

2023 TITLE IX ANNUAL REPORT

Sexual Harassment
Sexual Assault
Dating and Domestic Violence
Stalking and Retaliation



Sexual Harassment, Sexual Assault, Dating and Domestic Violence, Stalking and Retaliation

ANNUAL REPORT

OFFICE OF THE TITLE IX COORDINATOR
January 2022–December 2022

- 3 Letter from the Title IX Coordinator
- 4 Title IX Teams
- 6 Prevention Highlights
- 8 Awareness Campaigns
- 9 Campus Events Highlights
- 12 Student Education and Training
- 14 Employee Education and Training
- 16 Statistical Information for Reports of Sexual Harassment, Sexual Assault, Dating and Domestic Violence and Stalking
- 20 Care and Support
- 22 Ways to get Help

Letter from the Title IX Coordinator

Dear CAMPUS COMMUNITY,

UTC is dedicated to providing a campus environment that recognizes the worth and dignity of all people and the limitless value of their potential. To achieve this goal, UTC is committed to creating and maintaining a safe learning, living, and working environment free of sexual harassment, including sexual assault, domestic violence, dating violence, and stalking; sexual exploitation; and retaliation. All members of the UTC community are expected to conduct themselves in a manner that does not infringe upon the rights of others. We encourage all members of the community to report incidents if sexual harassment and misconduct, so the behavior can be addressed, and reoccurrence of the behavior can be prevented.

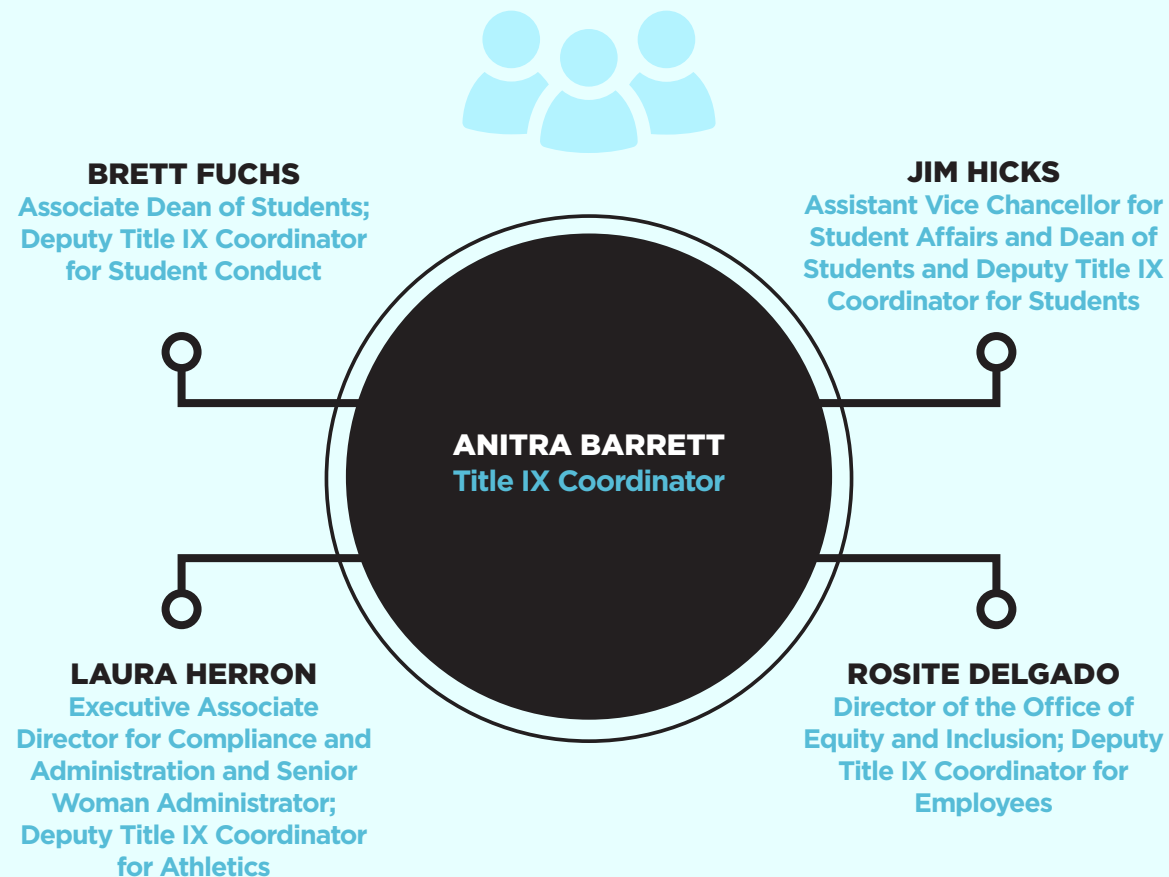
This Title IX Annual Report has been developed to educate the campus community and provide information about UTC's overall Title IX compliance efforts. It also includes information about our ongoing prevention, education and training efforts, report statistics, and supportive measures implemented to support students, faculty and staff. This annual disclosure of data does not correspond with the University's Annual Security & Fire Safety Report under the federal Clery Act because the definitions and geographic jurisdiction used by the Title IX Office differ from what is required by the Clery Act.

As always, thank you for all you do to support Title IX compliance on our campus. If you have any questions or concerns about UTC's Title IX compliance or about Title IX in general, please contact me by phone at (423) 425-4255 or by email at anitra-barrett@utc.edu.

Sincerely,

Anitra Barrett
Title IX Coordinator

TITLE IX TEAMS AND COMMITTEES



Reports or complaints of sex discrimination, sexual harassment, sexual assault, sexual exploitation, dating violence, domestic violence, or 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.

For a list of members, please visit
utc.edu/title-ix/teams

Title IX compliance is also supported by UTC's Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking (SHSADDVS) Response Team and the Prevention and Education Committee.

Response Team



UTC's Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking (SHSADDVS) Response Team, which began in 2015, is designed to facilitate partnership and communication among university personnel working on SHSADDVS cases to improve the university's response. Members collaborate regarding cases and discuss supportive measures and resources available for students. Members are appointed by the Title IX Coordinator.

Prevention and Education Committee



The Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking (SHSADDVS) Prevention and Education Committee, which also started in 2015, steers the prevention and education efforts for the campus.

PREVENTION HIGHLIGHTS

UTC's comprehensive and collaborative prevention and education program about sexual assault, sexual harassment, dating violence, domestic violence and stalking—**KnowMore @ UTC**, is a partnership between the Office of the Title IX Coordinator, the Office of the Dean of Students, the Center for Women and Gender Equity, the Center for Wellbeing, the Office of Equity and Inclusion, the Office of Human Resources and other campus partners. The following details some of UTC's 2022 prevention highlights.

Bathroom Resource Flyers



Approximately 400 bathroom stall flyers are posted in 23 buildings around campus each semester. The flyer includes information about resources and reporting options.

Consent T-Shirt Campaign



Obtained, Affirmative, Voluntary & Continual t-shirt giveaways to the campus as part of UTC’s ongoing consent and Title IX education.

Starbucks Sleeve Initiative



Consent stickers created for and placed on the on-campus Starbucks coffee sleeves.



The following are some of the on-campus events in 2022 provided for students, faculty and staff. Many of the events were conducted by campus partners, including the Office of the Dean of Students, the Center for Wellbeing, the Center for Women and Gender Equity, and the Mocs Recovery Center.

JANUARY	FEBRUARY	MARCH
<ul style="list-style-type: none">• Hookup Culture Instagram Story Campaign• Stalking Awareness Month Instagram Story Campaign• Can We Talk? Just Talking or Stalking: Discussion on “an expression of feelings that honors the other person’s privacy, boundaries, and ability to shut you down, and then there’s stalking”• Stalking Awareness Program: screening and discussion of Netflix’s “You”•	<ul style="list-style-type: none">• Healthy Relationships Week Tabling• Consent & Sexual Health Pop-Up• Can We talk? Situationships• Ingredients for a Healthy Relationship: Discussion about communication, safety, accountability, trust, cooperation, and support• Healthy Relationships Workshop with the UTC Student Success Center• Red/Green Flags Program• Latte and Love• Romantic Relationships 101 with the UTC MOSAIC Program•	<ul style="list-style-type: none">• Lovebombing: Romantic or Red Flag: Discussion about healthy, unhealthy and abusive relationships while making sugar scrubs and bath bombs.•

APRIL

Sexual Assault Awareness Month (SAAM): UTC observes Sexual Assault Awareness Month (April) every year. Several events included:

-

Dear Survivor Letters Tabling: an event which provided an opportunity to write letter to survivors of sexual assault and dating violence that were displayed in Lupton Hall for the month

-

Movie Screening: discussion of the film *Promising Young Woman*

-

SAAM Lunch Chat: What is Rape Culture?: an event to discuss what rape culture is and how we can be a part of dismantling it

-

SAAM Lunch Chat: What is Consent?: an event to discuss what consent looks like

-

SAAM Zine Launch Gallery Night: an event displaying art from survivors related to their healing journey, which also included readings of written works and displays of visual art by students

-

-

Consent & Coffee Hour with Mocs Recovery: an event discussing all things consent and how we build a culture of consent at UTC

-

Making Consent Common Sense: a discussion about consent wherein participants designed yard signs to place around campus with messages about enthusiastic consent

-

Supporting Survivors Lunch Chat: conversation about how to support survivors and build community

-

Exploring Storytelling and Art as Activism with Chanel Miller: a virtual discussion.

-

JULY

-

Healthy Relationships Workshop for Athletic Bridge Program

-

AUGUST

-

Honor's College Retreat- Title IX and Consent Workshop

-

Title IX and Consent Workshop with UTC Marching Band

-

Consent-a-thon

-

SEPTEMBER

-

AOD Jeopardy for Fraternity and Sorority Life Town Hall

-

Red Zone Carpet

-

Roommate 101-MOSAIC Healthy Relationships Series

-

Sexual Health Awareness Month Tabling

-

Can We Talk?: First Dates

-

OCTOBER

Dating and Domestic Violence Awareness Month (DVAM): Observed by UTC every year in October. Events held included:

-

Take Back the Night: The three guiding goals are: heal individuals impacted by sexual violence; empower those who have been victimized; and take a stand to shatter the silence and end the violence. The event included tabling and resources from campus and local partners, a march, and an opportunity for survivor speak-outs. This is a signature program for the Center for Women and Gender Equity.

-

DAVM Chalking: An event to spread facts and statistics for DVAM held in Heritage Plaza

-

Can We Talk?: Defining Relationships: A monthly discussion series focused on growing healthier relationships. The discussion on centered around defining relationships, how to have these healthy conversations, and explored questions like: What are we? How do we talk about our

relationship to others? Do we care about a label? What language works for us?

-

Red Flags Campaign: A national initiative, uses a bystander intervention strategy to address and prevent sexual assault, dating violence, and stalking on college campuses. The campaign encourages friends and other campus community members to say something when they see warning signs ("red flags") for sexual assault, dating violence, or stalking in a friend's relationship. Red flags and yard signs with information about types of red flags, additional events happening during the week, and resources.

-

Step Up! Against Dating Violence;

-

Sexual Health Jeopardy

-

Don't Be a Pumpkinhead: Green Flags Party

-

Keep It Spooky, Keep It Safe

-

NOVEMBER

-

Boundaries in Relationships

-

Trauma-Informed Yoga for Survivors (and those who support them)

-

Rated RHA

-

Can We Talk?: Breaking Up

-

Media & Gender-Based Violence Presentation.

-

STUDENT EDUCATION AND TRAINING

This section provides details about how we conducted training for current students, new students and student-athletes.

Education was also conducted to demonstrate how students can be there for one another.

Student Education and Training Highlights

Orientation

UTC provides in-person training regarding Title IX, consent, support and resources and other related topics to all incoming freshmen, transfer, graduate and international students. Freshman Orientation training is conducted by the Interim Title IX Coordinator, the Director of the Center for Women and Gender Equity and UTC Police Department's Sexual Relationship Violence Liaison Officer. Presentations at the transfer, graduate and international student orientations were conducted by the Interim Title IX Coordinator.

Online Education

New first-year, transfer, and graduate students complete Title IX education via UTC Learn (Canvas), the University's student learning management system, which utilized several of Everfi's online training modules to augment in-person training events. The students are required to complete an online Title IX Education and Prevention program by the beginning of their first academic semester at the University. Incoming freshmen and transfer students completed Everfi's *Sexual Assault Prevention for Undergraduates* (SAPU). Incoming graduate students completed Everfi's Sexual Assault Prevention for Graduate Students, which includes information on the same topics as SAPU, but is geared toward graduate students. The modules include information about sexual harassment and sexual violence, stalking, bystander intervention, consent and coercion, values, identities and relationships, reporting options, and support and resources.

UTC's student-athletes complete Title IX education via UTC Learn (Canvas), the University's student learning management system, which utilized Everfi's *Sexual Assault Prevention for Student-Athletes*. The module includes information about leadership, positive values, healthy and unhealthy relationships, bullying, hazing, sexual harassment and sexual violence, consent, bystander intervention strategies, reporting options, and support and resources.

Step Up! Against Dating Violence

Training to prepare students to identify the signs of healthy and unhealthy/abusive behaviors, provide ways to intervene with friends who condone and engage in abusive behavior, and how best to support friends who are experiencing abuse.

EMPLOYEE EDUCATION AND TRAINING

This section provides details about training for new and existing UTC employees and new faculty.

Education was also conducted through in-person sessions to explain mandatory reporter responsibilities.

Employee Education and Training Highlights

Online Education

UTC employees, new and current, completed Title IX education via K@TE, the University's employee learning management system, which utilized Everfi's online education modules. Employees completed *Building Supportive Communities: Clery Act and Title IX*, which takes a close look at the issue of sexual harassment, sexual misconduct, relationship violence and stalking, in higher education. Completion of this module satisfies the annual Title IX training requirement. Employees also completed *Building Supportive Communities: Taking Action*, which supports ongoing education requirements on ways to prevent sexual harassment, maintain a safe campus community, and prepare faculty and staff to provide supportive and effective responses when someone may have experienced sexual harassment, sexual misconduct, relationship violence and stalking. Completion of this module satisfies the annual mandatory reporter training requirement. Both modules include interactive skill-building exercises, scenarios, and a final assessment.

UTC's athletics staff completed Title IX education via K@TE, the University's employee learning management system, which utilized Everfi's *Sexual Assault Prevention for Athletics Staff* module. The module includes information about leadership, positive values, healthy and unhealthy relationships, bullying, hazing, sexual harassment and sexual violence, consent, bystander intervention strategies, reporting options, and support and resources.

New Faculty Orientation

UTC's Office of the Title IX Coordinator conducted an hour long session during New Faculty Orientation in August 2022. Topics included Title IX, resources and support available to students, faculty and staff, and mandatory reporting.

In-person Mandatory Reporter Training

UTC's Office of the Title IX Coordinator conducted 10 in-person training sessions about employee mandatory reporter responsibilities with different groups and departments across campus in 2022.

The following data reflects disclosures of potential sexual and/or gender-based harassment and misconduct received by the University from January 1, 2022 - December 31, 2022. These disclosures were received by the Title IX Office through direct reports, online reporting forms, and third party reports. The data does not include reports received by completely confidential resources such as the Counseling Center and University Health Services.

This data does not correspond to UTC’s Annual Security & Fire Safety Report, required under the federal Clery Act and published by the UTC Police Department, because the definitions and geographical jurisdiction used by the Title IX Office differ than what is required by the Clery Act. The Annual Security & Fire Safety Report can be viewed on the UTCPD’s website at utc.edu/police/clery.

All reports to the Title IX Office are classified based on the conduct that is reported in the initial report and through any follow up intake meetings that are conducted. The Title IX Office uses the following definitions when classifying reports:

Sexual misconduct includes sexual assault, sexual harassment, and sexual exploitation. Sexual assault includes nonconsensual sexual intercourse/rape and other nonconsensual sexual contact /fondling.

Relationship violence (dating violence or domestic violence) includes reported conduct that occurred between two people who have or have had a dating or domestic relationship.

Stalking means the reported conduct includes engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or suffer substantial emotional distress.

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.

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

Information report is a report that was received, but the incident was unable to be classified due to lack of details or information. Resources and support were offered to the reporting party or the identified complainant.

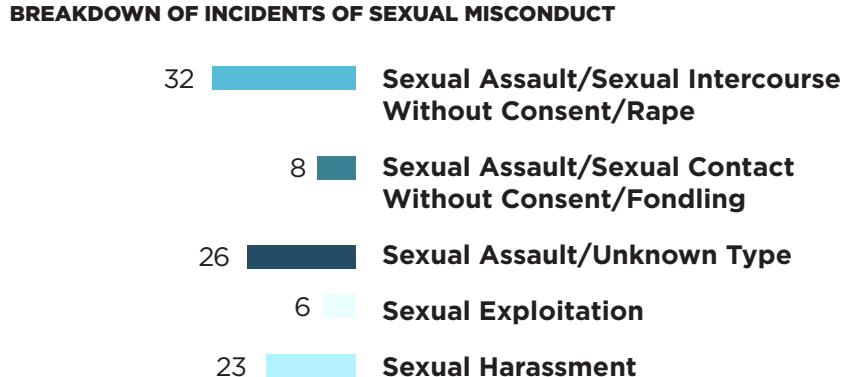
Anonymous report/unknown complainant is a report that was received, but there was insufficient information provided to identify a complainant; therefore, the Title IX Office was unable to provide outreach, support or resources.

Complainant is an individual alleged to be the victim of conduct that could constitute prohibited conduct.

Respondent is an individual who has been reported to be the perpetrator of prohibited conduct. The statistics reflected in this document include all reports received by the University, regardless of where/when the reported incidents

occurred or whether the identity of the reported respondent was provided. Reports are loosely classified 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 or law violation.

For more information and for complete definitions of prohibited conduct, please see UTC’s Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking, available at utc.edu/sexual-misconduct.



No Investigation means the Complainant declined to participate in the Title IX process, the University did not have enough information to move forward, the report was anonymous, or the Complainant was unknown or not identified.

Limited Action means the Complainant declined to respond to outreach or stated they did not wish to file a formal complaint or participate in an investigation therefore the University took limited action and provided supportive measures like academic support, safety escorts, no contact directives, and campus support services.

Informal Resolution means that after receiving a Formal Complaint but prior to reaching a determination regarding responsibility the University facilitated an informal resolution process, such as mediation, that did not involve a full investigation and adjudication, with the Complainant and Respondent. Both parties agreed and consented to the Informal Resolution process. Informal Resolution is not offered or facilitated by the University to resolve allegations that an employee sexually harassed a student.

Dismissal of Formal Complaint per Title IX regulations the University must investigate every formal complaint unless it is dismissed. The University must dismiss if the conduct alleged (1) would not constitute sexual harassment, even if proven, (2) did not occur in the University’s education program or activity, or (3) did not occur within the United States. The University may dismiss if the (1) Complainant notifies the Title IX coordinator in writing that the Complainant would like to withdraw the Formal Complaint, (2) the Respondent is no longer enrolled or employed, or (3) specific circumstances prevent the University from gathering sufficient evidence to reach a determination as to the Respondent’s responsibility.

RESPONDENT INFORMATION							
	sexual misconduct	relationship violence	stalking	information report	other sex discrimination	retaliation	Total
Complainant and/or Reporter Identified Respondent	47	21	27	18	6	1	120
Respondent not identified	36	24	2	5	2	0	69
Respondent Unknown to Complainant	10	0	3	5	0	0	18
Respondent Not Affiliated with the University	28	25	11	5	3	0	72
Total	121	70	43	33	11	1	279

RESOLUTIONS FOR CASES WITH AN IDENTIFIED RESPONDENT							
	sexual misconduct	relationship violence	stalking	information report	other sex discrimination	retaliation	Total
Limited Action	11	8	9	8	0	0	36
No investigation (Complainant declined to participate in process; did not file a formal complaint; or limited action request accepted)	43	20	27	18	6	0	114
Evidence did not support a finding of a policy violation based on the preponderance of the evidence	0	0	0	0	0	0	0
Respondent found not responsible for violating the policy	1	0	0	0	0	0	1
Pending	0	0	0	0	0	1	1
Informal Resolution	1	1	0	0	0	0	2
Dismissal of Formal Complaint	2	0	0	0	0	0	2
Total	58	29	36	26	6	1	156

CARE AND SUPPORT

This section provides information on supportive measures provided to students, faculty and staff involved in cases of sexual harassment, sexual assault, dating and domestic violence, stalking, retaliation, and other forms of sex discrimination.

In compliance with Title IX, UTC offers supportive measures to restore or preserve equal access to the university's education program or activity without unreasonable burdening the other party, including measures designed to protect the safety of all parties or the university's educational environment, or deter sexual harassment. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to a complainant or respondent before or after the filing of a formal complaint or where no formal complaint has been filed.

The following numbers reflect the top three types of supportive measures provided to individuals who were involved in cases reported during the 2022 calendar year. Supportive measures provided to individuals whose cases were reported prior to 2022 are not included here.

Supportive measures are determined after consultation with the student involved and faculty and staff members, as necessary. They are evaluated on a case-by case basis and can vary greatly depending on the needs of the party involved. For a list of other available supportive measures, please reference UTC's [Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence and Stalking](#).

Advocacy₁



68 New Clients

227 Meetings with an Advocate

217.25 Hours

Academic Support₂



176 Types of Support

No Contact Directives₃



37 Directives

¹ Advocacy provided through the Center for Women and Gender Equity Survivor Advocacy Services is offered to every student, faculty and staff member who has experienced sexual harassment, sexual assault, dating and domestic violence, or stalking. A Survivor Advocate is available to discuss various processes involved when reporting, accompany survivors to all university meetings, potential criminal and civil court proceedings, create a personalized safety plan, and assist with resource referrals and filing for Orders of Protection.

² Academic support includes, but is not limited to, class excuses, delayed exams, makeup work, tutoring, assignment extensions, incompletes, and withdrawal from classes.

³ A No-Contact Directive is a communication from the university, issued mutually to all parties involved, directing them that they may not have verbal, physical, written, and/or electronic contact, either directly or indirectly through a third party or other means or engage in various other types of behavior, for a definite or indefinite period. A No-Contact Directive may be requested by any student, faculty member, staff member, or other person with a reasonable justification to believe that continued contact between specific individuals may interfere with one of the party's security, safety, or ability to participate in work or studies.



GET SUPPORT

CONFIDENTIAL (ON-CAMPUS):

Counseling Center

338 University Center
(423) 425-4438 after hours; weekends
contact (423) 425-CARE

Survivor Advocacy Services

118 Lupton Hall
(423) 425-5648

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

Anitra Barrett
399 University Center
(423) 425-4255
titleix@utc.edu

OFFICE OF STUDENT CONDUCT

399 University Center
(423) 425-4301

ANONYMOUS REPORTING

utc.edu/report

UTC POLICE DEPARTMENT

(423) 425-HELP/4357



The University of Tennessee at Chattanooga is a comprehensive, community-engaged campus of the University of Tennessee System. UTC is an equal employment opportunity/affirmative action/Title VI/Title IX/Section 504/ADA/ADEA institution. [ENROLLMENT 003-22](#)