



THE COLLEGE SYSTEM  
of TENNESSEE

1 Bridgestone Park, Third Floor  
Nashville, Tennessee 37214  
615-366-4400 OFFICE 615-366-3922 FAX

tbr.edu

**TO:** Justin P. Wilson  
State of Tennessee Comptroller's Office, Division of State Audit

**FROM:** Dr. Heidi Leming, Interim Vice Chancellor, Student Success *ML*

**DATE:** September 25, 2017

**SUBJECT:** Tennessee Board of Regents Compliance Review and Implementation  
Plan for Title IX of the Education Amendments Act of 1972

---

Pursuant to Tennessee Code Annotated § 4-4-123, enclosed is the annual Compliance Review and Implementation Plan for Title IX of the Education Amendments Act of 1972 for the Tennessee Board of Regents. Should you have any questions or require additional information regarding this document, please do not hesitate to contact me at (615) 366-3948.

**Cc:** Presidents and TCAT Directors  
Senior Staff  
Affirmative Action Officers /Title IX Coordinators

Enclosure



Tennessee Board of Regents

Compliance review and implementation plan for Title IX of the  
Education and Amendments Act of 1972

2016-2017

Dr. Flora Tydings, Chancellor  
September 25, 2017

# Table of Contents

Part 1: Overview of the Tennessee Board of Regents' Title IX Enforcement Program.....	3
A. Overview of the Agency .....	3
B. Federal programs or activities.....	3
C. Organization and Designation of Title IX Coordinator .....	3
D. Statement of Policies and Applicability .....	3
E. Title IX Definitions .....	5
F. Staff and Budgetary Resources.....	8
Part 2: Tennessee Board of Regent Approach to Major Civil Rights Functions .....	10
A. Statements of Assurance .....	10
B. Public Notification .....	10
C. Compliance Reviews.....	10
D. Complaints of Discrimination.....	10
E. Data Collection and Analysis .....	10
F. Compliance Reporting .....	10
G. Implementing Compliance .....	10
H. Responsible Parties.....	11
Appendix 1: TBR Statement of Revenues, Expenditures, and Changes in Net Position .....	12
Appendix 2: TBR Small, Minority, and Women Owned Business Report.....	13
Appendix 3: Tennessee Board of Regents Policies & Guidelines Reference List .....	13
Appendix 4: Title IX Coordinators by Institution .....	15
Appendix 5: TBR Compliance Checklist .....	16
Methods used to inform faculty/staff/students of Title IX Regulations .....	16
Percentage of Faculty Completing Title IX Training in Academic Year 2016-17: .....	16
Appendix 6: Title IX Complaints FY16-17 .....	18

## Part 1: Overview of the Tennessee Board of Regents' Title IX Enforcement Program

### A. Overview of the Agency

The Tennessee Board of Regents ("TBR") was created in 1972 by the General Assembly as the governing body of the State University and Community College System of Tennessee. At that time, the member institutions of the System were the state universities and community colleges formerly governed by the State Board of Education. In 1983, the General Assembly transferred the technical institutes and area vocational technical schools to the System. The TBR System is comprised of six universities, thirteen two year institutions, and twenty-seven colleges of applied technology that collectively enroll approximately 200,000 students in Tennessee. These institutions offer a very broad range of postsecondary academic programming from doctoral degrees to technical certificates.

The composition and powers of TBR are set forth in Tennessee Code Annotated § 49-8-201 through § 49-8-203. TBR's Board consists of eighteen members, including four ex officio members who are the governor, the commissioners of education and agriculture, and the executive director of the higher education commission. As a legislative entity, the purpose of TBR is to govern and manage the System. It is empowered to define the duties of and employ the System Chancellor and select and employ Presidents and Directors of the institutions. The System Chancellor and the Central Office staff are seated at the TBR Central Office, located in Nashville, TN.

Upon recommendation of the Tennessee Higher Education Commission, the Tennessee General Assembly appropriates funds to the TBR institutions. Federal funds are also received by the institutions for grant program assistance. Federal funds are also available to students for financial aid. The 2016-17 TBR Statement of Revenues, Expenditures & Changes in Net Position will be sent as addendum by November 15, 2017. TBR also keeps record of the number of women-owned businesses that it has made awards to in the past year (see Appendix 2).

### B. Federal programs or activities

Student financial aid assistance is available directly from the federal agency to the student. The amount of federal assistance received and how that assistance is distributed among the agency's programs is available in the institution's budget on file. All contractual agreements must contain a "nondiscrimination clause", as defined in TBR Guideline G-030, "Contracts and Agreements" (see Appendix 3 for weblink).

### C. Organization and Designation of Title IX Coordinator

TBR Policy No. 6:02:00:00, "Sex Discrimination and Sexual Harassment" requires the system office and each institution to designate an employee as the Title IX Coordinator to ensure Title IX Acts and Regulation compliance at each institution. (Attachment 3) The current list of Title IX Coordinators at each TBR institution and the central office is attached as Appendix 4.

### D. Statement of Policies and Applicability

It is the Tennessee Board of Regents' intent that its institutions shall fully comply with Title IX of the Education Amendments of 1972, Sections 799A and 845 of the Public Health Service Act and Regulations issued pursuant thereto (45 C.F.R. Parts 83 and 86). Policy No. 6:01:00:00 Sex Discrimination, Sexual

Harassment or Sexual Misconduct and Policy No. 6:02:00:00 Sex Discrimination and Sexual Harassment (see Appendix 3 for weblink) provide protection against Sexual Discrimination:

“Pursuant to Title IX of the Education Amendments of 1972, Sections 799A and 845 of the Public Health Service Act, and Regulations adopted pursuant thereto, no institution or school shall discriminate on the basis of sex in the education programs or activities of the institution or school, including health related training programs. Institutions and schools shall ensure that equal opportunity and nondiscrimination exist on the basis of sex for students in all education programs and activities, including but not limited to the following: (1) recruitment and admission, (2) academic, extracurricular, research, occupational training, health related training, and other education programs; (3) rules on student life activities; (4) housing; (5) facilities; (6) access to course offerings; (7) counseling; (8) financial assistance; (9) employment assistance; (10) health and insurance benefits and services; (11) rules on marital or parental status; and (12) athletics.

In addition, in conjunction with Board Policy No. 5:01:02:00, Equal Employment Opportunity and Affirmative Action, each institution and school shall ensure that no person, on the basis of sex, is excluded from participation, denied the benefits of, or subjected to discrimination in employment under any education program or activity. Nondiscrimination in employment on the basis of sex shall include, but not be limited to, the following areas: (1) employment criteria; (2) recruitment and hiring; (3) promotion, tenure, demotion, transfer, layoff, termination, nepotism policies, and rehiring; (4) compensation; (5) job assignments, classifications, and descriptions, lines of progression and seniority lists; (6) leave; (7) fringe benefits; and (8) all other terms, conditions, and privileges of employment.”

Furthermore, the Tennessee Board of Regents, pursuant to Title IX of the Education Amendments of 1972 and regulations adopted pursuant thereto, provides protection against Sexual Harassment:

“...no institution or technology center shall condone sexual harassment of students, applicants for employment or employees and each institution and technology center shall affirmatively address all allegations of sexual harassment. Compliance with this policy shall be effectuated through procedures established in accordance with Section C.2 of this policy and Guideline P-080.”

Specifically, with regard to employment, TBR Policy 5:01:02:00, “Equal Employment Opportunity and Affirmative Action” (Attachment 5) provides:

“The Board of Regents hereby reaffirms the policy of the Tennessee Board of Regents System, and all institutions and schools included therein, that the System will not discriminate against any employee or applicant for employment because of race, color, religion, national origin, sex (except where sex is a bona fide occupational qualification), age or because of their status as a qualified veteran with a disability or veteran of the Vietnam era.

Similarly, the System shall not, on the basis of a protected status, subject any student to discrimination under any educational program. No student shall be discriminatorily excluded from participation nor denied the benefits of any educational program on the basis of a protected status.”

Other related policies with Title IX enforcement implications include:

TBR Policy Number	Title
1:03:02:10	Approval of Agreements
3:03:01:00	General Student Housing
3:04:01:00	Student Scholarships, Grants, Loans & Financial Aid Programs
3:04:01:01	Student Scholarships, Grants, Loans, and Financial Aid Programs at Tennessee Colleges of Applied Technology
4:02:10:00	Purchasing Policies and Procedures
5:01:02:00	Equal Employment Opportunity and Affirmative Action
6:01:00:00	Sex Discrimination, Sexual Harassment or Sexual Misconduct
6:02:00:00	Sex Discrimination and Sexual Harassment

TBR policies and guidelines are published and available on each campus, as well as on the Internet at the Tennessee Board of Regents' website: <https://policies.tbr.edu/>. The policies and guidelines are also printed in campus publications, (including the institutional catalogues, student handbooks, faculty and staff handbooks, etc.). Additionally, job advertisements and student applications for admission contain notices of the TBR's nondiscrimination policies as required by TBR Policy No. 6:02:00:00.

#### E. Title IX Definitions

Assurance: As required by 34 CFR § 106.4, every application for Federal financial assistance for any educational program or activity shall as condition of its approval, contain an assurance from the applicant or recipient that each program or activity operated by the applicant and to which the regulations apply, will be operated in compliance with Title IX and the implementing regulations.

Educational Program or Activity: "Educational program or activity" encompasses most operations of the TBR institutions.

Federal Financial Assistance: "Federal financial assistance" is defined by 34 CFR § 106.2(g) as:

- (1) *A grant or loan of Federal financial assistance, including making funds available for:*
  - (i) *The acquisition, construction, renovation, restoration, or repair of a building or facility or any portion thereof; and*
  - (ii) *Scholarships, loans, grants, wages, or other funds extended to any entity for payment to or on behalf of students admitted to that entity.*

- (2) *A grant of Federal real or personal property or any interest therein, including surplus property, and the proceeds of the sale or transfer of such property, if the Federal share of the fair market value of the property is not, upon such sale or transfer, properly accounted for to the Federal Government.*
- (3) *Provision of the services of Federal personnel.*
- (4) *Sale or lease of Federal property or any interest therein at nominal consideration, or at consideration reduced for the purpose of assisting the recipient or in recognition of public interest to be served thereby, or permission to use Federal property or any interest therein without consideration.*
- (5) *Any other contract, agreement, or arrangement which has as one of its purposes the provision of assistance to any education program or activity, except a contract of insurance or guaranty.*

Gender Equity: "Gender equity" means equal athletic opportunity for members of both sexes as provided in 34 CFR §106.41.

Recipient: "Recipient" is defined by 34 CFR §106.2(i) as:  
*any State . . . or any instrumentality of a State . . . to whom Federal financial assistance is extended directly or through another recipient and which operates an education program or activity which receives or benefits from such assistance ...*

Sexual Harassment: "Harassment", including sexual harassment, is defined in TBR Guideline P-080 Discrimination & Harassment as:

*B. Harassment – based on a protected class*

*1. Harassment is conduct that is based on a person's race, color, religion, creed, ethic or national origin, sex, sexual orientation, gender identity/expression, disability, age (as applicable), status as a covered veteran, genetic information, or any other category protected by federal or state civil rights law that;*

*a. Adversely affects a term or condition of an individual's employment, education, participation in an institution's activities or living environment;*

*b. Has the purpose or effect of unreasonably interfering with an individual's employment or academic performance or creating an intimidating, hostile, offensive or abusive environment of the individual; or*

*c. Is used as a basis for or a factor in decisions that tangibly affect that individual's employment, education, participation in an institution's activities or living environment.*

*2. Examples of such conduct include, but are not limited to verbal or physical conduct relating to an employee's national origin, race, surname, skin color or accent, offensive or derogatory jokes based on a protected category, racial or ethnic slurs, pressure for dates or sexual favors, unwelcome comments about a person's religion or religious garments, offensive graffiti, cartoons or pictures, or offensive remarks about a person's age.*

*3. Not every act that might be offensive to an individual or a group will be considered harassment. Whether the alleged conduct constitutes harassment depends upon the record as a whole and the totality of the circumstances, such as the nature of the conduct in the context within which the alleged incident occurs. Harassment does not include verbal expressions or written material that is relevant and appropriately related to course subject matter or curriculum.*

*Examples of Sexual Harassment are also included in P-080, but are not limited to, the following:*

*1. Refusing to hire, promote, or grant or deny certain privileges because of acceptance or rejection of sexual advances;*

*2. Promising a work-related benefit or a grade in return for sexual favors;*

*3. Suggestive or inappropriate communications, email, notes, letters, or other written materials displaying objects or pictures which are sexual in nature that would create hostile or offensive work or living environments;*

*4. Sexual innuendoes, comments, and remarks about a person's clothing, body or activities;*

*5. Suggestive or insulting sounds;*

*6. Whistling in a suggestive manner;*

*7. Humor and jokes about sex that denigrate men or women;*

*8. Sexual propositions, invitations, or pressure for sexual activity;*

*9. Use in the classroom of sexual jokes, stories, remarks or images in no way or only marginally relevant to the subject matter of the class;*



10. *Implied or overt sexual threats;*
  11. *Suggestive or obscene gestures;*
  12. *Patting, pinching, and other inappropriate touching;*
  13. *Unnecessary touching or brushing against the body;*
  14. *Attempted or actual kissing or fondling;*
  15. *Sexual violence; including rape, sexual assault, sexual battery, and sexual coercion;*
  16. *Suggestive or inappropriate acts, such as comments, innuendoes, or physical contact based on one's actual or perceived sexual orientation, gender identity/expression.*
- a. The examples listed above are not exclusive, but simply represent types of conduct that may constitute sexual harassment. Campus policies may delineate additional examples*

In addition, P-080 notes:

*D. Please note that incidents of sexual violence may constitute criminal acts and as such, investigation and processing by the criminal justice system, local police, campus security and crisis intervention centers may occur in addition to the process developed under this Guideline. 1. Complainant must be notified of his/her right to file a criminal complaint.*

TBR Central Office or Central Office: The Nashville based office for the TBR that houses the Chancellor, Vice Chancellors and department staff assigned to each Vice Chancellor.

TBR System: The campuses that make up one of the nation's largest systems of public higher education. This includes 13 community colleges and 27 colleges of applied technology.

#### F. Staff and Budgetary Resources

Under TBR Policies 5:01:02:00 (see Appendix 3 for weblink), and 6:01:00:00 (see Appendix 3 for weblink), the Chancellor has designated the Vice Chancellor for Student Success as the TBR system coordinator for Title IX compliance. The president/director of each TBR institution also has named a Title IX coordinator for that institution (see Appendix 4). Generally, this is the Affirmative Action officer. The Title IX coordinators are charged with evaluating the Title IX compliance efforts of the institution, coordinating compliance activities, and investigating (or ensuring investigation) of complaints by students, employees or other personnel on violations of Title IX.

Budgetary resources devoted to Title IX compliance include, but are not limited to, the budget allocated at each institution and the system office for training and development, for

affirmative action, for student financial assistance, and for appropriate personnel and programs.

#### G. Training

The TBR on-line training can be used for new employee orientation and also as a refresher course for continued training. Information is provided regarding discrimination and sexual harassment to each new employee by the institution's Human Resources Office. Additionally, each new employee receives information on all applicable TBR and institutional policies related to sexual harassment and sexual assault. Title IX coordinators may provide other forms of training as deemed appropriate by the institution.

In fall 2015, the Tennessee Board of Regents System Office contracted with the company, Everfi, to offer online sexual harassment and sexual assault training to all member institutions. The human resource and Title IX Coordinators at each campus were instructed on how to fully implement this training starting in the spring 2016 semester. After initial implementation, institutions are given the choice either to mandate annual training with all employees or offer the training to new employees as part of their new employee orientation program.

The training provides an updated approach to communicating the information, including incorporating pre- and post-tests, various scenarios, and videos. Each campus Title IX officer is given the flexibility to establish his/her own schedules for refresher course training. As a result, the number of annually trained TBR employees will vary from year to year. Data on completion rates among faculty and staff at each institution are recorded as part of this year's annual compliance checklist (see Appendix 5).

## Part 2: Tennessee Board of Regent Approach to Major Civil Rights Functions

### A. Statements of Assurance

Under TBR Policy No. 4:02:10:00, attached as Attachment 10, and the related Guideline G-030 (see Appendix 3 for web-link), assurance statements regarding the prohibition against unlawful discrimination based on sex are required in relevant contracts entered between TBR institutions and sub recipients.

### B. Public Notification

As required by TBR Policy No. 6:02:00:00 (see Appendix 3 for web-link), a public notice of nondiscrimination is included in each catalogue, bulletin, application form, advertisement, newspaper, magazine, etc.

Posters are placed in several locations on each campus containing nondiscrimination language and who to contact to lodge a complaint. A Title IX Fact Sheet is available and posted at TBR institutions.

### C. Compliance Reviews

Tennessee Code Annotated § 4-4-123 requires state agencies subject to Title IX to develop implementation plans for its enforcement.

TBR institutions endeavor to ensure pre-award compliance by sub-recipients annually in writing. The survey instrument, "TBR Compliance Checklist," developed by TBR for that purpose is attached as Appendix 5. Further investigation will be conducted if evidence of non-compliance is found.

Investigations and resolution of non-compliance, when necessary, will be conducted in accordance with 34 CFR § 100.7 - § 100.11.

### D. Complaints of Discrimination

TBR has a grievance policy for employees and students to complain of discrimination based on sex pursuant to the policy outlined in TBR Guideline P-080 (see Appendix 3 for web-link).

The "Title IX Complaints FY16-17" (see Appendix 6) outlines all Title IX complaints filed by individuals at a TBR institution during the 2016-2017 fiscal year.

### E. Data Collection and Analysis

TBR and its institutions collect the sex and race of all employees (including administrators), as provided on a voluntary basis by each applicant for employment. Employment data is collected and analyzed for any underutilization in the affirmative action reports compiled annually at each institution.

### F. Compliance Reporting

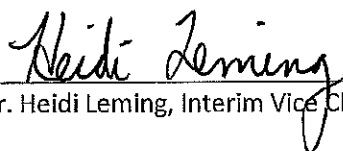
Copies of assurances, training materials, data collection and participation records, monitoring records, and pertinent correspondence are maintained at each TBR institution.

### G. Implementing Compliance

TBR's compliance with Title IX is implemented through the compliance reviews and grievance procedures outlined in Part 2 III and IV of this plan:

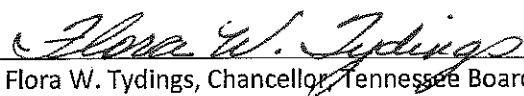
TBR Guideline G-120 (see Appendix 3 for web-link) establishes the methods of administration for compliance with the Office of Civil Rights Guidelines, including Title IX, Title VI and Section 504 for the Vocational Technical Education Division of the Tennessee Board of Regents. The Compliance Director is responsible for review of programs to assure that policies and procedures do not discriminate on the basis of race, color, national origin, sex and handicap, as required by 34 CFR Part 100. In response to governance and internal organization restructuring, revisions to TBR Guideline G-120 will take effect in November 2017. The updated policy will be in effect for the 2017-18 academic year and will be reported in the next annual report.

H. Responsible Parties



---

Dr. Heidi Leming, Interim Vice Chancellor for Student Success & TBR System Title IX Coordinator



---

Flora W. Tydings, Chancellor, Tennessee Board of Regents

Appendix 1: TBR Statement of Revenues, Expenditures, and Changes in Net Position

**TENNESSEE BOARD OF REGENTS**  
**Unaudited Statement of Revenues, Expenses, and Changes in Net Position**  
**For the Year Ended June 30, 2017**

	System	Component Units
<b>REVENUES</b>		
Operating revenues:		
Student tuition and fees (Note 16)	\$ 693,524,474.59	\$ -
Gifts and contributions	-	47,358,738.23
Endowment income (per spending plan)	-	4,673,667.71
Governmental grants and contracts (Note 16)	168,948,593.91	747,536.00
Non-governmental grants and contracts, including \$85,973.00 from component units (Note 16)	24,530,278.88	3,440.17
Sales and services of educational activities (Note 16)	32,630,798.66	5,208.88
Sales and services of other activities (Note 16)	91,723,760.01	1,201,888.32
Patient charges	-	42,524,710.00
Auxiliary enterprises:		
Residential life (all residential life revenues are used as security for revenue bonds, Notes 11, 13, & 16)	62,065,854.13	-
Bookstore (Note 16)	10,374,310.63	-
Food service (Note 16)	22,042,244.95	-
Wellness facility (all wellness facility revenues are used as security for revenue bonds, Notes 11, 13, & 16)	5,889,289.75	-
Other auxiliaries (Note 16)	21,519,246.96	9,541.36
Interest earned on loans to students (Note 16)	2,697,788.51	-
Other operating revenues, including \$681,000.00 from MEAC to the ETSU Foundation	4,514,787.09	3,742,251.57
Total operating revenues	<u>1,140,461,428.07</u>	<u>100,266,982.24</u>
<b>EXPENSES</b>		
Operating Expenses (Note 21)		
Salaries and wages	1,133,299,621.34	32,390,689.15
Benefits	406,624,262.24	3,976,719.40
Utilities, supplies, and other services	554,097,193.85	20,368,188.99
Scholarships and fellowships	252,243,376.44	12,182,628.67
Depreciation expense	104,269,548.65	860,617.82
Payments to or on behalf of component unit	-	58,383,322.77
Total operating expenses	<u>2,450,534,002.52</u>	<u>128,162,166.80</u>
Operating income (loss)	<u>(1,310,072,574.45)</u>	<u>(27,895,184.56)</u>
<b>NONOPERATING REVENUES (EXPENSES)</b>		
State appropriations	761,805,762.50	-
Gifts, including \$33,232,489.13 from component units to institutions (Note 16)	43,000,548.26	-
Grants and contracts	559,770,187.10	760,983.56
Investment income (net of investment expense of \$227,650.48 for the system and \$1,815,650.38 for component units)	10,912,269.24	50,486,413.93
Interest on capital asset-related debt	(25,490,383.99)	-
Bond issuance costs	(40,395.69)	-
Payments to or on behalf of ETSU or ETSU Foundation University/College support (Note 25)	-	(2,587,603.00)
Other non-operating revenues/(expenses) (Note 16)	603,993.01	(1,876,885.96)
Net nonoperating revenues	<u>1,350,561,980.43</u>	<u>52,869,891.44</u>
Income before other revenues, expenses gains, or losses	<u>40,489,405.98</u>	<u>24,974,706.88</u>
Capital appropriations	93,307,011.76	-
Capital grants and gifts, including \$26,971,463.64 from component units	33,297,359.54	8,048,610.18
Additions to permanent endowments	17,932.00	11,290,801.23
Other capital	(11,000.00)	-
Total other revenues	<u>126,611,303.30</u>	<u>19,339,411.41</u>
Increase (decrease) in net position	<u>167,100,709.28</u>	<u>44,314,118.29</u>
<b>NET POSITION</b>		
Net position - beginning of the year	2,701,704,394.25	635,349,217.67
Prior period adjustment (Notes 24 and 25)	552,395.54	(1,892,778.23)
Net position - end of year	<u>\$ 2,869,357,499.07</u>	<u>\$ 677,770,557.73</u>

The notes to the financial statements are an integral part of this statement.

## Appendix 2: TBR Small, Minority, and Women Owned Business Report

**TENNESSEE BOARD OF REGENTS**  
**Small, Minority, and Women Owned Business Report (SUMMARY)**  
 July 1, 2016 - June 30, 2017

<u>REPORTING CLASSIFICATION:</u>	<u>SOLICITATIONS</u>	<u>RESPONSES</u>	<u>AWARDS</u>	<u>AMOUNT</u>
Minority Owned	3,811	2,396	2,496	\$5,794,917
Women Owned	6,393	5,692	6,209	\$13,584,061
Disabled Veteran (20%+)	151	57	40	2,438,013
<b>ETHNICITY:</b>				
African American	2,043	1,081	1,059	\$ 2,637,920
Hispanic American	375	216	224	617,577
Asian American	792	601	700	1,719,851
Native American	601	498	513	819,569
Total Ethnicity	3,811	2,396	2,496	\$ 5,794,917
<b>SMALL BUSINESS:</b>	<b>25,207</b>	<b>21,539</b>	<b>21,858</b>	<b>\$38,858,708</b>

**NOTES:**

1. Vendors are reported in one category and may not be duplicated between categories.
2. The numbers are compiled from data submitted quarterly by each TBR institution and are based on information maintained in the Institution's Purchasing Department regarding bids and awards.

Appendix 3: Tennessee Board of Regents Policies & Guidelines Reference List

TBR Policy Number	Title	Weblink to Policy
<b>1:03:02:10</b>	Approval of Agreements	<a href="https://policies.tbr.edu/policies/approval-agreements">https://policies.tbr.edu/policies/approval-agreements</a>
<b>3:03:01:00</b>	General Student Housing	<a href="https://policies.tbr.edu/policies/general-student-housing-policy">https://policies.tbr.edu/policies/general-student-housing-policy</a>
<b>3:04:01:00</b>	Student Scholarships, Grants, Loans & Financial Aid Programs	<a href="https://policies.tbr.edu/policies/student-scholarships-grants-loans-financial-aid-programs">https://policies.tbr.edu/policies/student-scholarships-grants-loans-financial-aid-programs</a>
<b>3:04:01:01</b>	Student Scholarships, Grants, Loans, and Financial Aid Programs at Tennessee Colleges of Applied Technology	<a href="https://policies.tbr.edu/policies/student-scholarships-grants-loans-financial-aid-programs-tennessee-colleges-applied">https://policies.tbr.edu/policies/student-scholarships-grants-loans-financial-aid-programs-tennessee-colleges-applied</a>
<b>4:02:10:00</b>	Purchasing Policies and Procedures	<a href="https://policies.tbr.edu/policies/purchasing-policy">https://policies.tbr.edu/policies/purchasing-policy</a>
<b>5:01:02:00</b>	Equal Employment Opportunity and Affirmative Action	<a href="https://policies.tbr.edu/policies/equal-employment-opportunity-and-affirmative-action">https://policies.tbr.edu/policies/equal-employment-opportunity-and-affirmative-action</a>
<b>6:01:00:00</b>	Sex Discrimination, Sexual Harassment or Sexual Misconduct	<a href="https://policies.tbr.edu/policies/sex-discrimination-sexual-harassment-or-sexual-misconduct">https://policies.tbr.edu/policies/sex-discrimination-sexual-harassment-or-sexual-misconduct</a>
<b>6:02:00:00</b>	Sex Discrimination and Sexual Harassment	<a href="https://policies.tbr.edu/policies/sex-discrimination-and-sexual-harassment-0">https://policies.tbr.edu/policies/sex-discrimination-and-sexual-harassment-0</a>

TBR Guideline	Title	Weblink to Guideline
G-030	Contracts and Agreements	<a href="https://policies.tbr.edu/guidelines/contracts-and-agreements">https://policies.tbr.edu/guidelines/contracts-and-agreements</a>
G-120	Method of Administration for Compliance with Office of Civil Rights Guidelines, Title VI, Title IX & Section 504	<a href="https://policies.tbr.edu/guidelines/method-administration-compliance-office-civil-rights-guidelines-title-vi-title-ix-section">https://policies.tbr.edu/guidelines/method-administration-compliance-office-civil-rights-guidelines-title-vi-title-ix-section</a>
P-080	Discrimination & Harassment: Complaint & Investigation Procedure	<a href="https://policies.tbr.edu/guidelines/discrimination-harassment-complaint-investigation-procedure">https://policies.tbr.edu/guidelines/discrimination-harassment-complaint-investigation-procedure</a>
P-110	Employee Grievance: Complaint Guideline	<a href="https://policies.tbr.edu/guidelines/employee-grievance-complaint-guideline">https://policies.tbr.edu/guidelines/employee-grievance-complaint-guideline</a>

Appendix 4: Title IX Coordinators by Institution

<b>Name</b>	<b>Institution</b>	<b>Name</b>	<b>TCAT Location</b>
Brian Evans	Chattanooga State CC	Kim Davis	Athens
Joann Bates	Cleveland State CC	Sandy Rutter	Chattanooga
Christie Miller	Columbia State CC	JacQuene	Covington
Sheila Gillahan	Dyersburg State CC	Cliff Wightman	Crossville
Amy West	Jackson State CC	Henrletta Lusk	Crump
Brian Stacy	Motlow State CC	Cathleen Clark & Ray Bauhs	Dickson
Sheryl Gossard	Nashville State CC	Danny O'Quinn & Patricia Henderson	Elizabethton
Leigh Hornsby	Northeast State CC	Sandy Aston-Wash	Harriman
Patrick Shipwash	Pellissippi State CC	Jonathan Smallwood	Hartsville
Odell Fearn	Roane State CC	Clayton Callicot	Hohenwald
Monika Johnson	Southwest State CC	Amy West	Huntsville/Oneida
Jill Ferrand	Volunteer State CC	Tim Smith	Jacksboro
Tammy Goode	Walters State CC	John Hodgson	Jackson
<b>Name</b>	<b>TCAT Location</b>	Kasey Vatter	Knoxville
Willie Huffman & Jan Latimer	Paris	Joel Chappell & Teresa Johnson	Livingston
Mattie Bledsoe & Mike Whitehead	Pulaski	Daphne Brown	McKenzie
Jacquene Rainey	Ripley	Marvin Lusk	McMinnville
Jim Potts	Shelbyville	Gwen Sutton	Memphis
JacQuene Rainey & Summer McClain	Whiteville	Jerry King & Sandra Glavin	Nashville
		Efferd Barrett	Morristown
		Cindy Beverly & Judy Henegar	Murfreesboro



Appendix 5: TBR Compliance Checklist

Methods used to inform faculty/staff/students of Title IX Regulations

Orientation/In- service	Application/Program Materials	Printed Materials	Student Information Sessions	Email Notification/ Website	Annual Training	Other
28	20	22	18	22	27	3

All campuses indicated compliance with the following statements:

1. Services from this institution are provided to employees, applicants, students, and other parties without regard to gender.
2. An employee has been appointed to serve as the Title IX Coordinator for the institution.
3. A written procedure exists for hearing Title IX complaints for all parties.
4. Records are maintained regarding all alleged cases of gender based discrimination or harassment.
5. Title IX posters are prominently displayed and are used to emphasize the Title IX program and complaint procedures.
6. All parties are specifically informed about their responsibilities under Title IX.
7. New employees are clearly informed about their responsibilities under Title IX.
8. Contracts between the institution and vendors/sub-contractors contain provisions regarding the vendor/sub-contractor responsibilities to clients under Title IX standards.

Percentage of Faculty Completing Title IX Training in Academic Year 2016-17:

Institution	Completion Rate (As of September 18, 2017)
TCAT Athens	100%
TCAT Chattanooga	See Chattanooga State Report
TCAT Covington	29%
TCAT Crossville	95%
TCAT Crump	97%
TCAT Dickson	17% overall 100% new faculty
TCAT Elizabethton	100%
TCAT Harriman	92%
TCAT Hartsville	100%
TCAT Hohenwald	97% Full-Time
TCAT Jacksboro	N/A
TCAT Jackson	100%
TCAT Knoxville	100%
TCAT Livingston	88% Full-Time / 24% Part-Time
TCAT McKenzie	100%
TCAT McMinnville	100% Full-Time / 20% Part-Time

TCAT Memphis	61%
TCAT Morristown	N/A
TCAT Murfreesboro	100% Full-Time / 33% Part-Time
TCAT Nashville	100%
TCAT Newbern	N/A
TCAT Oneida	97%
TCAT Paris	33%
TCAT Pulaski	81%
TCAT Ripley	N/A
TCAT Shelbyville	100%
TCAT Whiteville	94%
Chattanooga State Community College	79.4% FT Faculty/ 76% FT Staff / 83% PT Staff/ 50% Adjunct
Cleveland State Community College	98%
Columbia State Community College	97 Full Time / 79% Part Time
Dyersburg State Community College	94.8%
Jackson State Community College*	98% Full-Time / 52% Part-Time
Motlow State Community College	90.42%
Nashville State Community College	N/A
Northeast State Community College	87.74%
Pellissippi State Community College	89%
Roane State Community College	46.3%
Southwest Tennessee Community College	64%
Volunteer State Community College	96%
Walters State Community College	96%

\*Did not use the Everfi online training, instead did a presentation or used another vendor product.

Appendix 6: Title IX Complaints FY16-17

<b>Institution</b>	<b>Date Complaint was filed</b>	<b>Gender of Complainant</b>	<b>Basis for Charge</b>	<b>Status</b>
Chattanooga State CC	9/20/2016	Female	Sexual Misconduct/Stalking	Closed
Chattanooga State CC	10/26/2016	Female	Sexual Harassment/Retaliation	Closed
Chattanooga State CC	03/02/2017	Female	Sexual Misconduct/Sexual Assault	Closed
Chattanooga State CC	5/27/2017	Female	Sexual Misconduct /Rape	Closed
Columbia State CC	9/12/2016	Female	Sexual Misconduct	Closed
Columbia State CC	2/16/2017	Female	Sexual Harassment	Closed
Dyersburg State CC	10/4/2016	Female	Sexual Harassment	Closed
Motlow State CC	9/23/2016	Female	Sexual Harassment	Closed
Motlow State CC	11/8/2016	Female	Sexual Harassment	Closed
Motlow State CC	03/02/2017	Female	Sexual Harassment	Closed
Motlow State CC	03/02/2017	Female	Sexual Harassment	Closed
Motlow State CC	5/11/2017	Male	Sexual Harassment	Closed
Northeast State CC	9/29/2016	Male	Inappropriate Touching	Closed
Northeast State CC	9/19/2016	Female	Inappropriate Communication	Closed
TCAT Crump	8/16/2016	Female	Title IX Violation	Closed
TCAT Crump	10/02/2016	Female	Title IX Violation	Closed
TCAT Crump	12/02/2016	Female	Title IX Violation	Closed
TCAT Crump	1/17/2017	Male	Title IX Violation	Closed
TCAT Crump	4/02/2017	Male	Title IX Violation	Closed
TCAT Harriman	5/18/2017	Female	Student Felt Uncomfortable	Closed
TCAT Memphis	11/10/2016	Female	Gender Discrimination	Closed

21 Total Complaints Filed in 2016-17.