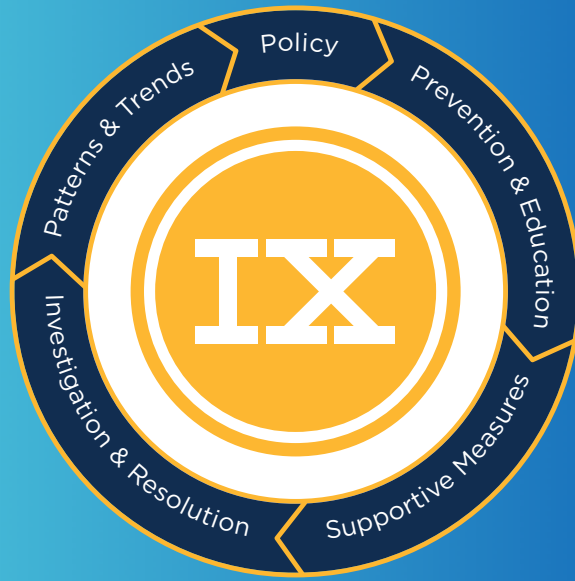


2024 TITLE IX ANNUAL REPORT

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 TITLE IX COMPLIANCE
January 2023–December 2023

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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 of 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.

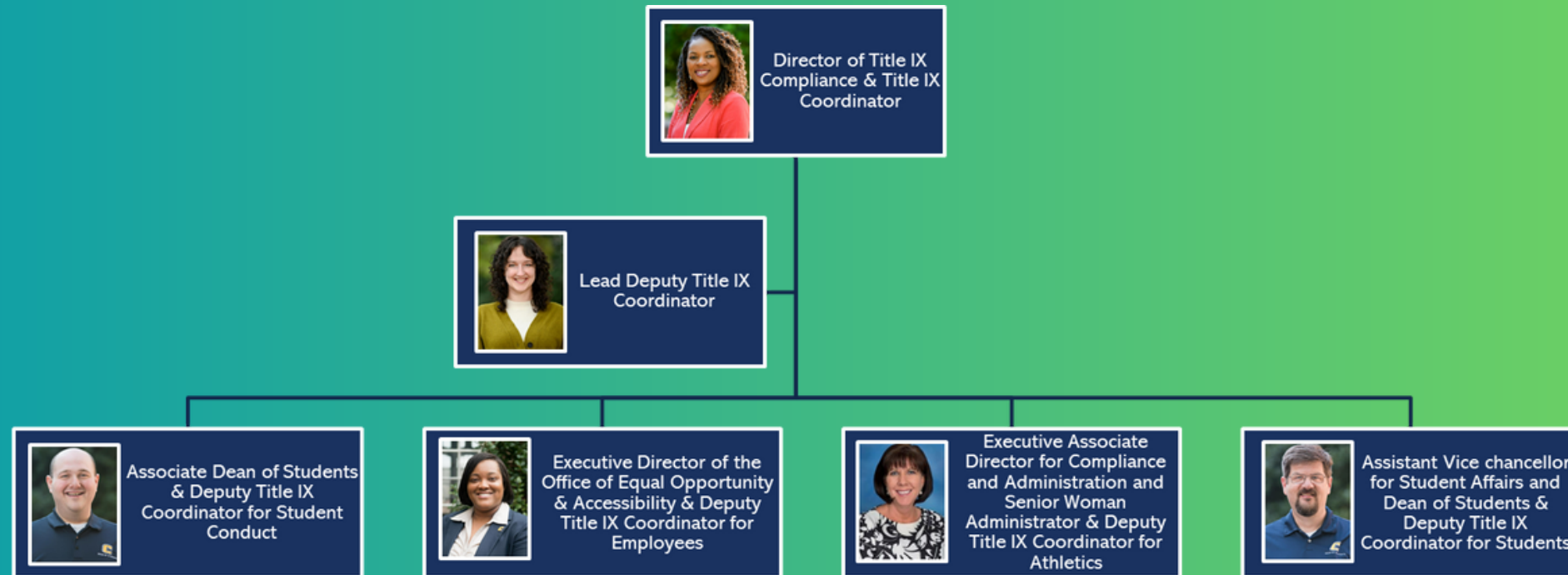
As always, thank you for all you do to support Title IX compliance on our campus. If you have any questions or concerns about UTC's Title IX compliance or about Title IX in general, please contact me at (423) 425-4255 or anitra-barrett@utc.edu.

Sincerely,

Anitra Barrett
Director of Title IX Compliance & Title IX Coordinator

TITLE IX COORDINATOR & DEPUTY COORDINATORS

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.



CAMPUS PARTNERS



TITLE IX TEAM & COMMITTEE

UTC's ongoing Title IX Compliance focuses on four elements:

- **SUPPORT:** providing support to students, faculty and staff who are impacted by sexual misconduct, relationship violence, and stalking.
- **POLICY:** updating and revising UTC's policy on sexual harassment, sexual assault, dating and domestic violence and stalking regularly to ensure that it is current and reflects UTC's campus goals and values.
- **PREVENTION:** developing programming, training, and events that promote healthy relationships, encourage bystander intervention, prevent sexual violence, support survivors, and foster a respectful campus community.
- **RESPONSE:** addressing and investigating reports of sexual misconduct, relationship violence, stalking, retaliation, and sexual exploitation and working through the conduct and/or investigation process with those impacted by these types of cases.

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 to ensure consistency across case responses and provide oversight of supportive measures and resources available for students, investigations, and individual case resolutions. 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.

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

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 Title IX Compliance, the Office of the Dean of Students, the Center for Women and Gender Equity, the Center for Wellbeing, the Office of Equal Opportunity & Accessibility, the Office of Human Resources and other campus partners. The following details some of UTC's 2023 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 2023 provided for students, faculty and staff. Many of the events were conducted by campus partners, including 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"> • Breaking Down Stalking Trends • Connect & Act: Bystander Intervention Training 	<ul style="list-style-type: none"> • Red Flags Movie Night: Stalking Edition • Romantic Relationships 101 Training with the UTC MOSAIC Program • Healthy Relationships Week Kick-Off • PAentine's Day (Healthy Relationship Education) • RelationChips: Healthy Queer Relationships • Boundaries & Breakfast • Can We Talk? Setting the Standard is Sweet • Interpersonal Violence Considerations in Nursing 	<ul style="list-style-type: none"> • Consent & Sexual Health Pop-Up • Spring Break Prevention Tabling • Creating Safe Relationships with UTC Housing & Residence Life • Red Flags Movie Night • Don't Cancel Your Class - Gender Based Violence in the LGBTQ+ Community • Don't Cancel Your Class - Rape Culture in Media
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APRIL

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

<ul style="list-style-type: none"> • SAAM Kick-Off: an event to chalk messages of support and resources for survivors • 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 • Joan McNeil Murray Lecture Series- Bethany Bray: What Media Teaches Us About Victims • 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 	<ul style="list-style-type: none"> • 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 • Sound Bath Meditation for Survivors (and Those Who Support Them) an event for survivors of gender-based violence to take some time for self-care 	<ul style="list-style-type: none"> • Red Flag Movie Night Double Feature: <i>Breaking Dawn Part I & II</i> <p>AUGUST</p> <ul style="list-style-type: none"> • Honor's College Retreat- Title IX and Consent Workshop • Roommates & Boundaries 101 • Consent-a-thon <p>SEPTEMBER</p> <ul style="list-style-type: none"> • Don't Cancel Your Class - Overview of Gender-Based Violence • Red Zone Carpet • Roommate 101- MOSAIC Healthy Relationships Series • Sexual Health Awareness Month Tabling • Can We Talk?: First Dates
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OCTOBER

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

<ul style="list-style-type: none"> • 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. • Survivor Self-Care: Smashing Pumpkins • Red Flag Movie Night: Scream • Disclosure Training • Title IX, Consent & Bystander Intervention Training 	<ul style="list-style-type: none"> • 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. • Red Flags Campaign Tabling • Keep It Spooky, Keep It Safe 	<p>NOVEMBER</p> <ul style="list-style-type: none"> • Healthy Relationships & Boundaries • Joan McNeil Murray Lecture Series- Body Art as Healing • Don't Cancel Your Class - Rape Culture • s(NO)w is a Complete Sentence
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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.

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 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 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.

Bystander Intervention

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. The module also 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 or stalking. Completion of this module satisfies the annual Title IX training and mandatory reporter training requirements. 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.

UTC had a 99% completion rate for online annual training for full-time faculty and staff.

New Faculty Orientation

UTC's Title IX Coordinator conducted an hour long session during New Faculty Orientation in August 2023. 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 Title IX Compliance conducted 10 in-person training sessions about employee mandatory reporter responsibilities with different groups and departments across campus in 2023.

The following data reflects disclosures of potential sexual and/or gender-based harassment and misconduct received by the University from January 1, 2023 - December 31, 2023. These disclosures were received by the Office of Title IX Compliance 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, University Health Services, or Survivor Advocacy 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 Office of Title IX Compliance 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 Office of Title IX Compliance are classified based on the conduct that is reported in the initial report and through any follow up intake meetings that are conducted. The Office of Title IX Compliance uses the following definitions of prohibited conduct when classifying reports:

Sexual Misconduct includes sexual assault, sexual harassment, and sexual exploitation. 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.

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

Retaliation means to intimidate, threaten, coerce, or discriminate against a person to interfere with any right or privilege under UTC's SHSADDVS Policy or because the person has made a report or complaint, testified, assisted, participated or refused to participate in any manner in an investigation, proceeding, or hearing.

Other 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, information, or the reported behavior did not reach the threshold of a Title IX violation. 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 Office of Title IX Compliance was unable to provide outreach, support or resources.

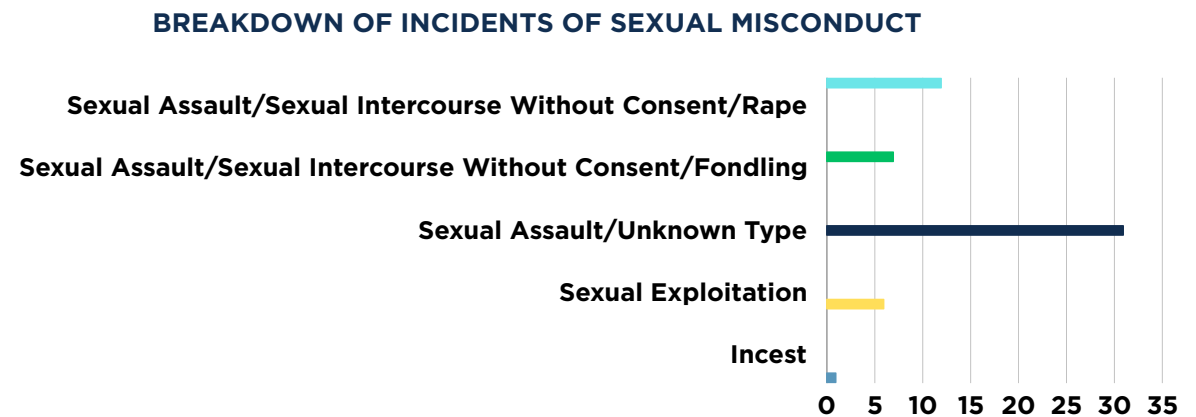
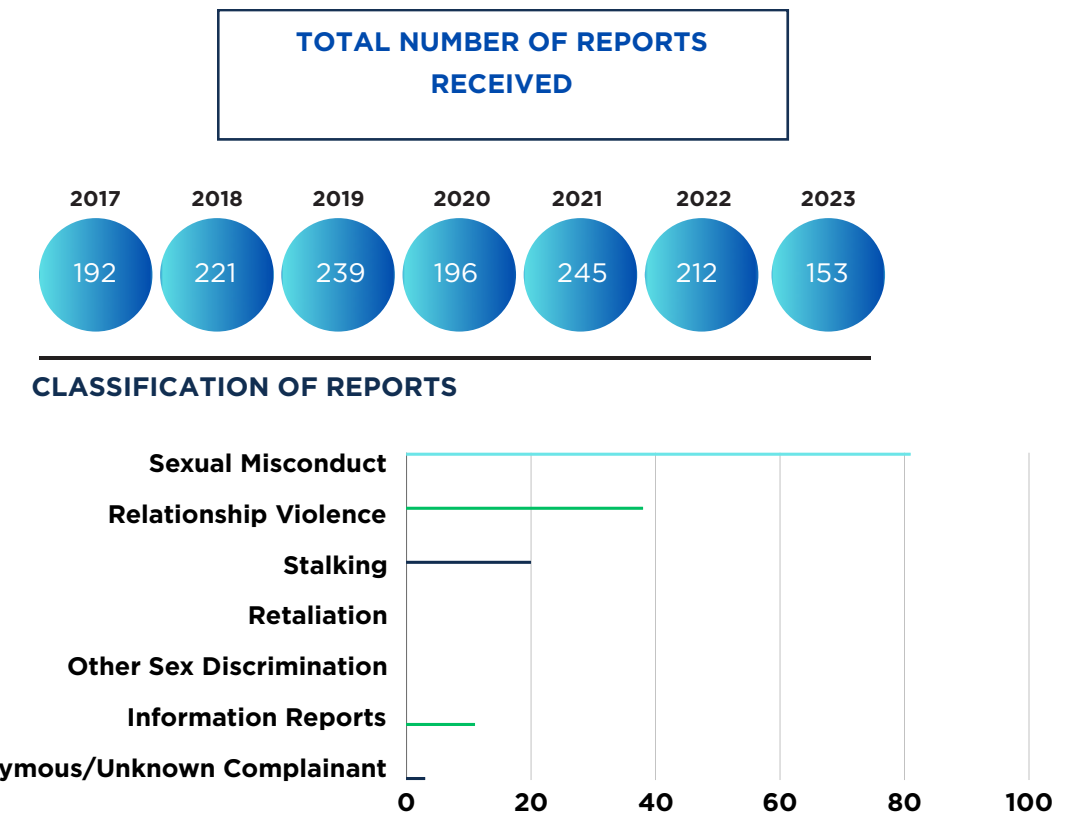
Complainant is an individual alleged to be the victim of conduct that could constitute prohibited conduct.

Respondent is an individual who has been reported to be the perpetrator of prohibited conduct.

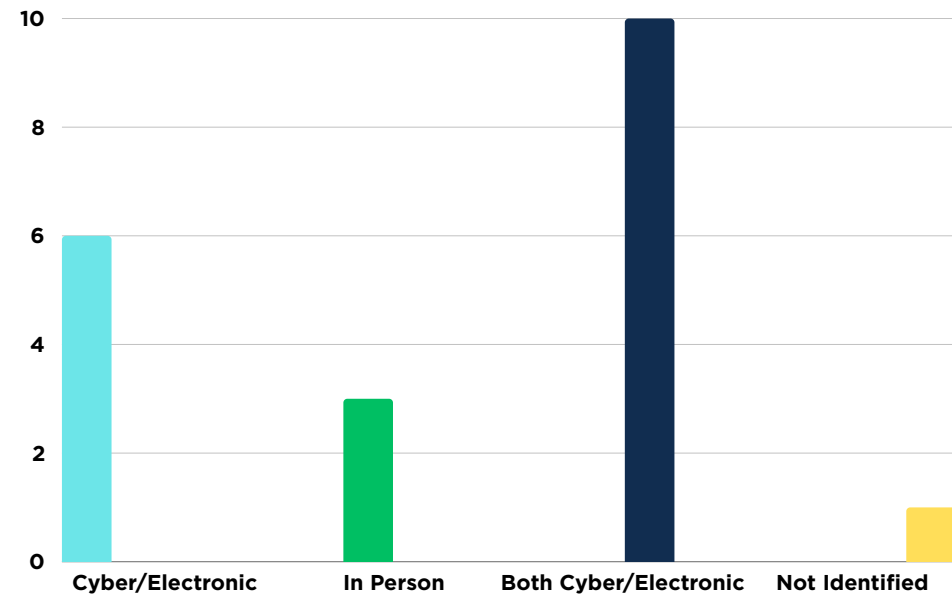
The statistics reflected in this document include all reports received by the University, regardless of where/when the reported incidents occurred or whether the identity of the reported Respondent was provided.

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.

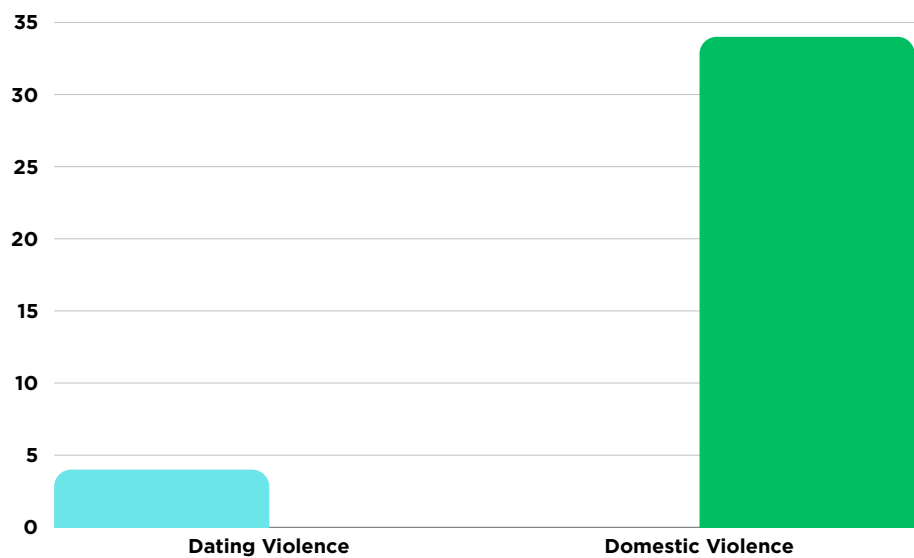
For more information and for complete definitions of prohibited conduct, please see UTC's Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking (SHSADDVS) available at utc.edu/sexual-misconduct.



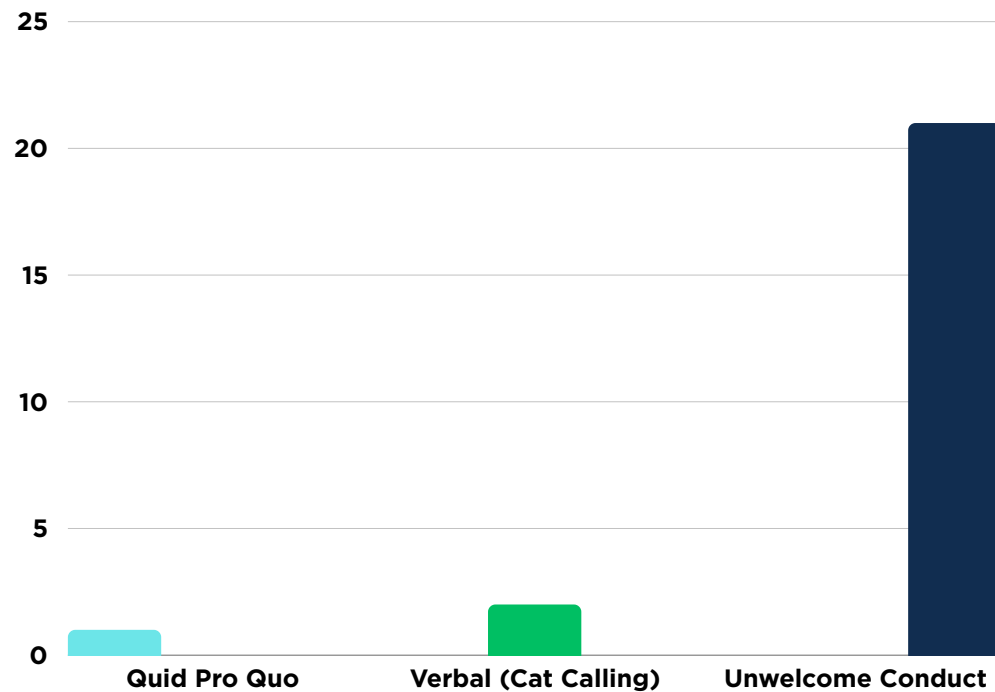
BREAKDOWN OF INCIDENTS OF STALKING



BREAKDOWN OF INCIDENTS OF RELATIONSHIP VIOLENCE



BREAKDOWN OF INCIDENTS OF SEXUAL HARASSMENT



RESPONDENT IDENTIFICATION

When the Office of Title IX Compliance 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. In some cases, the respondent was not identified and it was also determined that the respondent was not affiliated with the University based upon other information provided in the report. Regardless of whether they identify a respondent, students who seek services from the Office of Title IX Compliance are offered supportive measures and resources.

	Sexual Misconduct	Relationship Violence	Stalking	Information Report	Other Sex Discrimination	Retaliation	Anonymous/Unknown Complainant	Total
Identified Respondent	36	20	13	6	0	0	1	76
Respondent Not Identified	37	18	7	5	0	0	2	69
Respondent Unknown to Complainant	6	0	0	0	0	0	0	6
Respondent Not Affiliated with the University	40	22	8	1	0	0	0	71
Total	119	60	28	12	0	0	3	222

LOCATION DETAILS

When the Office of Title IX Compliance has contact with complainants, they are not required to provide information. Some complainants may also choose to share the location where prohibited conduct took place. Regardless of whether they identify a location, students who seek services from the Office of Title IX Compliance are offered supportive measures and resources.

	Sexual Misconduct	Relationship Violence	Stalking	Information Report	Other Sex Discrimination	Retaliation	Anonymous/Unknown Complainant	Total
On Campus-Residential Facility	9	1	4	0	0	0	0	14
Other Campus Location	18	3	9	7	0	0	1	38
Off Campus	39	26	3	4	0	0	0	72
Not Identified	15	7	3	0	0	0	2	27

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, 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 a Formal Complaint if the conduct alleged (1) would not be 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 a Formal Complaint 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 at the University, or (3) specific circumstances prevent the University from gathering sufficient evidence to reach a determination as to the Respondent’s responsibility.

RESOLUTIONS FOR CASES WITH AN IDENTIFIED RESPONDENT

	Sexual Misconduct	Relationship Violence	Stalking	Information Report	Other Sex Discrimination	Retailiation	Anonymous/Unknown Complainant	Total
Limited Action	32	19	13	0	0	0	1	65
No investigation (Complainant declined to participate in process; did not file a formal complaint; or limited action request accepted)	13	13	7	6	0	0	0	39
Evidence did not support a finding of a policy violation based on the preponderance of the evidence	1	0	0	0	0	0	0	1
Respondent found not responsible for violating the policy	0	0	0	0	0	0	0	0
Pending	0	0	0	0	0	0	0	0
Informal Resolution	1	0	0	0	0	0	0	1
Dismissal of Formal Complaint	1	0	0	0	0	0	0	1
Total	48	32	20	6	0	0	1	107

PREGNANT & PARENTING STUDENTS

UTC is committed to supporting students in alignment with Title IX of the Education Amendments of 1972, which prohibits discrimination based on sex, including pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of those conditions.

The Office of Title IX Compliance manages implementation of reasonable educational adjustments for students experiencing pregnancy or related conditions by working with students, faculty, and the Office of the Dean of Students.

26 student concerns were reported to the Office of Title IX Compliance involving pregnant and parenting students in need of support and educational adjustments during the 2023 calendar year.

For more information please see UTC’s Policy on Educational Adjustments for Students Experiencing Pregnancy or Related Conditions, available at www.utc.edu/academic-affairs/policies-and-procedures/educational-accommodations-for-pregnant-students.

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 2023 calendar year.

Supportive measures are determined after consultation with the Complainant or Respondent, 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



65 New Clients

169 Meetings with an Advocate

187.5 Hours

Academic Support²



173

Types of Support

No Contact Directives³



22

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, and can 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 & 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

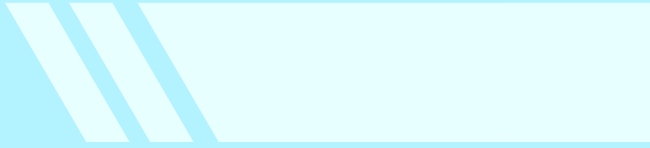
399 University Center
(423) 425-4301

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. 22487148-24