

# OFFICE OF EQUITY & DIVERSITY 2020 SEXUAL MISCONDUCT REPORT

JANUARY 1, 2020 – DECEMBER 31, 2020

## TITLE IX COORDINATOR – JOE HENDERSON

### Bio

Joe Henderson joined UT Martin in 2009 as the Student Conduct Coordinator. He previously served as a public safety officer and accreditation manager at East Tennessee State University, the Support Services Manager for the City of Greenville Texas Police Department, and a Sergeant with the Dallas Police Department. He holds a bachelor's degree from East Texas State University (Texas A&M-Commerce) and has served as the Equity and Diversity Officer at UT Martin since August 2015.

In addition to his role as Equity and Diversity Officer, Joe serves as the Title VI Coordinator, Title IX Coordinator, ADA Coordinator, and the Affirmative Action Officer. He also investigates all grievances and complaints, and oversees all faculty and high-level administrative searches.

## CAMPUS SEXUAL MISCONDUCT POLICY

[HTTPS://WWW.UTM.EDU/SEXUALMISCONDUCT/ PDFS/POLICY%20ON%20SEXUAL%20HARASSMENT,%20SEXUAL%20ASSAULT,%20DATING%20AND%20DOMESTIC%20VIOLENCE,%20AND%20STALKING.PDF](https://www.utm.edu/sexualmisconduct/pdfs/policy%20on%20sexual%20harassment,%20sexual%20assault,%20dating%20and%20domestic%20violence,%20and%20stalking.pdf)

## PREVENTION, EDUCATION, TRAINING

On August 14, 2020, UT Martin implemented a new Title IX policy. Through the Title IX policy, UT Martin works to create and maintain a safe and non-discriminatory learning, living and working environment free from sexual harassment.

During calendar year 2020, the Title IX Coordinator worked in conjunction with other University Departments and offices in providing programs on the University's Sexual Misconduct Policy. These programs were presented to various students, faculty, and staff groups dedicated to residence halls, recreation facilities, and athletic facilities via Zoom or Skype presentations. Additionally, presentations were made to other University entities such as Physical Plant employees, faculty groups, fraternities and sororities, Student Government, and athletic teams.

UT Martin also successfully trained all faculty and staff, approximately 800 individuals, to become designated as mandatory reporters. Additionally, over 1,200 student groups received training on the sexual misconduct policy. These student groups included all incoming freshmen, Peer Enabling Program (PEP) leaders, fraternity and sorority members, transfer students and student athletes.

First-Year Initiatives (FYI) is a comprehensive program that covers a variety of vital campus services and information for new students. Due to COVID-19 restrictions, FYI videos were created and made available to students online. An informational video regarding UT Martin's Title IX policy and procedures was included in the FYI programming. Topics covered under the Title IX video included an overview of the University's policy on sexual harassment, sexual assault, dating and domestic violence, and stalking; the University's prohibition of sexual harassment, sexual assault, dating and domestic violence, and stalking; the scope of the University's policy; the definition of sexual harassment, sexual assault, dating and domestic violence, and stalking; the definition of consent; and the Title IX coordinator's contact information. FYI videos also provided information on bystander intervention, consent, healthy relationships and resources available to students.

## LINKS

[HTTP://WWW.UTM.EDU/DEPARTMENTS/SHCS/PBPV/](http://www.utm.edu/departments/shcs/pbpv/)

[HTTP://WWW.UTM.EDU/SEXUALMISCONDUCT/GETHELP.PHP](http://www.utm.edu/sexualmisconduct/gethelp.php)

[HTTP://WWW.UTM.EDU/SEXUALMISCONDUCT/REPORT.PHP](http://www.utm.edu/sexualmisconduct/report.php)

[HTTP://WWW.UTM.EDU/SEXUALMISCONDUCT/SUPPORT.PHP](http://www.utm.edu/sexualmisconduct/support.php)

## RESPONDENT INFORMATION

	Sexual Harassment	Rape	Fondling	Dating Violence	Domestic Violence	Stalking	Sexual Exploitation	Total
Complainant identified respondent	4	5	1	5	3	3	0	21
Complainant declined to identify respondent	0	0	0	0	0	0	0	0
Respondent unknown to complainant	0	1	0	0	0	0	0	1
<b>Total</b>	<b>4</b>	<b>6</b>	<b>1</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>22</b>

## PROHIBITED CONDUCT BY LOCATION

	Sexual Harassment	Rape	Fondling	Dating Violence	Domestic Violence	Stalking	Sexual Exploitation	Total
On campus, residence hall	1	5	1	4	0	1	0	12
Other campus location	1	0	0	0	3	2	0	6
Off campus	2	1	0	1	0	0	0	4
Not Identified	0	0	0	0	0	0	0	0
<b>Total</b>	<b>4</b>	<b>6</b>	<b>1</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>22</b>

*\*In 2020, there was 1 incident of on-campus other, sex-based discrimination that was not sexual harassment. In that case, the Complainant requested limited action.*

## RESOLUTIONS FOR REPORTS IN 2020

	Sexual Harassment	Rape	Fondling	Dating Violence	Domestic Violence	Stalking	Sexual Exploitation	Total
Respondent not identified or unknown	0	0	0	0	0	0	0	0
University honored request for limited action	2	1	1	3	3	2	0	12
Respondent not affiliated with the university	1	1	0	0	0	0	0	2
Formal complaint dismissed	1	0	0	0	0	0	0	1
Alternative Resolution	0	1	0	0	0	0	0	1
Respondent found not responsible	0	0	0	0	0	0	0	0
Respondent found responsible	0	0	0	0	0	0	0	0
University unable to complete investigation	0	3	0	2	0	1	0	6
Pending investigation or disciplinary hearing	0	0	0	0	0	0	0	0
<b>Total</b>	<b>4</b>	<b>6</b>	<b>1</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>22</b>