New Deans & Department Heads

Title IX Commitment

Ashley Blamey, DSW
Title IX Coordinator
UT Knoxville and UT System
“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Title IX Commitment

Our **mission** is to serve the University of Tennessee Knoxville through our comprehensive Title IX Commitment of ensuring access to education.

Our **model**, grounded in the social ecological model, emphasizes five key areas:

1. **Policy**: Our foundation is in the policy and procedures we follow.
2. **Prevention & Education**: Our goal is to prevent sexual misconduct, relationship violence, stalking, and retaliation before they happen.
3. **Support & Interim Measures**: Our promise is to provide support and appropriate interim measures to individuals involved in the Title IX process.
4. **Investigation & Resolution**: Our commitments to due process, campus safety, and encouraging reporting guide how we investigate and resolve reports.
5. **Patterns & Trends**: Our responsibility is to use the best available research, evidence based practice, and our own campus and institute trends in our prevention and response efforts.
### Prohibited Conduct Reports by Category 2018-19

<table>
<thead>
<tr>
<th>Category</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Misconduct</td>
<td>115</td>
<td>111</td>
<td>85</td>
</tr>
<tr>
<td>Relationship Violence</td>
<td>33</td>
<td>37</td>
<td>37</td>
</tr>
<tr>
<td>Stalking</td>
<td>42</td>
<td>23</td>
<td>31</td>
</tr>
<tr>
<td>Retaliation</td>
<td>3</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

**UTK 2019 REPORT**
Title IX Collaboration & Structure
National News

National Science Foundation has instituted a term and condition requirement for awardee organizations to report findings and administrative actions with regard to sexual harassment, other forms of harassment, or sexual assault. (10/21/2018)
How can we prevent these issues?

- Set the expectation
- Acknowledge the changes in culture and expectations
- Address the known secret
- Address low level behaviors when they happen
- Educate new colleagues
- Request a training for your class, unit, or department
- 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**!
Expectations

• The University has clearly defined expectations for individuals affiliated with the University.
• The University works year round to educate faculty, staff and students on that expectation.
• If an individual does not comply, with that expectation, the University has a clearly defined process for addressing the behavior.
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, 75% of the students were assisted by a faculty or staff member like you to connect them with the Office of Title IX.
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

IF YOU ARE IN DOUBT...

Do something.
If you remember nothing else.

1. Be honest with yourself
2. Think about this information
3. Be a leader in the room
Our power is in our prevention and our response.
Thank you & Questions

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