



**SEXUAL
MISCONDUCT,
RELATIONSHIP
VIOLENCE,
STALKING, AND
RETALIATION
ANNUAL REPORT**

January-December 2020

January 29, 2020

Dear UT students, faculty, and Staff,

Although we are one of the smaller campuses within the University of Tennessee System and in spite of the pandemic, your help and commitment are making a difference in creating a campus community that strives to provide an environment free from sexual misconduct, relationship violence, stalking, and retaliation.

Thanks to increased efforts and awareness on the part of all of us, and again due to the size of our campus, once again we do not have any reported incidents of misconduct in relation to sexual misconduct, relationship violence, stalking, and retaliation as of this date. We are committed to a community where active bystanders speak up and Vols truly do help Vols.

The information provided in this report reflects the period of January through December 2020. On the following pages, a brief overview of campus Title IX efforts is provided that includes staffing, training, and education efforts. As we move forward, we will continue to evaluate our Policy on Sexual Misconduct, Relationship Violence, Stalking, and Retaliation ("Policy"), procedures, and service to the campus. Our policies and procedures are reflective of the ever changing Title IX regulations.

We hope this information will help you look at where we are and how we can improve. Once you review this information, feel free to ask any questions or provide any feedback you may have. You can send your comments or reach us at titleix@utsi.edu, or you may contact me directly.

Thank you for your commitment to making our campus a safe and discrimination-free environment.

Sincerely,

Patricia Burks-Jelks
Title IX Coordinator
Director
Human Resources, Equity and Diversity
University of Tennessee Space Institute
411 B. H. Goethert Parkway
Tullahoma, TN 37388

STAFFING

The University of Tennessee Space Institute commits annual funding to the office of Human Resources/Equity and Diversity for prevention, education, and investigation efforts. Staffing consist of:

- Title IX Coordinator/Director for Human Resources, Equity & Diversity
- Manager in Human Resources/Equity and Diversity
- Administrative Specialist in Human Resources/Equity and Diversity
- Student Concerns Liaison

PREVENTION, EDUCATION, AND TRAINING HIGHLIGHTS

Prevention, education, and training are a cornerstone of the UT Space Institute's efforts to create a climate that is safe and supportive for all.

The UTSI Office of Human Resources and Equity & Diversity offered training covering the policy and mandatory reporter responsibilities for all new employee and faculty orientation sessions. Other employee and faculty workshops included training on mandatory reporter responsibilities, sexual harassment, Title IX, and gender discrimination.

The Safety, Security and Emergency Management Coordinator is in involved in developing training sessions that will occur throughout the year for designated personnel that may be primary contacts for sexual misconduct, relationship violence, and stalking complaints. The headcount for new employees and students during 2020 is as follows:

- New faculty and staff orientation: 10 new hire individual orientation sessions.
- New student orientation: Group orientation session at the beginning of the academic semester for all 15 new students.

UPCOMING RELATED TRAINING FOR 2021

- Mandatory Reporter Identification and Responsibilities
- Overview of Title IX
- Know your policy (students): definitions
- What is Bystander Intervention?
- Process for filing complaints of sexual misconduct, relationship violence, and stalking
- How to get campus and security support / Interim measures
- Sexual Misconduct Awareness: Consent or Not?
- Other Title IX awareness related training

DEFINITIONS OF PROHIBITED CONDUCT

“Sexual misconduct” means sexual harassment, sexual assault, sexual exploitation, and all other words and/or conduct that would constitute a sex offense crime.

“Sexual assault” means nonconsensual sexual intercourse or nonconsensual sexual contact.

“Relationship violence” means dating violence, domestic violence, and all other words and/or conduct that would constitute a relationship violence crime.

“Dating violence” means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim of the violence.

“Domestic violence” means a felony or misdemeanor crime of violence committed: (1) by a current or former spouse or intimate partner of the victim; (2) by a person with whom the victim shares a child in common; (3) by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; (4) by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or (5) by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

“Stalking” can include both electronic and in person acts. Stalking generally means engaging in 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 an 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. “Protected activity” includes a person’s good-faith (1) opposition to prohibited conduct; (2) report of prohibited conduct to the university or to a state or federal agency; (3) participation (or reasonable expectation of participation) in any manner in an investigation, proceeding, hearing, or interim measure under the university’s policy; or (4) exercise of rights or responsibilities under any provision of the Clery Act.