

# ANNUAL SEXUAL MISCONDUCT REPORT



**JANUARY 1, 2025 – DECEMBER 31, 2025**

# LETTER FROM THE TITLE IX COORDINATOR



Dear Campus Community,

At the University of Tennessee at Martin, we are deeply committed to fostering a safe, inclusive, and equitable environment for all students, faculty, and staff. Every member of our campus community deserves to learn, live, and work in an atmosphere free from discrimination, harassment, and all forms of violence. Ensuring access to education and creating a welcoming, supportive environment for everyone is central to our mission.

As part of our ongoing efforts to uphold these values, we are pleased to share our latest Title IX report, which outlines the university's continued progress in maintaining a campus free from discrimination and harassment. This report highlights the comprehensive, campus-wide initiatives in place to prevent incidents, provide meaningful education, and support a well-informed community. Our work is grounded in current research and best practices in

prevention, education, and response, and we remain steadfast in prioritizing the safety and well-being of all who live and learn at UT Martin.

The report is informed by the Centers for Disease Control and Prevention's Social-Ecological Model, which guides a comprehensive, multi-faceted approach to addressing these critical issues. This framework emphasizes five key areas of focus:

- **Policy:** Strong, clearly defined policies and procedures form the foundation of our efforts. These policies are designed to promote a safe and respectful environment and are regularly reviewed to ensure they continue to meet the needs of our diverse campus community.
- **Prevention and Education:** We are committed to preventing sexual harassment—including sexual assault, dating violence, domestic violence, and stalking—before it occurs. Through proactive prevention programs, workshops, and educational campaigns, we empower individuals to recognize harmful behaviors, safely intervene, and contribute to a culture of respect and accountability.
- **Supportive Measures:** UT Martin provides a range of supportive measures for individuals involved in the Title IX process. These may include academic accommodations, counseling services, and other resources designed to prioritize well-being and support healing.
- **Investigation and Resolution:** Our response process emphasizes due process, campus safety, and the importance of reporting incidents of harassment or discrimination. All reports are addressed thoroughly, fairly, and with respect for all parties involved, ensuring a resolution process that upholds the integrity and safety of the campus community.
- **Patterns and Trends:** We use the best available research, evidence-based practices, and analysis of campus data to inform and continually refine our prevention and response efforts, ensuring they are responsive to emerging issues and community needs.

Together, these strategies allow us not only to respond effectively to incidents but also to work proactively to prevent them. We encourage all members of the campus community to engage in educational opportunities, understand their rights, and become familiar with the resources available to them.

Thank you for your continued commitment to making UT Martin a safe, supportive, and inclusive campus for all.

Sincerely,

A handwritten signature in blue ink that reads "Dominique Ross". The signature is fluid and stylized, with a large loop at the end.

Dominique Ross, MHA  
Director and Title IX Coordinator  
The University of Tennessee at Martin

# UT MARTIN TITLE IX TEAM



**Ashley Bynum, JD**  
**Deputy Title IX Coordinator**  
**for Athletic Compliance**  
Associate Athletic Director,  
Internal Operations



**Ryan Martin, M.S. Ed**  
**Deputy Title IX Coordinator**  
**for Housing**  
Director of Housing



**Lt. Chad Worley, M.S. Ed**  
**Deputy Title IX Coordinator**  
**for Clery Compliance**  
UTM Office of Public Safety



**Shannon Perry, M.S. Ed**  
**Deputy Title IX Coordinator**  
**for Student Conduct**  
Director of Student Conduct



**Dr. Andy Lewter**  
**Vice Chancellor**  
Student Affairs



**John Abel**  
**Assistant Vice Chancellor**  
Student Affairs

# 2025 CAMPUS TITLE IX STATISTICS

| THREE-YEAR COMPARISON       |                    |                    |                    |
|-----------------------------|--------------------|--------------------|--------------------|
| CONDUCT                     | 2025 REPORT NUMBER | 2024 REPORT NUMBER | 2023 REPORT NUMBER |
| RELATIONSHIP VIOLENCE       | 15                 | 10                 | 10                 |
| DISCRIMINATION BASED ON SEX | 0                  | 1                  | 0                  |
| FONDLING                    | 1                  | 1                  | 2                  |
| SEXUAL EXPLOITATION         | 4                  | 7                  | 3                  |
| SEXUAL HARASSMENT           | 18                 | 27                 | 22                 |
| RETALIATION                 | 0                  | 1                  | 1                  |
| STALKING                    | 12                 | 9                  | 11                 |
| RAPE                        | 6                  | 13                 | 7                  |
| TOTAL                       | 56                 | 69                 | 56                 |

| REPORTS BY LOCATION   |                     |                 |            |        |                |
|-----------------------|---------------------|-----------------|------------|--------|----------------|
| CONDUCT               | ON-CAMPUS RESIDENCE | ON-CAMPUS OTHER | OFF-CAMPUS | ONLINE | NOT IDENTIFIED |
| RELATIONSHIP VIOLENCE | 8                   | 0               | 2          | 1      | 4              |
| FONDLING              | 0                   | 1               | 0          | 0      | 0              |
| RAPE                  | 5                   | 0               | 1          | 0      | 0              |
| SEXUAL EXPLOITATION   | 1                   | 0               | 0          | 3      | 0              |
| SEXUAL HARASSMENT     | 7                   | 5               | 3          | 2      | 1              |
| STALKING              | 2                   | 5               | 2          | 2      | 1              |
| TOTAL                 | 23                  | 11              | 8          | 8      | 6              |

| REPORTS BY RESPONDENT STATUS |               |
|------------------------------|---------------|
| STATUS                       | REPORT NUMBER |
| FACULTY                      | 3             |
| STAFF                        | 3             |
| STUDENT                      | 33            |
| NOT IDENTIFIED               | 5             |
| NOT AFFILIATED               | 12            |

# PREVENTION, EDUCATION, AND PROGRAMMING



UTM Chancellor, Yancy Freeman, Greenfield Mayor, Cindy McAdams, Martin Mayor, Randy Brundige, and Weakley County Mayor, Dale Hutcherson signed a proclamation on April 21st recognizing April as Sexual Assault Awareness Month.

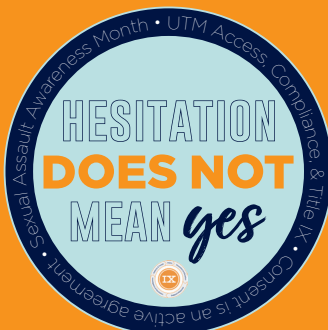
**SEXUAL ASSAULT  
AWARENESS MONTH**

**UTM MARTIN**  
OFFICE OF ACCESS, COMPLIANCE, AND TITLE IX

HAVING A DRINK  
**DOES NOT**  
MEAN *yes*



"COME OVER"  
**DOES NOT**  
MEAN *yes*



The OACT team placed over 50 yard signs and gave away over 200 stickers across campus to highlight the importance of Consent.

# PREVENTION, EDUCATION, AND PROGRAMMING

Students, faculty, staff, and community members came out to raise awareness for Domestic Violence Awareness Month. The Tennessee Tau Chapter of Sigma Alpha Epsilon was recognized for having the most members participate in the awareness event.



In honor of Domestic Violence Awareness month, students gathered together for **Unsilenced: Speak your PEACE**, a poetry night hosted by the Office of Access, Compliance, and Title IX. This event featured student spoken word performances and a guest performance by Emmy-nominated spoken-word poet, Adan Bean, addressing topics such as intimate partner violence, healing, and self-care.

UT MARTIN  
DIVISION OF ACCESS AND ENGAGEMENT  
"Community Center"  
CENTER FOR STUDENT ENGAGEMENT

OPEN TO ALL STUDENTS

## POETRY NIGHT

RAISING AWARENESS FOR DOMESTIC VIOLENCE

**OCTOBER 15, 2025**  
6:00 PM  
UC BALLROOM

**REFRESHMENTS PROVIDED**  
GUEST PERFORMANCE BY POET

IF YOU ARE INTERESTED IN PERFORMING,  
EMAIL KAMERON ECHOLS AT [KECHOLS3@UTM](mailto:KECHOLS3@UTM)

## THE Clothesline PROJECT

A domestic violence awareness event

Not all abuse is physical, know the signs!

The Clothesline Project is a visual display of violence statistics, survivors' stories, and messages to inspire survivors. This display increases awareness of the impact of violence and abuse, honor survivors' strength, and provide an avenue to break the silence that often goes ignored. Each shirt is made by YOU, UTM students, faculty, and staff. The color of each shirt represents a different type of violence.

### Encourage A Survivor or Tell Your Story:

Student Health and Counseling hosted a Clothesline Project that featured over 40 shirts made by UTM students, faculty, and staff. Each shirt was a visual display of survivor stories, encouragement, or statistics.

## PREVENTION, EDUCATION, AND PROGRAMMING

Ensuring an informed campus community is a top priority for the Office of Access, Compliance, and Title IX, and Greek life is no exception. The Title IX Coordinator was invited to meet with members of Alpha Delta Pi Sorority and give a presentation on Sexual Assault, support, and care. This presentation is one of many throughout the UTM Greek community to ensure they are aware of the support and resources available.



Title IX presented at the 2025 First Year Experience (FYE), where 818 incoming Freshman attended programs designed to prepare them for the transition to college and ensuring a “Safe Flight” into the next stage of life and academia. Over 40 Residence Life staff, Resident Assistants and Hall Directors, received Title IX/ Mandatory Reporter training and 95% of UTM employees completed Annual Title IX Compliance Training.

# POLICY

The University of Tennessee at Martin is dedicated to fostering a safe, inclusive, and nondiscriminatory environment for all members of our campus community, including students, faculty, and staff. We are committed to maintaining a campus community free from Sexual Harassment (including Sexual Assault, Domestic Violence, Dating Violence, and Stalking), Sexual Exploitation, and Retaliation (collectively referred to as “Prohibited Conduct”).

The primary purposes of this Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking (“Policy”) are to:

1. Define, eliminate, prevent, and address the effects of Prohibited Conduct.
2. Provide clear care, support, and reporting options for students and employees.
3. Outline the responsibilities of employees to report Prohibited Conduct to the University.
4. Detail the grievance procedures the University will follow to investigate and resolve reports of Prohibited Conduct in a thorough, equitable, and timely manner.

For more information, UTM’s Title IX Policy can be accessed at <https://www.utm.edu/tix>.

The University is committed to supporting all individuals involved in these matters, ensuring their safety, dignity, and access to resources throughout the process.

# RESOURCES

On-Campus Support:

<https://www.utm.edu/offices-and-services/access-compliance-titleix/titleix/on-campus-support.php>

<https://www.utm.edu/offices-and-services/care-team/>

All qualified applicants will receive equal consideration for employment and admission without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, genetic information, veteran status, and parental status, or any other characteristic protected by federal or state law. In accordance with the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, the University of Tennessee affirmatively states that it does not discriminate on the basis of race, sex, or disability in its education programs and activities, and this policy extends to employment by the university. Inquiries and charges of violation of Title VI (race, color, and national origin), Title IX (sex), Section 504 (disability), the ADA (disability), the Age Discrimination in Employment Act (age), sexual orientation, or veteran status should be directed to the Office of Access, Compliance, and Title IX, 544 University Street, #303, Martin, TN 38238, telephone 731-881-3505. Requests for accommodation of a disability should be directed to the ADA Coordinator at the Office of Access, Compliance, and Title IX. E05-0113-00-009-26