Title IX & You

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Your Hometown

For today, I ask you to agree to do three things.

1. Be honest with yourself
2. Think about this information
3. Be a leader in the room
National Data

National data indicates that one in four to one in five women and one in 16 men experience attempted or completed assault during their college careers, and of those assaults.

But, even for individuals who may consider those studies an overestimate or an underestimate of experiences, the most conservative statistics will show a 2% to 3% minimum prevalence rate.

For our community that would be 850 individuals.

(Cantor et al., 2015; Fisher, Cullen, & Turner, 2000; Koss et al., 1987; Krebs et al., 2016; Krebs, Lindquets, Warner, Fisher, & Martin, 2007)
In 2018, there were 172 incidents of prohibited conduct.

Overall, over the last six years we have seen an increase in reports. We contribute that growth in number to the increased engagement of our faculty and staff and the increase in student understanding of their rights and available resources.
Of the 111 student reports of sexual misconduct, break down by type to include non-consensual sexual penetration, sexual contact, sexual harassment, and sexual exploitation. The majority of these incidents were committed by non-strangers.

In 2018, 93% of all reports of sexual assault by students involved a non-stranger.
Mandatory reporters, like you, are critical to our work in ensuring that students, faculty, and staff have access to education and the right to work and study in an environment free from discrimination on the basis of sex.

Of these reports, **94% of the students** were assisted by a faculty or staff member like you to connect them with the Office of Title IX.
I want to take a moment to explain sexual harassment under the policy and HR Policy 0280 in more detail.

**Sexual harassment** is inclusive of sexual advances, requests for sexual favors, and other verbal and physical conduct of a sexual nature when the actions amount to quid pro quo harassment or create a hostile work environment.

**Quid pro quo** is conduct made either explicitly or implicitly as a term or condition of an individual’s employment or academic status in a course, or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting the individual.

A **hostile work environment** is created when conduct is unreasonably interfering with an individual’s work performance or creating an intimidating, hostile, or offensive working environment.

These behaviors are not tolerated by the university and should be reported to the Office of Title IX.
Preventing Prohibited Conduct

Our goal as a community is to prevent violence before it starts.

As a faculty or staff member, you are the more permanent residents of our community. Each of us has a role to play in prevention.

- I encourage you to set expectations in your classrooms, departments, and work environments.
- Take the opportunity to address low level behaviors when they happen. Educate your new colleagues on the expectations at UT.

- When you have a space in your calendar or are planning for the next semester, request a training from the Office of Title IX or our partners at the Center for Health Education & Wellness.

When an individual needs your help, support them, and make the referral.
Be a Volunteer who ACTs! This means as a bystander you:

- **A**cknowledge the situation,
- **C**onsider your options, and,
- **T**ake action.

Not every situation will require the same level of action, but being an active bystander is being a leader and a contributing member of our community.

Volunteers **SPEAK UP**!
What can you do?
What holds you back?
Our Response

Limited Action
- A Complainant can choose to receive only resources and supports from Title IX and does not have to pursue a formal investigation.
- If Limited Action is requested, the Title IX coordinator will grant or deny this request.
- A Complainant can change their mind at any time and request an investigation.

Report to Student Conduct or OED
- A Complainant can choose to initiate an investigation.
- Title IX staff will work with the Complainant to connect them with the appropriate office.
- During the process a Complainant can continue to receive support from Title IX staff.

Report to Law Enforcement
- A Complainant has the right to choose to initiate an investigation with police.
- Title IX staff will work with the Complainant to connect them with the appropriate law enforcement department.
- During the process a Complainant can continue to receive support from Title IX staff.
If you are in doubt...

Ask. You can always discuss call and discuss a situation with the Office of Title IX or Office of Equity and Diversity.

For Confidential help. Lisa Yamagata Lynch, Ombuds

Do something.
If you remember nothing else.

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Because One Day