



CAMPUS REPORT 2022



Sexual Harassment

Sexual Assault

Dating and Domestic Violence

Stalking and Retaliation



Sexual Harassment, Sexual Assault, Dating and Domestic Violence, Stalking and Retaliation

CAMPUS REPORT

**OFFICE OF THE TITLE IX COORDINATOR
January 2021-December 2021**

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Dear CAMPUS COMMUNITY,

Compliance with federal Title IX regulations and the prevention of instances of sexual assault, relationship violence and stalking are important to the overall success of our students, faculty and staff at UTC.

This report is intended to provide the campus with information about UTC's overall Title IX compliance efforts, as well as the number and type of reported incidents. It also provides an important overview of UTC's Title IX investigation and resolution processes. You will notice that reports of sexual misconduct, relationship violence and stalking increased. While this was to be expected as the campus and the world started to come out of a global pandemic, increased reporting is a positive sign that indicates that members of our University community know how and where to report.

Perhaps more importantly, it shows that they feel comfortable doing so. In addition to reporting statistics, you also will see information about UTC's 2021 prevention highlights, campus climate survey highlights and interim measures implemented to support students, faculty and staff.

Thank you for all you do to support Title IX compliance on our campus. If you have any questions or concerns about UTC's Title IX compliance or about Title IX in general, please contact me by phone at (423) 425-4761 or by email at jim-hicks@utc.edu.

Sincerely,



James Hicks
Interim Title IX Coordinator

TITLE IX TEAMS



BRETT FUCHS

Associate Dean of Students;
Deputy Title IX Coordinator
for Student Conduct

JIM HICKS

Assistant Vice Chancellor
for Student Affairs and
Dean of Students

JIM HICKS
Interim Title IX
Coordinator

LAURA HERRON

Executive Associate
Director for Compliance and
Administration and Senior
Woman Administrator;
Deputy Title IX Coordinator
for Athletics

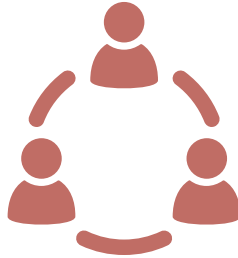
ROSITE DELGADO

Director of the Office of
Equity and Inclusion; Deputy
Title IX Coordinator for
Employees

In addition to the Title IX Coordinator and Deputy Title IX Coordinators, Title IX compliance is supported by UTC's Sexual Misconduct, Relationship Violence and Stalking Response Team and the Sexual Misconduct, Relationship Violence and Stalking Prevention Team.

For a list of members, please visit
utcr.edu/title-ix/teams

Response Team



UTC's Sexual Misconduct, Relationship Violence and Stalking Response Team began meeting in 2015 and acts as the case management team for reported incidents of sexual misconduct, relationship violence and stalking. Members collaborate regarding cases and discuss supportive measures and resources available for students.

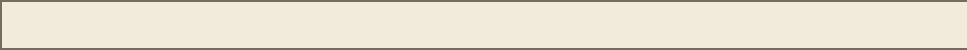
Prevention Team




UTC's Sexual Misconduct, Relationship Violence and Stalking Prevention team also began meeting in 2015, and steers the sexual misconduct, relationship violence and stalking prevention efforts for the campus.



PREVENTION,
EDUCATION
AND TRAINING

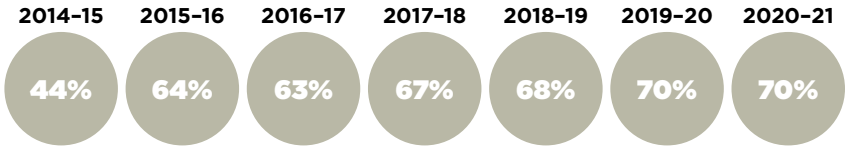


UTC has administered the Education Advisory Board's (EAB) campus climate survey every spring since 2015. This survey asks students to answer a variety of questions about students' perceptions of the University's prevention efforts, the Title IX process, diversity and inclusion in general, and other important information. The survey was administered from March 15-April 5, 2021 and 1,284 UTC students completed the 2021 survey.



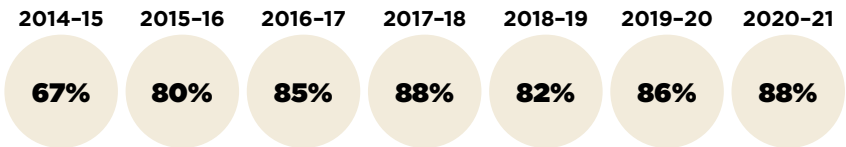
The following are some excerpts from the EAB survey reports:

Have you received sexual violence prevention training? (all years)



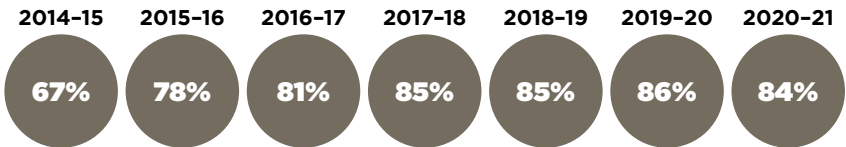
*percentage of respondents who answered yes

Have you received sexual violence prevention training? (first year)



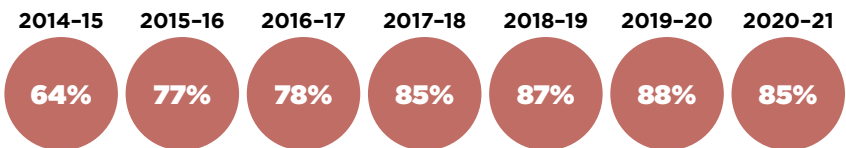
*percentage of respondents who answered yes

If a friend or I experienced sexual violence, I would know where to get help.



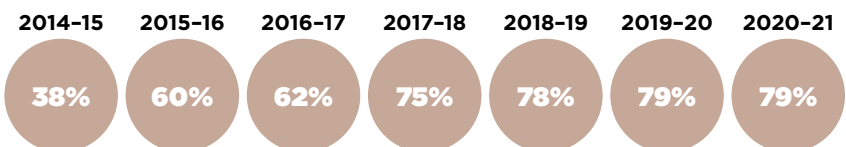
percentage of survey respondents who agreed/strongly agreed with the statement

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

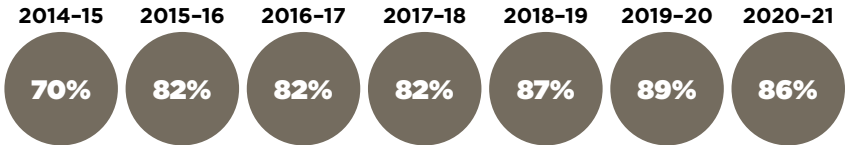
I understand my school's formal procedures to address complaints of sexual violence.



percentage of survey respondents who agreed/strongly agreed with the statement

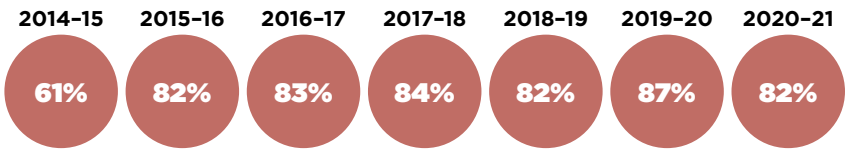
Student Perceptions Regarding Investigative Process:

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 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



CARE AND SUPPORT FOR STUDENTS

This section provides information on interim measures provided to students, faculty and staff involved in cases of sexual harassment, sexual assault, dating and domestic violence, stalking, retaliation and other types of sex discrimination. Per UTC's Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking, supportive measures are offered to complainants, respondents, and witnesses, as needed. The goal of supportive measures is to ensure equal access to educational opportunities.

The following numbers reflect the top three types of supportive measures provided to individuals who were involved in cases reported during calendar year 2021. Supportive measures provided to individuals during calendar year 2021, but whose cases were reported prior to 2021, are not included here.

SUPPORTIVE MEASURES

Advocacy: **34**

Academic Support: **52**

No contact directives: **10**

Advocacy through UTC's Survivor Advocacy Services, which is located within the Center for Women and Gender Equity, is offered to every student, faculty and staff member who reports having experienced sexual harassment, sexual assault, dating and domestic violence, stalking or retaliation. A Survivor Advocate is available to accompany student, faculty and staff members to all University meetings regarding an incident and to all potential criminal and civil court proceedings.

Academic supportive measures include class excuses, delayed exams, make-up work, exceptions to the withdrawal deadline, tutoring, and other measures intended to support a student's academic progress.

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.

Supportive 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.

Reports of Sexual Harassment, Sexual Assault, Dating and Domestic Violence and Stalking

The below statistics detail all reports of sex discrimination received by UTC, including sexual harassment, sexual assault, dating and domestic violence and stalking, other than those reports received by completely confidential resources like the Counseling Center and University Health Services. Please note that the University of Tennessee at Chattanooga's Police Department (UTCPD) annually publishes statistics in its Annual Security and Fire Safety Report, which includes the number of 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 included in UTCPD's Annual Security and Fire Safety Report (available at UTCPD's website, new.utc.edu/administration-and-finance/emergency-services/police/crime-statistics-and-policies), 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.

Key terms: **Sexual misconduct** includes sexual assault, sexual harassment and sexual exploitation. Sexual assault includes nonconsensual sexual intercourse/rape and other nonconsensual sexual contact/fondling.

Relationship violence includes dating violence and domestic violence.

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.

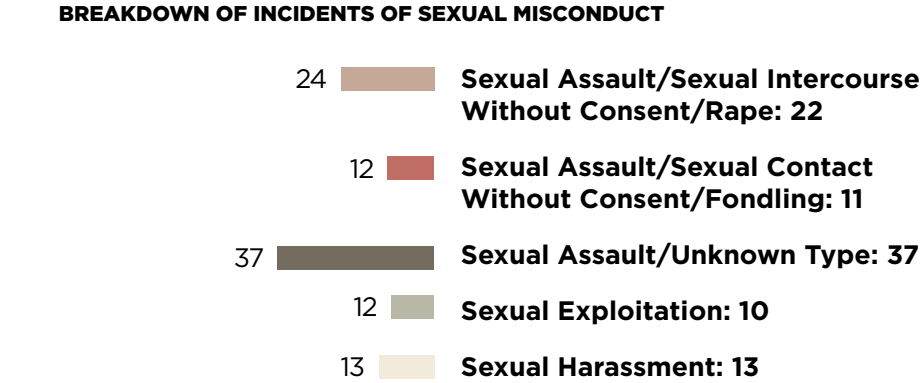
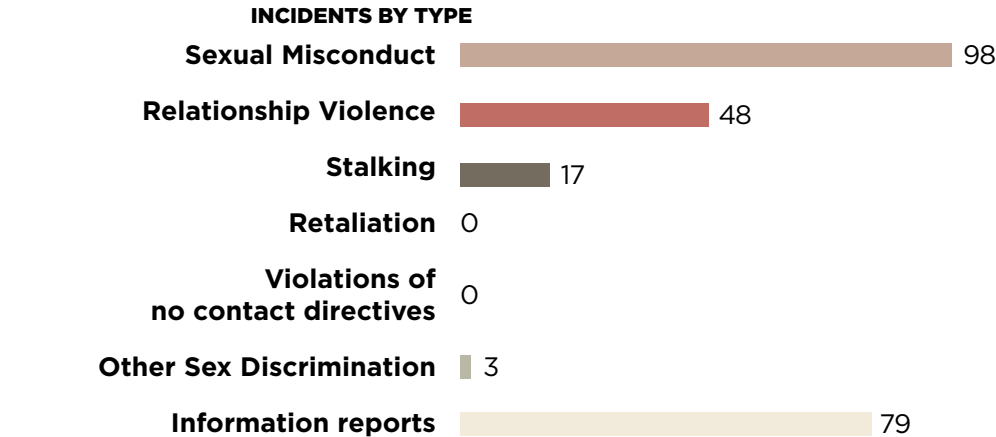
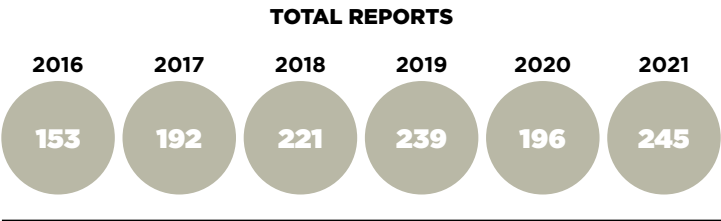
Retaliation means any act or attempted act taken because of a person's participation in a protected activity that would discourage a reasonable person from engaging in protected activity.

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

An **information report** is a report that was received by the Sexual Misconduct, Relationship Violence and Stalking Response Team. Resources and support were offered to the reporting person, but the incident was not able to be categorized due to lack of information.

The statistics included 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 Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking, available at [utc.edu/sexual-misconduct](https://www.utc.edu/sexual-misconduct).



RESPONDENT INFORMATION

	sexual misconduct	relationship violence	stalking
Complainant and/or Reporter Identified Respondent	38	9	9
Respondent not identified	32	39	5
Respondent Unknown to Complainant	28	0	3
Total	98	48	17

CASE RESOLUTIONS

Complainant and/or Reporter Identified Respondent

	sexual misconduct	relationship violence	stalking
Anonymous report or Complainant unknown	10	1	0
No investigation (Complainant declined to participate in process; did not file a formal complaint; or limited action request accepted)	26	4	5
Evidence did not support a finding of a policy violation based on the preponderance of the evidence	1	0	0
Respondent found responsible for violating the policy	2	0	0
Pending	5	1	0
Respondent not affiliated with the University	54	42	12
Total	93	47	17

retaliation	no contact directive violation	other sex discrimination	information report	information report
0	0	1	42	99
0	0	0	12	88
0	0	2	25	58
0	0	3	79	245

retaliation	no contact directive violation	other sex discrimination	information report	information report
0	0	0	8	19
0	0	3	37	75
0	0	0	0	1
0	0	0	1	3
0	0	0	0	6
0	0	0	33	141
0	0	2	78	245



GET
SUPPORT

CONFIDENTIAL (ON-CAMPUS):

Counseling Center

338 University Center
(423) 425-4438 after hours; weekends
contact (423) 425-CARE

Survivor Advocacy Services

118 Lupton Hall
(423) 425-5648

CONFIDENTIAL (OFF-CAMPUS):

**Partnership for Families,
Children and Adults**

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



REPORT
TO THE
UNIVERSITY

TITLE IX COORDINATOR

Jim Hicks
303 University Center
(423) 425-4761
Jim-Hicks@utc.edu

OFFICE OF STUDENT CONDUCT

310 University Center
(423) 425-4301

ANONYMOUS REPORTING

utc.edu/report

**UTC POLICE
DEPARTMENT**

(423) 425-HELP/4357