

# 2025 TITLE IX ANNUAL REPORT



Title IX of the Education Amendments of 1972 is a federal law that prohibits discrimination on the basis of sex in any education program or activity that receives federal financial assistance. This law plays a critical role in ensuring that all individuals, regardless of gender, have equal access to educational opportunities, resources, and protection from discrimination, harassment, and violence. At UTC, we are deeply committed to upholding the principles of Title IX by creating and maintaining a safe learning, living, and working campus environment for all members of our community.

The purpose of this annual report is to provide information about UTC's overall Title IX compliance efforts for the 2024 calendar year. It also includes information about our ongoing prevention, education and training efforts, report statistics, as well as supportive measures and educational adjustments implemented to support students, faculty, and staff. It is our belief that a strong, transparent Title IX framework is essential not only for compliance with federal regulations but also for fostering a campus climate where every individual feels valued, respected, and supported.

This annual disclosure of data does not correspond with the University's Annual Security & Fire Safety Report under the Clery Act because the definitions and geographic jurisdiction used by Title IX differ from what is required by the Clery Act.

As we work toward excellence in promoting fairness and safety for everyone, we remain dedicated to fostering a campus culture that empowers all individuals to reach their full academic, professional, and personal potential.

As the Title IX Coordinator for UTC, it is my privilege to share with you this annual Title IX report, which reflects our ongoing efforts to maintain a safe and inclusive environment for all members of our community, free from sexual harassment, and sexual misconduct. Title IX is not just a legal obligation but a core element of our commitment to fostering an inclusive atmosphere where everyone, regardless of sex or gender, can thrive academically, socially, and personally.

My role is to oversee the university's compliance with this law, including efforts to prevent and address issues related to sexual harassment, sexual assault, gender-based violence, and other forms of misconduct. This report highlights the strides we've made, the challenges we still face, and the collective efforts required to continue improving the safety, respect, and well-being of everyone on our campus.

This year, we have placed a significant interest on improving education and training, strengthening the resources available to anyone involved in complaints, and continuing to foster a welcoming campus that's free from harassment. We're proud of the progress we've made, but we know there's still more to do.

Our goal isn't just to meet the legal requirements set forth by Title IX—we want to go beyond that and create a campus where respect, safety, and fairness are at the core of everything. As we continue our efforts, we encourage all members of the university community to stay engaged in helping to promote a culture of accountability, support, and respect. Together, we can make sure UTC remains a place where everyone feels valued and has the opportunity to succeed without facing harassment or sexual misconduct.

I'm fully committed to this work and welcome any feedback, suggestions, or concerns. Together, we'll continue to build a more inclusive, fair, and supportive campus for all. As always, thank you for all that you do to support Title IX compliance on our campus.

Sincerely,



Director of Title IX Compliance & Title IX Coordinator

As part of our ongoing commitment to Title IX compliance and fostering a safe and inclusive campus environment, the university has identified key goals and priorities for the upcoming academic year. These focus areas are designed to build on our successes, address emerging challenges, and ensure that we continue to provide effective support and prevention strategies for all members of our community.

- **Expand Title IX Awareness:** We will increase efforts to educate students, faculty, and staff about their rights and responsibilities under Title IX, ensuring that everyone understands how to report incidents of discrimination, harassment, or violence. We plan to enhance our training modules, making them more interactive and accessible across all departments.
- **Strengthen Support Services:** Expanding support services for both complainants and respondents is a key priority. We will collaborate with counseling, advocacy, and local legal aid services to ensure that those affected by Title IX issues have access to comprehensive resources, including confidential counseling and advocacy, academic accommodations, and legal advice.
- **Enhance Campus Culture:** One of our top priorities is to enhance and improve campus climate by fostering an environment of respect and inclusivity where consent and respect are at the forefront. We will continue to implement programs that focus on healthy relationships, bystander intervention, and consent education. Additionally, we aim to increase engagement with student organizations, faculty, and staff to further develop a culture that challenges discrimination and harassment in all forms.
- **Improve Response Times:** We will work to ensure that investigations are conducted in a timely, transparent, and efficient manner. This includes reviewing our processes to identify and eliminate any delays or barriers that might hinder the investigation or resolution of complaints.
- **Strengthen Community Partnerships:** We will continue to collaborate with local organizations, law enforcement, and advocacy groups to ensure a holistic approach to addressing Title IX issues. This includes working with sexual assault response teams, healthcare providers, and other campus and community resources to support the well-being of all individuals impacted by Title IX concerns.
- **Promote Advocacy for Vulnerable Populations:** We will focus on creating additional resources and outreach programs for vulnerable populations to ensure that Title IX protections and support services are accessible to everyone.
- **Ongoing Evaluation of Title IX Processes:** We will continue to monitor and assess the university's compliance with Title IX regulations. This includes conducting internal audits and incorporating feedback from campus constituents to ensure our policies and procedures align with current legal standards and best practices.

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.



**Anitra Barrett, JD**

Director of Title IX Compliance  
and  
Title IX Coordinator



**Vacant**

Case Support & Community  
Education Specialist



**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



**Vacant**

Deputy Title IX Coordinator for Students



## Response Team

UTC's Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking (SHSADDVS) Response Team, which began in 2015, is a multidisciplinary group of professionals from various departments within the university community who work together to provide immediate, compassionate, and coordinated support to individuals who have experienced sexual harassment, sexual assault, or gender-based violence. The primary goal of the team is to ensure that survivors receive the care, resources, and support they need while maintaining a sensitive and victim-centered approach.

Through education, support, and advocacy, the SHSADDVS Response Team helps empower survivors to reclaim control over their lives while working to prevent future incidents of sexual assault. Members are appointed by the Title IX Coordinator.

## Prevention & Education Committee

The goal of the SHSADDVS Prevention and Education Committee is to create a proactive, preventative approach to Title IX issues, ensuring that our community is educated, empowered, and equipped to prevent discrimination, harassment, and violence. Through comprehensive educational programming and outreach, the committee focuses on two important missions to raise awareness, promote positive behaviors, and foster a culture of respect and responsibility.

### **Mission 1 - Develop and Implement Educational Programs**

The committee assists with creating and promoting educational campaigns that inform students, faculty, and staff about their rights and responsibilities under Title IX. This includes raising awareness about sexual harassment, gender discrimination, and sexual assault, as well as providing information on how to report incidents and seek support.

### **Mission 2 - Evaluate and Improve Prevention Strategies**

The committee also evaluates the success of prevention and education initiatives through surveys, feedback from participants, and ongoing assessment of campus climate. This data helps guide future programming and identify areas that may require additional focus.

The work of Title IX compliance and prevention is a shared responsibility across the institution. The Office of Title IX Compliance collaborates closely with a diverse network of campus partners to create and sustain a safe, respectful, and equitable environment for all members of the university community.

Throughout the reporting year, key partnerships supported the implementation of comprehensive response protocols, prevention education, training, and outreach initiatives. Campus partners contributed to efforts in areas such as intake and referral, supportive measures, investigation and adjudication, programming and awareness, and survivor support services. These collaborative relationships strengthen our collective capacity to respond effectively to incidents of sexual misconduct and to foster a culture of accountability and inclusion.

Partners include, but are not limited to:

- Student Affairs
- Residence Life
- Human Resources
- Public Safety and UTC Police Department
- Survivor Advocacy Services
- Center for Wellbeing
- Counseling Center
- Disability Resource Center
- Student Outreach and Support
- Center for Women and Gender Equity
- Prism Center
- Office of General Counsel (Advisory)

We are grateful for the ongoing commitment of these departments and offices in advancing the university's Title IX mission and supporting the well-being of our campus community.

# Core Elements of Title IX Compliance

The University's Title IX program is structured around four foundational pillars that guide a comprehensive and coordinated approach to addressing sex- and gender-based discrimination: Support, Policy, Prevention, and Response. Together, these elements ensure that our institution remains compliant with federal regulations while centering the needs of our community members.

## Support

The Office of Title IX Compliance prioritizes the well-being of individuals affected by sexual harassment, sexual assault, dating and domestic violence, stalking, and related conduct. This includes providing information about rights and options, coordinating supportive measures, and connecting individuals with campus and community resources. Our support approach is trauma-informed, accessible, and rooted in respect for autonomy.

## Policy

Title IX compliance is grounded in a clear, fair, and consistently applied institutional policy. Our policy defines prohibited conduct, outlines procedures for resolving complaints, and reflects current federal and state requirements. Ongoing policy reviews ensure alignment with legal standards and best practices in equity and due process.

## Prevention

Proactive education and awareness are essential to fostering a safe campus culture. The Office of Title IX Compliance collaborates with campus partners to deliver training, workshops, and campaigns that promote consent, respect, and healthy relationships. Prevention efforts are informed by research, assessed for effectiveness, and tailored to meet the unique needs of our diverse community.

## Response

The University is committed to prompt, equitable, and impartial responses to reports of Title IX-related conduct. This includes intake, investigation, and resolution processes. All procedures are designed to uphold the rights of all parties, ensure procedural fairness, and comply with applicable laws and institutional values.



As part of the University's ongoing commitment to fostering a safe, inclusive, and equitable campus environment, the Office of Title IX Compliance administered the Education Advisory Board's (EAB) campus climate survey during the reporting period. The survey aimed to better understand community perceptions and experiences related to sexual and gender-based misconduct, including awareness of reporting options, access to resources, and confidence in institutional response.

The survey was distributed to all students who attended UTC in Fall 2023 and returned in the Spring 2024 term. The survey gathered both quantitative and qualitative data on key areas such as:

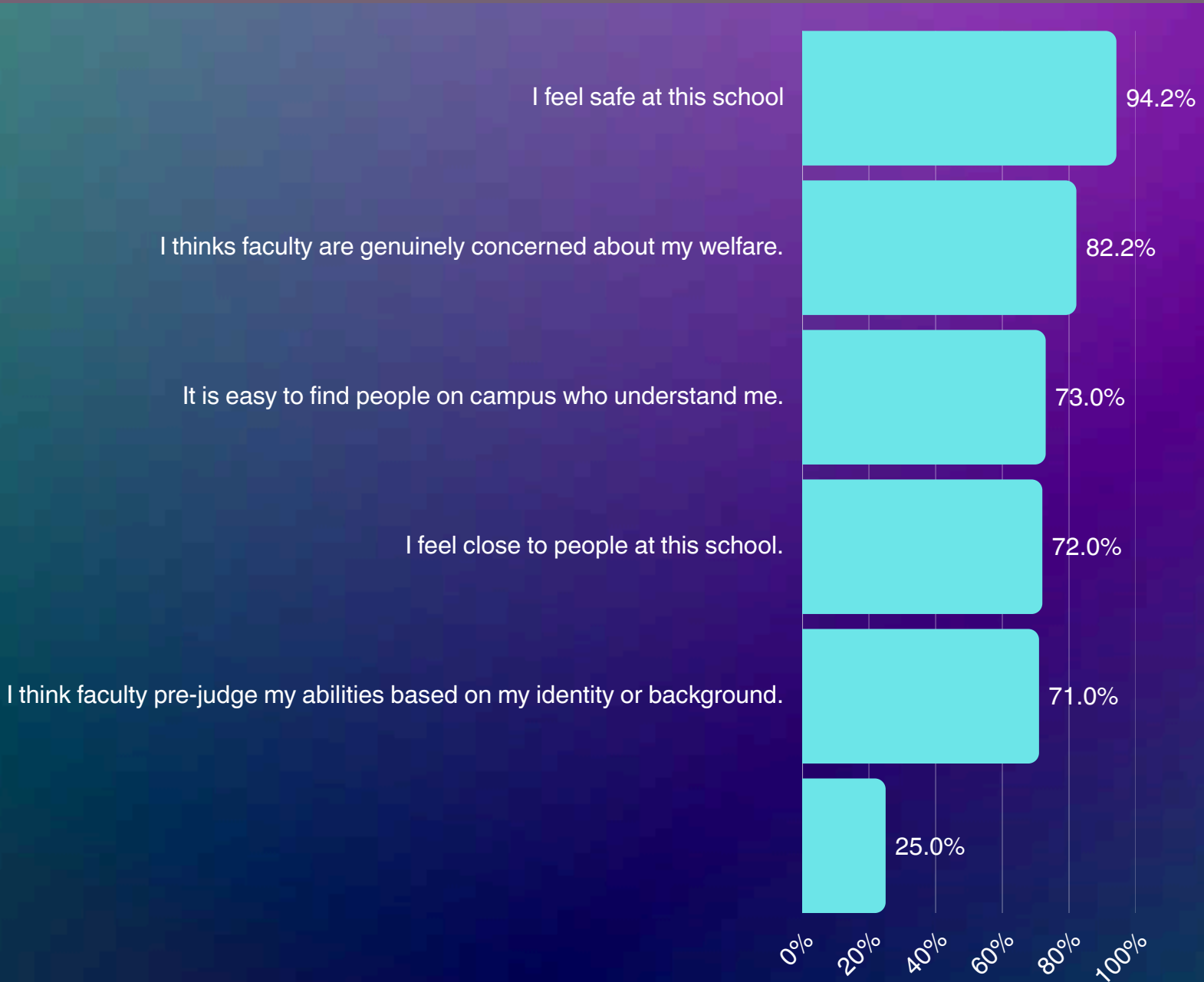
- Experiences of sexual harassment, sexual assault, dating and domestic violence, and stalking
- Awareness and utilization of campus resources and support services
- Knowledge of Title IX policies and reporting procedures
- Perceptions of campus culture, safety, and the University's handling of reports

Participation was voluntary and anonymous, and the results provide critical insights into areas of strength and opportunities for growth. Findings from the climate survey help inform strategic planning, policy development, and prevention programming. They also serve as a benchmark for assessing progress over time in creating a campus climate that is respectful, safe, and responsive to the needs of all community members.

The Title IX Office is grateful to all participants for their feedback and engagement in this important effort.

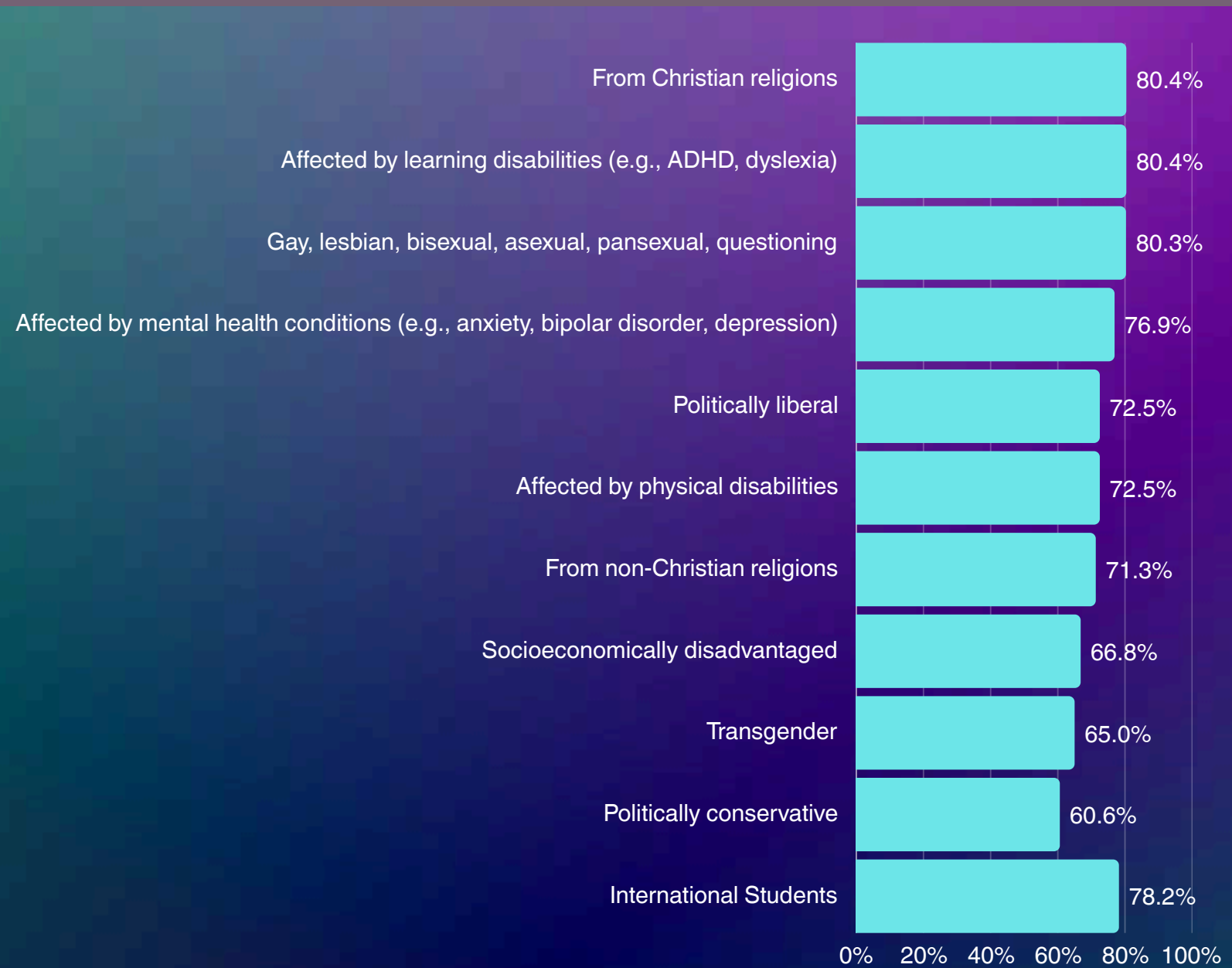
The following pages provide insight into survey responses. The full survey is available for viewing at [Campus Climate Survey Results](#).

Percentage of Respondents who agree or strongly agree with the following statements:



- Students feeling safe ratings are higher than the prior year at 91%
- Faculty concern increased three percentage points up from 79%
- The percentage of students who think faculty pre-judge ability based on the student's identity has decreased from the prior year (25% vs 32%)

## Percentage of Respondents who rate the campus climate as respectful or very respectful for people:



- For all groups, greater than 60% of respondents rated the campus climate as respectful or very respectful.
- More than 75% indicated a respectful climate for those affected by mental health conditions- which is an area often stigmatized.

## Reasons Cited by Respondents for Wanting to Leave UTC:

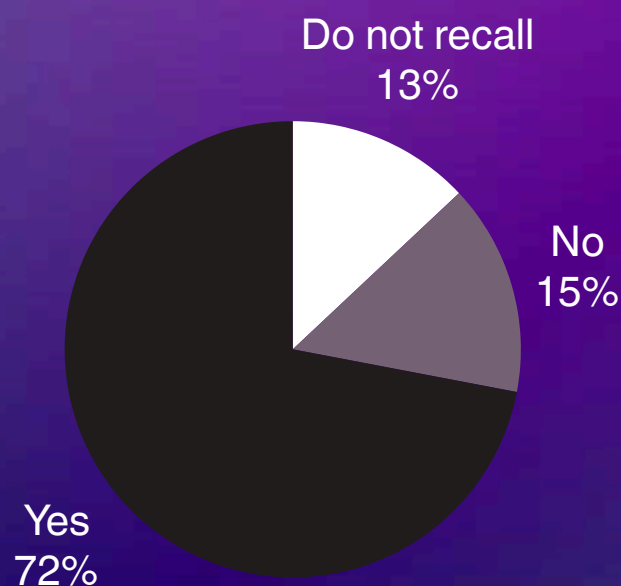


- Out of 1,135 respondents, 230 (20%) were considering leaving UTC.
- Respondents were allowed to provide multiple reasons for wanting to leave. The rationale cited by the most students was mental health challenges (45%) followed by wanting to transfer to a different college or university (32%).
- The percentage of students considering leaving UTC is lower this year than the prior year (20% vs 25%).

## Percentage of Respondents who Received Sexual Violence Prevention

Nearly three-quarters of respondents reported that they have received information or training since the beginning of the Fall 2023 term on the following:

- Understanding the definition of sexual violence.
- Reporting an incident of sexual violence.
- UTC's procedures for investigating an incident of sexual violence.
- Accessing sexual violence resources.
- Sexual violence prevention strategies.
- Bystander intervention skills.



The number of students receiving sexual violence prevention training has increased seven percentage points over the prior year.

Students were most likely to receive information or training on sexual violence prevention at new student orientation (46% of respondents).

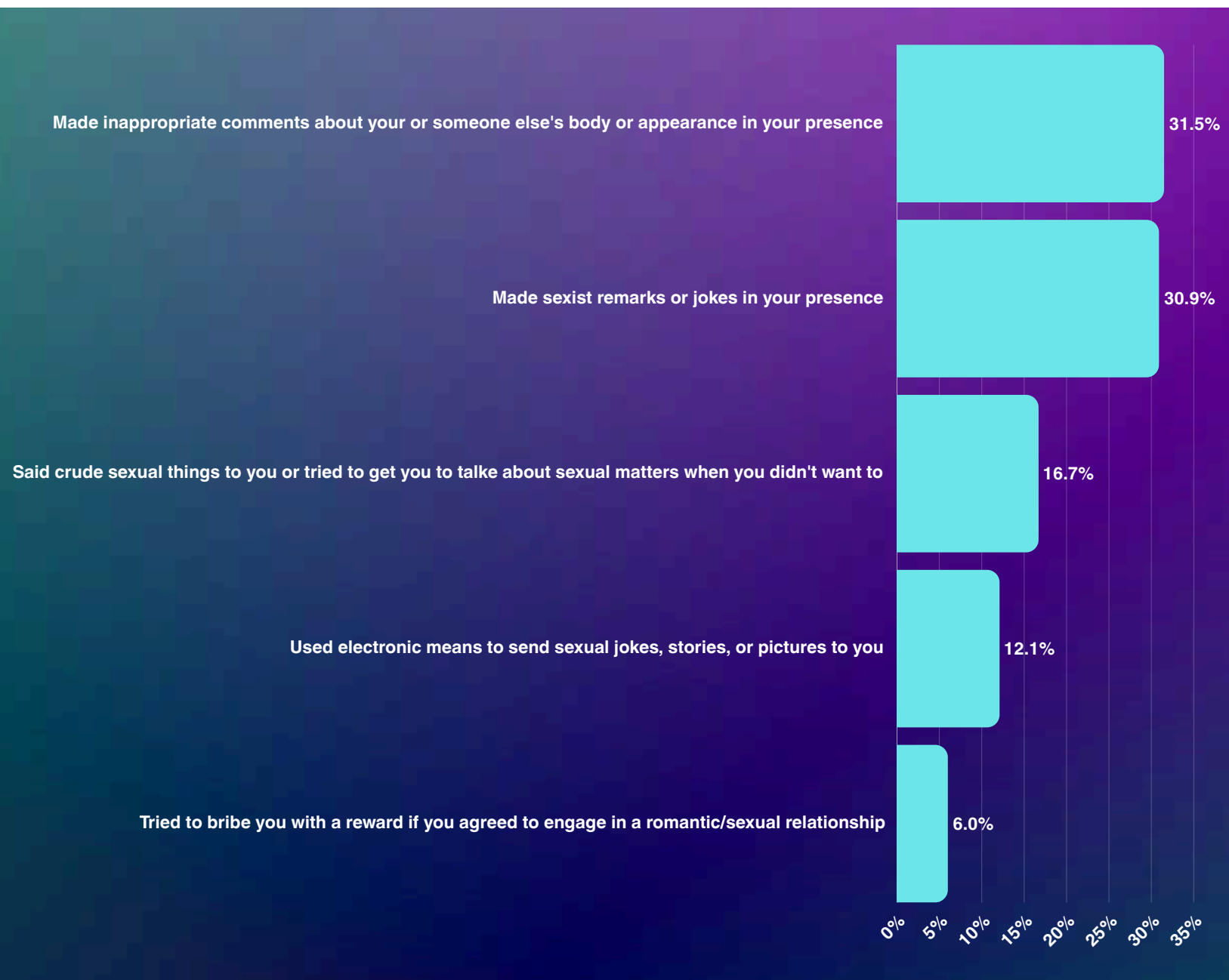
Approximately two-thirds of respondents found the training useful or very useful for learning how to report an incident of sexual violence.

Eighty-seven percent of respondents agree or strongly agree that UTC takes reported incidents of sexual violence seriously, up from 81% the previous year.

83% of students know about resources to report incidents of sexual violence, which is up from 78% the prior year.

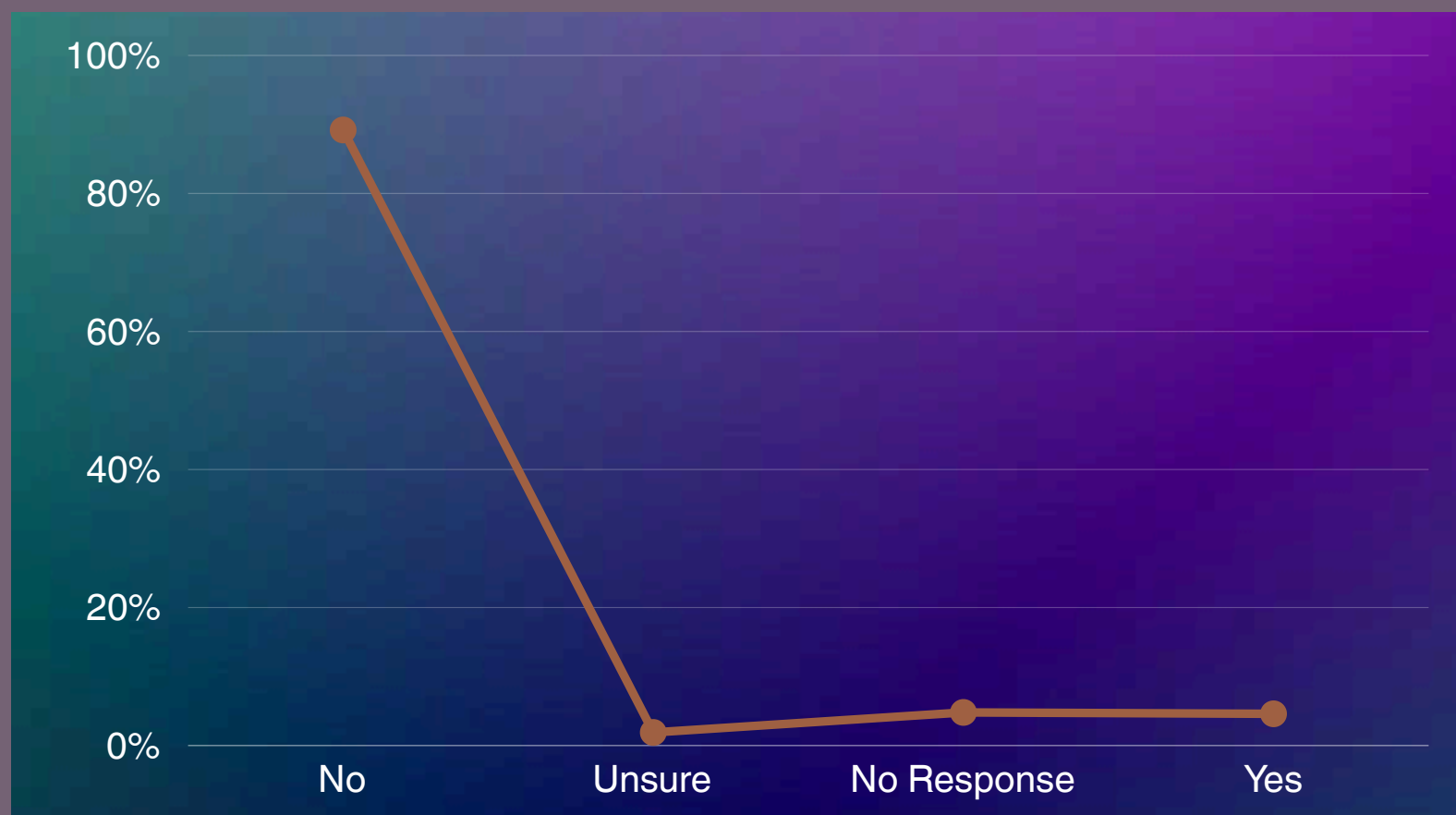


**Percentage of Respondents reporting that someone has done the following to them since the beginning of the Fall 2023 Term:**



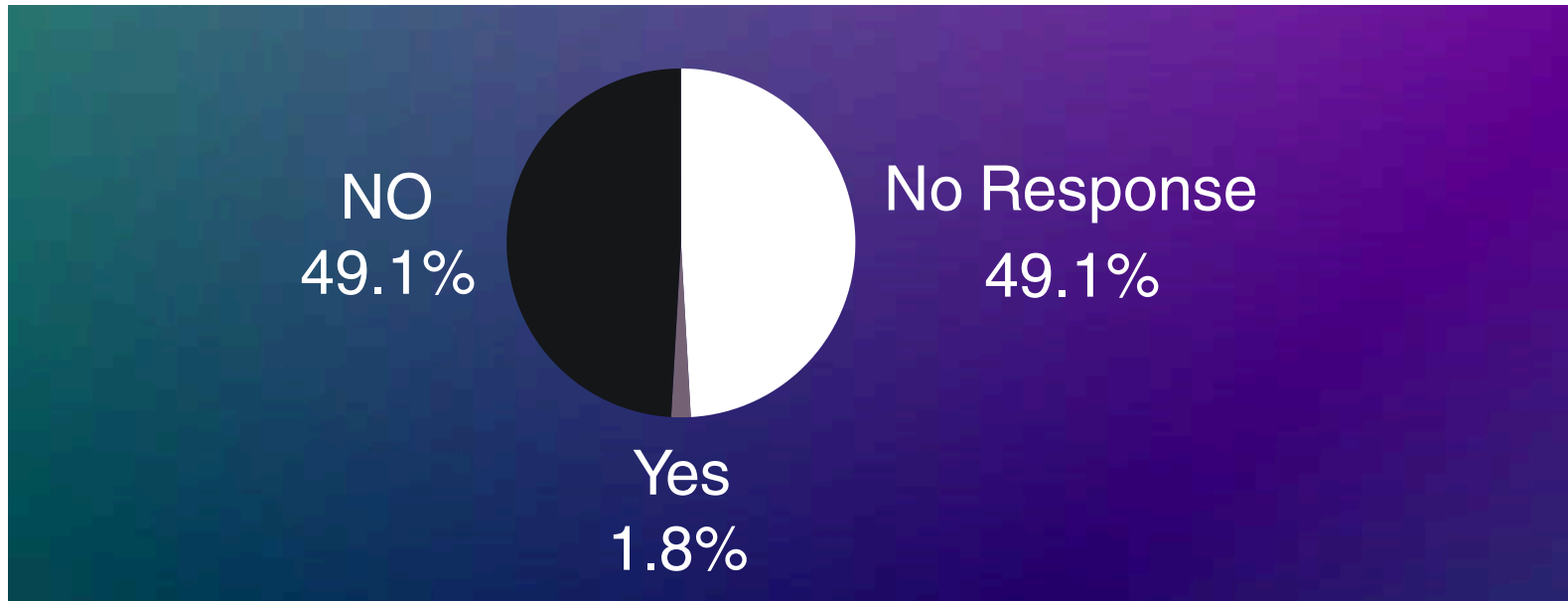
- Eighty-three percent of student know about resources to report incidence of sexual violence, which is up from 78% the prior year.
- While still a greater number of students understand formal procedures to address complaints of sexual violence, there is still work to be done in this area.

Since the beginning of the Fall 2023 term, 52 students reporting having experienced unwanted sexual contact. This most commonly involved involuntary fondling, kissing, or rubbing of the respondent's private areas or forced removal of the respondent's clothing.



Among those reporting unwanted sexual contact:

- Nearly one-third said that the perpetrator was drunk. More than 50% said that the perpetrator attempted to take advantage of them while they were incapacitated.
- Two-thirds said that the perpetrator caught them off guard or ignored their non-verbal cues or looks. The perpetrator was most likely a UTC student with whom they had no prior relationship.
- The incident most likely happened in an on-campus residence hall, apartment, or house. They were most likely to report the incident to a roommate, friend, or classmate.
- Seventeen percent used UTC's formal procedures to report and resolve the incident.

**Percentage of Respondents experiencing intimate partner violence:**

- Twenty-one respondents (1.9%) reported having experienced violence from a casual, steady, or serious dating or intimate partner since the beginning of the Fall 2023 term.
- More than half felt either extremely or somewhat unsafe because of what happened.
- Five were injured in the incident, but only one sought medical attention.
- Only one sought support services or contacted a hotline because of the incident.

## 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.

## New Faculty Orientation

UTC's Title IX Coordinator conducted an hour long session during New Faculty Orientation in August 2024. Topics included Title IX, resources and support available to students, faculty and staff, and mandatory reporting.

## Online Education

All new and current employees completed required Title IX training through K@TE, the University's learning management system, using Everfi's online modules. Training included Building Supportive Communities: Clery Act and Title IX and Taking Action, which address sexual harassment, relationship violence, stalking, and the responsibilities of mandatory reporters. Both modules featured interactive scenarios and assessments, fulfilling annual Title IX and mandatory reporting requirements while promoting a safe and supportive campus environment.

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.

## In Person Mandatory Reporter Training

The Office of Title IX Compliance conducted 10 in-person training sessions on mandatory reporter responsibilities with different departments across campus in 2024.



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 2024 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



T-shirt giveaways to the campus as part of UTC's ongoing consent and Title IX education.

The following are some of the on-campus events in 2024 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	APRIL
<ul style="list-style-type: none"> <li>•</li> <li><b>Fraternity &amp; Sorority Life New Member Education</b></li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>•</li> <li><b>Red Flags Movie Night</b></li> <li>•</li> <li><b>Romantic Relationships 101 Training with the UTC MOSAIC Program</b></li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>•</li> <li><b>Art as Therapy</b></li> <li>•</li> <li><b>Survivor Self Care: Meditation and Journaling</b></li> <li>•</li> <li><b>Pride Week: Sexual assault Awareness Month Lunch Chat</b></li> <li>•</li> <li><b>Heal and Empower: Dance for Self Care</b></li> <li>•</li> <li><b>Uplift and Unwind</b></li> <li>•</li> <li><b>Denim Day: Denim with a Purpose</b></li> <li>•</li> </ul>

## AUGUST

- **New faculty  
Orientation**
- **Meet and Greet**
- 

## OCTOBER

- **Smashing  
Pumpkins**
- **Take Back the  
Night**
- **Fraternity &  
Sorority Life New  
Member  
Education**

## NOVEMBER

- **Chosen Family  
Feast**
- **Don't Cancel Your  
Class- Rape Culture**
-

The data below reflects disclosures of potential sexual and gender-based harassment or misconduct received by the University from January 1–December 31, 2024. These reports came through direct disclosures, online forms, and third parties. Reports made to fully confidential resources (e.g., Counseling Center, Health Services, Survivor Advocacy) are not included.

This data is separate from UTC's Annual Security & Fire Safety Report (Clery Act), which uses different definitions and geographic criteria. Reports are classified based on initial information and intake meetings, using the following definitions.

**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 Title IX 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.

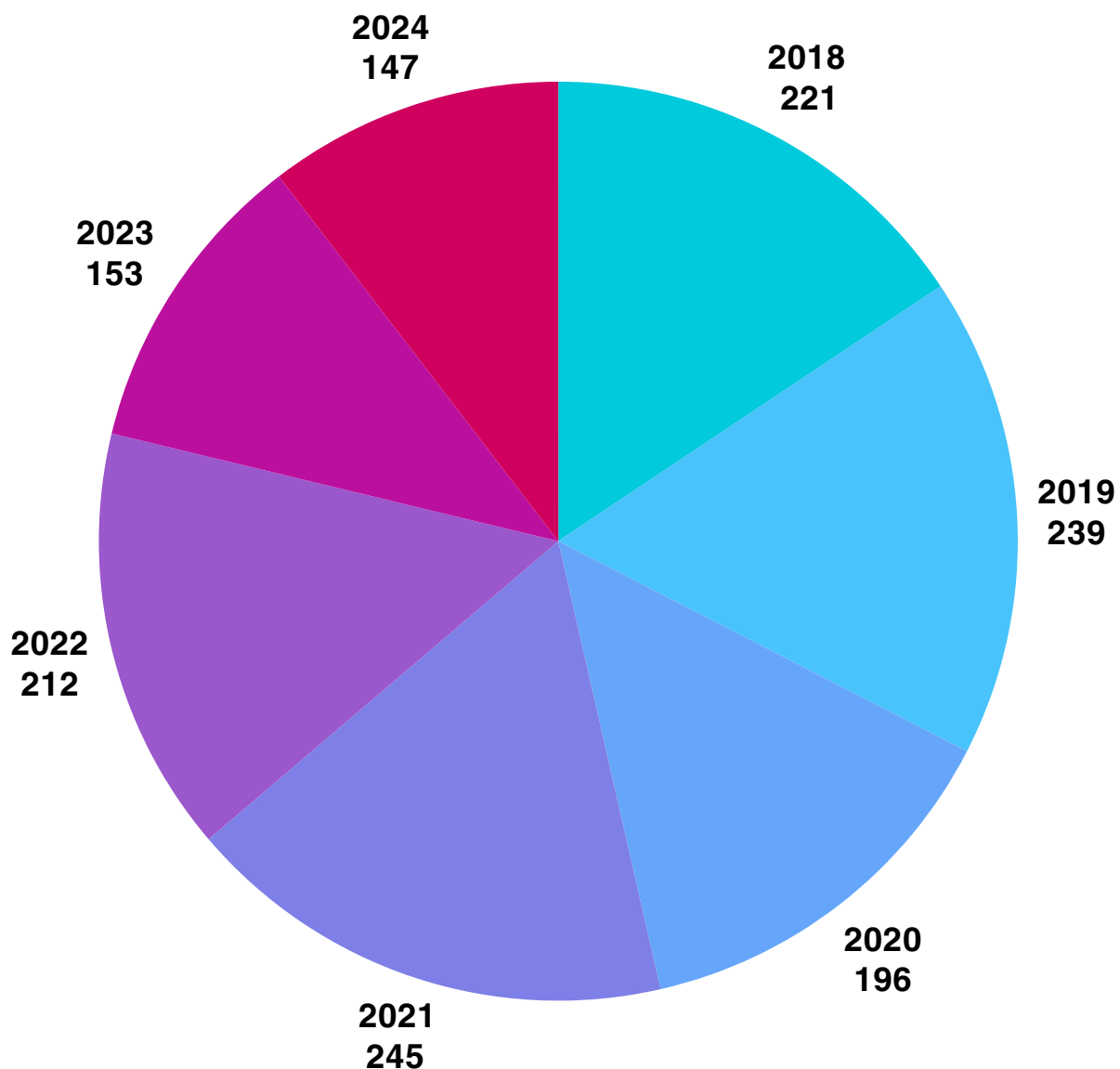
**Respondent** is an individual who has been reported to be the perpetrator of prohibited conduct.

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 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 complete definitions of prohibited conduct, please see UTC's [Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking](#).

## TOTAL REPORTS

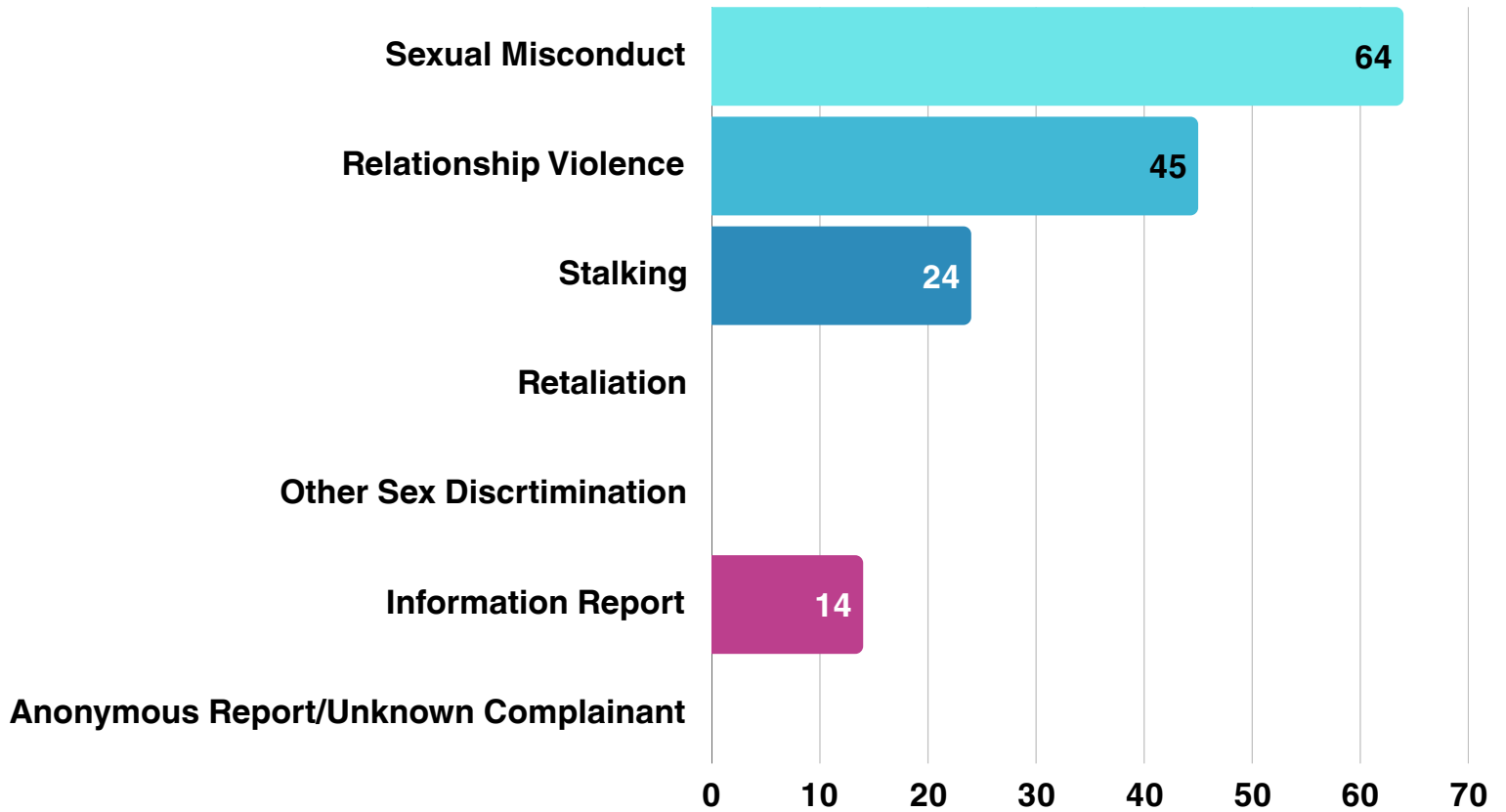




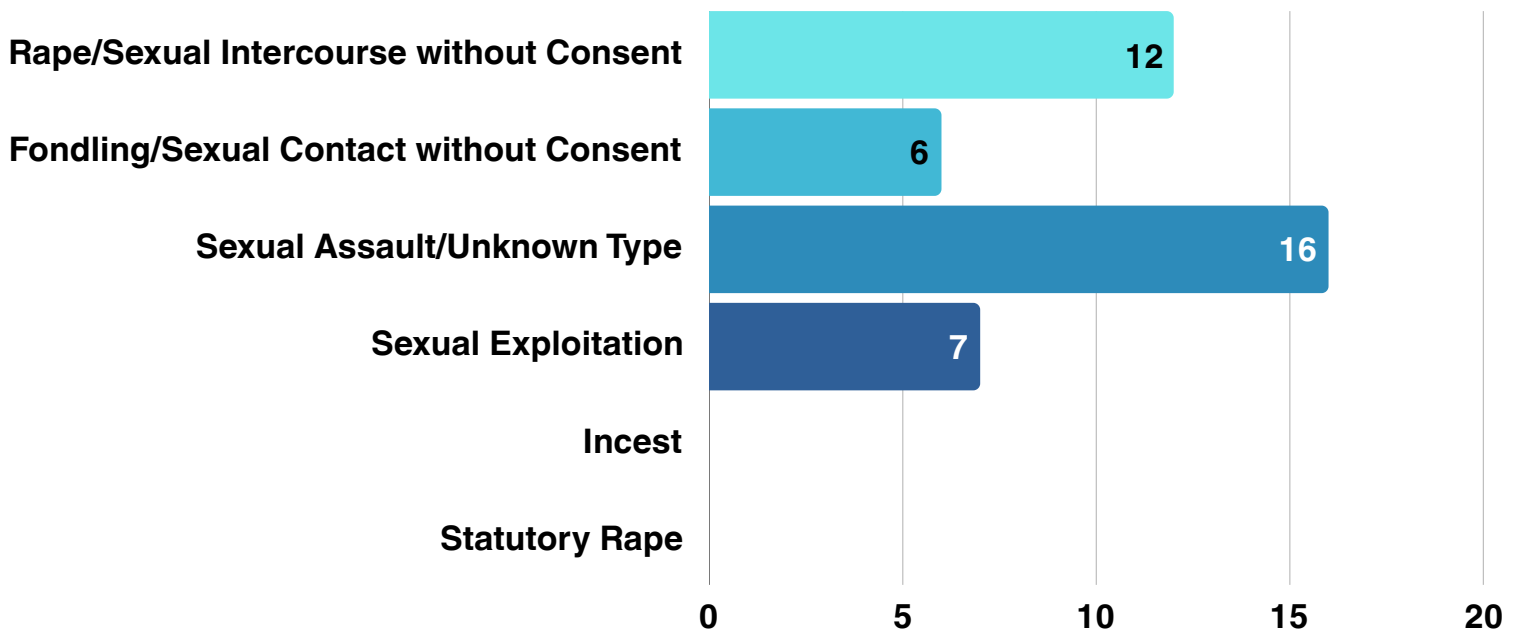
## PROHIBITED CONDUCT REPORTS

25

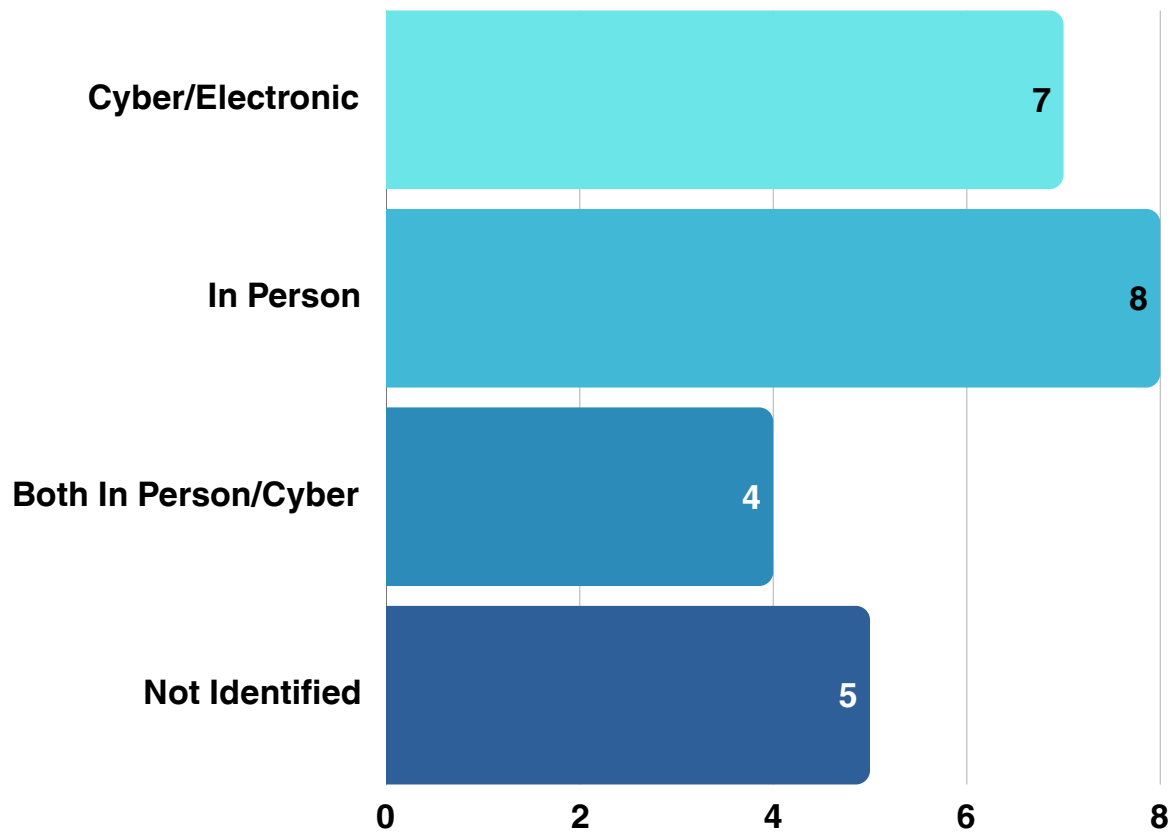
### CLASSIFICATION OF REPORTS



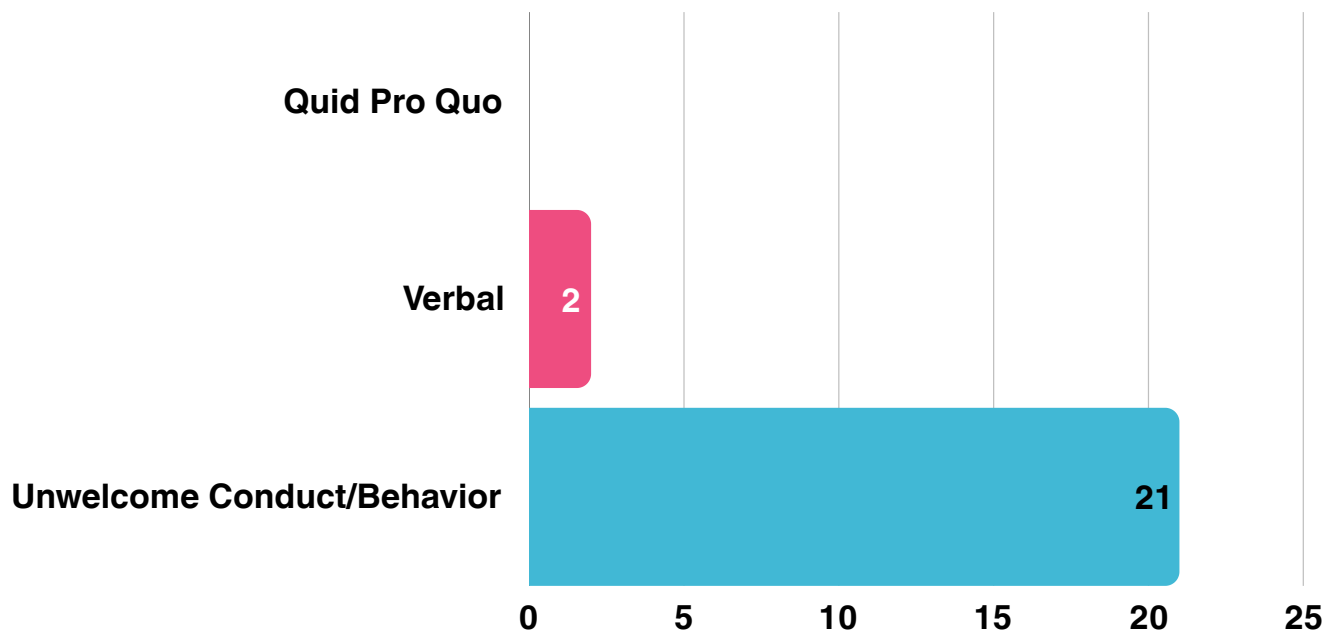
### BREAKDOWN OF SEXUAL MISCONDUCT REPORTS



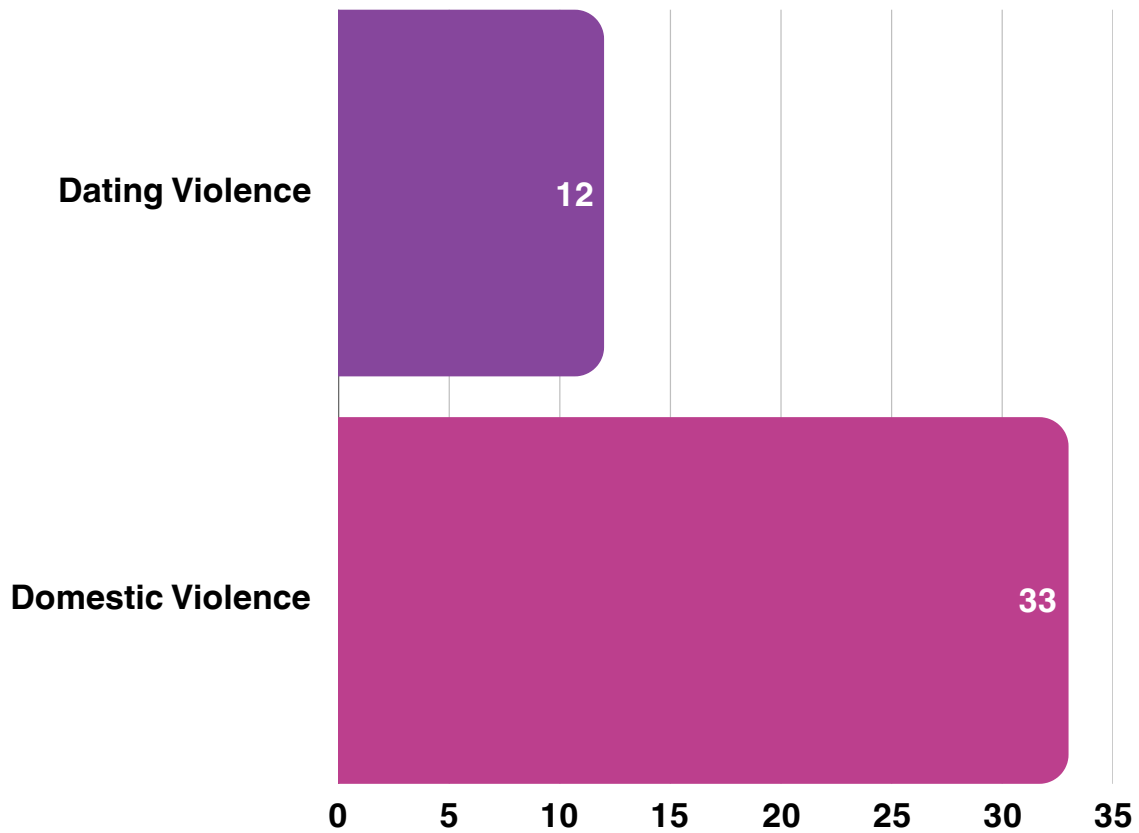
## BREAKDOWN OF STALKING REPORTS



## BREAKDOWN OF SEXUAL HARASSMENT REPORTS



BREAKDOWN OF RELATIONSHIP VIOLENCE REPORTS



When individuals engage with the Office of Title IX Compliance, they are not required to disclose specific information. Some choose to identify a respondent, while others do not, and in some cases, the respondent is unknown to the complainant. In certain instances, available information indicates that the respondent is not affiliated with the University. Regardless of whether a respondent is identified, all students who seek support are offered appropriate resources and supportive measures.

	Respondent Identified	Respondent Not Identified	Respondent Unknown to Complainant	Respondent Not Affiliated with University	TOTAL
Sexual Misconduct	22	19	0	20	61
Relationship Violence	20	24	0	18	62
Stalking	15	7	1	6	29
Information Report	6	8	0	1	15
Other Sex Discrimination	0	0	0	0	0
Retaliation	0	0	0	0	0
Anonymous/Unknown Complainant	0	0	0	0	0
TOTAL	63	58	1	45	167

When individuals engage with the Office of Title IX Compliance, they are not required to provide specific details about their experience. Some may choose to share the location where the reported conduct occurred, while others may not. Regardless of whether this information is disclosed, all students seeking support are offered resources and appropriate supportive measures.

	On Campus- Residential Facility	Other Campus Location	Off Campus	Not Identified	TOTAL
Sexual Misconduct	15	11	26	11	63
Relationship Violence	5	3	23	14	45
Stalking	4	8	5	7	24
Information Report	1	7	1	5	14
Other Sex Discrimination	0	0	0	0	0
Retaliation	0	0	0	0	0
Anonymous/Unknown Complainant	0	0	0	0	0
TOTAL	25	29	55	37	146



This section provides resolution information for cases with an identified Respondent using the following definitions:

- **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.
- **No Investigation** means the Complainant declined to participate in the Title IX process, the Complainant did not file a Formal Complaint requesting a university led investigation, the University did not have enough information to move forward, the report was anonymous, or the Complainant was unknown or not identified.
- **Informal Resolution** refers to a voluntary process facilitated by the University after a Formal Complaint is filed but before a determination of responsibility is made. This process allows the Complainant and Respondent to resolve the matter without a full investigation and hearing, provided both parties give informed, written consent. The University does not offer Informal Resolution to address 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.
- **Evidence did not Support a Finding** indicates that a Title IX hearing was held, and the Hearing Officer determined that the evidence did not demonstrate a policy violation under the preponderance of the evidence standard.
- **Respondent found Not Responsible** means a formal hearing was conducted, and the it was determined that the Respondent did not violate University policy or in cases of non-Title IX prohibited conduct, the Office of Student Conduct made a final determination found that the Respondent did not violate University policy.

	Sexual Misconduct	Relationship Violence	Stalking	Information Report	Other Sex Discrimination	Retaliation	Anonymous Report/ Unknown Complainant	TOTAL
Limited Action	59	40	22	6	0	0	0	127
No Investigation	59	40	22	6	0	0	0	127
Informal Resolution	2	3	0	0	0	0	0	5
Dismissal of Formal Complaint	2	2	1	0	0	0	0	5
Evidence did not Support a Finding	0	0	0	0	0	0	0	0
Respondent Found Not Responsible	0	0	0	0	0	0	0	0
Pending	0	0	1	0	0	0	0	1
TOTAL	122	85	46	12	0	0	0	265

In accordance with Title IX and the University's commitment to equity in education, the Office of Title IX Compliance supports students and employees who are pregnant, parenting, or experiencing related conditions. Throughout the reporting year, the office provided individualized support measures, coordinated academic adjustments, and engaged with campus partners to ensure that pregnant and parenting individuals could fully participate in their academic and professional responsibilities without discrimination.

41 students were assisted for pregnancy or parenting concerns by the Office of Title IX Compliance and 41 educational adjustments were provided for pregnancy or related conditions during the 2024 calendar year.

The Office of Title IX Compliance works in coordination with campus offices such as:

- Disability Resource Center
- University Health Services
- Counseling Center
- Human Resources
- Student Affairs
- Academic Advising

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

Lactation spaces at UTC are designated areas designed to provide nursing mothers with a private, comfortable, and clean environment to express milk or breastfeed their babies. These spaces are important for supporting students, faculty, and staff who are also parents, helping them to balance academic or work responsibilities with breastfeeding or pumping needs. The spaces are open during regular operating hours of the university. The features and availability of lactation spaces can vary depending on the campus location, but common elements are:

## **Private and Quiet**

Lactation spaces are private rooms that provide a quiet and peaceful atmosphere for nursing or pumping. This is especially important for those who need to express milk and prefer to do so in a secluded environment, free from distractions and public view. Each space has a sound machine for additional privacy.

## **Comfortable Seating**

These rooms are often equipped with recliners that allow for a relaxed position while breastfeeding or pumping. They also have small tables to hold supplies or personal items and reading materials.

## **Refrigeration for Milk Storage**

A small refrigerator for storing expressed milk safely. This allows nursing mothers to store their milk until they can take it home. There are individual breastmilk bags, clear plastic containers, and Sharpies (to label the bags) available for use.

## **Electric Power Outlets**

Lactation spaces have electric outlets and USB ports for powering breast pumps or other devices. Some may also offer pumps to borrow, although it's important to check availability and sanitation procedures.

## **Signage and Accessibility**

Lactation spaces are marked with signage and are located in convenient areas on campus. They are accessible to students, faculty, and staff members.

## **Additional Amenities**

Depending on the location, some lactation spaces offer additional amenities like a sink for washing hands and breast pump parts, wipes, hand sanitizer, soft lighting for a calming atmosphere, or even a comfortable chair for accompanying children.

These spaces are part of the broader effort by the university to create inclusive, family-friendly environments that support the well-being and academic success of students, staff, and faculty. If you have questions or concerns, please contact the Office of Title IX Compliance at (423) 425-4255.

## **LOCATIONS**

- University Center - First Floor, Room 114 (Currently closed due to UC renovations)
- Lupton Hall, Women and Gender Equity Center, Room 118
- Engineering and Computer Science, Room 222
- 540 McCallie, State Office Building, Room 373
- UTC Arena, 2nd Floor-Athletics Academic Enhancement Area (Staff only)

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 2024 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](#).

### Advocacy<sub>1</sub>



**39 New Clients**  
**16 Returning Clients**  
**154 Meetings with an Advocate**  
**184 Hours**

### Academic Support<sub>2</sub>



**122**  
**Types of Support**

### No Contact Directives<sub>3</sub>



**10**  
**Directives**

### Support Services Overview

1. Survivor Advocacy Services: The Center for Women and Gender Equity offers advocacy services to all students, faculty, and staff who have experienced sexual harassment, sexual assault, dating and domestic violence, or stalking. A dedicated Survivor Advocate is available to:

- Discuss the various processes involved in reporting
- Accompany survivors to university meetings and potential criminal or civil court proceedings
- Create personalized safety plans
- Provide resource referrals and assistance with filing for Orders of Protection

2. Academic support encompasses a range of services, including:

- Class excuses
- Delayed exams
- Makeup work
- Tutoring
- Assignment extensions
- Incompletes
- Withdrawal from classes

3. A No-Contact Directive is issued by the University to all parties involved, instructing them not to have any verbal, physical, written, or electronic contact, either directly or indirectly, through a third party or any other means, for a specified or unspecified duration. This directive can be requested by any student, faculty member, staff member, or individual who has reasonable grounds to believe that continued contact between specific individuals might compromise the security, safety, or ability to engage in work or studies of one of the parties involved.

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# Contact Us



423-425-4255



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[www.utc.edu/titleix](http://www.utc.edu/titleix)

