



2026 ANNUAL SECURITY REPORT



THE UNIVERSITY OF
TENNESSEE
HEALTH SCIENCE CENTER.

& The College of Pharmacy-Nashville

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MESSAGE FROM LEADERSHIP

The University of Tennessee Health Science Center (UT Health Science Center) Annual Security Report contains important information for the campus community and is published to comply with the provisions of the Jeanne Clery Campus Safety Act. The Clery Act requires all colleges and universities that receive federal student financial aid to annually report crime data and to disclose important campus safety and security policies.

At the University, we are committed to creating and maintaining a safe and welcoming learning, living, and working environment. This report describes the policies, procedures, and shared efforts to provide a safe learning, living, and working environment for the University of Tennessee Health Science Center community. It includes data on reportable Clery crimes, crime prevention and awareness programming, fire safety, timely warnings, emergency notifications, emergency response, disciplinary procedures, and other matters of importance related to security and safety on campus. The report also contains information for the three previous calendar years concerning reported crimes that occurred on campus, in certain off-campus buildings or property owned or controlled by the University, and on public property within or immediately adjacent to and accessible from the campus.

We hope that you will read it carefully and use the information to help foster a safe environment for yourself and others on the University campus.

You can request a hard copy at the UT Health Science Center Campus Police Department at 3 N. Dunlap, Memphis, TN 38163, or have a hard copy mailed to you by emailing cleryact@uthsc.edu.

ANNUAL DISCLOSURE OF CRIME STATISTICS

This report covers crime safety policies and statistics on campus, including residential fire safety policies and statistics of certain fires.

Preparation for this Report

The University of Tennessee Health Science Center Campus Police Department (UTHSC-PD) is responsible for preparing and distributing this Annual Security Report to comply with the Clery Act. Within the Campus Police Department, the responsibility for preparing the Annual Security Report is assigned to the Clery Coordinator. The Annual Security Report is published and distributed every year by October 1st. The Annual Security Report includes statistics for the previous three years concerning reported crimes that occurred on the university's Clery geography. Statistics for Clery Act offenses that did not occur within Clery geography are not included in the university's Clery Act crime statistics, even if university students or employees were involved.

The Clery Coordinator prepares the Annual Security Report, including the annual disclosure of crime, arrest, and referral statistics, with input from various sources, including University of Tennessee Health Science Center Campus Police; the university's Office of Title IX; the university's

Division of Student Life; university Campus Security Authorities (CSAs); and local law enforcement agencies, including the *Memphis Police Department and Shelby County Sheriff's Department*. The Clery Coordinator works to reconcile statistics from the Office of Title IX and the Office of Student Conduct to reduce the instances of missing or double-counting incidents. For statistical purposes, crime statistics reported to any CSA are recorded in the calendar year in which the crime was reported. The statistics represent offenses that were reported to any of those sources, regardless of whether the alleged offense was investigated or whether there was a finding of guilt or responsibility. To ensure comprehensive reporting and oversight of institutional travel, the UT Health Science Center collects travel information annually from its various colleges. This process involves reaching out directly to each college dean via email to request documentation of travel activities for the calendar year. Specifically, deans are asked to provide copies of travel contracts and a list of travel locations associated with their respective departments. This centralized approach helps maintain consistency in data collection and supports the university's commitment to transparency and compliance with applicable policies and regulations.

To collect reported crime information occurring at non-campus properties during student school-sponsored travel, the institution sends formal letters to the appropriate local law enforcement agencies in the jurisdictions where students are sent. These letters identify the specific properties used and request Clery-compliant statistical data for the relevant reporting period. This information is used to request reported crime information from local law enforcement agencies with jurisdiction over the areas considered to be non-campus property.

The university does not directly collect statistics from the counseling officers on campus due to the confidentiality of licensed professional counselors and certified medical professionals. Any statistics requested from those entities would lack enough information to reconcile the statistics with our incidents already reported and would put the university at risk of double-counting Clery reportable crimes.

The Clery Coordinator submits the crime statistics published in the Annual Security Report to the United States Department of Education (ED), who make crime statistics available to the public through the ED website. In addition, a copy of the Annual Security Report and a daily crime log are available for review 24 hours a day on the university's Campus Police Clery Act website, <https://www.uthsc.edu/campus-police/clery-act/>. The university provides an electronic notice of availability of the Annual Security and Fire Safety Report to: (1) all current university faculty, staff, and students; and (2) prospective university students, faculty, and staff.

In compliance with the Clery Act, the university shares its annual crime statistics contained in **Appendix A**. All statistics enclosed in the Annual Security Report are anonymous.

Clery Geography

For information on the university's Clery geography, you may visit <https://www.uthsc.edu/campus-police/clery-act/documents/uthsc-clery-map.pdf> for a detailed map of the main campus.

The University of Tennessee Health Science Center (UT Health Science Center) operates as a statewide academic health system with its primary campus located in Memphis, Tennessee. UT

Health Science Center also maintains academic and clinical partnerships in Chattanooga, Knoxville, and Nashville. These regional campuses support clinical education and research through affiliations with major healthcare institutions, including the Erlanger Health System in Chattanooga, Ascension Saint Thomas in Nashville, UT Family Medicine Center and West Tennessee Healthcare in Jackson, and the University of Tennessee Medical Center in Knoxville. While UT Health Science Center faculty and students may engage in activities at these partner facilities, not all affiliated locations fall within the Clery-reportable geography. The University does not provide, owned, or controlled student housing. UT Health Science Center's distributed campus model enhances statewide impact in health education and care delivery while maintaining clear boundaries for Clery Act compliance and safety reporting.

*All policy statements contained in this report apply to all campuses unless otherwise indicated.
Note: The crime statistics for the following locations will be listed within this report in the non-campus section of the chart labeled UT Health Science Center:*

Other Sites

- **UT Medicine Chattanooga (Whitehall Building):** 960 E 3rd Street, Chattanooga, TN 37403

Note: The crime statistics for the following locations will be listed within this report in separate charts from the crime statistics of the main (core) campus:

- **Nashville – College of Pharmacy:** Under Clery this is a separate campus and located at 301 S. Perimeter Park Drive, Nashville, TN 37211

Partner Institutions with Program Agreements

UTHSC collaborates with major healthcare systems across Tennessee to support clinical education, research, and patient care:

Memphis Area

- **Le Bonheur Children's Hospital:** 848 Adams Avenue, Memphis, TN 38103
- **Regional One Health:** 877 Jefferson Avenue, Memphis, TN 38103
- **Memphis VA Medical Center:** 1030 Jefferson Avenue, Memphis, TN 38104
- **Methodist University Hospital:** 1265 Union Avenue, Memphis, TN 38104
- **Baptist Memorial Hospital:** 6019 Walnut Grove Road, Memphis, TN 38120
- **St. Francis Hospital:** 5959 Park Avenue, Memphis, TN 38119

Jackson, TN

- **UT Family Medicine Center:** 294 Summar Drive, Jackson, TN 38301
- **West Tennessee Healthcare:** 620 Skyline Drive, Jackson, TN 38301

Nashville, TN

Partnered with Ascension Saint Thomas Health, Nashville offers:

- **Primary Site:** Ascension Saint Thomas Hospital Midtown
- **Address:** 2000 Church Street, Nashville, TN 37236

Other Sites

- **UT Medicine Chattanooga (Erlanger):** 979 E 3rd Street, Chattanooga, TN 37403
- **Whitehall Building:** 960 E. 3rd Street, Chattanooga, TN 37403
- **UT Medicine Knoxville (UT Medical Center):** 1924 Alcoa Hwy, Knoxville, TN 37920

- **Kingsport Dental Clinic of the Appalachian Highlands:** 117 W Sevier Ave Ste 220, Kingsport, TN 37660
- **Healing Hands Health Clinic:** 245 Midway Medical Park, Bristol, TN 37620
- **Cumberland County Health Department:** 1503 South Main Street, Crossville, TN 38555
- **UTHSC Dental Clinic:** 201 W. Main Street, Suite D, Union City, TN 38261

JURISDICTION AND LAW ENFORCEMENT AUTHORITY

The University of Tennessee Health Science Center Campus Police Department

3 N. Dunlap Memphis, TN 38163 901-448-4444

The University of Tennessee and its Board of Trustees, through a State Police Commission authorized by T.C.A. 49-7-118, et seq., may establish a university police service. Police officers receive the Commission on Peace Officers' Standards and Training (POST) certification. They have general police powers, including the powers of arrest necessary to enforce Federal and State laws, as well as the university rules and regulations.

On all property owned, operated, or controlled by UT Health Science Center, its police officers have the responsibility for the detection and suppression of criminal activities. This is accomplished through the enforcement of federal laws, state laws, ordinances, and the University of Tennessee regulations. The enforcement process is carried out through a variety of discretionary alternatives, such as arrest and incarceration, detention and referral reporting, and investigations.

The Chief of Police functions as the administrative head of the department. The organizational structure of the UT Health Science Center Campus Police is comprised of the chief of police, deputy chief, captain, lieutenants, detective, police sergeants, police officers, security officers, police dispatch manager, dispatchers, security specialist, and clerical personnel.

UT Health Science Center Campus Police officers are empowered “to enforce all state laws as well as rules and regulations of the... Board of Trustees.” The authority granted” extends to all facilities or property owned, leased, or operated by the... Board of Trustees, including any public roads or right-of-way which are contiguous to or within the perimeter of such facilities or property.”

As set forth by the statute and as a matter of policy, these officers are authorized and expected to exercise the full police powers necessary while on UT property, as defined above. Officers may also exercise full police powers on “public roads or right-of-way, which are contiguous to or within the perimeter” of the UT Health Science Center campus; such action, however, must be limited by the following guidelines:

- The shift supervisor of each shift is required to respond to all such incidents on the perimeter of the campus in a lawful, prudent manner.
- The Memphis Police Department (MPD) must be advised at the onset of any off-campus police action, and the matter will, if appropriate, be turned over to the MPD upon its arrival at the scene.

Working Relationships with State and Local Law Enforcement Agencies

The UT Health Science Center Campus Police Department maintains a strong and collaborative working relationship with both the Memphis Police Department and the Shelby County Sheriff's Department. These partnerships are essential to ensuring the safety and security of the campus community. Through regular communication, joint training opportunities, and coordinated responses to incidents, the Campus Police Department works closely with local law enforcement agencies to enhance public safety, share critical information, and support investigations when necessary. Additionally, through a written Memorandum of Understanding (MOU) with the City of Memphis and the Memphis Police Department, the UT Health Science Center Campus Police Department has been granted extended statutory authority within the Medical Center District. This agreement formally expands the department's jurisdictional boundaries, allowing for more effective law enforcement coverage and response capabilities throughout the district.

Memphis Police Department (MPD)

170 N. Main Street Memphis, TN 38103

901-636-3700

<http://www.memphispolice.org>

Shelby County Sheriff's Office

201 Poplar Avenue, 9th Floor, Memphis, TN 38103

901-222-5500

<https://www.shelby-sheriff.org/contact>

REPORTING CRIMES OR OTHER EMERGENCIES

The University of Tennessee Health Science Center encourages anyone who is a victim of a crime, a witness, or learns about a crime, or who would like information on whether what they witnessed or learned about is a crime, to contact the UT Health Science Center Campus Police and provide accurate and prompt information about all crimes. These offices are staffed 24/7, are trained in this specific work, and work closely with other offices across the University of Tennessee Health Science Center to respond to crimes.

Emergencies

In case of an emergency, your first call should be to the UT Health Science Center Campus Police at 901-448-4444. To contact first response, dial 911, and a dispatcher can direct you to the University of Tennessee Health Science Center Police Department or the appropriate local law enforcement.

Reporting Crimes

Community members, students, faculty, staff, and guests are encouraged to promptly and accurately report all criminal incidents, suspicious activity, and other public safety-related emergencies and incidents to UTHSC-PD, another appropriate law enforcement agency, or designated UT Health Science Center officials. This includes situations in which the victim of such

a crime either elects or is unable to report an incident. The intent of this statement is to balance empowering victims to decide whether and when to report a crime and encouraging members of the campus community to report crimes of which they are aware.

- **Immediate Danger:** If you or someone else is in immediate danger, call 911.
- **Emergency Situations on Campus:** For emergencies on the UT Health Science Center campus, call Campus Police Dispatch at 901-448-4444.
- **Non-Emergency Situations:** For non-emergency incidents, contact UT Health Science Center-PD at 901-448-4444.
- **Online Reporting:** UTHSC-PD offers an online form for reporting confidential/silent witness incidents. This can be accessed through the website at <https://oracle.uthsc.edu/pls/htmldb/prd/f?p=113802:4:2412746615365151>.
- **In-Person Reporting:** You can also report incidents in person at the UT Health Science Center-PD office located at 3 N. Dunlap, Memphis, TN 38163

Promptly reporting criminal incidents, suspicious activity, and other emergencies to UTHSC-PD or designated UT Health Science Center officials helps the University issue emergency notifications or timely warnings, as required by the Clery Act, and include the incident in the University's annual crime statistics.

Reports of Clery Act crimes filed through a Campus Security Authority (CSA), as defined by the Clery Act, provided to the Clery Coordinator or UTHSC-PD will be included in the University's annual crime statistics published in the Annual Security Report. All statistics enclosed in the Annual Security Report are anonymous. This publication focuses on UTHSC-PD because it patrols the UT Health Science Center campus.

Reporting a Crime or Emergency

- **On Campus:** Call UTHSC-PD at extension 8-4444 or 901-448-4444 from outside the University.
- **Non-Emergency:** For non-emergency security or public safety matters, use the same numbers.

Reporting Suspicious Activity

- **On Campus:** Dial the Campus Police Dispatcher at extension 8-4444 or 901-448-4444 from off campus.
- **Patrol Services:** UTHSC-PD provides 24/7 uniform foot and vehicle patrol on campus and contiguous streets. The police department also operates a 24-hour dispatch office with a dispatcher always available to obtain information or notify campus police.

Emergency Procedures

- **First Contact:** In the event of an accident, crime, or other emergency on campus, dial Campus Police first at 901-448-4444 before dialing 911. City Police may not be familiar with all campus buildings, and dialing 911 first may slow response time. Campus police will respond and contact the appropriate personnel, including Memphis police, if necessary.

Help phones with direct access to the UTHSC-PD dispatch office are available at various locations.

- **“Blue Light” Emergency Telephones** Strategically located throughout the UT Health Science Center campus, Blue Light Emergency Telephones provide direct communication with the UTHSC Police Department (UTHSC-PD) Dispatch Center. These emergency call boxes are intended to provide immediate access to police assistance for emergencies, suspicious activity, crimes in progress, medical emergencies, or other situations requiring a prompt public safety response. When a Blue Light Emergency Telephone is activated, the call is immediately routed to the UTHSC-PD Dispatch Center. Dispatch personnel receive the location of the emergency phone and will assess the nature of the call. Officers are dispatched to the location based on the reported circumstances and the priority of the incident. Calls received through Blue Light Emergency Telephones are treated as emergency calls and receive an immediate response from UTHSC-PD police personnel whenever appropriate.

Members of the campus community are encouraged to use Blue Light Emergency Telephones to report emergencies, suspicious activity, crimes, safety concerns, or when immediate assistance is needed.

Victim Assistance

- **Reporting Crimes:** Victims of crimes can contact the police dispatch office, and a police officer will be dispatched to their location. An offense report will be prepared, and a full investigation will be conducted. UTHSC-PD maintains mutual cooperation with city, county, state, and federal law enforcement agencies for processing criminal incidents in the appropriate jurisdiction.
- **Personal Injury:** If you are the victim of a personal injury or witness an injury to another party, notify the campus police dispatch office to speak with a police dispatcher (901-448-4444). The dispatcher will immediately dispatch a police officer and contact the
- appropriate medical personnel in University Health and contact the Memphis Fire Department to dispatch an ambulance if required.

Anonymous Reporting

- **Confidential Reports:** If you have witnessed a crime or been a victim and wish to report it anonymously, submit a confidential/silent witness report by visiting the UT Health Science Center’s Campus Police Confidential/Silent Witness Report page at:
<https://oracle.uthsc.edu/pls/htmldb/prd/f?p=113802:4:2412746615365151>

Reporting to Other Officials

As an alternative to reporting a criminal incident to UT Health Science Center Campus Police, an individual may report criminal incidents, suspicious activity, or other incidents that are not emergencies to the following university offices for the purposes of making timely warning reports and the annual statistical disclosure:

DEPARTMENT/COLLEGE	POSITION	Phone Number
Academic Affairs	Vice Chancellor, Senior Associate Vice Chancellor, Director, Associate Director	901-448-4930
Campus Police	Chief of Police, Deputy Chief of Police, Captain, Police Lieutenant, Police Sergeant, Police Officers, Security Guards, Dispatchers	901-448-4444
Campus Recreation	Associate Director	901-448-5069
Center for Biomedical Informatics	Director	901-448-2222
Center for Developmental Disabilities	Associate Director	901-448-6511
Center for Healthcare Improvement and Patient Simulation – IPECS	Executive Director	901-448-9746
Chancellor	Chancellor	901-448-4796
College of Dentistry	Dean, Executive Associate Dean, Associate Dean	901-448-6468
College of Graduate Health Sciences	Dean, Assistant Dean, Coordinator I	901-448-5538
College of Health Professions	Dean, Executive Associate Dean, Assistant Dean, Coordinator I	901-448-5581
College of Medicine – Administration	Executive Dean, Associate Dean, Director	901-448-5529
College of Medicine – Admissions	Assistant Dean	901-448-5560
College of Medicine – Graduate Medical Education	Associate Dean, Assistant Dean, Director, Residency Coordinator	901-448-5364
College of Medicine – Infectious Diseases	Associate Vice Chancellor and Professor	901-448-5770
Administration-College of Nursing	Assistant Dean	901-448-6128
Administration-College of Pharmacy	Dean, Associate Dean, Assistant Dean	901-448-6027
College of Medicine – Ophthalmology	Director	901-448-5492
College of Medicine – Pediatrics	Assistant Director	901-448-6063
College of Medicine – Preventive Medicine	Director	901-448-5900
College of Medicine – Surgery – General	Assistant Dean	901-448-5914
College of Medicine, Chattanooga – Clinical Education	Associate Dean-Academic Affairs, Director	423-778-7840
College of Medicine, Knoxville	Dean, Assistant Dean	865-974-5019
College of Nursing – Administration	Dean, Executive Associate Dean, Assistant Dean	901-448.6128
College of Nursing – Instructional Programs	Director	901-448-5500
College of Pharmacy – Administration	Dean, Associate Dean, Assistant Dean	901-448-6036
College of Pharmacy – Clinical Pharmacy	Education Technology Coordinator	901-448-5100
Strategic Communications and Marketing	Vice Chancellor	901-448-5544
Continuing Education – Statewide	Director	423-778-6884
Teaching and Learning Center	Director, Associate Director	901-448-1218
Office of Compliance	Director of Compliance and Title IX Officer	901-448-2112
Executive Vice Chancellor	Executive Vice Chancellor and Chief Operating Officer	901-448-4797
Finance and Administration	Executive Vice Chancellor and Chief Operating Officer	901-448-4797

DEPARTMENT/COLLEGE	POSITION	Phone Number
Human Resources	Vice Chancellor	901-448-5600
Institutional Review Board	Director, Associate Director	901-448-3904
Parking Services	Manager	901-448-5549
Research – Molecular Resource Center	Director, Associate Director	901-448-6191
Campus Safety and Emergency Management	Chief Safety Officer	901-448-6114
Special Events	Director	901-448-5500
Office of Student Success	Vice Chancellor, Associate Director, Assistant Director, Specialist	901-448-7703
Student Conduct	Associate Director	901-448-5529
Student Government Association Executive Council (SGAEC)	President	901-448-7703
University Health Services	Physician, Coordinator III	901-448-5630
West Tennessee Regional Forensic Center	Director	901-222-4600
Enrollment Management	Assistant Vice Chancellor, Director, Associate Director	901-448-5560
Facilities	Assistant Vice Chancellor	901-448-5507

Campus Security Authorities

The term Campus Security Authority (CSA) describes university officials required to report Clery Act crimes that occur within the University of Tennessee Health Science Center Clery geography. Not every UT Health Science Center employee is a CSA. Some are confidential employees (such as pastoral and professional counselors) who are exempt from providing this information. Community members who do not qualify as CSAs under the Clery Act are not considered CSAs. Reportable Clery crimes are collected, categorized, and documented in the university's annual crime statistics, which are included in **Appendix A**. Clery Act statistics do not disclose any personally identifiable information.

While the University encourages victims of crime to seek assistance with the UT Health Science Center Police Department and/or off-campus law enforcement agencies, UT Health Science Center employees will notify law enforcement when the victim of the crime elects to or is unable to be notified. Per the Clery Act and University Policy, the victim of a crime has the right to:

- Notify the University and/or local law enforcement;
- be assisted by the University in notifying law enforcement if they choose to do so; or
- decline to notify law enforcement.

Confidentiality

The UT Health Science Center has policies or procedures for victims or witnesses to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

Victims or witnesses can report a crime anonymously.

Confidential Reports: If you have seen a crime or been a victim and wish to report it anonymously, submit a confidential/silent witness report by visiting the UT Health Science Center's Campus Police Confidential/Silent Witness Report page at:

<https://oracle.uthsc.edu/pls/htmlldb/prd/f?p=113802:4:2412746615365151>

The UT Health Science Center does not publish personally identifiable information of crime victims in its Annual Security Report, nor does it disclose personally identifiable information regarding victims in the campus police department's Daily Crime Log.

Resources Exempt from Reporting Under the Clery Act

The Clery Act exempts pastoral and professional counselors from bringing forward information about Clery Act crimes reported to them in their role as a pastoral or professional counselor and not otherwise subject to an exception (such as a threat of a future crime of violence). A pastoral counselor is an employee associated with a religious order or denomination and recognized by that religious order or denomination as someone who provides confidential counseling. The UT Health Science Center does not employ any pastoral counselors. A professional counselor is an employee whose official responsibilities include providing psychological counseling to members of the University of Tennessee Health Science Center's community.

The UT Health Science Center does not have procedures that encourage pastoral counselors to inform people they are counseling of the University's procedures to report crimes on a voluntary, anonymous basis for inclusion in the University's annual disclosure of crime statistics, or for the purposes of issuing a timely warning.

TIMELY WARNINGS – CAMPUS ALERTS

The University of Tennessee Health Science Center will send timely warnings, in the form of a "Campus Alert" of Clery Act crimes occurring in Clery Act geography and reported to a Campus Security Authority or local law enforcement that represent an ongoing threat to students and employees. Warnings will be issued in a manner that is timely, that withholds the names of victims as confidential, and that will aid in the prevention of similar circumstances.

The University is not required to issue a timely warning for crimes that are disclosed to a professional or pastoral counselor within the scope of their responsibility.

Timely Warnings Notifications

Timely warnings are notifications about Clery Act crimes that may have already occurred but represent an ongoing threat and apply to crimes that occur within the University of Tennessee Health Science Center Clery Act geography. Clery Act geography is described in this Report. Such warnings may include, but are not limited to, the following information:

- Type of crime or incident

- Date, time, and location of crime
- Description of suspect(s) if a sufficient amount of detail is known
- Public safety reminders

Circumstances for which a Warning will be Issued

The UT Health Science Center will issue a timely warning for any Clery Act crime that occurs within Clery geography that is reported to campus security authorities or local police agencies, and is considered by the institution to represent a threat to students and employees.

A timely warning will not include information that, in the judgment of the Chief of Police and the Executive Vice Chancellor and Chief Operating Officer or their designee, would compromise law enforcement efforts. There is no requirement for issuing a timely warning for a report made to a professional or pastoral counselor.

Timely Warning Reports to Members of the Campus Community

Timely warnings, known on the UT Health Science Center Campus as a “Campus Alert,” are designed to heighten safety awareness to the campus community and aid in the prevention of similar crimes. UTHSC-PD’s assessment of the potential threat, coupled with the circumstances of any specific situation, will dictate the need and manner of issuance of a Campus Alert. However, UTHSC-PD typically does not issue a Campus Alert for an incident for which a report was filed with UTHSC-PD more than five days after the alleged incident.

Upon receipt of all relevant information, such warnings will typically be issued in a timely manner. A timely warning will contain pertinent information about the incident to enable persons to protect themselves or their property and aid in the prevention of similar crimes. The University will withhold the names of victims as confidential when a timely warning (Campus Alert) is issued.

Issuing a Timely Warning

The UT Health Science Center Police Department, in consultation with the Executive Vice Chancellor and Chief Operating Officer or their designee, is responsible for issuing timely warnings in compliance with the Clery Act.

The UT Health Science Center Campus Police Department prepares an appropriate message, which is approved by the Chief of Police, along with the Executive Vice Chancellor and Chief Operating Officer, or their designee, prior to Campus Police sending it to the campus community.

Timely Warnings are issued via text messaging and email.

The UT Health Science Center Police Department, in conjunction with the Executive Vice Chancellor and Chief Operating Officer or their designee, may, in their discretion, issue special messaging for incidents for which the Clery Act does not require the University to issue a timely warning.

EMERGENCY NOTIFICATIONS – RAVE ALERTUS SYSTEM

The University of Tennessee Health Science Center will immediately notify the campus community upon confirmation of an emergency or dangerous situation that poses an immediate threat to the health or safety of students or employees on campus. An emergency notification will be issued utilizing the RAVE Alertus System.

If there is an immediate threat to the health or safety of students or employees occurring on campus, the University of Tennessee Health Science Center will follow its emergency notification procedures, and adequate follow-up information will be provided to the community, as needed.

Emergency Notification Procedures

An emergency notification informs recipients about an event that is currently occurring or imminently threatening the campus. Such warnings may include, but are not limited to, the following information:

- Type of emergency
- Date, time, and location of crime/incident
- Immediate action is being recommended
- Public safety reminders

Confirming a Significant Emergency or Dangerous Situation

- The UT Health Science Center will verify that a legitimate emergency or dangerous situation involving an immediate threat to the health or safety of students or employees is occurring on the campus.
- The UTHSC-PD Shift Supervisor (supervisor in charge) will communicate immediately with the Chief of Police or his designee, who will in turn notify the Executive Vice Chancellor and Chief Operating Officer, Chief Safety Officer, the Assistant Vice Chancellor of Facilities, and the to declare if a major emergency or disaster exists.

Determining the Appropriate Segment(s) of the Campus Community to Receive an Emergency Notification

- The UT Health Science Center will also determine the appropriate segments(s) of the campus community to receive an emergency notification. UT Health Science Center will determine if notification will be specific to a geographic area of campus. The incident dictates the appropriate area(s) to be notified.
- The following individuals or organizations are responsible for determining the appropriate segments of the campus community to receive a notification.
 - Executive Vice Chancellor and Chief Operating Officer
 - Chief of Police

- Deputy Chief of Police
- Police Captain
- Police Shift Commander
- Dispatch Manager
- Chief Safety Officer
- Vice Chancellor of Strategic Communications and Marketing

Determining the Contents of an Emergency Notification

- The UT Health Science Center will, without delay, and considering the safety of the community, determine the content of the emergency notification (i.e., what information to release about the situation).
- The following individuals or organizations are responsible for: Determining the content of the notification
 - Executive Vice Chancellor and Chief Operating Officer
 - Chief of Police
 - Deputy Chief of Police
 - Police Captain
 - Police Shift Commander
 - Dispatch Manager
 - Chief Safety Officer
 - Vice Chancellor of Strategic Communications and Marketing

Initiating the Emergency Notification System

- UT Health Science Center will determine which segment(s) of the campus community should receive an emergency notification. This decision may include targeting specific geographic areas of the campus, based on the nature and scope of the situation.
- The emergency notification system will be activated unless, in the professional judgment of responsible authorities, doing so would hinder efforts to assist a victim or to contain, respond to, or otherwise manage the emergency or dangerous situation.
- The following individuals or organizations are responsible for: Initiating the notification system.
 - Executive Vice Chancellor and Chief Operating Officer
 - Chief of Police
 - Deputy Chief of Police
 - Police Captain
 - Police Shift Commander
 - Dispatch Manager
 - Chief Safety Officer
 - Vice Chancellor of Strategic Communications and Marketing

Distributing Emergency Notifications

- The UT Health Science Center Alert is one of the notification methods that the University uses to communicate emergency notifications by email, phone call, text message with

students and employees, and on digital signage within campus buildings. Members of the UT Health Science Center with an active NetID will automatically have an account created and will receive notifications at their UT Health Science Center email address.

- Students, Faculty, and Staff have the option to download and register for the Rave Guardian smartphone app (Users can receive notifications based on the set mile radius within the app).

Emergency notifications may be sent to the entire community or to a segment or specific persons, as required by law and as appropriate to the specific emergency. The University will, without delay, and taking into account the safety of the community, determine the content of an emergency notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

If a crime is covered by both emergency notification and timely warning requirements and an emergency notification is issued, UT Health Science Center may not issue a timely warning but will provide follow-up information as necessary. Follow-up information will be provided to the community through emails and/or the Rave Alert notification system.

Timely warnings and emergency notifications may, where appropriate, be distributed to or shared with the larger community by media to local TV and radio outlets.

Special messaging may be issued in other circumstances when an emergency notification is not required, but the University of Tennessee Health Science Center deems the information important for the safety and well-being of the campus community.

Clarification of Campus Alerts vs. Emergency Notifications

Campus Alerts (Timely Warnings) and **Emergency Notifications** serve distinct purposes under the Clery Act and are issued based on different criteria and circumstances:

- **Campus Alerts (Timely Warnings)** are issued for Clery Act crimes that have already occurred but may pose an ongoing threat to the campus community. These alerts are intended to inform and heighten awareness to prevent similar incidents. Examples include reports of robbery, sexual assault, or stalking within UT Health Science Center's Clery geography. Campus Alerts typically include the type of crime, location, date/time, suspect description (if available), and safety tips.
- **Emergency Notifications**, on the other hand, are issued immediately upon confirmation of a significant emergency or dangerous situation that poses an immediate threat to the health or safety of students or employees. These may include incidents such as an active shooter, hazardous material release, or severe weather events. Emergency Notifications are broader in scope and may apply to the entire campus or specific segments, depending on the nature of the threat.

While both types of alerts are designed to protect the campus community, **Campus Alerts focus on ongoing criminal threats**, whereas **Emergency Notifications address immediate safety emergencies**. UT Health Science Center may use similar communication channels (e.g., text messaging, email) for both, but the content, timing, and decision-making processes differ to ensure appropriate and effective response.

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

Emergency Response

The Emergency Response Plan is intended to provide a system for handling emergencies that are of sufficient magnitude to cause a significant disruption of the functioning of all of the activities on the UT Health Science Center campus and within its community.

Every emergency situation requires a specific response in terms of how the Police must respond. Our response is determined by the need of our resources and whether the incident is criminal in nature.

UT Health Science Center has detailed plans in place to deal with emergencies and crises that may occur on campus. The type of emergency will require UTHSC-PD to address each one on an individual basis; however, we have guidelines that have been set in place to ensure containment of the incident. Those guidelines can be located in UT Health Science Center's Emergency Response Plan, which is located at: <https://uthsc.edu/campus-police/emergency-response/index.php>

- The UTHSC-PD Shift Supervisor (supervisor in charge) will communicate immediately with the Chief of Police or his designee, who will, in turn, notify the Executive Vice Chancellor and Chief Operating Officer, Chief Safety Officer, and the Assistant Vice Chancellor of Facilities. If a major emergency or disaster is declared, the rest of the campus will be notified through the Campus Communications Network procedures.
- Community members, students, faculty, staff, and guests are encouraged to promptly and accurately report all criminal incidents, suspicious activity, and other public safety-related emergencies and incidents to UTHSC-PD, another appropriate law enforcement agency, or to designated UT Health Science Center officials. This includes situations in which the victim of such a crime either elects or is unable to report an incident. To report a crime or an emergency on the UT Health Science Center campus, call UTHSC-PD at extension 8-4444, or, from outside the University, 901-448-4444. To report a non-emergency security or public safety-related matter, call UTHSC-PD at the same numbers above.
- UT Health Science Center will immediately notify the campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus.

- UT Health Science Center Alert is the notification service that the University uses to communicate emergency notifications by email and text message with students and employees.

Evacuation Procedures

Evacuation procedures are divided into two categories: building evacuation and campus evacuation. Building Evacuation is the result of a situation when it is no longer safe to remain inside a building. In case of a community-wide disaster, such as a major earthquake or transportation-related hazardous material release, it may be necessary to evacuate all of the buildings at the University of Tennessee Health Science Center.

Disseminating Emergency Information to the Larger Community

Emergency notifications to the larger community may be sent using some or all of the following methods, based upon the situation and availability:

If a major emergency or disaster is declared, the UTHSC-PD prepares an appropriate message which is proofed by the Chief of Police, along with the Executive Vice Chancellor and Chief Operating Officer, or their designee prior to being sent to the campus community using the following mechanisms:

- Rave Guardian smartphone app (Users can receive notifications based on the set mile radius within the app)
- Mobile phone (via SMS)
- Phone messaging system (voice call)
- Text messaging utilizing UT Health Science Center Alert
- Webpages:
 - The UT Health Science Center home page
 - UTHSC-PD website
 - RSS
- Email alerts to all faculty, staff, and students
- Media alerts to local TV and radio outlets
- Campus digital signage

Annual Tests

To ensure the university is sufficiently prepared for emergencies on campus, tests on emergency procedures are conducted to identify and improve any weaknesses. Procedures to test emergency response and evacuation procedures on an annual basis will be publicized in conjunction with at least one test per calendar year. Tests may be announced or unannounced. Each test will be documented, including a description of the exercise, the date, time, and whether it was announced or unannounced.

- To ensure that all registered UT Health Science Center users have the ability to receive emergency messages, an announced campuswide test is administered annually. The UT

Health Science Center conducts evacuation procedures on an annual basis for each campus building. These evacuation procedures include UTHSC-PD participation.

- The tests are announced in the form of an email to building managers for each building 7 days before, 3 days before, and on the day of the drill. The announcement contains the date, time, location, instructions, and the evaluation assembly area for the drill. The UT Health Science Center will publicize its emergency response and evacuation procedures in conjunction with at least one test per calendar year.

Other Emergency Procedures

In some emergency situations, such as severe weather, utility failures, etc., an evacuation of the campus may be ordered. A campus evacuation or closure is an organized withdrawal from campus facilities where the time of return is determined by the circumstances of the emergency event. When such action is warranted, the campus community will be appropriately advised.

Things to Watch For

- Watch for people who need help, particularly people with limited mobility or physical disabilities.
- Activate an alarm if told to do so by police or emergency workers.
- Remain at an emergency assembly point. A head count may be taken, and emergency workers may have additional instructions.
- Do not go back into a building until firefighters, police, or UT Health Science Center officials say it is safe.

How to Prepare for an Emergency

- Know your building's floor plan. Remember where the stairs, fire extinguishers, and emergency exits are located.
- Building Emergency Action Plans for university buildings on the Memphis campus provides emergency response instructions, evacuation routes, and identifies the locations of emergency equipment, including fire extinguishers and AEDs. These Building Emergency Action Plans are accessible on this website: <https://uthsc.edu/campus-safety/occupational-safety/fire-safety.php>
- If you regularly visit the same location within a building, know exactly how many doors you will pass along your evacuation route before you reach the nearest exit.
- When exiting in smoky conditions, keep your hand on the wall and crawl to the nearest exit. Always know more than one path out of your location and the number of doors between your room and the exit.

Severe Weather

- Choose a location with as few windows as possible.
- Try to locate the lowest level of the building.
- Keep a radio or television on to listen to news updates.

Chemical Contamination

- Select an interior space above the ground floor with the fewest windows or vents. The room should have adequate space for everyone to be able to sit. Use more rooms to avoid overcrowding.
- Seal cracks around the door with material that will block air flow.
- Shut off ventilation systems and fans.
- Keep a radio or television on to listen to news updates.

Active or Armed Intruder

- Close and lock exterior doors and turn off lights. Be quiet.
- If your room cannot be locked, determine if there is a nearby location that can be reached safely and securely.
- Block windows or stay out of view from the outside. Get down on the floor or hide behind furniture.
- Put cell phones in silent mode.
- If you know the shooter is nearby, call 911. Tell the dispatcher what is happening and report your location. Do not hang up until you are instructed.
- Do not set off fire alarms, as this will draw people who are unaware of the situation into the hallways and danger.

SECURITY AND ACCESS TO CAMPUS FACILITIES

All individuals associated with the University of Tennessee Health Science Center are required to wear their UT Health Science Center ID card visibly and must present it upon request by UT police officers, faculty, or staff. This requirement became effective in January 1991. Key control is essential in providing adequate security for UT Health Science Center facilities and activities. All personnel who are entrusted with keys must closely adhere to the policies and procedures outlined in this document.

The University's campuses and facilities shall be restricted to students, faculty, staff, guests, and other invitees except on such occasions when all or part of the campuses, buildings, and other facilities are open to the general public.

General

1. This document outlines policies and procedures governing ID cards and the card reader system. Additional information can be found at the following link: [UTHSC ID Cards and Controlled Access Systems](#).
2. Any key issued by the University of Tennessee Health Science Center remains university property, must not be loaned or transferred, and must be returned to the Facilities Locksmith and Key Control unit upon termination or loss, for which the individual is personally responsible. Additional information can be found at [Key Control](#).
3. The Chief of Campus Police will have the principal responsibility for administering the identification card and card reader system for the UT Health Science Center campus and shall be available for consultation and advice in resolving security-related questions. The

Assistant Vice Chancellor for Facilities will have the principal responsibility for the key control program. Only the Chancellor or the Executive Vice Chancellor and Chief Operations Officer can overrule UTHSC-PD in matters of Identification Cards/Card Reader System and Key Control.

4. The identification card and keys issued by campus police and key control to faculty, staff, and students is for their official use on the UT Health Science Center campus. The identification Card and all building keys remain the property of the University and must be returned to Campus Police and Key Control upon termination or transfer, etc. Failure to return the ID and keys will subject the individual to penalties and restrictions outlined elsewhere in this document.
5. Students, upon graduation, may retain their ID cards ONLY IF the graduation date on the card is the correct expiration date. Students, upon withdrawal, must return their ID cards. Failure to return ID cards will result in penalties and restrictions outlined elsewhere in this document.
6. Vice chancellors, deans, chairpersons, department heads, and directors have approval authority to request that Campus Police issue card reader ID cards and Facilities issue keys. They are to ensure that proper controls and safeguards are maintained to protect the integrity of the Security Card Reader Access System, key control, and security of UT Health Science Center facilities and activities. They will ensure that card reader access and key authorizations are limited to those individuals within their activity who have an official need.
7. External doors may not be propped open unless monitored continuously by an attendant. Internal doors to egress stairwells and doors in fire barriers may not be propped open.
8. If an incident requires that a University building or portion of a building must be locked down, access to that building will be restricted and limited only to authorized individuals.

Noncampus Locations

Security and access to non-Memphis locations of the university and non-campus locations where university activities are conducted are established by the affiliate location hosting university personnel. This includes clinical care facilities in Nashville, Jackson, Chattanooga, and Knoxville, and non- UT Health Science Center locations on the UT Knoxville campus. These areas are monitored by affiliate location security personnel and local police agencies with jurisdiction over the affiliate locations.

SECURITY CONSIDERATIONS USED IN THE MAINTENANCE OF CAMPUS FACILITIES

The UT Health Science Center's Facilities Services strives to ensure that campus facilities, grounds, and landscaping are maintained in such a way as to eliminate natural obstructions that could become safety concerns. The UT Health Science Center has card swipe access externally and internally. Most campus buildings have access to open/ close at predetermined times/dates

(timed door locks). Some buildings on campus allow 24-hour a day access based on access permissions.

There are fourteen (14) help phones (Emergency Call Boxes) located throughout the UT Health Science Center Campus in strategic locations. When activated, they will automatically contact the UTHSC-PD dispatcher. Throughout the UT Health Science Center Campus, there are 2,734 security cameras strategically located. Security cameras are located both inside and outside the UT Health Science Center buildings.

Escort Service

Campus Security and Police Officers provide escort services for UT Health Science Center staff, faculty, and students during dusk-to-dawn hours, weekends, and holidays. Escorts are available to and from: Campus parking lots and garages; VA Hospital; Le Bonheur Children's Hospital; and Regional One Health. Escorts may be conducted on foot or via a university vehicle, depending on availability and appropriateness.

Note: Escort services are strictly for personal safety and not intended as a shuttle service. They are limited to the designated campus areas. Requests for escorts beyond this area are not permitted, except in rare emergency situations approved by the Chief of Police, Shift Commander, or their designee.

To request an escort, individuals should contact the UTHSC Police Dispatcher at 901-448-4444 and provide: name, current location, and destination.

Security

Providing security for the University's property is accomplished on a 24-hour-a-day, seven-day-a-week basis by maintaining control over the property contained on the University's sites. This constitutes the second major utilization of work-hours. Locking and unlocking doors and windows, securing gates, activating alarms, and conducting continued checks of university facilities are only a part of this function. Officers who are on patrol respond to alarms that have been activated.

Patrol

The patrol activity constitutes the major utilization of man-hours. This function involves preventative patrol of all properties owned, administered, controlled, or utilized by the University. The purpose of the patrol is to detect problems of either traffic-related, security, or safety nature.

Pedestrian Safety

During periods of high traffic volume, Campus Police Officers or Memphis Medical District Collaborative personnel, barriers, signage, and additional interventions to enhance pedestrian safety on public roads passing through campus locations.

Traffic

The traffic function involves parking enforcement, the issuance of citations, and accident investigation on the campus and other streets contiguous to the University.

Solicitation on University Property

Both commercial and noncommercial solicitation are prohibited in non-public areas of the university.

Solicitation in Public Areas

Solicitation and sales in public areas are restricted to invited and registered organizations and faculty, students, and staff of the University, with prior approval. Such solicitation is subject to reasonable restrictions as to time, place, and matter.

Dormitories or Residential Facilities

The University of Tennessee Health Science Center does not have any on-campus student housing facilities.

PROGRAMMING: PREVENTING CAMPUS CRIME

We all have a part to play in keeping our campuses safe. All students and employees of the University of Tennessee Health Science Center are encouraged to review and keep up to date on safety and security information and to take responsibility for their own security and the security of others. Crime prevention programs are designed to inform students and employees about crime and prevention strategies. Security awareness programs are offered to inform the campus community about campus security procedures and practices, and encourage the campus community to be responsible for their security and the safety of others.

Throughout the year, multiple University units offer programs designed to inform the community about campus security procedures and practices, and to encourage students and employees to take responsibility for their own security and the security of others.

UTHSC-PD and the Office of Compliance have literature and general information on personal safety, protection of property, sexual assault, acquaintance rape, and vacation tips. Crime prevention classes and safety seminars are held upon request, during new hire orientation, and new student orientation. Additionally, videos are available online and accessible 24/7. They can be found on the following links: uthsc.edu/campus-police/stay-safe. The campus community can view safety videos under the “360 Stay Safe” tab. Once logged in, one can view videos regarding the following topics:

- Alcohol and Drugs
- Protecting Your Possessions and Identity
- Sexual Assault (VAWA)
- Controlling Behavior
- Everyday Safety
- Common Sense Defense
- Safe Travel

Security Awareness and Crime Prevention Programs

PROGRAM	DESCRIPTION	FREQUENCY	GROUP
Title IX Town Hall	Campus-wide session discussing Title IX policies, rights, and reporting.	Annually	Students, Faculty, and Staff
Stalking Awareness Tabling	Public tabling event with resources and awareness materials.	January (Awareness Month)	Students, Employees, Visitors
Sexual Misconduct Policy Training	Overview of UT Health Science Center's sexual misconduct and relationship violence policies.	Annually	Faculty, Staff, and Visitors
Sexual Assault Awareness	The Office of Compliance partners with Campus Police and other local organizations to host various events throughout the month to bring awareness and provide prevention measures related to sexual assaults.	April (Awareness Month)	Students, Faculty, and Staff
Domestic Violence	The Office of Compliance partners with Campus Police and other local organizations to provide resources and host events throughout the month to the campus community.	October (Awareness Month)	Students, Faculty, and Staff
Violence Against Women Act (VAWA)	The course that's offered in K@TE, provides definitions and examples of interpersonal violence, outlines employee reporting responsibilities under Title IX, explains procedures for handling incidents, and highlights available campus and community resources.	Annually	Staff, Faculty, and Temporary Employees
Consent & Healthy Relationships	Workshop promoting understanding of consent and respectful relationships.	On Demand	Students

Mandatory Title IX Training	Required annual training for employees on Title IX compliance.	Annually	Faculty, Staff, and Visitors
Safety Escort Service	Evening escort service for students and staff across campus.	Continuous	Students, Faculty, and Staff
Personal Safety Awareness	Training on situational awareness and crime prevention strategies.	Monthly	Students, Faculty, and Staff
New Student and Employee Orientation Briefing	Overview of campus safety resources and procedures for incoming students and newly hired employees	Fall and Spring	Students
PROGRAM	DESCRIPTION	FREQUENCY	GROUP
Clery Act Compliance Training	This training is offered in K@TE, and it focuses on Clery Act reporting requirements and responsibilities.	Annually	Faculty and Staff
Emergency Preparedness Training	Training on emergency response protocols, including evacuation and lockdown.	By Request	Faculty, Staff, and Visitors
Civilian Response to Active Shooter Events (CRASE)	This program provides strategies and guidance for civilians to survive an active shooter situation and emphasizes the "Avoid, Deny, Defend" (ADD) strategy.	By Request	Students, Faculty, Staff, and Visitors
The 360° Stay Safe Videos offered by Omnigo Software (formerly 360 Stay Safe)	Part of an online public safety and awareness training program designed primarily for college campuses. The 360 Stay Safe at College video series is offered by UTHSC Campus Police. The 360° playlist offers videos that range from Alcohol and Drug Awareness, Violence Against Women Act Training, and Everyday Safety.	Continuous	Students, Employees

DRUG AND ALCOHOL LAWS

Drugs

Various federal and Tennessee laws make it unlawful to manufacture, distribute, dispense, deliver, or sell or possess with intent to manufacture, distribute, dispense, deliver, or sell controlled substances.

Federal Trafficking Penalties

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
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Cocaine (Schedule II)	500–4999 grams mixture	First Offense: Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. Second Offense: Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	5 kgs or more mixture	First Offense: Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. Second Offense: Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Cocaine Base (Schedule II)	28–279 grams mixture		280 grams or more mixture	
Fentanyl (Schedule II)	40–399 grams mixture		400 grams or more mixture	
Fentanyl Analogue (Schedule I)	10–99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100–999 grams mixture		1 kg or more mixture	
LSD (Schedule I)	1–9 grams mixture		10 grams or more mixture	
Methamphetamine (Schedule II)	5–49 grams pure or 50–499 grams mixture		50 grams or more pure or 500 grams or more mixture	
PCP (Schedule II)	10–99 grams pure or 100–999 grams mixture		100 gm or more pure or 1 kg or more mixture	

PENALTIES		
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	First Offense: Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than life. Fine \$1 million if an individual, \$5 million if not an individual. Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.
Flunitrazepam (Schedule IV)	1 gram	
Other Schedule III drugs	Any amount	First Offense: Not more than 10 years. If death or serious injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.
All other Schedule IV drugs	Any amount	First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.
Flunitrazepam (Schedule IV)	Other than 1 gram or more	
All Schedule V drugs	Any amount	First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.

		Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.
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Federal Trafficking Penalties- Marijuana

DRUG	QUANTITY	1 st OFFENSE	2 nd Offense
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not less than 20 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.	Not less than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Marijuana (Schedule I)	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) marijuana plants; 1 to 49 marijuana plants;	Not less than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual	Not less than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual
Hashish (Schedule I)	10 kg or less		
Hashish Oil (Schedule I)	1 kg or less		

*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to \$20 million if an individual and \$75 million if other than an individual.

Drugs – State Law

§ 39-17-418- Simple possession or casual exchange.

It is an offense for a person to knowingly possess or casually exchange a controlled substance, unless the substance was obtained directly from, or pursuant to, a valid prescription or order of a practitioner while acting in the course of professional practice.

Depending on the circumstances, this offense is either a Class A misdemeanor or a Felony. In Tennessee, Class A misdemeanors carry up to 11 months, 29 days in jail, and or fines up to \$2,500.00.

Almost all other violations of drug laws are felonies under § 39-17-417, including the following:

- Manufacturing a controlled substance
- Delivering a controlled substance
- Selling a controlled substance
- Possessing a controlled substance with intent to manufacture, deliver, or sell it

Criminal penalties for a controlled substance conviction will depend on numerous factors, including one's prior convictions for drug offenses or other crimes. Possible penalties include:

- Jail or prison time
- Fines
- Probation
- Forfeiture of property
- Suspension of one's driver's license
- Community service

Alcohol – State Law

All members of the university community and guests [are](#) required to comply with university policies and federal, state and local laws regarding the distribution, possession and consumption of alcoholic beverages. UT Health Science Center Police Department strictly enforces those laws and policies.

Tennessee State Law

§ 1-3-113- Underage purchasing, possession, transportation or consumption of alcoholic beverages, wine or beer is a Class A misdemeanor

§ 39-15-404- It is a Class A misdemeanor offense for a person to give or buy alcoholic beverages or beer for or on behalf of a minor or to cause alcohol to be given or bought for or on behalf of a minor for any purpose.

Additionally, it is unlawful in Tennessee for:

- any person to purchase an alcoholic beverage for or at the request of a person under 21 years of age;
- any person who is younger than 21 years of age to purchase or attempt to purchase any alcoholic beverage;
- any person under 21 years of age to knowingly make a false statement or exhibit false identification to the effect that the person is 21 years of age or older to any person engaged in the sale of alcoholic beverages for the purpose of purchasing or obtaining the same;

- a driver to consume any alcoholic beverage or beer or possess an open container of alcoholic beverage or beer while operating a motor vehicle in this state;
- any person to persuade, entice, or send a minor to any place where alcoholic beverages or beer are sold, to buy or otherwise procure alcoholic beverages or beer in any quantity, for the use of the minor, or for the use of any other person; and/or
- any owner, occupant, or other person having a lawful right to the exclusive use and enjoyment of property to knowingly allow a person to consume alcoholic beverages, wine, or beer on the property; provided, that the owner, occupant or other person knows that, at the time of the offense, the person consuming is an underage adult.

Consequences for violating these laws could result in criminal prosecution, fines, imprisonment, and/or disciplinary sanctions by the university.

THE UNIVERSITY OF TENNESSEE HEALTH SCIENCE CENTER

POLICIES GOVERNING ALCOHOL AND OTHER DRUGS

Drug and Alcohol Policies for Students

Alcohol

UT Health Science Center prohibits the unlawful possession, use, manufacture, sale, distribution, or dispensing of alcohol on university property or during university activities, including off-campus clinical training and rotation sites. Students may be disciplined for consuming, manufacturing, possessing, distributing, selling, or being under the influence of alcoholic beverages if prohibited by law.

Drugs

UT Health Science Center strictly prohibits the unlawful possession, use, manufacture, sale, distribution, or dispensing of illegal drugs or drug paraphernalia. This includes prescription drugs not issued to the student and the distribution of prescription drugs to others. Marijuana use is forbidden regardless of state legalization, and CBD products may result in a positive drug test.

Additional information on student alcohol and drug policy can be found at the following link:
<https://www.uthsc.edu/studentsuccess/student-conduct/drug-free.php>

Specifically, the seriousness of this matter is reiterated in the [Student Conduct and Community Standards Manual](#), Student Substance Use Policy: [SA116 Drug and Alcohol](#), Student Alcohol and Drug Policy Information page, and the Student [Centerscope 2025-2026](#).

Student Disciplinary Sanctions

Students who violate these policies are subject to disciplinary sanctions, which may include:

- Dismissal from the university
- Referral for criminal prosecution
- Required participation in a treatment, counseling, or approved rehabilitation program

Violations may also affect eligibility for federal financial aid.

Drug and Alcohol Policies for Employees

Alcohol

Employees are prohibited from unlawful possession, use, or distribution of alcohol on university property or during university activities. The presence of alcohol in an employee's system while performing university business is also prohibited.

Drugs

Employees may not possess, use, or distribute illegal drugs or controlled substances. Violations include being under the influence while on duty or on university property.

Employee Disciplinary Sanctions

Violations by employees may result in:

- Disciplinary action up to and including termination
- Referral for criminal prosecution
- Required participation in an approved drug abuse assistance or rehabilitation program

Alcohol and Drug Education Programs and Resources

Programs and resources required by the Drug Free Schools and Campuses Regulations.

UT Health Science Center complies with the **Drug-Free Schools and Communities Act**, which mandates a comprehensive drug and alcohol abuse prevention program. The university offers:

- **Counseling and referral services** through the CARE Navigator and Drug and Alcohol Counselor
- **Peer Assistance Programs** coordinated by UT Health Science Center Counseling Services
- **Educational outreach and resources** for students and employees

For more information, visit: [UTHSC Drug-Free Campus Policy](#), [Code of Conduct](#), or [HR Policy/Procedure 0720](#)

The Annual Notification of Alcohol and Other Drugs Standards, Sanctions, Health Information, Programs and Services can be found at: uthsc.edu/hr/documents/annualdrug-notification.pdf

If you or someone else needs medical attention due to alcohol or drug use, contact **Campus Safety (901-448-4444)** or **911** immediately. Stay with the individual until help arrives.

The University does not condone underage drinking or the use of illegal drugs. The University of Tennessee Health Science Center encourages students to reach out to professional staff for help, regardless of whether they or their friend has been using alcohol or other drugs.

Health Risks Associated with Alcohol and Other Drugs

The following information on health risks is from the Centers for Disease Control and Prevention:

Alcohol

Drinking too much can harm your health. Excessive alcohol use led to approximately 95,000 deaths and 2.8 million years of potential life lost (YPLL) each year in the United States from 2011 – 2015, shortening the lives of those who died by an average of 29 years. Further, excessive drinking was responsible for 1 in 10 deaths among working-age adults aged 20-64 years. The economic costs of excessive alcohol consumption in 2010 were estimated at \$249 billion, or \$2.05 a drink. The Dietary Guidelines for Americans defines moderate drinking as up to 1 drink per day for women and up to 2 drinks per day for men. In addition, the Dietary Guidelines do not recommend that individuals who do not drink alcohol start drinking for any reason. Excessive alcohol use has immediate effects that increase the risk of many harmful health conditions. Over time, excessive alcohol use can lead to the development of chronic diseases and other serious problems including: High blood pressure, heart disease, stroke, liver disease, and digestive problems; cancer of the breast, mouth, throat, esophagus, liver, and colon; learning and memory problems, including dementia and poor school performance; mental health challenges, including depression and anxiety; social problems, including lost productivity, family problems, and unemployment; alcohol dependence, or alcoholism. By not drinking too much, you can reduce the risk of these short- and long-term health risks.

Cannabis/Marijuana

Marijuana is the most used drug in the United States, and marijuana use may have a wide range of health effects on the body and brain. About 1 in 10 marijuana users may experience some form of addiction. For people who begin using before the age of 18, that number rises to 1 in 6. People who are addicted to marijuana may also be at a higher risk of other negative consequences of using the drug, such as problems with attention, memory, and learning. Some people who are addicted may need to smoke more and more marijuana to get the same high. It is also important to be aware that the amount of tetrahydrocannabinol (THC) in marijuana (i.e., marijuana potency or strength) has increased over the past few decades. The higher the THC content, the stronger the effects on the brain. In addition, some methods of using marijuana (e.g., dabbing, edibles) may deliver very high levels of THC to the user. In many cases, marijuana is smoked in the form of hand-rolled cigarettes (joints), in pipes or water pipes (bongs), in bowls, or in blunts—emptied cigars that have been partly or completely refilled with marijuana. Smoked marijuana, in any form, can harm lung tissues and cause scarring and damage to small blood vessels. The smoke from marijuana contains many of the same toxins, irritants, and carcinogens as tobacco smoke. Smoking marijuana can also lead to a greater risk of bronchitis, cough, and phlegm production. These symptoms generally improve when marijuana smokers quit. Marijuana use, especially frequent (daily or near daily) use and use in high doses, can cause disorientation and sometimes cause unpleasant thoughts or feelings of anxiety and paranoia. Marijuana use is associated with temporary psychosis (not knowing what is real, hallucinations, and paranoia) and long-lasting mental health challenges, including schizophrenia (a type of mental illness where people might see or hear things that aren't there). Marijuana use has also been linked to depression and anxiety, and suicide among teens. However, it is not known whether this is a causal relationship or simply an association.

UNIVERSITY OF TENNESSEE'S RESPONSE TO SEXUAL AND INTERPERSONAL MISCONDUCT

The University of Tennessee Health Science Center maintains a Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking (Prohibited Conduct) that may be accessed in this report in **Appendix B** or at <https://uthsc.edu/compliance/documents/title-ix-policy.pdf>

Questions about the Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking (Policy), or whether a specific fact pattern is covered by the Policy, may be forwarded to the Title IX Office at any time:

The University of Tennessee Health Science Center Office of Compliance
920 Madison Avenue, Suite 825
901.448.9708
Oc-hsc@uthsc.edu

The Violence Against Women Act amendments to the Clery Act require that each institution include certain policy statements that are reflective of the university's Policy. The Policy provides information on the university's procedures and responses to reports of prohibited conduct, including:

Confidentiality

The Policy for handling a situation in which a person reports an incident of prohibited conduct, sexual exploitation, and retaliation to the university, but wishes to maintain confidentiality or requests that no investigation into a particular incident be conducted or disciplinary action taken. The policy also provides information on confidential resources that serve as alternatives to reporting an incident of prohibited conduct to the University.

The University will maintain the confidentiality of accommodation or supportive measures provided to those who report these incidents, to the extent that maintaining such confidentiality will not impair the ability of the University to provide the supportive measures. Further, while the University will include statistics of certain crimes in Clery Act geography within its Annual Security Report and analyze violations for potential warnings, it will complete this publicly available recordkeeping without the inclusion of personally identifying information about harmed persons.

What to do if you have been the victim of sexual assault, dating violence, domestic violence, or stalking

After an incident of sexual assault, domestic violence, or dating violence, the harmed person should consider seeking medical attention as soon as possible. It is crucial that a harmed person seek medical attention as soon as possible to assess any injuries, pregnancy, sexually transmitted infections, and any other medical harm. The sooner one seeks medical attention; the better medical professionals can address their needs.

It is important to preserve evidence that may assist law enforcement personnel. If possible, place each item of clothing you were wearing at the time of the assault in a separate paper bag and do not shower, bathe, douche, wash, or clean any part of your body, including brushing your teeth, until you have had a forensic medical exam. If possible, do not clean the area or move anything around where the assault has occurred, in case law enforcement and detectives need access to the area. Especially in instances of stalking, individuals are encouraged to also preserve evidence by saving text messages, direct messages, social networking pages, and other communications, as well as keeping pictures, logs or other copies of documents, if they have any, as such evidence may be useful to the UT Health Science Center process and the criminal justice process. Although the University strongly encourages all members of its community to report violations to law enforcement, it is the individual's choice whether to make such a report and they have the right to decline involvement with the police.

Reporting Sexual Assault, Dating and Domestic Violence, and Stalking

The University encourages students who have experienced, have knowledge of, or have witnessed Prohibited Conduct to promptly report the incident to the police or the University. Those reporting options are not mutually exclusive. A student may report Prohibited Conduct to the University, to the police, to both, or to neither.

Information concerning options for reporting sexual assault, dating violence, domestic violence, and stalking can be found in the university's Policy. The policy also provides information on confidential resources that are alternatives to reporting an incident to the university.

Reporting to Police

The University encourages Complainants to report Prohibited Conduct to the police immediately. Prompt reporting of an incident to the police is especially critical for certain incidents of Sexual Assault because the collection and preservation of evidence relating to Sexual Assault often is essential for police investigations and criminal prosecutions. Complainants should report Prohibited Conduct to the police 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 has the right to decline to report the incident to the police. Even if a Complainant does not report the incident to the police, the Complainant may still request Supportive Measures from the University by reporting the incident to a Title IX Official.

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

INCIDENT LOCATION	CONTACT
Regardless of where the incident occurred	Call 911 in an emergency
On Campus UT Health Science Center Campus Police	UT Health Science Center Campus Police 3 N. Dunlap Street, Memphis, TN 901-448-4444 www.uthsc.edu/campus-police/

In the cities of Memphis, Crossville, Bristol, Kingsport, Jackson, Nashville, Knoxville, Chattanooga, or Union City	Memphis Police Department (MPD) 170 N. Main Street Memphis, TN 38103 901-636-3700 Crossville Police Department 115 Henry St, Crossville, TN 38555, (931) 484-7231 https://crossvilletn.gov/departments/public-safety/police-department/ Bristol Police Department 801 Anderson St, Suite 103, Bristol, TN 37620, (423) 989-5600 https://www.bristoltn.gov/200/Police-Department Kingsport Police Department 200 Shelby St, Kingsport, TN 37660 (423) 229-9300 https://www.kingsporttn.gov/city-services/police-department/ Jackson Police Department (JPD) 234 Institute Street, Jackson, TN 38301 731-425-8400 https://www.jacksontn.gov/government/publicsafety/police Metropolitan Nashville Police Department 600 Murfreesboro Pike, Nashville, TN Sex Crimes Section 615-862-7540 615.862.8600 (Non-emergency) www.nashville.gov/departments/police/investigative-services/interpersonal-crimes-branch/special-victims-division Knoxville Police Department 800 Howard Baker Jr. Ave, Knoxville, TN 37915 865-215-4010 (Non-emergency) https://www.knoxvilletn.gov/government/city_departments_offices/police_department Knox County Sheriff 400 Main Street, Suite L165, Knoxville, TN 37902 865-215-2243 www.knoxsheriff.org Chattanooga Police Department 3410 Amnicola Hwy. Chattanooga, TN 37406 423-643-5000 Dispatch: 423-698-2525 www.chattanooga.gov/police-department Union City Police Department 221 Harrison St, Union City, TN 38261, (731) 885-1515 https://www.unioncitytn.gov/police-department/
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In Shelby County, but outside of the City of Memphis	Shelby County Sheriff's Office 201 Poplar Avenue, Memphis, TN 901-222-5500 http://www.shelby-sheriff.org or UTHSC-PD
Outside of Shelby County	Contact the law enforcement agency that has jurisdiction over the location where the incident occurred, or contact UTHSC-PD for assistance in contacting another jurisdiction's law enforcement agency
Off-Campus Crimes	The jurisdictional law enforcement agency for the location

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

A Title IX Official or the police can assist with arranging an appointment to discuss options for pursuing an order of protection and other legal remedies. This is a legal order issued by a court and differs from a no-contact directive, which is an administrative order of the University.

Retaliation

No university officer, employee, or agent shall retaliate, intimidate, threaten, coerce, seek retribution, or otherwise discriminate against any person for exercising their rights or responsibilities under any provision of the Clery Act.

Retaliation means to intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by the Policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing. The Policy prohibits retaliation.

Disclosure to Victims of Crimes of Violence or Non-Forcible Sex Offenses

The University will, upon written request, disclose to the victim of a crime of violence (as that term is defined in Section 16 of Title 18, United States code), incest, or statutory rape, the report on the results of any disciplinary proceeding conducted by the University against a student who is the alleged perpetrator of such crime or offense. If the victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the victim. The University also notifies victims in accordance with its Policy.

Preservation of Evidence

Preserving evidence is crucial for successful criminal investigation and prosecution, especially in incidents related to sexual misconduct, intimate partner violence, and stalking. Preserving evidence may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protection order. Harmed persons and witnesses of a crime are encouraged to preserve evidence by not altering the crime scene, not washing or changing clothes, and maintaining any electronic communications related to the incident.

The Title IX Office, UT Health Science Center Campus Police, or local law enforcement is available to assist with the preservation of evidence and provide guidance on the steps to take. Reporting to law enforcement is not mandatory; however, it is strongly encouraged, as doing so can help with the preservation of evidence and ensure access to protective measures and support services.

Institutional Disciplinary Procedures

The University is committed to providing a prompt, fair, and impartial process from the initial investigation to the final result. The procedures will be conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking, and how to investigate and conduct a hearing process that protects the safety of victims and promotes accountability.

Proceedings will include a process that allows for the extension of timeframes for good cause, with written notice to the Complainant and the Respondent of the delay and the reason for the delay.

All proceedings will be conducted in a manner that is consistent with the University's policies and transparent to the parties; this includes timely notice of meetings at which the parties individually, or collectively, may be present; and provides timely and equal access for the Complainant, the Respondent, and appropriate officials to any information that will be used during informal and formal disciplinary meetings and hearings.

The University will provide the Complainant and Respondent with the same opportunities to have others present during any University disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice.

Parties will be permitted to have an advisor of choice through the proceedings. The University will not limit the choice of advisor or presence in any meeting or disciplinary proceeding for any party. Any restriction regarding the extent to which advisors may participate will be applied equally to both parties.

The Complainant and the Respondent have the right to be assisted by an advisor during all stages of a disciplinary proceeding, including all meetings, investigative interviews, and hearings. The advisor may be, but is not required to be, an attorney. The role of the advisor in the Formal Hearing depends on the type of Formal Hearing used to resolve the Formal Complaint. The role of the advisor is described in the Code. In general, an advisor is not permitted to speak for or on behalf of a Complainant or Respondent, appear in lieu of a Complainant or Respondent, or participate directly in any other manner during any phase of the student conduct process, except in a Title IX Hearing. In a Title IX Hearing, the advisor, and not the party, must ask the other party and any witnesses all relevant questions and follow-up questions.

Further procedures the institution will follow when dating violence, domestic violence, sexual assault, or stalking is reported can be found in the Title IX policy in **Appendix B**.

PREVENTION OF SEXUAL AND INTERPERSONAL MISCONDUCT

Sex Offender Registry Information

Section 121 of the Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C. 16921) provides for the tracking of registered sex offenders and instructs states to post sex offender data on the internet.

In Tennessee, convicted sex offenders must register with the Tennessee Sex Offender Registry maintained by the Tennessee Bureau of Investigation (TBI). TBI is responsible for maintaining the Tennessee Sex Offender Registry. The following link will provide access to the Tennessee Sex Offender Registry: **<https://www.tn.gov/tbi/general-information/tennessee-sex-offender-registry.html>**.

Definition of Terms

The University prohibits sexual assault (i.e., rape, fondling, incest, and statutory rape), dating violence, domestic violence and stalking. For the community's education and awareness, the terms stalking, sexual assault, domestic violence, dating violence and consent (with reference to sexual activity) are defined by the University's local jurisdiction. The local jurisdiction uses the Tennessee Code Annotated (TCA) to define criminal offenses. These definitions may differ from those within the Clery Act and are not used for the purposes of reporting Clery Act statistics.

Local Jurisdiction

Stalking (TCA Code § 39-17-315): A willful course of conduct involving repeated or continuing harassment of another individual that would cause a reasonable person to feel terrorized, frightened, intimidated, threatened, harassed, or molested, and that actually causes the victim to feel terrorized, frightened, intimidated, threatened, harassed, or molested.

By TCA, "Course of conduct" means a pattern of conduct composed of a series of two (2) or more separate, noncontinuous acts evidencing a continuity of purpose, including, but not limited to, acts in which the defendant directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to a person, or interferes with a person's property;

"Emotional distress" means significant mental suffering or distress that may, but does not necessarily, require medical or other professional treatment or counseling;

"Harassment" means conduct directed toward a victim that includes, but is not limited to, repeated or continuing unconsented contact that would cause a reasonable person to suffer emotional distress, and that actually causes the victim to suffer emotional distress. Harassment does not include constitutionally protected activity or conduct that serves a legitimate purpose;

“Unconsented contact” means any contact with another person that is initiated or continued without that person's consent, or in disregard of that person's expressed desire that the contact be avoided or discontinued. Unconsented contact includes, but is not limited to, any of the following:

- (A) Following or appearing within the sight of that person;
- (B) Approaching or confronting that person in a public place or on private property;
- (C) Appearing at that person's workplace or residence;
- (D) Entering onto or remaining on property owned, leased, or occupied by that person;
- (E) Contacting that person by telephone;
- (F) Sending to that person mail or any electronic communications, including, but not limited to, electronic mail, text messages, or any other type of electronic message sent using the Internet, web sites, or a social media platform; or
- (G) Placing an object on, or delivering an object to, property owned, leased, or occupied by that person; and “Victim” means an individual who is the target of a willful course of conduct involving repeated or continuing harassment.

Sexual Assault: TCA does not define Sexual Assault specifically but categorizes a number of crimes under Sexual Offenses including:

Rape TCA 39-13-503: Unlawful sexual penetration of a victim by the defendant or of the defendant by a victim accompanied by any of the following circumstances:

- (1) Force or coercion is used to accomplish the act;
- (2) The sexual penetration is accomplished without the consent of the victim and the defendant knows or has reason to know at the time of the penetration that the victim did not consent;
- (3) The defendant knows or has reason to know that the victim is mentally defective, mentally incapacitated or physically helpless; or
- (4) The sexual penetration is accomplished by fraud.

Sexual Battery TCA 39-13-505: Unlawful sexual contact with a victim by the defendant or the defendant by a victim accompanied by any of the following circumstances:

- (1) Force or coercion is used to accomplish the act;
- (2) The sexual contact is accomplished without the consent of the victim and the defendant knows or has reason to know at the time of the contact that the victim did not consent;
- (3) The defendant knows or has reason to know that the victim is mentally defective, mentally incapacitated or physically helpless; or
- (4) The sexual contact is accomplished by fraud.

Statutory Rape TCA 39-13-506: defines Unlawful sexual penetration of a victim by the defendant or of the defendant by the victim when:

- (1) The victim is at least thirteen but less than fifteen years of age and the defendant is at least four years but less than ten years older than the victim; or

(2) The victim is at least fifteen but less than eighteen years of age and the defendant is more than five but less than ten years older than the victim.

Incest TCA 39-15-302: A person who engages in sexual penetration as defined in § 39-13-501, with a person, knowing the person to be, without regard to legitimacy:

(1) The person's natural parent, child, grandparent, grandchild, uncle, aunt, nephew, niece, stepparent, stepchild, adoptive parent, adoptive child; or

(2) The person's brother or sister of the whole or half-blood or by adoption.

Several other offenses are included under TCA Sexual Offenses. For a list of offenses and their definitions, see TCA codes 39-13-501 through 39-13-511.

Domestic Violence: TCA does not define Domestic Violence specifically as there is no criminal offense code for Domestic Violence. However, TCA 39-13-111 defines Domestic Assault and a domestic abuse victim as the following:

Any person who falls within the following categories:

(1) Adults or minors who are current or former spouses;

(2) Adults or minors who live together or who have lived together;

(3) Adults or minors who are dating or who have dated or who have or had a sexual relationship, but does not include fraternization between two individuals in a business or social context;

(4) Adults or minors related by blood or adoption;

(5) Adults or minors who are related or were formerly related by marriage; or

(6) Adult or minor children of a person in a relationship that is described in subdivisions (1)-(5).

For purposes of this definition, TCA 39-13-101 defines “assault” as (a) A person commits assault who:

(1) Intentionally, knowingly or recklessly causes bodily injury to another;

(2) Intentionally or knowingly causes another to reasonably fear imminent bodily injury; or

(3) Intentionally or knowingly causes physical contact with another and a reasonable person would regard the contact as extremely offensive or provocative.

Per TCA 36-3-601, (1) “Abuse” means inflicting, or attempting to inflict, physical injury on an adult or minor by other than accidental means, placing an adult or minor in fear of physical harm, physical restraint, malicious damage to the personal property of the abused party, including inflicting, or attempting to inflict, physical injury on any animal owned, possessed, leased, kept, or held by an adult or minor, or placing an adult or minor in fear of physical harm to any animal owned, possessed, leased, kept, or held by the adult or minor; (2) “Adult” means any person eighteen (18) years of age or older, or who is otherwise emancipated.

Dating Violence: TCA does not define dating violence. In Tennessee, dating violence is defined as domestic assault committed when the relationship falls within TCA 39-13-111 for Domestic Assault.

Consent: In Tennessee, Consent with respect to most criminal offenses relating to sexual activity, sexual activity is criminal if:

- (1) the activity was accomplished without the consent of the victim and the defendant knows or has reason to know at the time of the activity that the victim did not consent;
- (2) force or coercion is used to accomplish the activity;
- (3) the defendant knows or has reason to know that the victim is mentally defective, mentally incapacitated, or physically helpless; or
- (4) the sexual activity is accomplished by fraud.

“Consent” is not explicitly defined in Tennessee statutory law, for purposes of criminal offenses relating to sexual activity.

“Coercion” means a threat of kidnapping, extortion, force, or violence to be performed immediately or in the future (Tennessee Code Annotated § 39-13-501(1)).

“Mentally defective” means that a person suffers from a mental disease or defect which renders that person temporarily or permanently incapable of appraising the nature of the person's conduct (Tennessee Code Annotated § 39-13-501(3)).

“Mentally incapacitated” means that a person is rendered temporarily incapable of appraising or controlling the person's conduct due to the influence of a narcotic, anesthetic or other substance administered to that person without the person's consent, or due to any other act committed upon that person without the person's consent (Tennessee Code Annotated § 39-13-501(4)).

“Physically helpless” means that a person is unconscious, asleep or for any other reason physically or verbally unable to communicate unwillingness to do an act (Tennessee Code Annotated § 39-13-501(5)).

With respect to criminal offenses relating to sexual activity with a person under the age of eighteen (18) years of age, consent is irrelevant because Tennessee law deems a minor as incapable of consenting to sexual activity. However, Tennessee law provides a close-in-age exception to that general rule that allows minors who are at least the age of thirteen (13) and less than the age of eighteen (18) to give consent to sexual acts with another person who is less than four (4) years older than the minor.

The University also defines consent and the purposes for which that definition is used. It can be found within the University's Policy which is located in **Appendix B** of this report.

The University of Tennessee Health Science Center Definition of Consent

The institution's definition of consent can be found within the Policy in **Appendix B**.

CLERY ACT TERMS

The Clery Act specifically defines the geography of the University which is used to report crimes and in certain cases arrests and referrals for discipline.

On Campus

(i) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and

(ii) Any building or property that is within or reasonably contiguous to the area identified in paragraph (i) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

Noncampus

(i) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or

(ii) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Separate Campus

A separate campus under the Clery Act is a location owned or controlled by an institution, not reasonably geographically contiguous with the main campus.

Consider an additional location as a separate campus if it meets all of the following criteria:

- (i) The university owns or controls the site;
- (ii) It is not reasonably geographically contiguous with the main campus;
- (iii) It has an organized program of study, meaning that the location offers courses in educational programs leading to a degree, certificate, or other recognized credential; and
- (iv) There is at least one person on site acting in an administrative capacity. Administrative personnel are not limited to full-time staff. Examples of administrators might include: a director, building coordinator, registrar, secretary, etc.

The term "controlled by" means that your institution rents, leases, or has some other type of written agreement (including an informal agreement such as a letter or an e-mail) for a building or a property, or a portion of the building or property. Even if there is no payment involved in the transaction, under Clery, a written agreement for the use of space gives your institution control of that space for the period specified in the agreement.

Public property

All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

The following are definitions of crimes that are reportable under the Clery Act reporting requirements.

Murder and non-negligent manslaughter

The willful (non-negligent) killing of one human being by another.

Manslaughter by negligence

The killing of another person through gross negligence.

Sex Offenses

Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

Rape

The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Fondling

The touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.

Incest

Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape

Sexual intercourse with a person who is under the statutory age of consent.

Robbery

The taking or attempting to take anything of value from the care, custody or control of a person or persons by force or threat of force or violence, and/or by putting the victim in fear.

Aggravated assault

An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by a means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.)

Burglary

The unlawful entry of a structure to commit a felony or a theft. For reporting purposes, this definition includes: unlawful entry with intent to commit a felony; breaking and entering with intent to commit a larceny; housebreaking and safecracking; and all attempts to commit any of the aforementioned acts.

Motor vehicle theft

The theft or attempted theft of a motor vehicle. Motor vehicle theft is classified as any case where an automobile is taken by a person not having lawful access, even if the vehicle is later abandoned, including joy riding.

Arson

Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Liquor law violations

The violation of State or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

Drug abuse violations

The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of State and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

Weapon law violations

The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

Offense Definitions Relating to Hate/Bias-Related Crime

A hate crime is a criminal offense committed against a person or property that is motivated, in

whole or in part, by the offender's bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their actual or perceived race, gender, gender identity, religion, disability, sexual orientation, or ethnicity/national origin.

In addition to the Primary Crime offenses defined above, there are also four additional criminal offenses related to Hate Crimes, they are: larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property. The following are definitions of Hate/Bias crimes that are reportable under the Clery Reporting Requirements:

Larceny-Theft

The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

Simple assault

An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious, severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Intimidation

To unlawfully place another person in reasonable fear of bodily harm through threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to physical attack.

Destruction/damage/vandalism of property

To willfully or maliciously destroy, damage, deface or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Violence Against Women Act Crimes (VAWA)

Domestic violence

A felony or misdemeanor crime of violence committed—

1. By a current or former spouse or intimate partner of the victim;
2. By a person with whom the victim shares a child in common;
3. By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
4. By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
5. By any other person against whom an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Dating violence

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

1. The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship and the frequency of interaction between the persons involved in the relationship.
2. For the purposes of this definition—
 - a. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - b. Dating violence does not include acts covered under the definition of domestic violence.

Stalking

1. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
 - a. Fear for the person's safety or the safety of others; or
 - b. Suffer substantial emotional distress.

For the purposes of this definition—

1. Course of conduct means two or more acts, including, but not limited to, acts that the stalker directly, indirectly or through third parties, by any action, method, device or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person or interferes with a person's property.
2. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
3. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

PROGRAMS TO PREVENT DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, AND STALKING

The UT Health Science Center is committed to creating and maintaining a safe and non-discriminatory learning, living, and working environment free from sexual assault, domestic violence, dating violence, and stalking (collectively, "Prohibited Conduct"). Prohibited Conduct is prohibited, will not be tolerated, and will be grounds for disciplinary action up to and including expulsion from the University and termination of employment. Prohibited Conduct is defined in the university's Policy.

The programs the UT Health Science Center provides to prevent Prohibited Conduct include both *primary prevention and awareness programs* directed at incoming students and new employees, and *ongoing prevention and awareness campaigns* directed at students and employees.

UT Health Science Center programming is comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end Prohibited Conduct that:

- are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research or assessed for value, effectiveness, or outcome; and
- consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Primary prevention and awareness programs for all incoming students and employees collectively address the UT Health Science Center's prohibition of Prohibited Conduct, the definition of Prohibited Conduct and consent for our local jurisdiction, the UT Health Science Center's definition of consent, safe and positive options for bystander intervention, information on risk reduction, and procedures that the institution will follow when one of these crimes is reported.

Primary prevention and awareness programs are offered through the Office of Compliance via New Student Orientation, and resources are provided during the Resource Fair for new students.

These programs include:

- **Title IX Awareness and Prevention Training**
This training educates students on their rights under Title IX, how to recognize and report sexual harassment or misconduct, and available support services.
- **Bystander Intervention Workshop**
A program designed to empower students to safely intervene in situations that may lead to harm or misconduct, promoting a culture of accountability and care.
- **Campus Safety and Security Overview**
Presented during orientation, this session outlines campus safety protocols, emergency procedures, and how to access campus security services.
- **Healthy Relationships Seminar**
This seminar explores the foundations of respectful and healthy interpersonal relationships, including communication strategies and boundary setting.
- **Alcohol and Drug Education Program**
Provides information on substance use, its impact on decision-making, and resources for support and recovery.

These initiatives are designed to proactively educate students, promote a safe campus environment, and raise awareness of their rights, responsibilities, and available resources.

Ongoing prevention and awareness campaigns include programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout the institution and including information intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.

Ongoing prevention and awareness campaigns and programs are offered throughout the year to reinforce awareness and prevention efforts across the campus community.

- Title IX Town Hall
Campus-wide session discussing Title IX policies, rights, and reporting.
Frequency: Annually
Audience: Students, Faculty, and Staff
- Stalking Awareness Tabling
Public tabling event with resources and awareness materials.
Timing: January (Awareness Month)
Audience: Students, Employees, Visitors
- Sexual Misconduct Policy Training
Overview of UT Health Science Center's sexual misconduct and relationship violence policies.
Frequency: Annually
Audience: Faculty, Staff, and Visitors
- Sexual Assault Awareness Month Events
Hosted in partnership with Campus Police and local organizations to promote awareness and prevention.
Timing: April (Awareness Month)
Audience: Students, Faculty, and Staff
- Domestic Violence Awareness Month Events
Resources and events provided in collaboration with Campus Police and community partners.
Timing: October (Awareness Month)
Audience: Students, Faculty, and Staff
- Violence Against Women Act (VAWA) Training
Online course in K@TE covering interpersonal violence, reporting responsibilities, procedures, and resources.
Frequency: Annually
Audience: Staff, Faculty, and Temporary Employees
- Consent & Healthy Relationships Workshop
Promotes understanding of consent and respectful relationships.
Availability: On Demand
Audience: Students

BYSTANDER INTERVENTION

Bystander Intervention

Bystander intervention is crucial in keeping the campus community safe and preventing sexual violence, dating violence, domestic violence, and stalking. Bystanders witness violence or its contributing factors and choose to act or speak up. The UT Health Science Center aims to foster a culture of community accountability and encourages bystanders to intervene if the situation is safe to do so. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.

Safe and Positive Options for Bystander Intervention

If you or someone else is in immediate danger and it is not safe for you to intervene, call 911. If you do feel safe intervening, there are ways you can step in. Here are three key steps to being an active bystander:

1. Acknowledge the situation.

Trust the voice within yourself that senses when something is wrong. Pay attention to your surroundings. If you feel like a situation you witness is off, wrong, or harmful, listen to that feeling.

2. Consider your options.

Consider your options for intervening. Think about what you could do. What factors do you need to consider? Some include:

- Time of day
- Location
- Safety
- Situational power

3. Take action.

After acknowledging that you should intervene and considering your options and safety concerns, it's time to take action! You can act using the 3 D's: Direct, Distract, Delegate.

What are the 3 D's and how can I use them?

The 3 D's are strategies that you can use to intervene in a situation.

Direct

Step in and address the situation directly.

Example: "What you are doing is wrong." "Hey, that's not cool. You shouldn't be doing that." "Are you okay?"

Distract

Provide a distraction that shifts the focus of the situation. This can include doing something to separate the victim from the situation or causing a physical distraction, like spilling a drink and asking for help cleaning it up. Example: “Can you show me where the bathroom is?”

Delegate

Find others who can help you to intervene in the situation. There is power in numbers. This can include asking a friend to intervene with you or getting help from security or staff. Example: “Hey, I’m NAME, will you help me?”

Your safety is important

When deciding how to act, it is important to keep yourself safe. It may not be safe to directly intervene sometimes, so distracting or delegating may be the better option. In other situations, you might decide to use all 3 D’s.

RISK AWARENESS AND REDUCTION

Risk Recognition, Risk Avoidance, and Risk Reduction is 90% of self-defense: Be present in your situation and aware of your surroundings:

- General Awareness
 - Vehicle
 - Keep valuables in a secure place and out of sight
 - Don’t leave your vehicle running unattended
 - Lock your doors when exiting your vehicle, even if you will only be away for a short time. Many modern cars retract the side mirrors when locked. A modern car parked with mirrors extended is a sign that doors are unlocked.
 - Don’t leave your key fob or spare key in your vehicle when unattended – this can enable anyone to access your vehicle by simply touching the door handle (a thief will look for this specifically)
 - Lock your vehicle immediately after entering your vehicle
 - Building
 - Check your locks
 - Ensure outdoor lighting is in working order
 - Look for and repair any broken doors or windows
 - Keep shrubs and bushes trimmed to avoid potential areas where someone could hide out of sight
 - Know the visitor policy for where you live
 - Have an emergency contact text list
 - When possible, stay off your phone and keep your eyes up while walking, and only use one headphone
 - No attacker wants to be seen, heard, or discovered
 - Make eye contact
 - Acknowledging their presence with clear verbal statements
- Using Self-Defense

- Use when required for escape
- Defense should be objectively reasonable and proportionate to the situation
- Apply yourself 100%
- Reporting Suspicious Activity
 - Get a detailed description and direction of travel
 - Avoid confrontation
- If you are a victim of a crime
 - Get to a safe location
 - Preserve any evidence
 - For emergencies, call 911 – especially if you are injured
- Weapons
 - Potential weapons could be pepper spray, Taser, keys, sound devices, flashlights (However, ensure you follow the University of Tennessee Health Science Center Policy and understand what you can and can't use or carry on campus)
 - Personal Weapons
 - Voice – This is your number one personal weapon! Use clear verbal statements (don't just yell). A loud, articulated "No!" can be very effective.
- Reporting incidents
 - Avoid panic
 - Get to a safe location
 - Use 911
 - Articulate each use of force

All child abuse or neglect should be reported to the Tennessee Department of Children's Services – this report can be confidential or anonymous.

STOP CAMPUS HAZING ACT (SCHA)

On December 23, 2024, the Stop Campus Hazing Act (SCHA) was signed into law. The SCHA amends the Clery Act and requires institutions to disclose statistics on hazing (to be included in the 2026 report), as well as other policies and procedures to support campus-wide anti-hazing efforts.

The University of Tennessee Health Science Center Policy on Hazing

UT Health Science Center is committed to maintaining a safe and respectful campus environment. Hazing is strictly prohibited and considered a violation of university policy, student conduct standards, and applicable law. The university promotes prevention, education, and accountability to eliminate hazing in all forms, regardless of intent or tradition.

University of Tennessee Health Science Center's Definition of Hazing

Hazing is defined as any activity that endangers the mental or physical health or safety of an individual or coerces someone to endanger their mental or physical health or safety, regardless of their willingness to participate. This includes—but is not limited to—activities involving:

- Social isolation

- Embarrassing or degrading tasks
- Sleep deprivation
- Forced consumption of alcohol or substances
- Physical exertion unrelated to organizational purpose
- Secrecy or coercion that causes emotional distress

If the activity causes discomfort, fear, or harm—or would be considered inappropriate if witnessed by a university administrator, family member, or the media—it is likely hazing.

How to Report Incidents of Hazing

Anyone who experiences, witnesses, or suspects hazing should report it immediately. Reports can be made confidentially or anonymously.

Contact:

Office of Student Conduct and Community Standards

Email: sccs@uthsc.edu

Phone: 901.448.1646

You can make a report online by utilizing the Hazing Reporting Form on the UT Health Science Center Hazing Prevention Page: <https://uthsc.edu/studentsuccess/hazing-prevention.php>

Reports are taken seriously and will be investigated promptly.

Process Used to Investigate Hazing Incidents

1. Initial Review: The Office of Student Conduct assesses the report for credibility and urgency.
2. Formal Investigation: If warranted, investigators gather evidence, interview involved parties, and document findings.
3. Adjudication: Findings are reviewed under the Student Code of Conduct. Sanctions may include suspension, expulsion, or organizational penalties.
4. Transparency: UT Health Science Center publishes a Campus Hazing Transparency Report summarizing violations and outcomes, as required by federal law.

Applicable Local, State, and Tribal Laws on Hazing

Tennessee State Law

Under Tennessee Code § 49-7-123, hazing is illegal and defined similarly to institutional policy. The law mandates that public institutions prohibit hazing and establish clear reporting and disciplinary procedures.

Federal Law

The Stop Campus Hazing Act (2024) requires institutions to:

- Include hazing statistics in annual security reports
- Implement prevention and awareness programs
- Maintain a public hazing transparency report

Tribal Law

While UT Health Science Center does not currently operate on tribal lands, any future partnerships or programs involving tribal jurisdictions will adhere to applicable tribal laws and customs regarding hazing prevention and accountability.

Prevention and Awareness Programs Related to Hazing

In an effort to provide the campus community with reliable information and prevention strategies to stop hazing before it occurs, the UT Health Science Center has developed prevention and awareness programs related to hazing. The following information is a description of research-informed campus-wide prevention programs designed to reach students, staff, and faculty. For more information on these programs, contact **Student Conduct and Community Standards at 901.448.1646 or sccs@uthsc.edu**. Website: [UTHSC Hazing Prevention](#)

Statement of Policy

The UT Health Science Center is committed to ending hazing through proactive education, community engagement, and enforcement of institutional policies. The campus-wide prevention programs are designed to:

- Educate students, staff, and faculty on hazing definitions, signs, and consequences.
- Provide clear information about institutional policies, reporting mechanisms, and applicable laws.
- Promote primary prevention strategies such as:
 - Bystander intervention training
 - Ethical leadership development
 - Group cohesion strategies that do not involve hazing

Prevention and Awareness Programs

Hazing Prevention Week

A campus-wide initiative is held annually to raise awareness about hazing. Activities include educational booths, pledge signing, and interactive quizzes to test knowledge on hazing facts.

Bystander Intervention Training

Workshops and seminars that equip students and staff with skills to recognize and safely intervene in potential hazing situations. These sessions emphasize ethical decision-making and peer accountability.

Student Conduct and Community Standards Outreach

Ongoing outreach by the Office of Student Conduct to educate student organizations about hazing policies, reporting procedures, and the importance of maintaining a safe and inclusive campus culture.

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- Group cohesion strategies that do not involve hazing