



# Sexual Misconduct, Relationship Violence and Stalking





- 3 Letter from the Title IX Coordinator
- 4 Prevention Highlights
- 12 Campus Climate Survey Highlights
- 16 Reports of Sexual Misconduct,  
Relationship Violence and Stalking
- 20 Care and Support for Students

Dear CAMPUS COMMUNITY,

You will find this year's Campus Report on Sexual Misconduct, Relationship Violence and Stalking a little different from last year's. In order to provide more transparency regarding UTC's Title IX efforts, I have included information gleaned from UTC's Education Advisory Board (EAB) campus climate survey results. The EAB survey addresses topics such as sexual violence, education efforts on campus and campus perceptions of the Title IX process. UTC participated in EAB's inaugural campus climate survey in 2015 and has participated every year since. The results are used to inform UTC's Title IX process and compliance. For the complete results of the EAB surveys from the 2014-2015, 2015-2016, 2016-2017 and 2017-2018 academic years, please visit [utc.edu/campus-climate](http://utc.edu/campus-climate).

Our campus did a few new things this year to draw even more attention to the topic of consent and sexual assault prevention. We conducted poster campaigns in both spring and fall 2018 and a T-shirt campaign during the first six weeks of the fall semester. Students (and faculty and staff) seemed to love the "Obtained & Affirmative & Voluntary & Continual" consent T-shirts. Our goal is for the topic of consent to be a continual conversation, and the T-shirts and consent buttons certainly have helped to further that goal.

We are continually looking for new, fresh ideas to help us communicate the concept of consent to our campus constituents. If you have ideas, please reach out.

As always, thank you for all that you do to support Title IX compliance on our campus. If you have any questions or concerns about UTC's Title IX process or Title IX compliance, please contact me via phone at (423) 425-4255, via email at [Stephanie-Rowland@utc.edu](mailto:Stephanie-Rowland@utc.edu), or visit me in my office in 206 Hooper Hall.

SINCERELY,

Stephanie W. Rowland, J.D.  
Title IX Coordinator

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Our goal is for the topic of **consent** to be a **continual conversation**.

”

# PREVENTION HIGHLIGHTS

UTC's sexual misconduct, relationship violence and stalking prevention and awareness campaign, KnowMore @ UTC, is a partnership between the Title IX Coordinator, the Office of the Dean of Students, the Center for Women and Gender Equity, the Office of Equity and Inclusion, the Office of Human Resources and other campus partners. The following details some of UTC's 2018 prevention highlights.

• **Consent Poster Campaign – spring 2018**

"[Blank] is not consent" posters were distributed during spring 2018. The slogan ideas were submitted by students during fall semester 2017. The concept and design for the posters were developed in collaboration with the University of Tennessee, Knoxville's Center for Health Education & Wellness and Creative Communications.

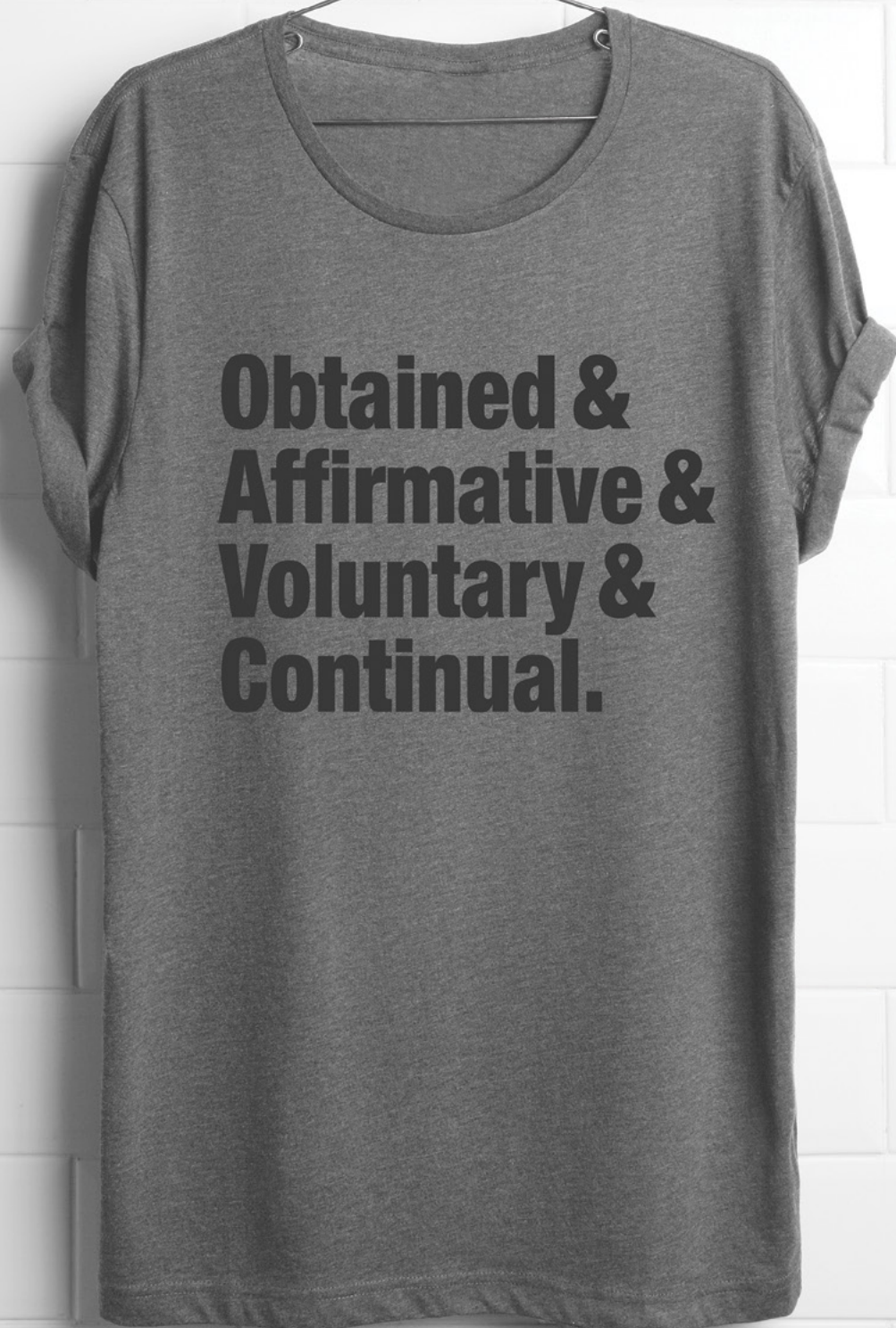
• **Consent Poster Campaign – fall 2018**

New consent posters with the "Obtained & Affirmative & Voluntary & Continual" slogan were developed for fall 2018 to correspond with and reinforce the consent messages on the consent T-shirts that were distributed to students during the first six weeks of the fall semester. The posters were designed to expand upon the definition of consent and to provide examples of each of the four elements of consent. Three hundred posters were distributed across campus during fall semester 2018.

• **Reporting Poster Campaign – fall 2018**

Four different reporting posters also were developed for fall 2018. The posters were designed to increase reporting by dispelling myths related to reporting. The four posters included the slogan "Reporting is your right" with the variations "Don't let shame or embarrassment keep you silent"; "Don't let a lack of physical evidence keep you silent"; "Don't let alcohol or drug use keep you silent"; "Don't let fear of retaliation keep you silent." Three hundred reporting posters were distributed across campus during fall semester 2018.





**Obtained &  
Affirmative &  
Voluntary &  
Continual.**

• **Bathroom Resource Flyers**

In spring 2018, bathroom-stall flyers were expanded from installations in the University Center, the Aquatic and Recreation Center and McKenzie Arena into the bathroom stalls of all academic buildings. Approximately 400 flyers were distributed each semester. The flyers included a topic of interest related to Title IX and resources and support contact information. Spring 2018 flyers included statistics from our spring 2017 campus climate survey results; summer 2018 flyers included messages about healthy relationships, and fall 2018 flyers included information about alcohol and drug amnesty.

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• **Consent T-shirt and Button Campaign**

During the first six weeks of fall 2018, UTC's Sexual Misconduct, Relationship Violence and Stalking Prevention Committee gave away 900 "Obtained & Affirmative & Voluntary & Continual" T-shirts that were designed to spark conversation about the topic of consent. One thousand buttons with the same design also were distributed. During the button and T-shirt giveaways, students were given information about campus support and resources.

• **Resource magnets**

In fall 2018, resource magnets were placed in all on-campus housing units. The magnets detailed confidential and non-confidential resources available to students who may have experienced sexual misconduct, relationship violence and stalking.

• **Consent bulletin boards**

In August 2018 and October 2018, Resident Assistants created and displayed bulletin boards in their residence halls that discussed consent and resources available on campus.

**Have you or someone you know experienced sexual misconduct, relationship violence or stalking?**

**GET CONFIDENTIAL SUPPORT**

**ON CAMPUS**  
**Survivor Advocacy Services**  
 350 University Center  
 (423) 425-5648  
 After hours/weekends:  
 (423) 425-HELPL/4357 and  
 ask for the advocate on call.

**Counseling Center**  
 338 University Center  
 (423) 425-4438  
 After hours/weekends:  
 (423) 425-HELPL/4357 and  
 ask for the counselor on call.

**OFF CAMPUS**  
**Partnership for Families,  
 Children and Adults**  
 24/7 domestic violence  
 and sexual assault crisis hotline:  
 (423) 755-2700

**National Suicide Hotline**  
 (800) 273-TALK

**Crisis Text Line**  
 Text "TN" to 741-741

**REPORT TO THE UNIVERSITY**

**Title IX Coordinator**  
 Stephanie Rowland  
 205 Hooper Hall  
 (423) 425-4255  
 Stephanie-Rowland@utc.edu

**Deputy Title IX Coordinator  
 for Students**  
 Jim Hicks, Dean of Students  
 399 University Center  
 (423) 425-4761  
 Jim-Hicks@utc.edu

**Student Conduct**  
 310 University Center  
 (423) 425-4301

**UTC Police Department**  
 (423) 425-HELPL/4357

**Anonymous Reporting**  
 utc.edu/studentofconcern

**KNOW MORE CHATTANOOGA**

## Student Education

### • Orientation

UTC provides mandatory in-person training regarding Title IX, consent, UTC support and resources and many other related topics to all incoming freshmen and transfer students and their support persons. This training is conducted by the Title IX Coordinator, the Director of the Center for Women and Gender Equity and the UTC Police Department's Sexual Assault Relationship Violence Liaison Officer. During summer 2018, 15 total presentations were conducted and approximately 3,200 students were reached.

### • Online Education

Everfi's Sexual Assault Prevention for Undergraduates is an online education module for incoming freshmen and transfer students; 2,722 students completed the program in 2018. Sexual Assault Prevention for Undergraduates includes information about consent, prohibited conduct, bystander intervention and available UTC support and resources. UTC also offers ongoing educational programming through Everfi's Sexual Assault Prevention - Ongoing Training program, which is available at [utc.edu/sexual-misconduct](http://utc.edu/sexual-misconduct).

### • Step UP! Bystander intervention training

Step UP! is a bystander intervention program designed to educate students to be proactive in helping others. Step UP! is offered to all students and is required for student-athletes. Three hundred ninety-five students completed the program in 2018. For more information about UTC's Step UP! Bystander intervention program, please see [utc.edu/step-up](http://utc.edu/step-up).

## Employee Education

• **Online Education:** UTC utilizes Everfi's Bridges: Building A Supportive Community, an online program intended to provide faculty and staff with a yearly refresher regarding sexual misconduct, relationship violence and stalking prevention and response, bystander intervention, supporting students and other related topics. Approximately 1,300 employees completed this program in 2018.

• **In-person Mandatory Reporter training:** UTC's Title IX Coordinator conducted more than 70 in-person training sessions about employee mandatory reporter responsibilities with different groups and departments across campus in 2018.

• **Employee Onboarding:** UTC's Title IX Coordinator conducted in-person education sessions with new employees that covered a wide variety of topics, including Title IX, resources and support available for students, faculty and staff, and mandatory reporting.

• **New Faculty Orientation:** UTC's Title IX Coordinator conducted an hour-long session during New Faculty Orientation. Topics included Title IX, resources and support available for students, faculty and staff, and mandatory reporting.



## Campus Climate Survey

UTC has administered the Education Advisory Board's (EAB) campus climate survey every year since spring 2015. The EAB survey polls students regarding their experiences with sexual misconduct, relationship violence and stalking, UTC's Title IX process and other related topics. For complete survey results, please visit [utc.edu/campus-climate](http://utc.edu/campus-climate).

## Campus Event Highlights

Below are some of the on-campus events provided for students, faculty and staff. Many on-campus events were conducted by campus partners, including the Office of the Dean of Students, UTC's Center for Women and Gender Equity, and Athletics.

- **Sexual Assault Awareness Month:** UTC observes Sexual Assault Awareness Month (April) every year. Events in April 2018 included a Title IX and Dine event (question-and-answer session with the Title IX Coordinator), a screening of *I am Evidence*, a documentary that shines light on the number of untested rape kits in jurisdictions across the United States, and self-care/fun events throughout the month. Sexual Assault Awareness Month events are planned by the Center for Women and Gender Equity.

- **Take Back the Night:** Take Back the Night is a yearly event at UTC. The event's three guiding goals are: heal individuals impacted by sexual violence; empower those who have been victimized; and take a stand to help shatter the silence and end the violence. The October 17, 2018 event included tabling and resources from campus and local partners, a march and an opportunity for survivor speak-outs. Take Back the Night is planned by the Center for Women and Gender Equity.

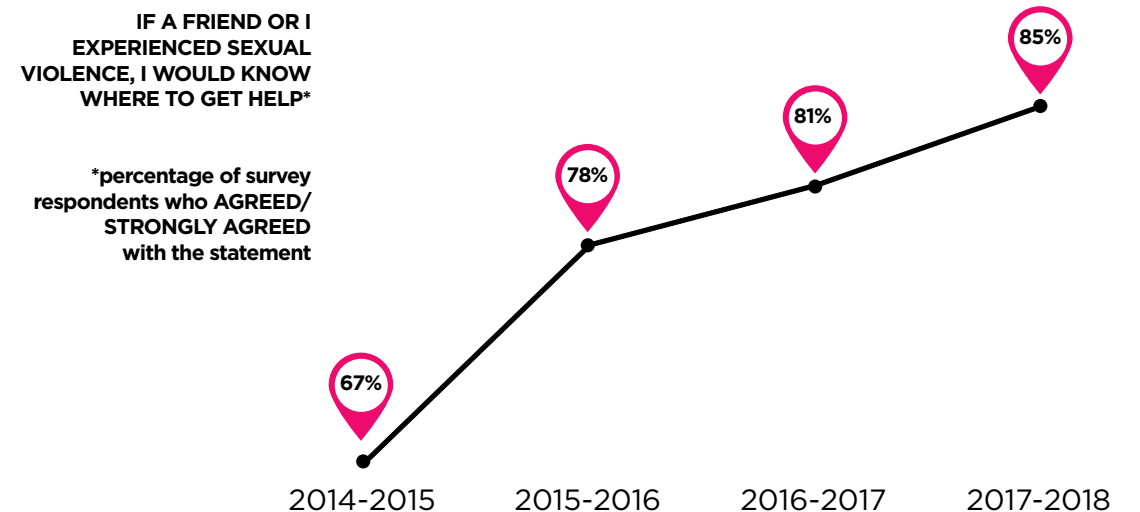
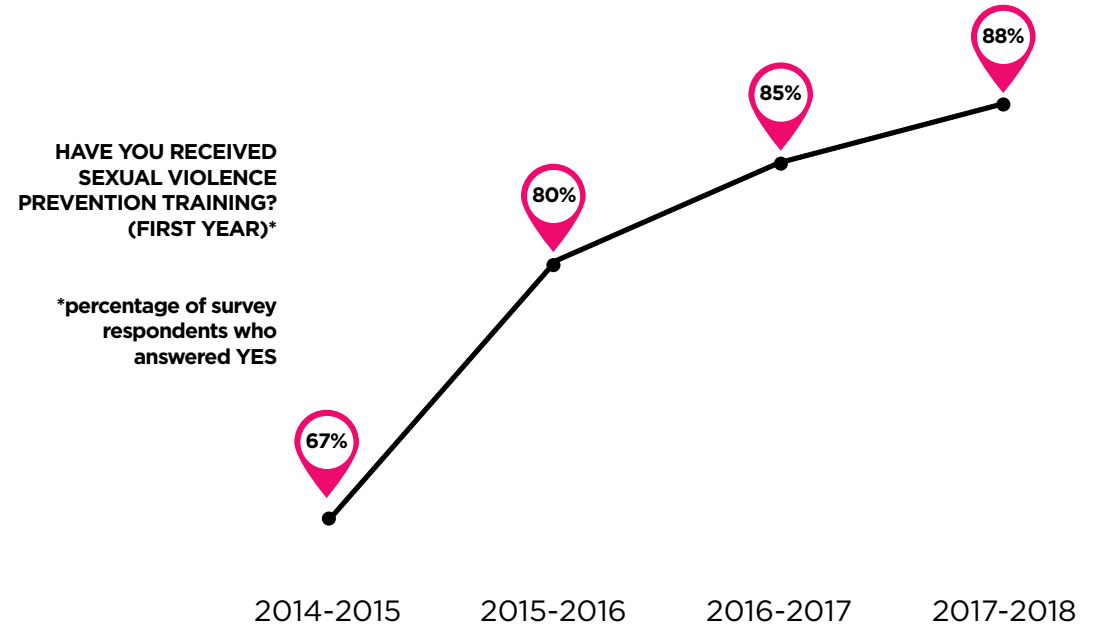
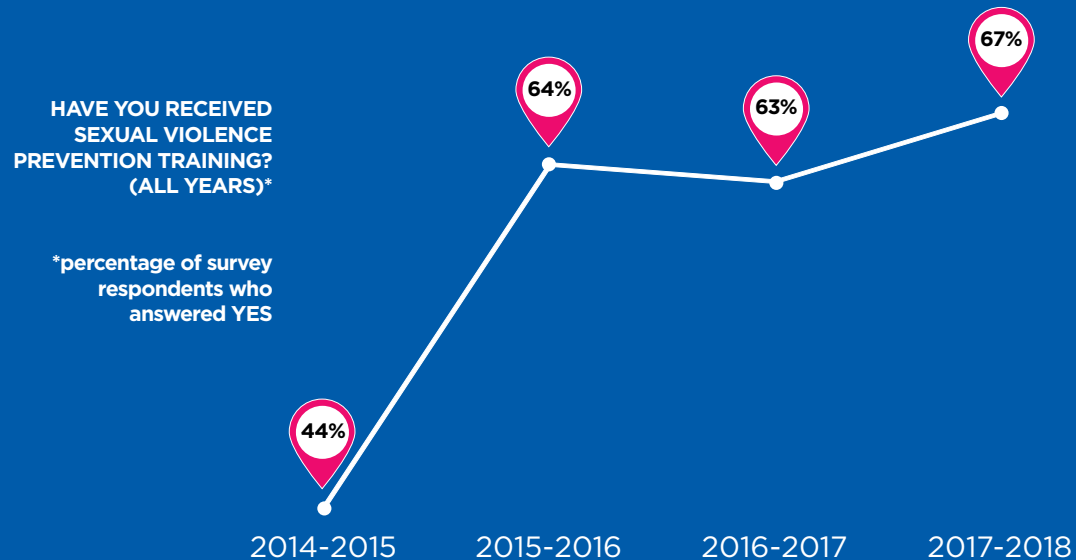


# CAMPUS CLIMATE SURVEY HIGHLIGHTS

UTC has administered the Education Advisory Board's (EAB) campus climate survey since spring 2015. The survey offers important insight regarding overall student perceptions about prevention education, the Title IX investigative process and rates of sexual violence.

The following are some excerpts from the EAB reports. The full reports for each academic year are available at [utc.edu/campus-climate](http://utc.edu/campus-climate).

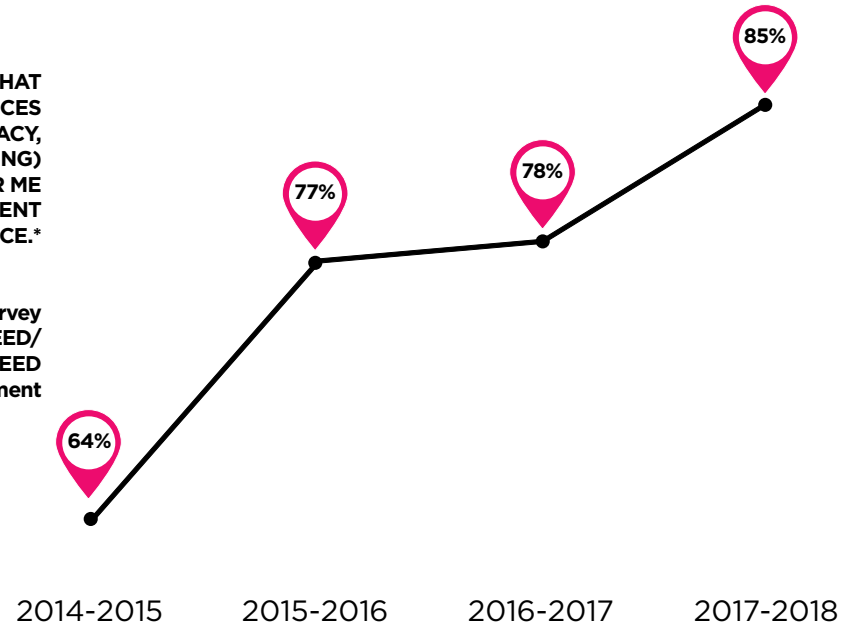
## Prevention Training



**Student Perceptions** Regarding Investigative Process

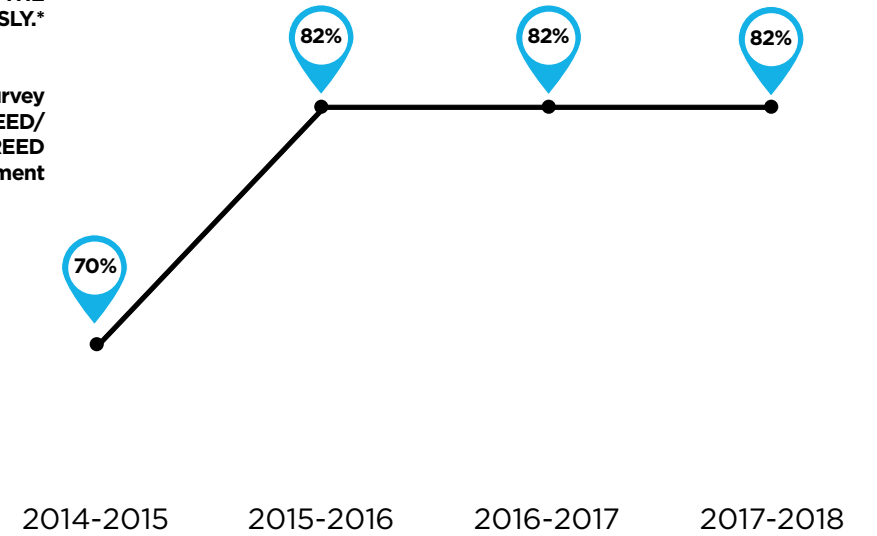
I KNOW WHAT CONFIDENTIAL RESOURCES (E.G., VICTIM ADVOCACY, COUNSELING) ARE AVAILABLE FOR ME TO REPORT AN INCIDENT OF SEXUAL VIOLENCE.\*

\*percentage of survey respondents who AGREED/STRONGLY AGREED with the statement



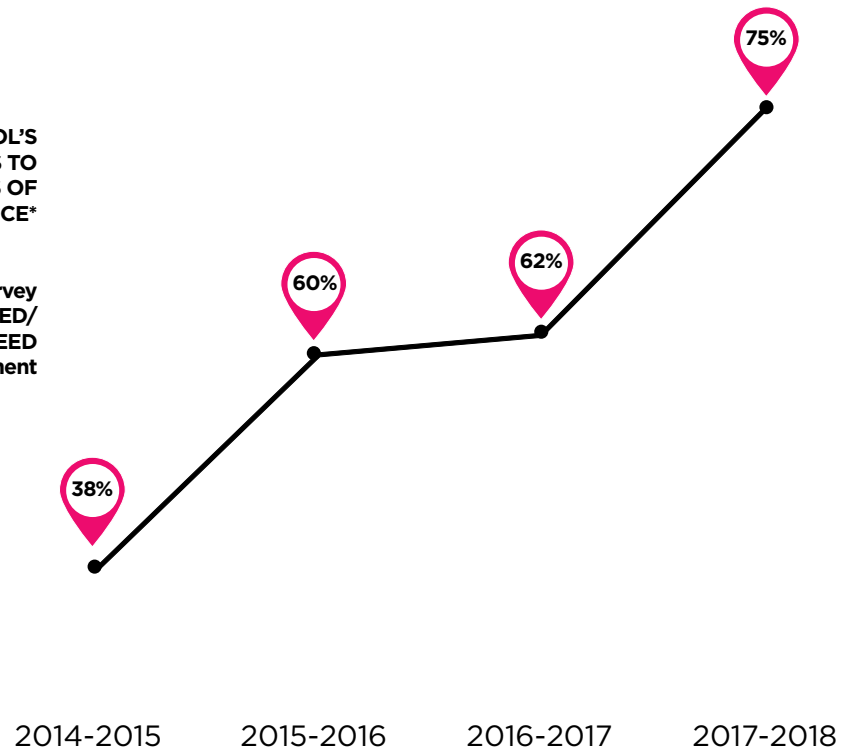
IF SOMEONE WERE TO REPORT AN INCIDENT OF SEXUAL VIOLENCE, SURVEY RESPONDENTS AGREED/STRONGLY AGREED THE SCHOOL WOULD TAKE THE REPORT SERIOUSLY.\*

\*percentage of survey respondents who AGREED/STRONGLY AGREED with the statement



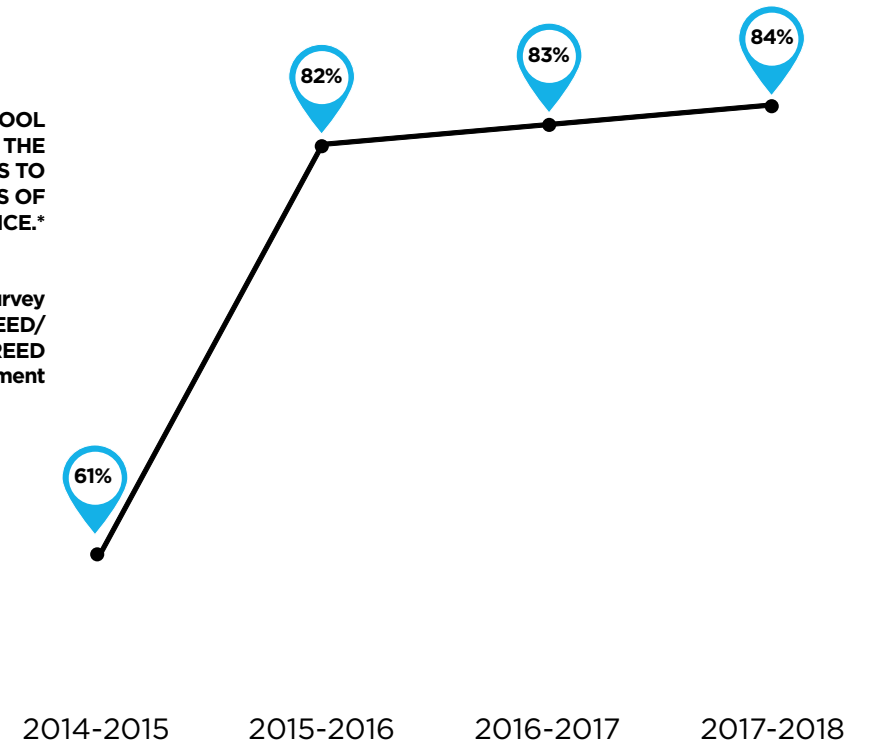
I UNDERSTAND MY SCHOOL'S FORMAL PROCEDURES TO ADDRESS COMPLAINTS OF SEXUAL VIOLENCE\*

\*percentage of survey respondents who AGREED/STRONGLY AGREED with the statement



I AM CONFIDENT MY SCHOOL WOULD ADMINISTER THE FORMAL PROCEDURES TO FAIRLY ADDRESS REPORTS OF SEXUAL VIOLENCE.\*

\*percentage of survey respondents who AGREED/STRONGLY AGREED with the statement





# REPORTS OF SEXUAL MISCONDUCT, RELATIONSHIP VIOLENCE AND STALKING

The following statistics detail all reports of sexual misconduct, relationship violence and stalking, retaliation and other types of sex discrimination received by UTC, other than those received by completely confidential resources like the Counseling Center and Student Health Services. Please note that the University of Tennessee at Chattanooga Police Department (UTCPD) annually publishes statistics regarding reports of sexual assault, relationship violence and stalking.

You will notice that these statistics differ. This difference is due to reporting requirements under federal law and that the categories/definitions used for the statistics in this report are more inclusive than criminal statutes. The statistics in UTCPD's Annual Security and Fire Safety Report (available at UTCPD's website, [utc.edu/police](http://utc.edu/police)), include only those incidents that occur on UTC's campus or in UTC's Clery geography, while the statistics published in this report include all incidents reported to the university, regardless of location.

The term **sexual misconduct** includes sexual assault, sexual harassment and sexual exploitation. Sexual assault includes nonconsensual sexual intercourse and other nonconsensual sexual contact.

The term **relationship violence** includes dating violence and domestic violence.

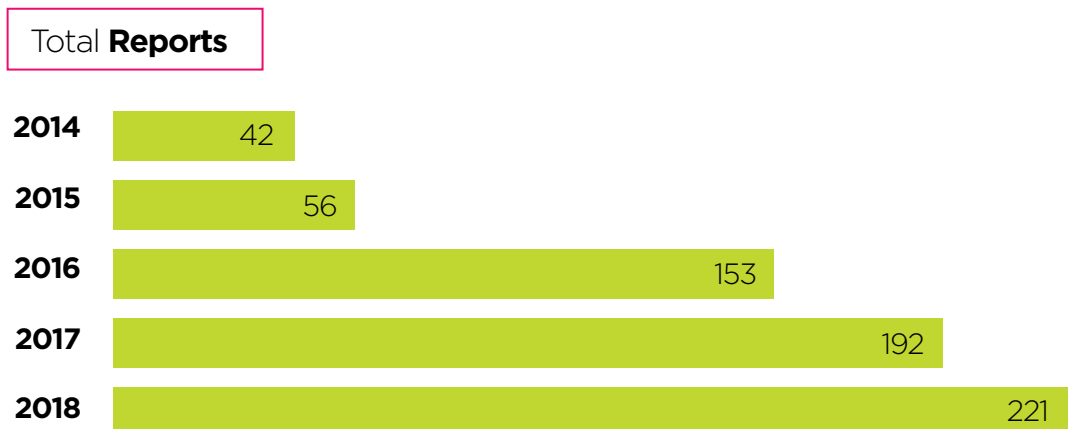
The term **stalking** means a course of conduct directed at a specific person that would cause a reasonable person to: 1. Fear for the person's safety or the safety of others; or 2. Suffer substantial emotional distress.

The term **retaliation** means any act or attempted act taken because of a person's participation in a protected activity that would discourage a reasonable person from engaging in protected activity.

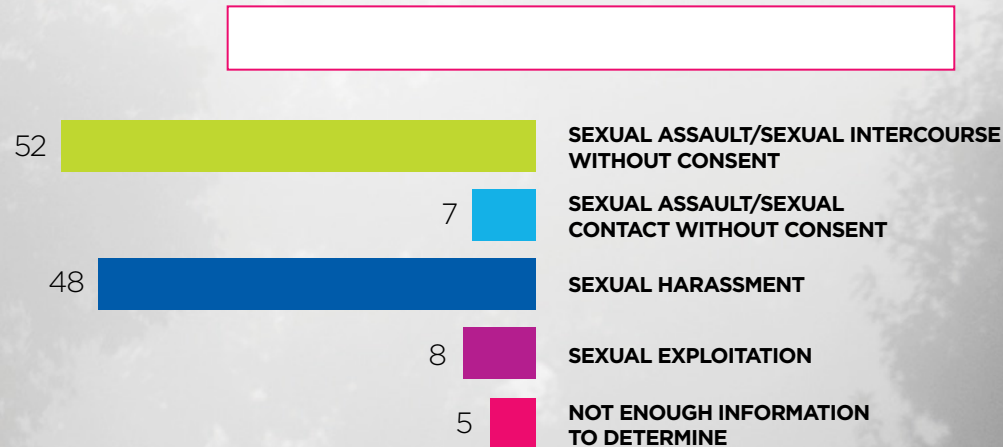
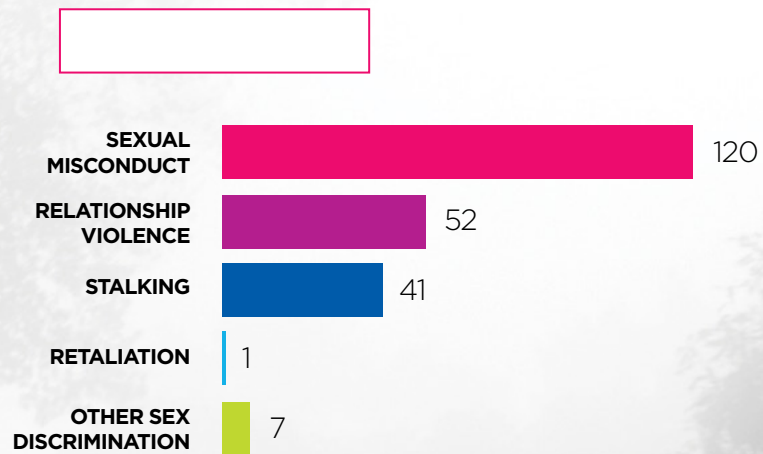
The term **sex discrimination** includes forms of sex-based discrimination and harassment that do not fall within sexual misconduct, relationship violence or stalking.

The statistics in this document include all reports received by the university, regardless of where/when the reported incidents occurred or the identity of the reported respondent. Reports are loosely categorized 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 violation.

For more information and for complete definitions of prohibited conduct, please see UTC's Policy on Sexual Misconduct, Relationship Violence and Stalking, available at [utc.edu/sexual-misconduct](http://utc.edu/sexual-misconduct).



All of the below statistics are for reports received during the calendar year 2018.



The majority of our reports are received through faculty and staff mandatory reporters. As you can see in the following table, in 2018 the majority of complainants chose not to identify the respondent; however, the UTC process still allows for interim measures in these types of cases.

### Respondent Information

	Sexual Misconduct	Relationship Violence	Stalking	Retaliation	Other	TOTAL
Complainant and/or Reporter Identified Respondent	66	25	25	1	5	122
Complainant and/or Reporter Declined to Identify Respondent	44	27	9	0	1	81
Respondent Unknown to Complainant	10	0	7	0	1	18
<b>TOTAL</b>	<b>120</b>	<b>52</b>	<b>41</b>	<b>1</b>	<b>7</b>	<b>221</b>

### Case Resolutions

Complainant and/or Reporter Identified Respondent

	Sexual Misconduct	Relationship Violence	Stalking	Retaliation	Other	TOTAL
Complainant declined to participate in process; university did not have enough information to move forward	12	10	7	0	1	30
Evidence did not support a finding of a policy violation based on the preponderance of the evidence	14	1	3	1	2	21
Respondent found not responsible for violating the policy after a hearing	0	0	0	0	0	0
Respondent found responsible for violating the policy	13	3	2	0	1	19
Pending	13	0	3	0	1	17
Respondent not a UTC community member	14	11	10	0	0	35
<b>TOTAL</b>	<b>66</b>	<b>25</b>	<b>25</b>	<b>1</b>	<b>5</b>	<b>122</b>

### Sexual Misconduct and Relationship Violence by Location

	Sexual Misconduct	Relationship Violence	TOTAL
On Campus, Residence Hall	26	12	38
On Campus, Other	35	6	41
Off Campus	37	26	63
Unknown/Student Declined to Identify	22	8	30
<b>TOTAL</b>	<b>120</b>	<b>52</b>	<b>172</b>

# CARE AND SUPPORT FOR STUDENTS

This section provides information on interim measures provided to students involved in cases of sexual misconduct, relationship violence, stalking, retaliation and other types of sex discrimination. Per UTC's *Policy on Sexual Misconduct, Relationship Violence and Stalking*, interim measures are offered to complainants, respondents and witnesses, as needed.

The goal of interim measures is to support students and to protect students' access to educational opportunities.

## INTERIM MEASURES ARE AVAILABLE

- Even if the Complainant does not want report to law enforcement
- Even if the Complainant does not participate in the University's investigative process
- Even if the Complainant does not identify the Respondent
- Even if the Complainant has made a Request for Limited Action
- Even if the Respondent is not a member of the University community
- On an ongoing basis, as needed

The following numbers reflect the top three types of interim measures provided to individuals who were involved in cases reported during calendar year 2018. Interim measures provided to individuals during calendar year 2018, but whose cases were reported prior to 2018, are not included here.

### Interim measures

Advocacy<sup>1</sup>: 66

Academic Support<sup>2</sup>: 199

No contact directives<sup>3</sup>: 32

Total: 297

Interim measures are determined after consultation with the student involved, and faculty and staff members, as necessary. They vary greatly from case to case, depending upon the needs of the student. For a list of other available interim measures, please reference UTC's Policy on Sexual Misconduct, Relationship Violence and Stalking.

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<sup>1</sup> Advocacy through UTC's Survivor Advocacy Services is offered to every student, faculty and staff member who has experienced sexual misconduct, relationship violence and stalking. A Survivor Advocate is available to accompany student, faculty and staff survivors to all university meetings regarding an incident of sexual misconduct, relationship violence and stalking and to all potential criminal and civil court proceedings.

<sup>2</sup> Academic support includes, but is not limited to: class excuses, delayed exams, makeup work and tutoring.

<sup>3</sup> A no-contact directive is a communication from the university, normally to both the Complainant and the Respondent, directing them that they may not communicate with one another or engage in various other types of behavior.



Let's continue  
the **conversation...**



GET  
SUPPORT



REPORT  
TO THE  
UNIVERSITY

**CONFIDENTIAL (ON-CAMPUS):**

**Counseling Center**

338 University Center  
(423) 425-4438 (after hours/weekends  
call UTC PD at (423) 425-HELP/4357  
and ask for the counselor on call)

**Survivor Advocacy Services**

350 University Center  
(423) 425-5648  
(after hours/weekends call UTC PD at  
(423) 425-HELP/4357 and ask for the  
advocate on call)

**CONFIDENTIAL (OFF-CAMPUS):**

**Partnership for Families,  
Children and Adults**

24/7 domestic violence and sexual  
assault crisis hotline: (423) 755-2700

**TITLE IX COORDINATOR**

Stephanie Rowland  
206 Hooper Hall  
(423) 425-4255  
Stephanie-Rowland@utc.edu

**OFFICE OF THE DEAN OF STUDENTS**

399 University Center  
(423) 425-4301

**ANONYMOUS REPORTING**

[utc.edu/coc](http://utc.edu/coc)

**UTC POLICE DEPARTMENT**

(423) 425-HELP/4357