The University of Tennessee, Knoxville (UTK) has evolved from a decentralized compliance focused system to a cross-campus decentralized compliance focused system to a cross-campus decentralized compliance focused system to a cross-campus decentralized compliance focused system to a cross-campus. The University of Tennessee, Knoxville (UTK) has evolved from a decentralized compliance focused system to a cross-campus decentralized compliance focused system. In September 2016, University of Tennessee System (UT System) President Joe DiPietro appointed a special, independent commission to review and address Title IX compliance across the UT System. The Commission made five major recommendations which created infrastructure and system-wide goals for the work.

Utilizing the grant goals, Commission recommendations, and a review of national research, UTK founded the UTK Office of Title IX and established a system-wide collaboration of Title IX Coordinators. The infrastructure, developed under these two initiatives, has created a sustainable prevention focused model. While there is still much to be done on our campus and across our system, we have learned from our past and look forward to our future work.

- **Policy**: Our foundation is in the policy and procedures we follow.
- **Prevention & Education**: Our goal is to prevent sexual misconduct, relationship violence, stalking, and retaliation before they happen.
- **Support & Interim Measures**: Our promise is to provide support and appropriate interim measures to individuals involved in the Title IX process.
- **Investigation & Resolution**: Our commitments to due process, campus safety, and encouraging reporting guide how we investigate and resolve reports.
- **Patterns & Trends**: Our responsibility is to use the best available research, evidence-based practice, and our own campus and institute trends in our prevention and response efforts.

Our mission is to serve the University of Tennessee through our comprehensive Title IX Commitment of ensuring access to education.

Our model, grounded in the social ecological model, emphasizes five key areas:

1. **primary Focus**
2. **Prevention & Education**: Our goal is to prevent sexual misconduct, relationship violence, stalking, and retaliation before they happen.
3. **Support & Interim Measures**: Our promise is to provide support and appropriate interim measures to individuals involved in the Title IX process.
4. **Investigation & Resolution**: Our commitments to due process, campus safety, and encouraging reporting guide how we investigate and resolve reports.
5. **Patterns & Trends**: Our responsibility is to use the best available research, evidence-based practice, and our own campus and institute trends in our prevention and response efforts.

The six OWV grant goals are below:

1. **Increase staff** to improve programming and services regarding sexual violence.
2. **Create & Sustain a Violence Prevention Coordinator** System-wide Community Response Team.
3. **Develop and Distribute a Sexual Violence Pre-Intervention Module**.
4. **Increase Training for Individuals** Responding to Sexual Violence.
5. **Expand Learning Opportunities for Students**.
6. **Hosted a State-Wide Summit** "Reducing Sexual Violence: Lessons Learned, Promising Practices, and Future Directions".

In October 2015, UT was awarded $392,813 from OWV entitled "Creating a Culture of Change: Reducing Sexual Assault, Domestic Violence, Dating Violence, and Stalking."

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5. **Expand Learning Opportunities for Students**.
6. **Hosted a State-Wide Summit** "Reducing Sexual Violence: Lessons Learned, Promising Practices, and Future Directions".

In September 2016, then UT President Joe DiPietro appointed an independent commission to review and address Title IX compliance across the UT System. The Commission acted with full authority to recommend policy enhancements and encouraged the Office of Equity and Diversity and General Counsel in performing the Title IX related responsibilities.

The collaboration of the system-wide Title IX Coordinators leverages the best opportunity at shared resources.

A good example is our "Knowledge and Training Excellence" comprehensive Learning Management System for training and professional development. K@TE has the ability to share online trainings and resources developed on each campus and track staff, faculty and graduate student completion.

Four primary teams create a coordinated structure that spans our campus and our community.

- **Coordinated Community Response Team (CCRT)**
- **Student Advisory Board (SAB)**
- **Prevention Team**
- **Title IX Response Team**

The ultimate goal is to stop violence before it begins. Prevention requires understanding the factors that influence violence. CDC uses a four-level social-ecological model to better understand violence and the effect of potential prevention strategies.

“This model considers the complex interplay between individual, relationship, community and societal factors. It allows us to understand the range of factors that put people at risk for violence or protect them from experiencing or perpetrating violence. The overlapping rings in the model illustrate how factors at one level influence factors at another level. This approach is more likely to sustain prevention efforts over time than any single intervention.”

**References**


**Contact Info**

For questions about our work visit titleix.utk.edu

For other questions, email ashleyblamey@utk.edu

**Office of Title IX**

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