

Sexual Misconduct, Relationship Violence and Stalking



TITLE IX

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

- 3 Letter from the Title IX Coordinator
- 4 Title IX Team Structure and Compliance Committees
- 8 Prevention, Education and Training
- 17 University Policy
- 18 Reports of Prohibited Conduct
- 20 Care and Support for Students

Dear CAMPUS COMMUNITY,

April is Sexual Assault Awareness Month, and a fitting time to share UTC's Campus Report on Sexual Misconduct, Relationship Violence and Stalking. This is the first of what will be an annual report detailing UTC's prevention and response efforts.

In this report you will find information about:

- Reporting statistics
- Supportive measures
- Prevention and awareness campaigns
- Committees and teams
- Campus resources

I want to draw your attention to one piece of information that I find especially significant: the increase in reporting that we have seen since 2013. In 2013, UTC had 19 reports of sexual misconduct, relationship violence and stalking, far fewer than the 192 reports we had during 2017. Although the increase may appear drastic, I feel confident in saying that the increase in reports is a natural outcome of the tremendous increase in campus awareness and education efforts. When students understand the process, they may be more likely to make a report to the University. In addition, when faculty and staff are aware of reporting obligations and resources, students' reports can be properly addressed.

If you have any questions or concerns about UTC's Title IX process or Title IX compliance, please reach out to me via phone at (423) 425-4255 or via email at stephanie-rowland@utc.edu or stop by my office in 206 Hooper Hall. Thank you for continuing to engage in this ongoing conversation.

SINCERELY,



Stephanie W. Rowland, J.D.
Title IX Coordinator



I want to draw your attention to one piece of information that I find especially significant: the increase in reporting that we have seen since 2013.



TITLE IX TEAM STRUCTURE AND COMPLIANCE COMMITTEES

Our role is to prevent, address and eliminate all known instances of sex discrimination, including sexual misconduct, relationship violence and stalking.

PRIMARY FOCUS OF OUR WORK

Prevention: Developing and implementing programming, training and events that promote healthy relationships, prevent sexual violence and foster a respectful campus community.

Response: Addressing and investigating reports of sexual misconduct, relationship violence, stalking, retaliation and other forms of sex discrimination and working through the investigative process with those impacted by these types of cases.

Support: Providing support to complainants, respondents, witnesses, friends and all who are impacted by sexual misconduct, relationship violence, stalking and retaliation.

Policy: Updating and revising UTC's Policy on Sexual Misconduct, Relationship Violence and Stalking regularly to ensure that it is current and reflects UTC's campus goals and values.

Stephanie Rowland, Title IX Coordinator

The Title IX Coordinator maintains oversight of UTC's compliance with Title IX; receives, tracks and monitors all reports of sex discrimination, including sexual misconduct, relationship violence and stalking; identifies and addresses patterns or systemic issues; coordinates prevention and awareness training; and coordinates interim measures for students and employees.

Jim Hicks, Deputy Title IX Coordinator for Students and Dean of Students

The Deputy Title IX Coordinator oversees Title IX-related efforts within the Division of Student Development and assists the Title IX Coordinator with education and prevention campaigns for students.

Rosite Delgado, Deputy Title IX Coordinator for Employees and Interim Director of the Office of Equity and Diversity

The Deputy Title IX Coordinator for Employees receives, tracks and monitors reports of sex discrimination, including sexual misconduct, relationship violence and stalking involving employees and assists the Title IX Coordinator with education and prevention efforts for faculty and staff.

Laura Herron, Executive Associate Athletics Director/Senior Woman Administrator

The Deputy Title IX Coordinator for Athletics coordinates and maintains Athletics' compliance with Title IX, including gender equity; receives reports of sex discrimination, including sexual misconduct, relationship violence and stalking involving athletes or Athletics staff; and assists the Title IX Coordinator with education and prevention efforts for student-athletes and Athletics staff.

For a complete list of duties and expectations of the Title IX Coordinator and the Deputy Title IX Coordinators, please reference UTC's Policy on Sexual Misconduct, Relationship Violence and Stalking, available at utc.edu/sexual-misconduct.

SEXUAL MISCONDUCT, RELATIONSHIP VIOLENCE AND STALKING RESPONSE TEAM

UTC's Sexual Misconduct, Relationship Violence and Stalking Response Team (SRT) is a collaborative working team charged with responding to incidents of sex discrimination, including sexual misconduct, relationship violence and stalking. The SRT meets three times per month to discuss new reports and ongoing cases, interim measures, potential patterns or systemic issues and potential interventions. The SRT is chaired by Title IX Coordinator Stephanie Rowland.

Members of the SRT include:

- Matthew Brown, Assistant Director of Student Outreach & Support/Case Manager
- Allison Cansler, Assistant Director and Primary Victim Advocate, Center for Women & Gender Equity
- Brett Fuchs, Associate Dean of Students, Student Conduct
- Kymberlee Golden, Equity Affairs Specialist, Office of Equity and Diversity
- Tricia Henderson, Assistant Director, AOD and Mental Health Education, Office of the Dean of Students
- Jim Hicks, Dean of Students and Deputy Title IX Coordinator for Students
- Matthew Holzmacher, Assistant Director of Student Conduct/ Student Conduct Investigator
- Sara Peters, Director, Center for Women & Gender Equity
- Emily Quinn, Assistant Director, Disability Resource Center
- Harry Wolverton, Sexual Assault Relationship Violence Liaison Officer (SARVLO), UTC Police Department

SEXUAL MISCONDUCT RELATIONSHIP VIOLENCE AND STALKING EDUCATION AND PROMOTIONS COMMITTEE

UTC's Sexual Misconduct, Relationship Violence and Stalking Education and Promotions Committee is charged with oversight of UTC's student education and prevention efforts. This committee meets twice per month and is chaired by Lauren Ouwerkerk, Assistant Director, Center for Women and Gender Equity. Members include:

- Matthew Brown, Assistant Director of Student Outreach & Support/Case Manager
- Brett Fuchs, Associate Dean of Students, Student Conduct
- Tricia Henderson, Assistant Director, AOD and Mental Health Education, Office of the Dean of Students
- Jim Hicks, Dean of Students and Deputy Title IX Coordinator for Students
- Matthew Holzmacher, Assistant Director of Student Conduct/ Student Conduct Investigator
- Stephanie Rowland, Title IX Coordinator

SEXUAL MISCONDUCT, RELATIONSHIP VIOLENCE AND STALKING PREVENTION COMMITTEE

UTC's Sexual Misconduct, Relationship Violence and Stalking Prevention Committee (SMRVS Prevention Committee) is charged with oversight of UTC's overall Title IX compliance, including education and prevention efforts, policy updates and awareness initiatives. The SMRVS Prevention Committee meets several times per year and is chaired by Stephanie Rowland, Title IX Coordinator.

Members include:

- Anitra Barrett-Williams, Clery Compliance Coordinator, UTC Police Department
- Amy Beal, North Campus Assistant Director, Housing and Residence Life
- Matthew Brown, Assistant Director of Student Outreach & Support/Case Manager
- Allison Cansler, Assistant Director and Primary Victim Advocate, Center for Women & Gender Equity
- Rosite Delgado, Deputy Title IX Coordinator for Employees and Interim Director of the Office of Equity and Diversity
- Terry Denniston, Chief of Staff, Office of the Chancellor
- Kelly Drake, Counselor, Counseling Center
- Helen Eigenberg, Professor of Criminal Justice, Department of Social, Cultural, and Justice Studies
- Rachel Emond, President, UTC Student Government Association
- Brett Fuchs, Associate Dean of Students, Student Conduct
- Kymberlee Golden, Equity Affairs Specialist, Office of Equity and Diversity
- Craig Hamilton, Deputy Police Chief, UTC Police Department
- Tricia Henderson, Assistant Director, AOD and Mental Health Education, Office of the Dean of Students
- Laura Herron, Deputy Title IX Coordinator for Athletics and Senior Associate Director for Compliance and Administration/Senior Woman Administrator
- Jim Hicks, Dean of Students and Deputy Title IX Coordinator for Students
- Matthew Holzmacher, Assistant Director of Student Conduct/ Student Conduct Investigator
- Lauren Ouwerkerk, Assistant Director, Center for Women & Gender Equity
- Sara Peters, Director, Center for Women & Gender Equity
- Harry Wolverton, Sexual Assault Relationship Violence Liaison Officer (SARVLO), UTC Police Department

PREVENTION, EDUCATION AND TRAINING

KnowMore @ UTC is UTC's sexual misconduct, relationship violence and stalking prevention and awareness campaign. KnowMore @ UTC is a partnership between the Title IX Coordinator, the Office of the Dean of Students, the Center for Women and Gender Equity, the Office of Equity and Diversity, the Office of Human Resources and other campus partners. The following details some of UTC's training highlights.

• Orientation

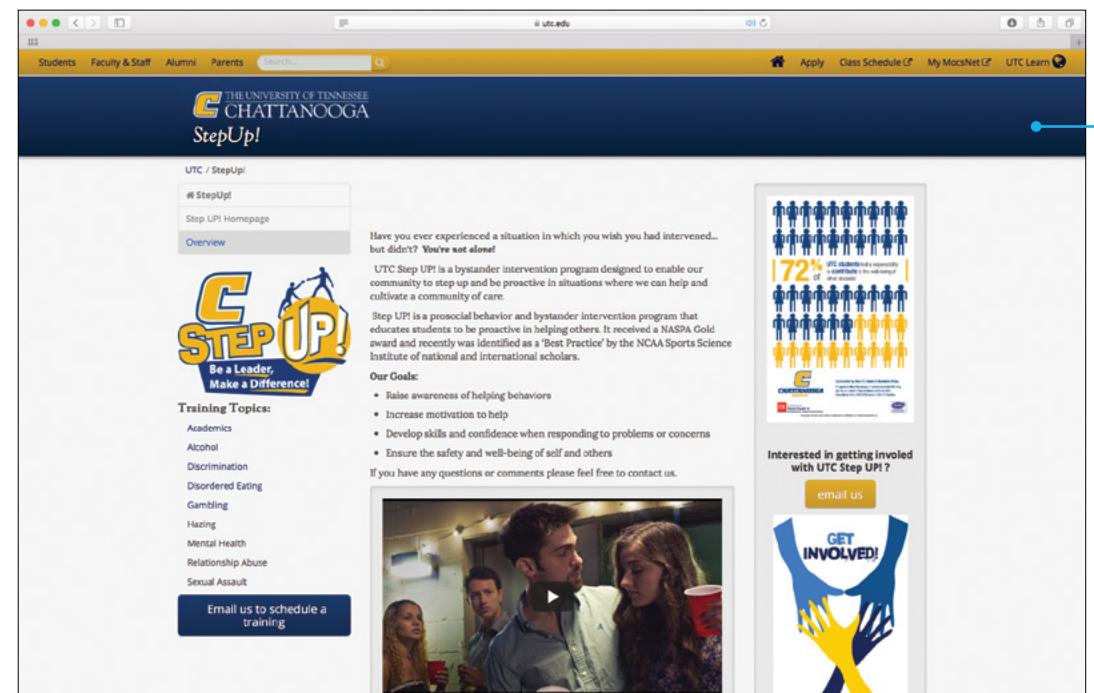
Beginning in summer 2016, UTC has provided mandatory in-person training regarding Title IX, consent, UTC support and resources and many other related topics to all incoming freshmen and international students and their support persons. This training is conducted by the Title IX Coordinator, the Director of the Center of Women and Gender Equity and UTC Police Department's Sexual Assault Relationship Violence Liaison Officer. During summer 2017, transfer students and their support persons received this information as well. Nineteen total presentations were conducted and approximately 4,000 students were reached.

• Online Education

Everfi's Haven is an online education module for incoming freshmen and transfer students; more than 2,200 students complete the program each year. Haven includes information about consent, prohibited conduct, bystander intervention and available UTC support and resources.

• Step UP! Bystander Intervention Training

Step UP! is a bystander intervention program designed to educate students to be proactive in helping others. Since fall 2015, UTC has conducted more than 50 training sessions and educated more than 2,000 students. Step UP! is offered to all students and is required for all student-athletes, new fraternity and sorority members and students enrolled in First-Year Experience classes. For more information about UTC's Step UP! Bystander intervention program, please see utc.edu/step-up.



• **Online Education**

UTC utilizes Everfi's Bridges: Building A Supportive Community, an online program intended to provide faculty and staff with a yearly refresher regarding sexual misconduct, relationship violence and stalking prevention and response, bystander intervention, supporting students and other related topics. Approximately 1200 employees completed this program in 2017.

• **In-person Mandatory Reporter Training**

UTC's Title IX Coordinator has conducted more than 50 in-person training sessions about employee mandatory reporting responsibilities with different groups and departments across campus; more than 1,000 employees have attended these sessions, which began in 2016.

• **Employee Onboarding**

UTC's Title IX Coordinator conducts in-person education sessions with new employees that cover a wide variety of topics, including Title IX, resources and support available for students, faculty and staff and mandatory reporting.

• **New Faculty Orientation**

Since fall 2015, UTC's Title IX Coordinator has conducted an hour-long session each year during New Faculty Orientation. Topics include prohibited conduct, mandatory reporting and resources for students.

• **Consent Poster Campaign**

In fall 2017, members of the Sexual Misconduct, Relationship Violence and Stalking Education and Promotions Committee solicited consent slogans from students. Seventy-five slogan suggestions were submitted, and 10 were chosen to be printed and distributed. The concept and design for these posters was developed in collaboration with the University of Tennessee Knoxville's Center for Health Education & Wellness and Creative Communications. The consent poster campaign is taking place during Spring Semester 2018.

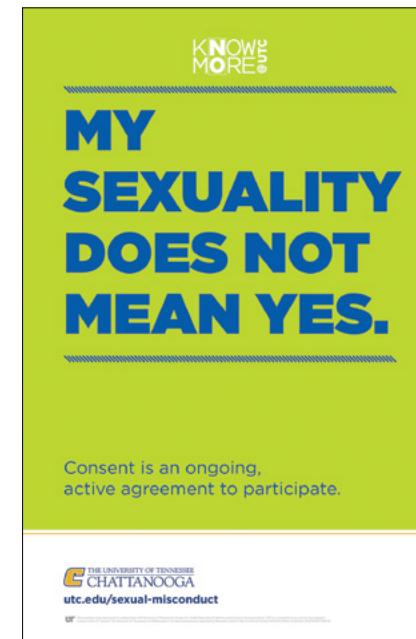
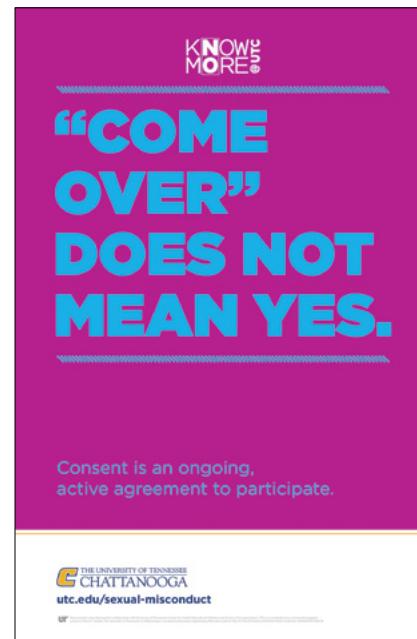
• **Bathroom Resource Flyers**

Starting in spring 2017, flyers with information about Title IX related resources and support and interesting facts about Title IX were placed in all of the bathroom stalls in the University Center. In fall 2017, these flyers were installed in the Aquatic and Recreation Center and McKenzie Arena. In spring 2018, the flyers are being installed in the bathroom stalls in all the academic buildings.

• **Consent Bulletin Boards**

In November 2017, Resident Assistants created bulletin boards that discussed the topic of consent. These bulletin boards were located in every residence hall on campus.

UTC has administered the Education Advisory Board's (EAB) campus climate survey every year since spring 2015. The EAB survey polls students regarding their experiences with sexual misconduct, relationship violence and stalking, UTC's Title IX process and other related topics. For complete survey results, please visit utc.edu/sexual-misconduct/get-informed/campus-climate.php.





Campus Event Highlights

Below are some of the on-campus events provided for students, faculty and staff. Many of these events were conducted by campus partners, including the Office of the Dean of Students, UTC's Center for Women and Gender Equity and Athletics.

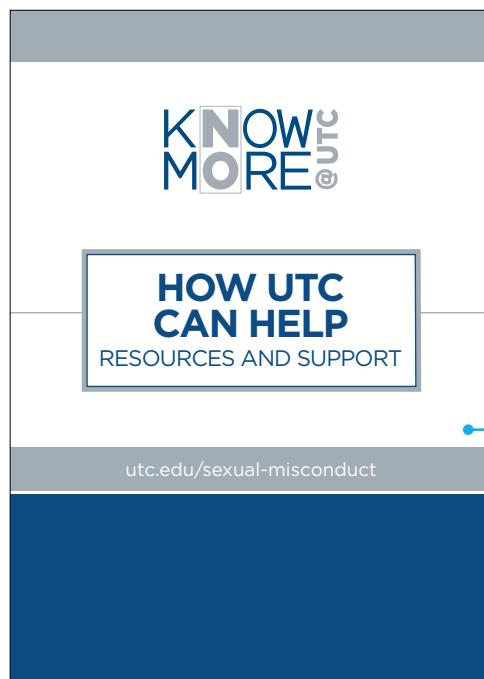
- **Sexual Assault Awareness Month:** UTC observes Sexual Assault Awareness Month (April) every year. Past events included a teal cup display, which was a visualization of sexual assault statistics; the Red Flag Campaign, which is a program that teaches individuals about potential relationship “red flags”; Title IX and Dine, which was a program planned by students for the Title IX Coordinator to present information about Title IX and answer questions. Plans for April 2018 include an additional Title IX and Dine event; a screening of *I am Evidence*, a documentary that shines light on the number of untested rape kits in jurisdictions across the United States; and self-care/fun events throughout the month. Sexual Assault Awareness Month events are planned by the Center for Women and Gender Equity.

- **Take Back the Night:** Take Back the Night is a yearly event at UTC and is normally held during the month of October. The event's three guiding goals are: heal individuals impacted by sexual violence; empower those who have been victimized; take a stand to help shatter the silence and end the violence. Past events have included tabling and resources from campus and local partners, speeches, marches and opportunities for survivor speak-outs. Take Back the Night is planned by the Center for Women and Gender Equity.

- **Welcome Back Events:** In 2016, UTC showcased Sex Signals as part of its Welcome Week events. Sex Signals is produced by Catharsis Productions and is a humorous take on “culture, sex, and prevention strategies like bystander intervention.” In 2017, members of the Sexual Misconduct, Relationship Violence and Stalking Response Team handed out resources, brochures, food and water to students during Welcome Week.

- **MEND™:** In fall 2017, UTC Athletics hosted the MEND™ program: Engaging Men to End Violence Against Women and Girls for all athletes and athletics staff. MEND is a violence prevention program that focuses on educating about the issues surrounding sexual violence in order to encourage men to push for societal change.

The below printed/online materials were made available to faculty, staff and students in 2017.



• **UTC Cares App:** This app was provided to all incoming freshman and their parents during Orientation 2017. The app lists available resources and ways students can get help if they or a friend have experienced sexual misconduct, relationship violence and stalking.

• **How UTC Can Help Brochure:** This brochure outlines the Title IX team, resources available, rights of Complainants and Respondents in the Title IX process and how to report sexual misconduct, relationship violence and stalking to the University. This brochure is made available in key offices across the University and is given to participants in the Title IX process.

• **Consent Postcard:** This postcard details the basics of consent and details resources available. The postcards are handed out at tabling events across campus.

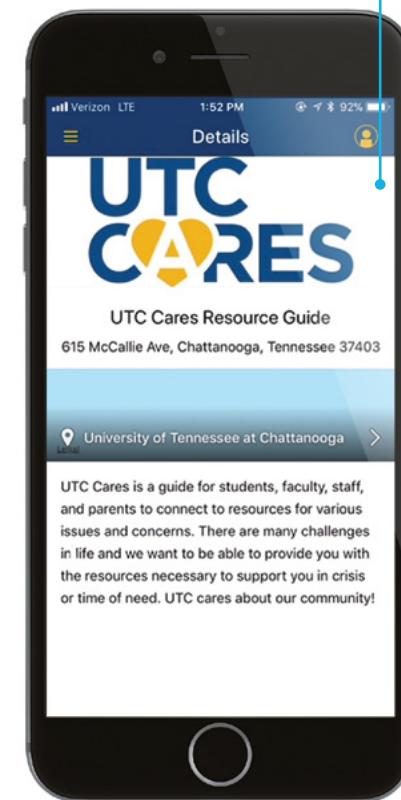
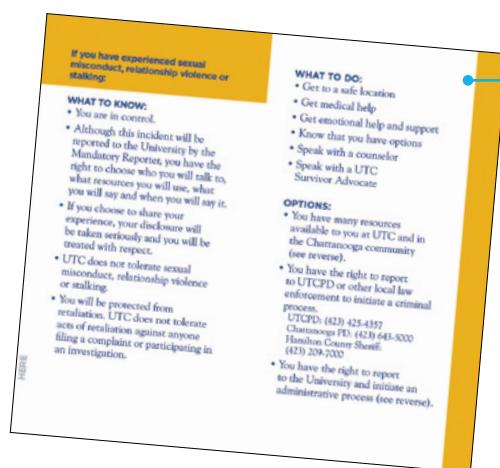
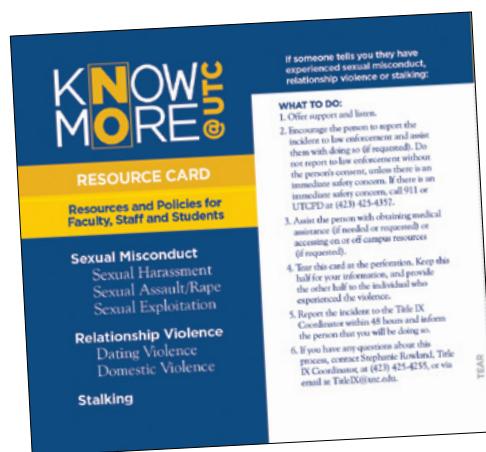
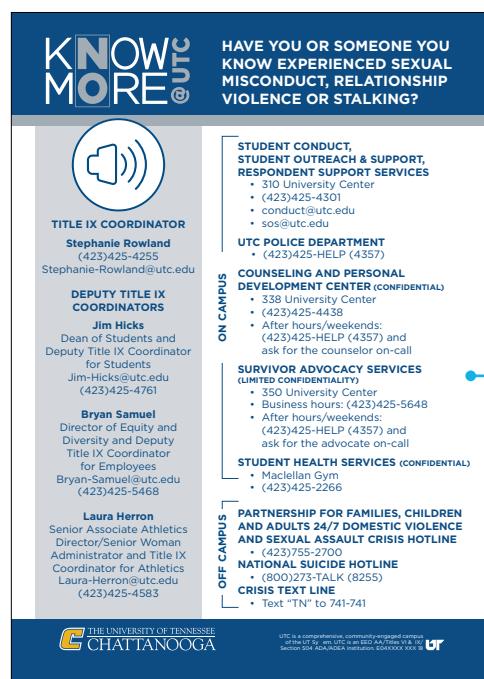
• **UTC Policy Booklet:** This booklet contains UTC's Policy on Sexual Misconduct, Relationship Violence and Stalking and is given to all participants in the Title IX process.

• **Resource Magnets:** In fall 2017, resource magnets were placed in all on-campus residences. The magnets detailed confidential and non-confidential resources available to students who may have experienced sexual misconduct, relationship violence and stalking.

• **Bathroom Flyers:** Bathroom flyers are located in bathroom stalls across campus; they detail confidential and non-confidential resources available on campus for students who have experienced sexual misconduct, relationship violence and stalking.

• **Know More @ UTC Resource Card:** This brochure is given out at all mandatory reporter trainings. It is intended to be ripped in half — one side is for the faculty or staff member who has received a report of sexual misconduct, relationship violence and stalking, and one side is for the student or community member who has reported or experienced sexual misconduct, relationship violence and stalking. It details reporting requirements and resources available.

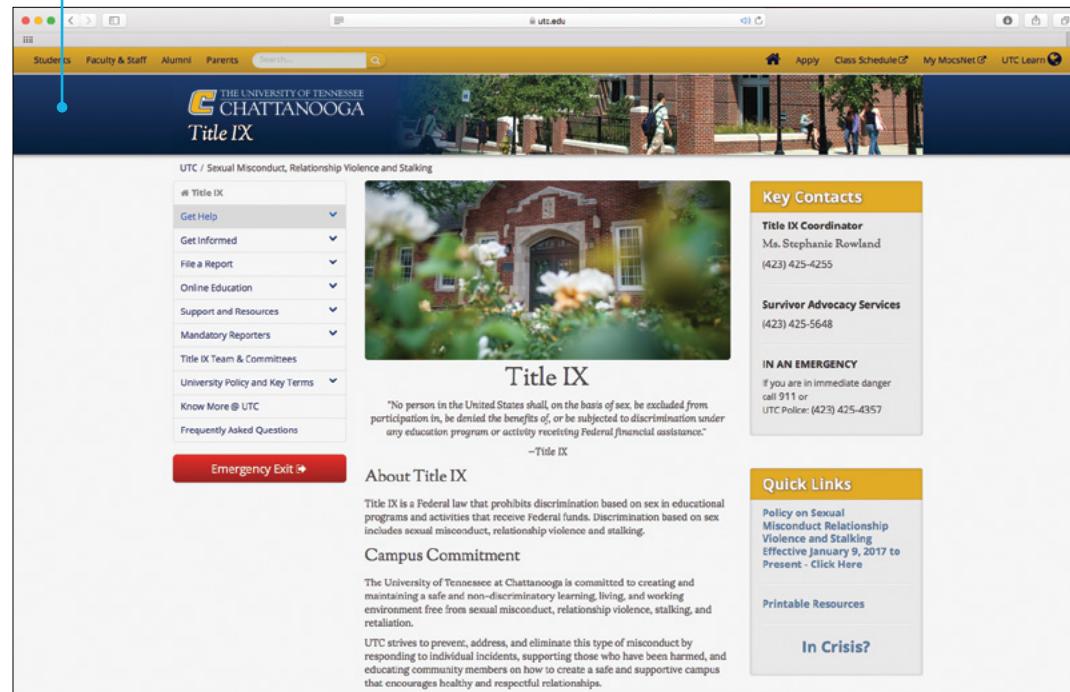
• **Ads and Promotional Materials:** Promotional materials like Know More @ UTC buttons, stickers, pop-sockets and chip clips are given out at every tabling event. Know More @ UTC also advertises in the Orientation handbook and other appropriate venues.



UTC Cares is a guide for students, faculty, staff, and parents to connect to resources for various issues and concerns. There are many challenges in life and we want to be able to provide you with the resources necessary to support you in crisis or time of need. UTC cares about our community!

Website

UTC launched its sexual assault, relationship violence and stalking prevention website (utc.edu/sexual-misconduct) in 2015 and redesigned the website in late 2017. The site includes information about how to get help; how to report an incident of sexual misconduct, relationship violence or stalking; on-campus support; University policies and procedures; information about consent; information about University committees that oversee Title IX compliance; and resources for mandatory reporters.



POLICY

UTC's Policy on Sexual Misconduct, Relationship Violence and Stalking was originally adopted in January 2015 and amended in August 2015 and January 2017.

THE POLICY:

- Describes prohibited conduct;
- Explains multiple options for reporting sexual misconduct, relationship violence and stalking to the University;
- Describes the procedures that the University will follow to promptly, thoroughly and equitably investigate and resolve reports of sexual misconduct, relationship violence and stalking in order to eliminate the misconduct;
- Identifies resources;
- Describes the University's prevention and awareness programs relating to sexual misconduct, relationship violence and stalking; and
- Implements the requirements of Title IX and the Clery Act (including amendments to the Clery Act made by the Violence Against Women Reauthorization Act).

To view the policy, please visit utc.edu/sexual-misconduct.

REPORTS OF SEXUAL MISCONDUCT, RELATIONSHIP VIOLENCE AND STALKING

The following graphs and statistics detail all reports of sexual misconduct, relationship violence and stalking, retaliation and other types of sex discrimination received by UTC, other than those received by completely confidential resources like the Counseling Center and Student Health Services. Please note that the University of Tennessee at Chattanooga's Police Department (UTCPD) annually publishes statistics regarding reports of sexual assault, relationship violence and stalking. You will notice that these statistics differ. This difference is due to reporting requirements under federal law and that the categories/definitions used for the statistics in this report are more inclusive than criminal statutes. The statistics included in UTCPD's Annual Security and Fire Safety Report (available at UTCPD's website, utc.edu/police), include only those incidents that occur on UTC's campus or in UTC's Clery geography, while the statistics published in this report include all incidents reported to the University, regardless of location.

Key Terms

The term **sexual misconduct** includes sexual assault, sexual harassment and sexual exploitation. Sexual assault includes nonconsensual sexual intercourse and other nonconsensual sexual contact.

The term **relationship violence** includes dating violence and domestic violence.

The term **stalking** means a course of conduct directed at a specific person that would cause a reasonable person to: 1. Fear for the person's safety or the safety of others; or 2. Suffer substantial emotional distress.

The term **retaliation** means any act or attempted act taken because of a person's participation in a protected activity that would discourage a reasonable person from engaging in protected activity.

The term **sex discrimination** includes forms of sex-based discrimination and harassment that do not fall within sexual misconduct, relationship violence or stalking.

The statistics included in this document include all reports received by the University, regardless of where/when the reported incidents occurred or the identity of the reported respondent. Reports are loosely categorized by type, for example: Reports of cat-calling are included within sexual harassment, although some instances of cat-calling may not rise to the level of a policy violation.

For more information and for complete definitions of prohibited conduct, please see UTC's Policy on Sexual Misconduct, Relationship Violence and Stalking, available at utc.edu/sexual-misconduct.

Total Reports



All of the below statistics are for calendar year 2017.

Incidents By Type

SEXUAL MISCONDUCT	104
RELATIONSHIP VIOLENCE	30
STALKING	41
RETALIATION	7
OTHER SEX DISCRIMINATION	10

Breakdown of Incidents of Sexual Misconduct

SEXUAL ASSAULT/SEXUAL INTERCOURSE WITHOUT CONSENT	58
SEXUAL ASSAULT/SEXUAL CONTACT WITHOUT CONSENT	8
SEXUAL HARASSMENT	26
SEXUAL EXPLOITATION	4
NOT ENOUGH INFORMATION TO DETERMINE	8

Respondent Information

	Sexual Misconduct	Relationship Violence	Stalking	Retaliation	Other	TOTAL
Complainant and/or Reporter Identified Respondent	50	13	27	6	9	105
Complainant and/or Reporter Declined to Identify Respondent	49	17	12	0	0	78
Respondent Unknown to Complainant	5	N/A	2	1	1	9
TOTAL	104	30	41	7	10	192

Case Resolutions Complainant and/or Reporter Identified Respondent

	Sexual Misconduct	Relationship Violence	Stalking	Retaliation	Other	TOTAL
Complainant declined to participate in process; University did not have enough information to move forward	12	5	12	1	3	33
Evidence did not support a finding of a policy violation based on the preponderance of the evidence	7	0	1	4	6	18
Respondent found not responsible for violating the policy after a hearing	0	0	0	0	0	0
Respondent found responsible for violating the policy	15	2	4	1	0	22
Pending	3	1	1	0	0	5
Respondent not a UTC community member	13	5	9	0	0	27
TOTAL	50	13	27	6	9	105

Sexual Misconduct and Relationship Violence by Location

	Sexual Misconduct	Relationship Violence	TOTAL
On Campus, Residence Hall	15	9	24
On Campus, Other	27	2	29
Off Campus	32	9	41
Unknown/Student Declined to Identify	30	10	40
TOTAL	104	30	134

CARE AND SUPPORT FOR STUDENTS

This section provides information on interim measures provided to students involved in cases of sexual misconduct, relationship violence, stalking, retaliation and other types of sex discrimination. Per UTC's Policy on Sexual Misconduct, Relationship Violence and Stalking, interim measures are offered to complainants, respondents and witnesses, as needed. The goal of interim measures is to support students and to protect students' access to educational opportunities.

INTERIM MEASURES ARE AVAILABLE

- Even if the Complainant does not want report to law enforcement.
- Even if the Complainant does not participate in the University's investigative process.
- Even if the Complainant does not identify the Respondent.
- Even if the Complainant has made a Request for Limited Action.
- Even if the Respondent is not a member of the University community.
- On an ongoing basis, as needed.

The following numbers reflect the top three types of interim measures provided to individuals who were involved in cases reported during calendar year 2017. Interim measures provided to individuals during calendar year 2017, but whose cases were reported prior to 2017, are not included here.

Interim measures

Advocacy¹: 40

Academic Support²: 98

No contact directives³: 33

Total: 171

Interim measures are determined after consultation with the student involved, and faculty and staff members, as necessary. They vary greatly from case to case, depending upon the needs of the student. For a list of other available interim measures, please reference UTC's Policy on Sexual Misconduct, Relationship Violence and Stalking.

¹ Advocacy through UTC's Survivor Advocacy Services is offered to every student, faculty and staff member who has experienced sexual misconduct, relationship violence and stalking. A Survivor Advocate is available to accompany student, faculty and staff survivors to all University meetings regarding an incident of sexual misconduct, relationship violence and stalking and to all potential criminal and civil court proceedings.

² Academic support includes, but it not limited to: class excuses, delayed exams, makeup work and tutoring.

³ A no-contact directive is a communication from the University, normally to both the Complainant and the Respondent, directing them that they may not communicate with one another or engage in various other types of behavior.



GET SUPPORT

CONFIDENTIAL (ON-CAMPUS):

Counseling Center

338 University Center
(423) 425-4438 (after hours/weekends
contact UTC PD at (423) 425-HELP/4357
and ask for the counselor on call)

LIMITED CONFIDENTIAL (ON-CAMPUS):

Survivor Advocacy Services

350 University Center
(423) 425-5648
(after hours/weekends contact UTC PD
at (423) 425-HELP/4357 and ask for the
advocate on call)

CONFIDENTIAL (OFF-CAMPUS):

Partnership for Families, Children and Adults

24/7 domestic violence and sexual
assault crisis hotline: (423) 755-2700



REPORT TO THE UNIVERSITY

TITLE IX COORDINATOR

Stephanie Rowland
206 Hooper Hall
(423) 425-4255
Stephanie-Rowland@utc.edu

OFFICE OF THE DEAN OF STUDENTS

399 University Center
(423) 425-4301

ANONYMOUS REPORTING

www.utc.edu/studentofconcern

UTC POLICE DEPARTMENT

(423) 425-HELP/4357

