

# ANNUAL SEXUAL MISCONDUCT REPORT



January 31, 2024 - December 31, 2024

# LETTER FROM THE TITLE IX COORDINATOR



Dear Campus Community,

At the University of Tennessee at Martin, we are deeply committed to fostering a safe, inclusive, and equitable environment for all students, faculty, and staff. Every member of our campus community deserves to learn, live, and work in an atmosphere free from discrimination, harassment, and any form of violence. Ensuring access to education and creating a welcoming, supportive environment for all is at the core of our mission.

As part of our ongoing efforts to build a community grounded in respect and inclusion, we are pleased to share with you the latest report outlining our progress in maintaining a campus free from discrimination and harassment. This report highlights the broad, campus-wide initiatives we have in place to prevent such incidents, provide comprehensive education, and ensure a well-informed campus community. We are committed to using the latest research and best practices in prevention, education, and response, and we continue to prioritize this work to support the safety and well-being of all who live and learn here.

The report draws on the Center for Disease Control's Social-Ecological Model, which guides our efforts to ensure a comprehensive, multi-faceted approach to addressing these critical issues. This model emphasizes five key areas:

**Policy:** The foundation of our work lies in the policies and procedures we follow. Our institutional policies are designed to promote a safe, respectful environment, and they are regularly reviewed to ensure they meet the needs of our diverse community.

**Prevention and Education:** We are committed to preventing sexual harassment—including sexual assault, dating violence, domestic violence, and stalking—before it occurs. Our proactive prevention programs, workshops, and educational campaigns are designed to empower individuals to recognize harmful behaviors, intervene safely, and contribute to a culture of respect and accountability.

**Supportive Measures:** We are dedicated to providing a range of supportive measures for those involved in the Title IX process. Whether through academic accommodations, counseling services, or other forms of support, we prioritize the well-being of those affected by discrimination and harassment and are committed to helping them navigate their path to healing.

**Investigation and Resolution:** Our commitment to due process, campus safety, and encouraging individuals to report any incidents of harassment or discrimination is central to our response process. We ensure that all reports are investigated thoroughly, fairly, and with respect for all parties involved. We are committed to providing a resolution process that upholds the integrity and safety of the campus community.

**Patterns and Trends:** We are dedicated to using the best available research, evidence-based practices, and analysis of campus trends to inform our prevention and response efforts. We continually assess and refine our approach based on emerging issues and the unique needs of our community.

Together, these strategies ensure that we are not only responding to incidents of discrimination and harassment but also working proactively to prevent them. As we continue to create a community where everyone feels respected and valued, we encourage you to actively engage in our educational programs, understand your rights, and know the resources available to you.

Thank you for your ongoing commitment to making UT Martin a safe, supportive, and inclusive campus for all.

Sincerely,  
Dominique Ross, MHA  
Director and Title IX Coordinator  
University of Tennessee at Martin

# UT MARTIN TITLE IX TEAM



**Ashley Bynum, JD**  
**Deputy Title IX Coordinator**  
**for Athletic Compliance**  
Associate Athletic Director,  
Internal Operations



**Ryan Martin, M.S. Ed**  
**Deputy Title IX Coordinator**  
**for Housing**  
Director of Housing



**Lt. Chad Worley, M.S. Ed**  
**Deputy Title IX Coordinator**  
**for Clery Compliance**  
UTM Office of Public Safety



**Shannon Perry, M.S. Ed**  
**Deputy Title IX Coordinator**  
**for Student Conduct**  
Director of Student Conduct



**Dr. Andy Lewter**  
**Vice Chancellor**  
Student Affairs



**John Abel**  
**Assistant Vice Chancellor**  
Student Affairs

# POLICY

The University of Tennessee at Martin is dedicated to fostering a safe, inclusive, and non-discriminatory environment for all members of our campus community, including students, faculty, and staff. We are committed to maintaining a campus community free from Sexual Harassment (including Sexual Assault, Domestic Violence, Dating Violence, and Stalking), Sexual Exploitation, and Retaliation (collectively referred to as “Prohibited Conduct”).

The primary purposes of this Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking (“Policy”) are to:

1. Define, eliminate, prevent, and address the effects of Prohibited Conduct.
2. Provide clear care, support, and reporting options for students and employees.
3. Outline the responsibilities of employees to report Prohibited Conduct to the University.
4. Detail the grievance procedures the University will follow to investigate and resolve reports of Prohibited Conduct in a thorough, equitable, and timely manner.

For more information, UTM’s Title IX Policy can be accessed at: <https://www.utm.edu/tix>.

The University is committed to supporting all individuals involved in these matters, ensuring their safety, dignity, and access to resources throughout the process.

## UT MARTIN Skyhawk Notes: Mandatory Reporter



The University of Tennessee at Martin, is committed to creating and maintaining a safe and non-discriminatory learning, living, and working environment free of Sexual Harassment (including Sexual Assault, Domestic Violence, Dating Violence, and Stalking), Sexual Exploitation, and Retaliation.

**All University of Tennessee at Martin employees are Mandatory Reporters unless designated as a Confidential Employee.**

### **ACTIONS THAT MANDATORY REPORTERS MUST TAKE:**

A Mandatory Reporter who receives information concerning an incident of Prohibited Conduct must:

1. **Assist** the Complainant with obtaining medical assistance (if requested) or accessing other on- or off-campus resources (if requested); and
2. **Encourage** the Complainant to report the incident to law enforcement and assist the Complainant in contacting law enforcement if requested by the Complainant (call 911 in an emergency); and
3. **Report** the incident to a Title IX Official promptly after receiving notice of the incident (no later than 48 hours after receiving the report). **The Mandatory Reporter must communicate all details known about the alleged incident.**

### **ACTIONS THAT MANDATORY REPORTERS SHOULD TAKE:**

1. Provide emotional support to the Complainant;
2. Encourage the Complainant to preserve any evidence (see Appendix A of the Policy for tips on the preservation of evidence);
3. Inform the Complainant that the employee will be reporting the incident to a Title IX Official, who will contact the Complainant to provide further guidance and assistance; and
4. Provide a Complainant with a copy of Appendix A of the Policy or the campus resource guide.

### **ACTIONS THAT MANDATORY REPORTERS MUST NOT TAKE:**

A Mandatory Reporter who receives notice of an incident of Prohibited Conduct must not

1. Guarantee a Complainant that the employee will keep information confidential and not share the information with anyone else, including a Title IX Official;
2. Share information about the incident with a person who does not have a university-related need to know;
3. Share personally identifiable information about the incident with law enforcement (including UTMDPS or Martin PD) without the Complainant's consent; and/or
4. Investigate or otherwise attempt to resolve reports of Prohibited Conduct without the approval of a Title IX Coordinator.

800 UTM employees, which include faculty and staff, were trained annually on their duties as Mandatory Reporters through Annual Compliance Training in K@TE as well as in person and departmental trainings. The Office of Access, Compliance, and Title IX educated 781 incoming freshman during First Year Initiate (FYI) Weekend. Public Safety staff, ROTC cadets, 50 Housing Resident Assistants and 30 Campus Rec student employees completed in-person training over the calendar year.

## **Skyhawk Notes:** **Pregnancy Accommodations**

The University of Tennessee at Martin is committed to creating and maintaining a non-discriminatory learning environment for all students, including students who are pregnant.

Discrimination against any student, or the exclusion of any student from participation in any part of a university education program or activity, on the basis of a student's pregnancy, as defined above is prohibited. These education programs and activities include, but are not limited to, classes, extracurricular activities, athletic programs, internships, fellowships, clinics, and labs.

### **Requests for Accommodations**

Disclosure of pregnancy is voluntary, and it is the student's choice to disclose and affirmatively seek necessary accommodations and adjustments. Upon receipt of a student's request for accommodations and adjustments, the University will collaborate with the student to develop an appropriate plan for continuation of the student's education.

**When pregnancy is disclosed, Mandatory Reporters must provide the student with the Title IX Coordinator's contact information:**

**Dominique Ross, Title IX Coordinator**  
**Office of Access, Compliance, and Title IX**  
**titleix@utm.edu | 731.881.3505 | 212 University Center**

**Lactation Spaces:**  
**Center for Women and Gender Equality - 2nd Floor of Paul Meek Library**  
**Latimer Smith Building - Wellness Rooms**  
**(1st and 2nd floor near elevators)**  
**University Center - Please contact the Title IX Coordinator**

OACT introduced the Title IX Educational Adjustments for Pregnant Students policy, which outlines protections and educational adjustments for pregnant students under Title IX. The policy found at <https://www.utm.edu/offices-and-services/access-compliance-titleix/educational-adjustments-policy-for-pregnant-students.php>

# EDUCATION, PROGRAMMING

Campus-wide efforts of organizations and departments across campus are an integral part of educating and supporting the Skyhawk Community. We are grateful to the efforts of the CARE Team, Healthy Hawks - Student Health and Counseling, Residence Life, Center for Women and Gender Equality, Wo/Men's Resource & Rape Assistance Program (WRAP), Women's Student Alliance, NPHC, IFC, and many others.



## You Deserve A Healthy Relationship!

OCTOBER 2024

7-10 Thurs	<b>CLOTHESLINE PROJECT</b> 11:00 am to 1:00 pm UC Hallway
08 Tue	<b>IN HER SHOES DV SIMULATION</b> 3:00 pm UC 230
10 Thurs	<b>SHINE THE LIGHT WALK</b> 7:00 pm UC North Patio
17 Thurs	<b>RELATIONSHIP BINGO</b> 6:00 pm UC Care Corner
17 Thurs	<b>GO PURPLE DAY</b> Wear Purple to Recognize and Honor Survivors
21 Mon	<b>PHASE 10 TOURNAY (DV EDITION)</b> 7:00 pm UC Multicultural Lounge

Center for Women and Gender Equality,  
Healthy Hawks--Student Health and Counseling Services, and Care Team

## Shine the Light Walk & Clothesline Project

To shine a light on domestic violence and abusive relationships

Oct. 10, 7 pm  
UC North Patio

## CONSENT BINGO

TUESDAY, APRIL 9  
Care Corner, UC 2nd Floor  
6:00 pm

**JOIN US**  
Learn about consent, healthy relationships and resources while winning prizes

Sexual Assault Awareness Month

## Support Survivors End Sexual Assault

### Sexual Assault Awareness Month Events for 2024

**April 02** **Take Back the Night March**  
7 pm, UC Patio  
Support survivors and commit to making the night safe by joining the oldest Sexual Assault Awareness event in the country.

**April 09** **Consent Bingo**  
6 pm, UC 2nd Floor, Care Corner  
Join WRAP for a discussion on consent and healthy relationships while playing bingo and winning prizes.

**April 10** **Pledge Signing**  
11 am to 1 pm, UC  
Sign the pledge to support survivors and be an active bystander to stop sexual assault.

**April 16** **WRAP Care Kits**  
6 pm, Center for Women & Gender Equality  
Join the Women Student Alliance in putting together care kits and writing cards of encouragement for WRAP participants.

**April 23** **GLOWga**  
8:00 pm, Student Rec  
A night of yoga and affirmations. The darkness provides a space of comfort and self-reflection.

**April 24** **Denim Day and Donuts**  
8:00 am, The Quad  
The Title IX Office will hand out donuts and info about campus resources. Wear denim to support of survivors!

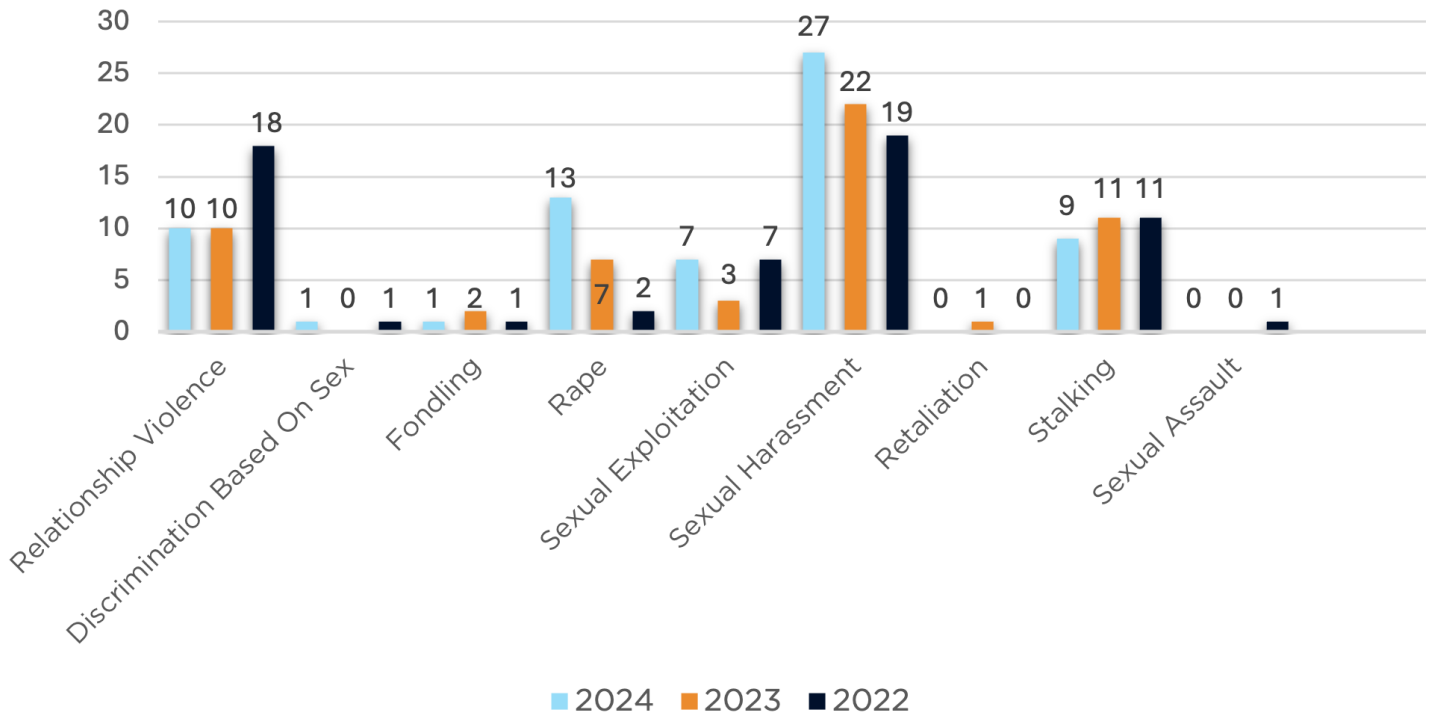
**Take the Pledge**

# CAMPUS STATISTICS

## THREE-YEAR COMPARISON

Conduct	2024 Report Number	2023 Report Number	2022 Report Number
Relationship Violence	10	10	18
Discrimination Based on Sex	1	0	1
Fondling	1	2	1
Rape	13	7	2
Sexual Exploitation	7	3	7
Sexual Harassment	27	22	19
Retaliation	1	1	0
Sexual Assault	0	0	1
Stalking	9	11	11
<b>Total</b>	<b>69</b>	<b>56</b>	<b>60</b>

## Three-Year Comparison



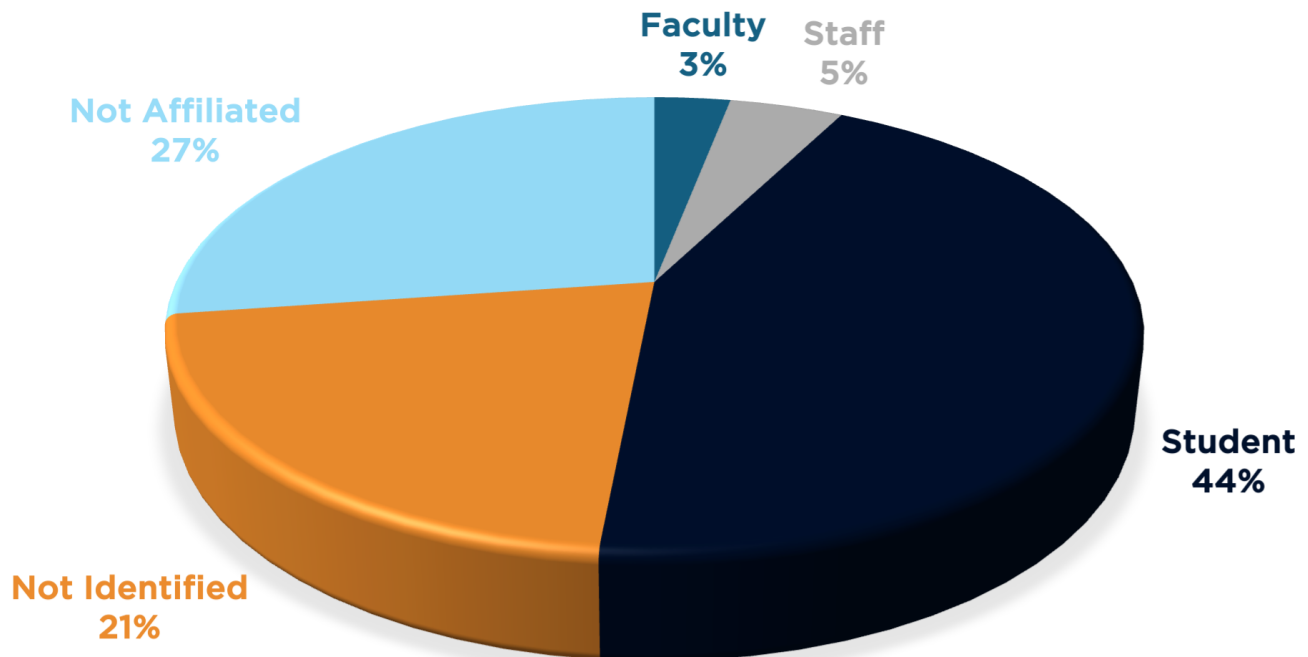


# CAMPUS STATISTICS

## REPORTS BY RESPONDENT STATUS

Status	Report Number
Faculty	2
Staff	4
Student	29
Not Identified	14
Not Affiliated	18

## Report By Respondent Status

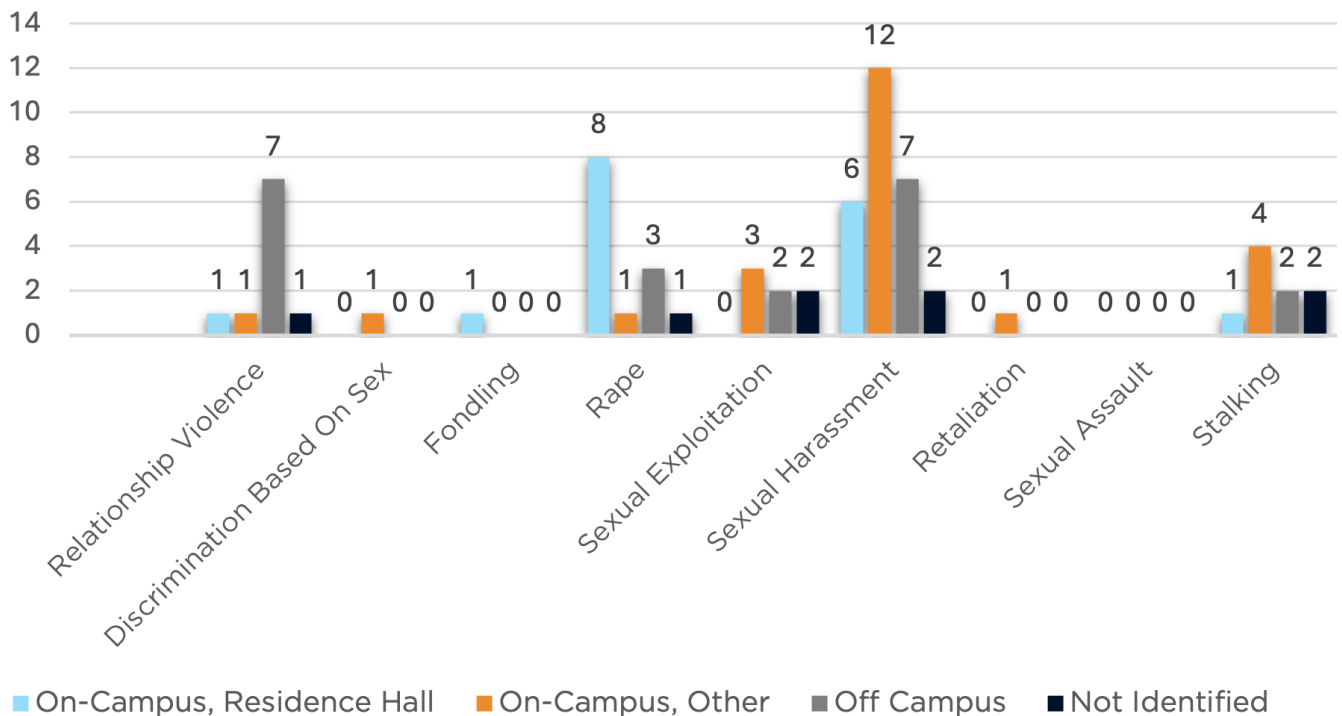


# CAMPUS STATISTICS

## REPORTS BY LOCATION

Conduct	On-Campus, Residence Hall	On-Campus, Other	Off Campus	Not Identified
Relationship Violence	1	1	7	1
Discrimination Based on Sex	0	1	0	0
Fondling	1	0	0	0
Rape	8	1	3	1
Sexual Exploitation	0	3	2	2
Sexual Harassment	6	12	7	2
Retaliation	0	1	0	0
Sexual Assault	0	0	0	0
Stalking	1	4	2	2
<b>Total</b>	<b>17</b>	<b>23</b>	<b>21</b>	<b>8</b>

## Reports By Location



# RESOURCES

On-Campus Support:

<https://www.utm.edu/offices-and-services/access-compliance-titleix/titleix/on-campus-support.php>

<https://www.utm.edu/offices-and-services/care-team/>

The University of Tennessee is an EEO/AA/Title VI/Title IX/ Section 504/ADA/ADEA institution in the provision of its education and employment programs and services. All qualified applicants will receive equal consideration for employment without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, or covered veteran status. Inquiries should be directed to the Office of Equity and Diversity (OED), 303 Administration Building, Martin, TN 38238, (731) 881-3505 Office, (731) 881-4889 TTY, Hearing Impaired, (731) 881-3507 Fax, [equityanddiversity@utm.edu](mailto:equityanddiversity@utm.edu), <http://www.utm.edu/departments/equalopp/>. In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (The Clery Act), UTM's annual security report includes statistics for the previous three years concerning reported crimes that occurred on or around the campus and UTM's emergency response and evacuation procedures. You can view the report at <http://www.utm.edu/departments/finadmin/publicsafety/annualreport.php> or you may obtain a paper copy of the report by contacting the Office of Public Safety, 215 Hurt Street, Martin, TN 38238 or calling (731) 881-7777. Data on intercollegiate athletics program participation rates and financial support may be found at [http://www.utm.edu/webshare/consumer\\_docs/09-10%20DOE-EADA%20Report.pdf](http://www.utm.edu/webshare/consumer_docs/09-10%20DOE-EADA%20Report.pdf) and printed copies may be obtained through the Office of Intercollegiate Athletics, 1022 Elam Center, Martin, TN 38238 or by calling (731) 881-7660. E05-0113-00-007-25