



THE UNIVERSITY OF TENNESSEE SOUTHERN

The Office of Title IX

Resources

The following resources are also found in the University's Title IX Policy. For complete Title IX Policy, please visit www.utsouthern.edu/about/title-ix.

Medical Care

Medical care may be obtained from the following:

| PLACE | WHEN | CONTACT INFORMATION |
|--|--|--|
| UT Southern Clinic (for students only) <i>(SANE is not available)</i> | From 8:30 a.m. - 4:00 p.m., Monday-Thursday, except on University holidays, breaks, or closures | 931-424-7338 625 West Madison St Pulaski, TN 38478 utsouthern.edu/students/campus_clinic/ |
| Southern Tennessee Regional Health System, Pulaski <i>(SANE may not be available)</i> | 24 hours, seven days a week | 931-363-7531 1265 East College Street Pulaski, Tennessee 38478 southernntpulaski.com |
| Maury Regional Hospital <i>(SANE may not be available)</i> | 24 hours, seven days a week | 931-381-1111 1224 Trotwood Avenue Columbia, TN 38401 mauryregional.com |
| SAFE Clinic | 24 hours, seven days a week | 615-258-5888 101 French Landing Drive Nashville, TN 37228 sacenter.org/heal/safe-clinic.aspx |
| Metro Nashville General Hospital | 24 hours, seven days a week | (615) 341-4000 1818 Albion St, Nashville, TN 3720 nashvillegeneral.org |

University Confidential Employees

The following employees at UT Southern are not mandated reporters of Prohibited Conduct (a complete list is available in the full Policy):

| Confidential Employee | Who May Access Their Services | How to CONTACT |
|---|-------------------------------|--|
| A licensed psychologist (Desiree Stone) or nurse practitioner in the UTS Clinic/Student Counseling Center | Students | 931-424-7338 625 West Madison St Pulaski, TN 38478 utsouthern.edu/students/campus_clinic/ |

Confidential Support and Counseling Outside of the University

Crisis response, mental health counseling and care, group sessions, survivor advocacy, legal assistance, and other supportive services are available at the following:

| PLACE | TYPE | CONTACT INFORMATION |
|---|---|--|
| Center of Hope | Counseling, Advocacy, Court Escort, Shelter | Columbia, TN 931-381-8580 http://centerofhopetn.org/get-help/ |
| The Shelter | Advocacy, Court Escort, Shelter | Lawrenceburg, TN 800-762-4115 theshelter@theshelterLburg.org |
| SAFE Clinic | Counseling, Advocacy | Center: 615-259-9055 Clinic: 615-258-5888 101 French Landing Drive Nashville, TN 37228 sacenter.org/heal/safe-clinic.aspx |
| Center for Women's Health | | Lawrenceburg, TN 931-381-3030 |
| Giles County Outreach Center | | Pulaski, TN 931-424-8883 |
| Financial Support for Women Experiencing Domestic Violence | Website | www.moneygeek.com/financial-planning/resources/financial-help-women-abusive-relationships/ |
| Tennessee Coalition to End Domestic and Sexual Violence | Legal Services (family law matters, orders of protection, victim's compensation, housing, employment, hearings, etc.) | tncoalition.org 615-386-9406 800-289-9018 |
| U.S. Citizenship and Immigration Services | Legal Services | USCIS Find Help in your Community Webpage: uscis.gov/citizenship/learners/find-help-your-community USCIS Find Legal Services Webpage: uscis.gov/avoid-scams/find-legal-services |
| The Board of Immigration Appeals | Immigration Services | <ul style="list-style-type: none"> justice.gov/eoir/board-of-immigration-appeals justice.gov/eoir/list-pro-bono-legal-service-providers |
| American Immigration Lawyers Association | Immigration Services | ailalawyer.org |
| Help Lines (available 24/7) | | |
| Tennessee Coalition to End Domestic & Sexual Violence | | 800-356-6767 (24/7 hotline) |
| RAINN National Sexual Assault Crisis Hotline | | 800-656-HOPE (4673) |
| National Domestic Violence Hotline | | 800-799-SAFE (7233) |
| Love is Respect – National Dating Abuse Hotline | | 866-331-9474 |
| Anti-Violence Project/24-Hour Bilingual Hotline (for LGBTQ+ and HIV+ survivors of violence) | | 212-714-1141 |

Supportive Measures at the University

The following measures can be implemented by the Title IX Coordinator to restore access to the University while the University assesses, investigates, and resolves the report:

- Issuing a **no-contact directive**, which provides mutual restrictions between parties from having verbal, physical, written, and/or electronic contact and/or from being present on designated University-controlled property for a definite or indefinite period of time.
- Assisting an individual in obtaining **medical, advocacy, and counseling services**;
- Exploring **changes in living, transportation, dining, and working** arrangements;
- **Arranging appointments** for an individual for follow-up on-campus support services or off-campus support services;
- Exploring **changes in class and extracurricular schedules**, including adjustments so that the Complainant and the Respondent do not share the same classes;
- Assisting an individual in **communicating with faculty**;
- Assisting an individual in requesting that **directory information be removed** from public sources by contacting the Registrar;
- Accessing **academic support** for an individual, including tutoring;
- Assisting with requesting **academic accommodations** such as re-scheduling exams, obtaining extensions of time for assignments, re-taking a course, dropping a course, or withdrawing for a semester without financial or academic penalty.
- Issuing an **Emergency Removal** (i.e. Interim Suspension) of the Respondent (student or employee) is issued based on an immediate threat to the physical health or safety of any student or other individual arising from the allegations of Prohibited Conduct. The Respondent will have the ability to challenge the decision immediately (within 3 business days) following the removal;
- Informing the Complainant of the right to **report the incident to the police** for criminal investigation and prosecution and offering to assist the Complainant in reporting an incident to the police;
- Putting a Respondent (if an employee) on **leave**, in accordance with other applicable University policies, prior to the conclusion of the investigation and resolution of a report or formal complaint of Prohibited Conduct;

Reporting to the University

The University strongly encourages students to report Prohibited Conduct the University's Title IX Coordinator:

Sarah Catherine Richardson
931-424-4073
scrich@utsouthern.edu
utsouthern.edu/about/titleix

| <u>Physical Address</u> | <u>Mailing Address</u> |
|---|--|
| Student Life Center 420 W. Madison Street Pulaski, TN 38478 | 433 W. Madison Street Pulaski, TN 38478 |

What to Expect after Reporting Prohibited Conduct to the Title IX Coordinator

After receiving a report of Prohibited Conduct, the Title IX Coordinator will take immediate and appropriate steps to:

1. Promptly **contact** the Complainant, to offer to meet with, or otherwise communicate with the Complainant;
2. Discuss the availability of **Supportive Measures**
 - a. Consider the Complainant's wishes with respect to Supportive Measures;
 - b. Inform the Complainant of the availability of Supportive Measures with or without filing of a formal complaint;
 - c. Implement Supportive Measures to eliminate and prevent the recurrence of Prohibited Conduct, deter Retaliation, and remedy the effects of Prohibited Conduct through reasonable support services, accommodations, and other assistance;
3. Explain to the Complainant the process for filing a **formal complaint**;
4. In cases of Sexual Assault, Domestic Violence, Dating Violence, or Stalking, whether the Prohibited Conduct occurred on or off campus, provide a Complainant with a paper or electronic copy of this Policy and/or another written publication approved by the Title IX Coordinator that informs the Complainant of the Complainant's rights and options under this Policy (if that has not already been done by a Mandatory Reporter), which will include:
 - a. notification about counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the University and in the community; and
 - b. notification about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures.
5. If the Complainant chooses to file a formal complaint, the Title IX Coordinator must make an initial evaluation based on the nature of the conduct alleged and the reported location of the alleged conduct to determine whether the alleged conduct meets the definition of Sexual Harassment that occurs in a University education program or activity in the United States, in which case the formal complaint will be received as a Title IX Sexual Harassment Complaint. If the Title IX Coordinator determines that the alleged conduct is not Title IX Sexual Harassment that occurs in a University education program or activity in the United States but is otherwise Prohibited Conduct to which this Policy applies, the formal complaint will be received as a Non-Title IX Prohibited Conduct Complaint. Regardless of the designation of the formal complaint, the Title IX Coordinator will initiate the grievance procedures outlined in Appendix C or Appendix D of the Policy; and
6. If the Complainant requests, assist the Complainant in reporting the incident to the police.

Reporting to the Police

While the University will not contact law enforcement without the written request from a Complainant, the University encourages Complainants to report Prohibited Conduct to the police immediately because the police have unique legal authority to investigate and respond to Prohibited Conduct, including the power to seek and execute search warrants, collect forensic evidence, make arrests, and assist in seeking emergency protective orders.

A Complainant may report Prohibited Conduct to the police 24 hours a day, seven days a week:

Pulaski Police Department –

911 for emergencies

1-931-363-3505 for non-emergencies

1-800-356-6767 for the Domestic Violence hotline

Upon the Complainant's request, a Title IX Official will assist a Complainant in contacting Security or another appropriate local police department.

What to Expect after Reporting Prohibited Conduct to the Police

Even if a Complainant is unsure whether to pursue criminal prosecution or an order of protection, the University recommends that the Complainant report the incident to the police as soon as possible. In most cases, after addressing a Complainant's immediate safety needs and/or needs for medical care, a police officer will meet with the Complainant and take a statement about what occurred.

1. In cases of Prohibited Conduct, in addition to taking a statement, the police officer may ask to examine the scene of the incident and collect bedding, clothing, or other items of evidentiary value.
2. A police officer also will conduct a thorough interview to record as many details as possible and as precisely as possible, which may take as long as several hours, depending on the circumstances of the case. Due to the traumatic effects of Sexual Assaults, multiple interviews may be required to get all of the pertinent details of the assault.
3. If the police determine that a crime occurred after concluding its investigation, then the police will refer the matter to the district attorney.
4. The district attorney will decide whether to pursue criminal prosecution; however, it is unusual for cases to proceed without the cooperation of the Complainant. Reporting the incident to the police does not obligate the Complainant to cooperate with the district attorney's criminal prosecution. If criminal prosecution is pursued, however, the likelihood of success will be much higher if the Complainant reported and allowed evidence to be collected immediately after the incident of Prohibited Conduct.

Why a SANE (Sexual Assault Nurse Examiner)?

When people experience sexual assault, they may sustain more than just physical injuries; trauma also affects short- and long-term mental health. The medical treatment needed may require a provider to examine parts of the body that were recently violated, which can cause more distress.

Sexual assault nurse examiners (SANEs) are trained to help survivors across this spectrum of patient care. From providing evidence-based treatment to performing assessments to collect forensic evidence that can be used in a criminal trial, these nurses play a critical role in supporting survivors at the beginning of their recovery process.

Trauma-Informed Care and Practicing Consent

One of the key challenges of completing a sexual assault forensic exam (SAFE) is examining a patient's physical injuries without retraumatizing them. To help survivors feel comfortable, SANEs ask for consent during each step of the way while providing information on why they are doing each test.

"Consent is not just a piece of paper with a signature on it," [Kim] Day said. "It's a process throughout the exam."

In practice, the process of asking for consent may resemble the following:

1. **The SANE will inform the patient what body part they will examine and ask permission to do so.**
I'm going to examine your neck now to see if there are any injuries. Do I have your permission to do so?
2. **If the patient grants this permission and the SANE notices something that may require a sample collection, the nurse will again ask for permission to collect a specimen and explain why collecting that evidence is appropriate.**
I notice a scratch that wasn't mentioned when I documented your health history. There may be DNA or other materials near this wound, so I would like to swab it. Is that OK with you?

In any instance where the patient does not want a test performed, the SANE is directed to honor the patient's request. This integration of consent throughout the exam is meant to give the patient a sense of control, a feeling that may have been lost during their assault.

-Adapted from Georgetown University School of Nursing and Health Studies: <https://online.nursing.georgetown.edu/blog/sane-nurse-guide/>