

UT MARTIN

Skyhawk Notes:

Mandatory Reporter



The University of Tennessee at Martin, is committed to creating and maintaining a safe and non-discriminatory learning, living, and working environment free of Sexual Harassment (including Sexual Assault, Domestic Violence, Dating Violence, and Stalking), Sexual Exploitation, and Retaliation.

All University of Tennessee at Martin employees are Mandatory Reporters unless designated as a Confidential Employee.

ACTIONS THAT MANDATORY REPORTERS MUST TAKE:

A Mandatory Reporter who receives information concerning an incident of Prohibited Conduct must:

1. **Assist** the Complainant with obtaining medical assistance (if requested) or accessing other on- or off-campus resources (if requested); and
2. **Encourage** the Complainant to report the incident to law enforcement and assist the Complainant in contacting law enforcement if requested by the Complainant (call 911 in an emergency); and
3. **Report** the incident to a Title IX Official promptly after receiving notice of the incident (no later than 48 hours after receiving the report). **The Mandatory Reporter must communicate all details known about the alleged incident.**

ACTIONS THAT MANDATORY REPORTERS SHOULD TAKE:

1. Provide emotional support to the Complainant;
2. Encourage the Complainant to preserve any evidence (see Appendix A of the Policy for tips on the preservation of evidence);
3. Inform the Complainant that the employee will be reporting the incident to a Title IX Official, who will contact the Complainant to provide further guidance and assistance; and
4. Provide a Complainant with a copy of Appendix A of the Policy or the campus resource guide.

ACTIONS THAT MANDATORY REPORTERS MUST NOT TAKE:

A Mandatory Reporter who receives notice of an incident of Prohibited Conduct must not

1. Guarantee a Complainant that the employee will keep information confidential and not share the information with anyone else, including a Title IX Official;
2. Share information about the incident with a person who does not have a university-related need to know;
3. Share personally identifiable information about the incident with law enforcement (including UTMDPS or Martin PD) without the Complainant's consent; and/or
4. Investigate or otherwise attempt to resolve reports of Prohibited Conduct without the approval of a Title IX Coordinator.

The Policy can be found at www.utm.edu/tix

Skyhawk Notes: Pregnancy Accommodations

The University of Tennessee at Martin is committed to creating and maintaining a non-discriminatory learning environment for all students, including students who are pregnant.

Discrimination against any student, or the exclusion of any student from participation in any part of a university education program or activity, on the basis of a student's pregnancy, as defined above is prohibited. These education programs and activities include, but are not limited to, classes, extracurricular activities, athletic programs, internships, fellowships, clinics, and labs.

Requests for Accommodations

Disclosure of pregnancy is voluntary, and it is the student's choice to disclose and affirmatively seek necessary accommodations and adjustments. Upon receipt of a student's request for accommodations and adjustments, the University will collaborate with the student to develop an appropriate plan for continuation of the student's education.

When pregnancy is disclosed, Mandatory Reporters must provide the student with the Title IX Coordinator's contact information:

Dominique Ross, Title IX Coordinator
Office of Access, Compliance, and Title IX
titleix@utm.edu | 731.881.3505 | 212 University Center

Lactation Spaces:
Center for Women and Gender Equality - 2nd Floor of Paul Meek Library
Latimer Smith Building - Wellness Rooms
(1st and 2nd floor near elevators)
University Center - Please contact the Title IX Coordinator

<https://www.utm.edu/offices-and-services/access-compliance-titleix/educational-accommodations-policy-for-pregnant-students.php>