



Tennessee Board of Regents

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

2018-2019

Dr. Flora Tydings, Chancellor  
September 16, 2019

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## 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. In 2017, the governance of the six universities was given over to individual university boards. At present, the TBR System is comprised of thirteen two year institutions and twenty-seven colleges of applied technology that collectively enroll approximately 118,000 students in Tennessee. These institutions offer a very broad range of postsecondary academic programming from associate 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 nineteen 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. 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 2018-19 TBR Statement of Revenues, Expenditures & Changes in Net Position will be sent as addendum by December 15, 2019. 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 Guideline" (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 (Appendix 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” (see Appendix 3 for weblink) 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
<b>3:04:01:00</b>	Student Scholarships, Grants, Loans & Financial Aid Programs
<b>3:04:01:01</b>	Student Scholarships, Grants, Loans, and Financial Aid Programs at Tennessee Colleges of Applied Technology
<b>4:02:01:00</b>	Approval of Agreements & Contracts
<b>4:02:10:00</b>	Purchasing Policy
<b>5:01:02:00</b>	Equal Employment Opportunity and Affirmative Action
<b>6:01:00:00</b>	Sex Discrimination, Sexual Harassment or Sexual Misconduct
<b>6:02:00:00</b>	Sex Discrimination and Sexual Harassment
<b>6:03:00:00</b>	Sexual Misconduct

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:

*III. 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, (see Appendix 3 for weblink) 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 FY18-19" (see Appendix 6) outlines all Title IX complaints filed by individuals at a TBR institution during the 2018-2019 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 C. and D. 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.

#### H. Responsible Parties

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Kristina Krau Waymire, Director of Student Initiatives, Report Author

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

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Dr. Flora W. Tydings, Chancellor, Tennessee Board of Regents

**CURRENTLY UNAVAILABLE**

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

<b>TENNESSEE BOARD OF REGENTS</b>				
<b>Small, Minority, and Women Owned Business Report (SUMMARY)</b>				
<b>July 1, 2018 to June 30, 2019</b>				
	<b>SOLICITATIONS</b>	<b>RESPONSES</b>	<b>AWARDS</b>	<b>AMOUNT</b>
<b>REPORTING CLASSIFICATION:</b>				
Minority Owned	534	526	521	\$1,330,669
Women Owned	1,646	1,644	1,619	\$3,967,979
Disabled Veteran (20%+)	32	32	32	7,860
<b>ETHNICITY:</b>				
African American	119	116	170	\$ 984,973
Hispanic American	107	107	107	130,767
Asian American	168	168	168	161,835
Native American	43	43	43	53,094
Total Ethnicity	437	434	488	\$ 1,330,669
<b>SMALL BUSINESS:</b>	6,802	6,798	6,762	\$11,233,377
<b>NOTES:</b>				
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>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-tcats">https://policies.tbr.edu/policies/student-scholarships-grants-loans-financial-aid-programs-tcats</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>4:02:01:00</b>	Approval of Agreements and Contracts	<a href="https4://policies.tbr.edu/policies/approvals-agreements-and-contracts">https4://policies.tbr.edu/policies/approvals-agreements-and-contracts</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 Guideline	<a href="https://policies.tbr.edu/guidelines/contracts-guideline">https://policies.tbr.edu/guidelines/contracts-guideline</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	Raymond Bauhs	Dickson
Joann Bates	Cleveland State CC	Patricia Henderson	Elizabethton
Christie Miller	Columbia State CC	Sandy Aston-Wash	Harriman
Sheila Gillahan	Dyersburg State CC	Jonathan Smallwood	Hartsville
Amy West	Jackson State CC	Randy Young	Hohenwald
Laura Gore Jent	Motlow State CC	Tim Smith	Jacksboro
Sheryl Gossard	Nashville State CC	John Hodgson	Jackson
Tim Harrison	Northeast State CC	Kasey Vatter	Knoxville
Annazette Houston	Pellissippi State CC	Stacy Johnson	Livingston
Odell Fearn	Roane State CC	Daphne Brown	McKenzie
Inez Warner	Southwest State CC	Warren Laux	McMinnville
Jill Ferrand	Volunteer State CC	Gwen Sutton	Memphis
Jarvis Jennings	Walters State CC	Efferd Barrett	Morristown
		Judy Henegar	Murfreesboro
		Jerry King	Nashville
		JacQuene Rainey	Newbern
<b>Name</b>	<b>TCAT Location</b>	Amy West	Oneida
Kim Davis	Athens	Jan Latimer	Paris
Brian Evans	Chattanooga	Mike Whitehead	Pulaski
JacQuene Rainey	Covington	JacQuene Rainey	Ripley
Stacy Johnson	Crossville	Brandon Hudson	Shelbyville
Henrietta Kellum Lusk	Crump	Sherry Winberry	Whiteville

## 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
38	31	36	33	32	38	6

**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/Staff Completing Title IX Training in Academic Year 2018-19:

Institution	Completion Rate (As of August 29, 2019)
TCAT Athens	95% all faculty/staff
TCAT Chattanooga	<i>See Chattanooga State Report</i>
TCAT Covington	100% all faculty/staff
TCAT Crossville	100% full-time; 75% part-time
TCAT Crump	96% all faculty/staff
TCAT Dickson	100% all faculty/staff
TCAT Elizabethton	95% for Haven completion; 100% for all employees that have completed annual Title IX compliance training with Title IX officer.
TCAT Harriman	100% all faculty/staff
TCAT Hartsville	Only new hires are required to complete the training. However, all faculty and staff are solicited to train through Haven outside the College's normal Title IX training at orientation and at annual December in-service. In FY 18-19, the percentage of participation for all employees was 71%.



TCAT Hohenwald	100% all faculty/staff
TCAT Jacksboro	100% all faculty/staff
TCAT Jackson	100% all faculty/staff
TCAT Knoxville	100% all faculty/staff
TCAT Livingston	75.56% all faculty/staff
TCAT McKenzie	100% new hires
TCAT McMinnville	100% all faculty/staff
TCAT Memphis	99% all faculty/staff
TCAT Morristown	97% all faculty/staff
TCAT Murfreesboro	90% new hires
TCAT Nashville	100% all faculty/staff
TCAT Newbern	100% participation for all full-time, part-time faculty and staff
TCAT Oneida	96% all faculty/staff
TCAT Paris	Only required of new hires; 100% participation
TCAT Pulaski	97.1% all faculty/staff
TCAT Ripley	100% participation for all full-time, part-time faculty and staff
TCAT Shelbyville	Full-Time = 90%; Part-Time = 8%
TCAT Whiteville	100% all faculty/staff
Chattanooga State Community College	Full-time: Faculty - 35.2%; Staff - 39.7% Part-time: Faculty - 13.9%; Staff - 66.6%
Cleveland State Community College	19% (only new hires)
Columbia State Community College	Regular Full-time - 94.2%; Part-time Faculty - 90.6%; Temporary Part-time - 61% Overall - 89.5% completed
Dyersburg State Community College	Full-time faculty/staff - 90%; Part-time faculty/staff - 50%
Jackson State Community College	93.5% full-time; 64.79% part-time; 79.35% adjuncts Total 81.95%
Motlow State Community College	92% Full-time employees; 74% Part-time employees; 67% Temporary employees
Nashville State Community College	97% all faculty/staff
Northeast State Community College	97% all faculty/staff
Pellissippi State Community College	Overall 82%; 73.53% full time faculty/staff, 98.95% adjuncts and temporaries
Roane State Community College	87% all faculty/staff
Southwest Tennessee Community College	99% all faculty/staff
Volunteer State Community College	95.29% all faculty/staff
Walters State Community College	54% through Workplace Answers

Appendix 6: Title IX Complaints FY18-19

<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	09/05/2018	Female	Sexual Harassment/Sexual Assault	Closed
Dyersburg State CC	01/25/2019	Female	Sexual Harassment	Closed
Roane State CC	10//30/2018	Female	Sexual Assault	Closed
Pellissippi State CC	04/04/2019	Female	Sexual Harassment	Closed
Pellissippi State CC	02/11/2019	Female	Sexual Harassment/Stalking	Closed
Pellissippi State CC	09/19/2018	Female	Sexual Misconduct	Closed
Pellissippi State CC	12/03/2018	Female	Retaliation	Open
Southwest State CC	07/23/2018	Female	Sexual Harassment	Closed
Southwest State CC	08/02/2018	Female	Sexual Harassment	Closed
Southwest State CC	08/03/2018	Female	Sexual Harassment	Closed
Southwest State CC	09/10/2018	Female	Stalking	Closed
Southwest State CC	11/26/2019	Female	Sexual Assault	Closed
Southwest State CC	01/02/2019	Female	Sexual Assault	Closed
Southwest State CC	04/01/2019	Female	Sexual Harassment	Closed
Southwest State CC	04/12/2019	Female	Sexual Harassment	Closed
Southwest State CC	04/18/2019	Female	Sexual Harassment	Closed
Volunteer State CC	07/31/2018	Female	Sexual Harassment	Closed
Volunteer State CC	08/03/2018	Female	Domestic Violence	Closed
Volunteer State CC	08/07/2018	Female	Sexual Assault	Closed
Volunteer State CC	08/09/2018	Female	Sexual Harassment	Closed
Volunteer State CC	09/18/2018	Female	Domestic Violence	Closed
Volunteer State CC	09/25/2018	Female	Sexual Harassment	Closed
Volunteer State CC	09/25/2018	Female	Sexual Harassment	Closed
Volunteer State CC	09/28/2018	Female	Sexual Assault	Closed

<b>Volunteer State CC</b>	10/02/2018	Female	Sexual Harassment	Closed
<b>Volunteer State CC</b>	10/02/2018	Female	Stalking	Closed
<b>Volunteer State CC</b>	10/04/2018	Female	Stalking	Closed
<b>Volunteer State CC</b>	10/09/2018	Female	Domestic Violence	Closed
<b>Volunteer State CC</b>	10/17/2018	Female	Stalking	Closed
<b>Volunteer State CC</b>	10/17/2018	Female	Stalking	Closed
<b>Volunteer State CC</b>	10/24/2018	Female	Dating Violence	Closed
<b>Volunteer State CC</b>	10/29/2018	Female	Sexual Harassment	Closed
<b>Volunteer State CC</b>	11/12/2018	Female	Sex Discrimination	Closed
<b>Volunteer State CC</b>	12/04/2018	Female	Dating Violence	Closed
<b>Volunteer State CC</b>	01/28/2019	Female	Sex Discrimination	Closed
<b>Volunteer State CC</b>	02/07/2019	Female	Sexual Assault	Closed
<b>Volunteer State CC</b>	02/18/2015	Female	Sexual Assault	Closed
<b>Volunteer State CC</b>	02/25/2019	Female	Sexual Harassment	Closed
<b>Volunteer State CC</b>	02/28/2019	Female	Stalking	Closed
<b>Volunteer State CC</b>	03/25/2019	Female	Stalking	Closed
<b>Volunteer State CC</b>	03/25/2019	Female	Sexual Assault	Closed
<b>Volunteer State CC</b>	04/1/2019	Female	Domestic Violence	Closed
<b>Volunteer State CC</b>	04/11/2019	Female	Domestic Violence	Closed
<b>Volunteer State CC</b>	05/22/2019	Female	Sexual Assault	Closed
<b>Walters State CC</b>	02/15/2019	Female	Sexual Assault	Closed
<b>TCAT Shelbyville</b>	10/08/2018	Female	Sexual Harassment	Closed
<b>TCAT Shelbyville</b>	01/10/2019	Female	Sexual Harassment	Closed

47 Total Complaints Filed in 2018-19.