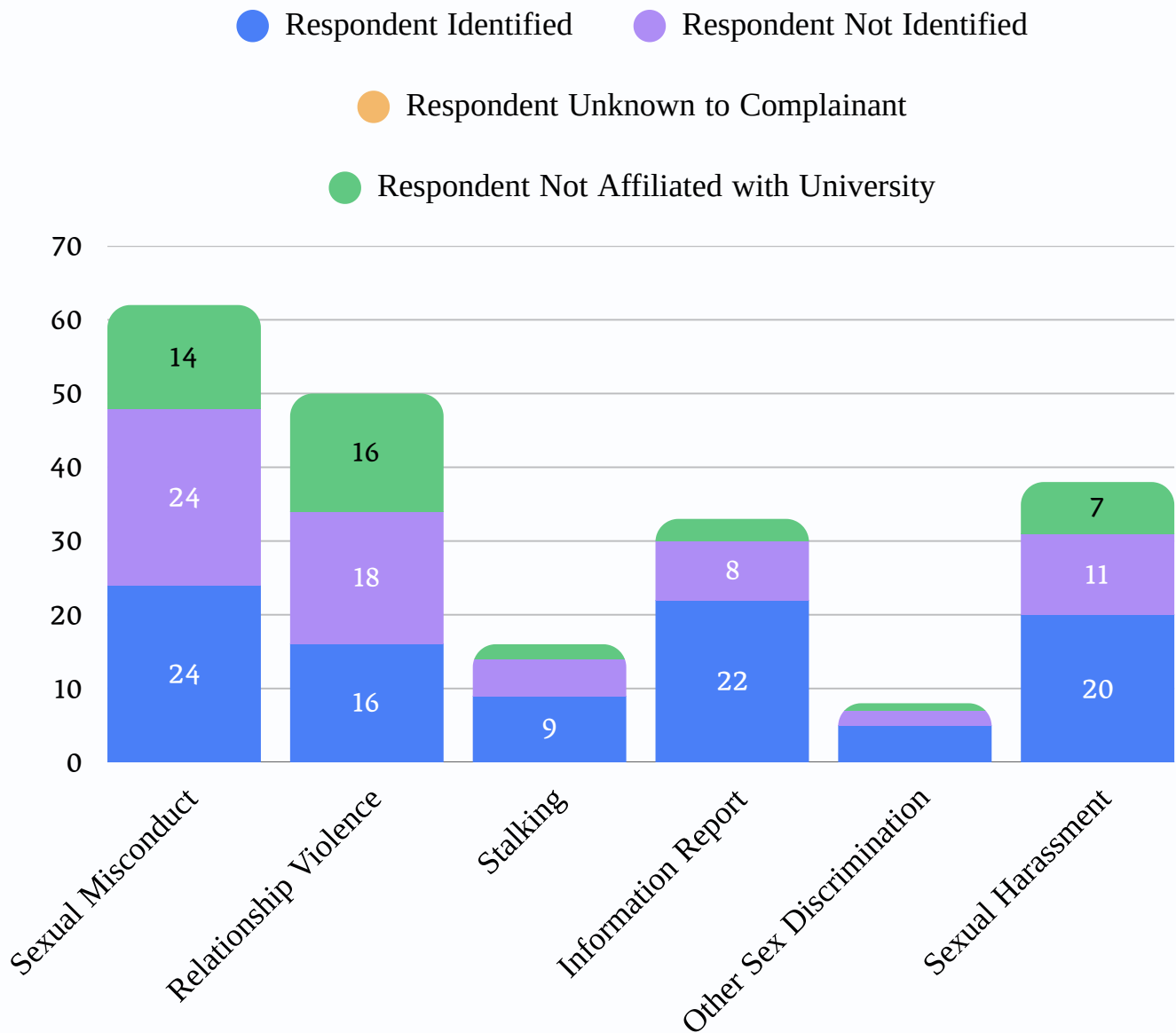


RELATIONSHIP VIOLENCE REPORTS



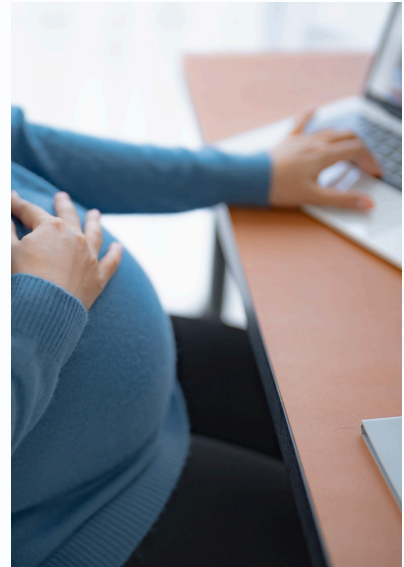
Statistical Information - Respondent Identification

Individuals who contact the Office of Title IX Compliance are not required to share specific details. Some reports identify a Respondent, while others do not, and in some cases the Respondent is unknown or not affiliated with the University. Regardless of whether a Respondent is identified, students seeking support are offered appropriate resources and supportive measures.



Pregnancy and Parenting Support

In alignment with Title IX and the University's commitment to educational equity, the Office of Title IX Compliance provides support to students and employees who are pregnant, parenting, or experiencing related conditions. During the reporting year, the office offered individualized supportive measures, coordinated academic adjustments, and collaborated with campus partners to ensure equitable access to academic and professional opportunities.



During the reporting year, the Office of Title IX Compliance assisted 29 students who were pregnant, parenting, or experiencing related conditions. In response to individual needs, the office coordinated and implemented 52 academic or educational adjustments, including course flexibility, attendance considerations, deadline extensions, and other supportive measures. These efforts were designed to ensure equitable access to educational opportunities and compliance with Title IX requirements.

For more information please see UTC's [Policy on Educational Adjustments for Students Experiencing Pregnancy](#) or visit the [Pregnancy & Related Conditions](#) webpage.

Supportive Measures



In accordance with Title IX, UTC provides supportive measures to restore or preserve equitable access to the University's education programs or activities without unreasonably burdening the other party. Supportive measures may also be implemented to protect the safety of all individuals, safeguard the educational environment, or prevent sexual harassment. These measures are non-disciplinary, non-punitive, and individualized services offered as appropriate and reasonably available, without cost, to a Complainant or Respondent, regardless of whether a formal complaint has been filed.

Academic Support

The Office of Title IX Compliance coordinated 112 academic supportive measures for students requiring assistance related to Title IX-implicated matters. These supports included individualized academic adjustments such as attendance flexibility, deadline extensions, modified participation requirements, and coordination with faculty and academic units. All academic support measures were implemented to ensure continued access to coursework and educational opportunities while minimizing disruption to students' academic progress.

No Contact Directives

The University issued 22 No Contact Directives as supportive measures to help restore or preserve equal access to the University's educational environment. No Contact Directives are non-disciplinary orders that restrict direct or indirect contact between parties and are implemented based on individualized circumstances to promote safety, reduce disruption, and prevent further interaction. These measures may be issued regardless of whether a formal complaint is filed and are not a finding of responsibility.

Advocacy

During the reporting year, Survivor Advocacy Services* provided advocacy support to 55 clients, including 39 new clients and 16 returning clients. Advocacy services totaled 184 hours and included 154 meetings with an advocate. Advocacy support consisted of individualized assistance such as explaining rights and options, navigating University processes, accompaniment when requested, coordination with campus and community resources, and ongoing support throughout an individual's interaction with the Title IX process. Advocacy services were offered in a trauma-informed manner and were available regardless of whether a formal complaint was filed.

*The Survivor Advocacy Services Office no longer operates as a standalone unit. Staff have transitioned to the Office of Title IX Compliance and now provide advocacy-informed, non-confidential support as part of the Title IX team.

Care & Support



**GET
SUPPORT**

Confidential (On Campus)

Counseling Center

423.425.4438

After hours/weekends 423.425.CARE

University Health Services

423. 425.2266

Confidential (Off Campus)

Emotional Wellbeing Solutions

1.855.437.3486

Partnership for Families - Rape Crisis Center

423.755.2700



**REPORT TO
THE UNIVERSITY**

Title IX Coordinator

423.425.4255

Office of Student Conduct

423.425.4301

UTC Police Department

423.425.4357

Anonymous Reporting

utc.edu/report

Closing Institutional Statement

The University of Tennessee at Chattanooga is a comprehensive, community-engaged campus of the University of Tennessee System and an equal employment opportunity and affirmative action institution.

This report is intended to promote transparency regarding the University's Title IX compliance efforts and does not replace or supersede the University's obligations under federal or state law, including Title IX or the Clery Act.



Contact Us



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The University of Tennessee Chattanooga is an EEO/AA/Title VI/Title IX/Section 504/ADA/ADEA institution in the provision of its education and employment programs and services. All qualified applicants will receive equal consideration for employment without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, or covered veteran status. 26195999-27