

ANNUAL FIRE SAFETY & SECURITY REPORT

2021

Charlottesville

Darden Sands Family Grounds

Mountain Lake Biological Station

Richmond Center

UVA School of Medicine – Inova Campus



UNIVERSITY
of VIRGINIA

Notice of Non-Discrimination and Equal Opportunity Statement

The University of Virginia (“UVA”) does not discriminate on the basis of age, color, disability, gender identity or expression, marital status, military status (which includes active duty service members, reserve service members, and dependents), national or ethnic origin, political affiliation, pregnancy (including childbirth and related conditions), race, religion, sex, sexual orientation, veteran status, and family medical or genetic information, in its programs and activities as required by Title IX of the Education Amendments of 1972, Americans with Disabilities Act of 1990, as amended, Section 504 of the Rehabilitation Act of 1973, Titles VI and VII of the Civil Rights Act of 1964, Age Discrimination Act of 1975, Governor’s Executive Order Number One (2018), and other applicable statutes and University policies. UVA prohibits sexual and gender-based harassment, including sexual assault, and other forms of interpersonal violence.

Individuals, including UVA students and employees, and participants in UVA’s programs or activities, may be entitled to reasonable accommodations or modifications for a disability. The following person has been designated to handle inquiries regarding the American with Disabilities Act, Rehabilitation Act, and related statutes and regulations:

ADA Coordinator
Office for Equal Opportunity and Civil Rights
315 Old Ivy Way, Suite 203
Charlottesville, VA 22908
434-924-3295
ADACoordinator@virginia.edu

The following person has been designated to handle inquiries regarding the non-discrimination policies:

Associate Vice President
Office for Equal Opportunity and Civil Rights
P.O. Box 400219, Washington Hall
Charlottesville, VA 22904
434-924-3200
UVAEOCR@virginia.edu

The following person has been designated to serve as the overall coordinator for purposes of Title IX Compliance:

Title IX Coordinator
O’Neil Hall, Room 037
P.O. Box 400211 Charlottesville, VA 22904
434-297-7988
TitleIXCoordinator@virginia.edu

A Deputy Title IX Coordinator has also been designated to assist the Title IX Coordinator:

O’Neil Hall, Room 027
P.O. Box 400211 Charlottesville, VA 22904
434-297-7988
TitleIXCoordinator@virginia.edu

Complaints of discrimination, harassment and retaliation may be directed to the UVA Office for Equal Opportunity and Civil Rights at uvaocr@virginia.edu. [Complaint procedures](#) may be found on the UVA Office for Equal Opportunity and Civil Rights website. Complaints may also be filed with the [Department of Education Office for Civil Rights](#), [Equal Employment Opportunity Commission](#), [Commonwealth of Virginia Division of Human Rights](#), and the [Department of Human Resources Management](#).

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FROM THE **PRESIDENT**

TO THE UNIVERSITY COMMUNITY

We all have a responsibility to make UVA a safe place to live, work and learn. That means speaking up when you see a crime or someone being harmed. It also means being honest about both the progress we've made as a university and the areas where we still have more work to do.

In this report, you can find information about the steps we take to protect our students, faculty, and staff, statistics about crime in and near the University community, and a description of our efforts to address drug and alcohol abuse. I hope you will take the time to read it, and thank you for helping us keep UVA safe.

James E. Ryan
President, University of Virginia

FROM THE ASSOCIATE VICE PRESIDENT FOR SAFETY AND SECURITY AND CHIEF OF POLICE

TO THE UNIVERSITY COMMUNITY

The University of Virginia Department of Safety and Security (DSS) encompasses the offices of *Clery Act* Compliance and Youth Protection, Emergency Management, Safety and Security Technology, Threat Assessment, and the University Police Department. Collectively, these departments create a synergy that maximizes our opportunity to provide the University community with a safe environment conducive to the goals of education, research and patient care.

The University Police Department is the largest department within DSS, and is nationally accredited by the Commission on Accreditation for Law Enforcement Agencies. The department offers our community a full range of services, including 24-hour patrol, investigations and crime prevention activities. Additionally, two very important positions have been added to the department's table of organization. The Diversity and Inclusion Officer works closely with the department's command staff in the areas of training, recruitment and selection of personnel, policy development, and accountability. The department's Community and Student Engagement Coordinator collaborates with our community relations supervisor and the Office of Student Affairs in an effort to develop partnerships with our student and faculty community. The effectiveness of these efforts is largely dependent on the ability to develop and maintain community trust between the police and those they serve. The dedicated women and men of the University of Virginia Police Department stand with our community for justice and peace, and are fully committed to fair, equitable, and transparent policing strategies.

In partnership with our police department, the Security Technology, Emergency Management, and Threat Assessment teams are critical to the safety and security of our community. State of the art security technologies, coupled with a catalog of emergency notification systems, and a best in class Threat Assessment program provide for the safety

and well being for the more than 50,000 people who occupy our Grounds each day. Our emergency notification systems include those designed to send text messages, activate desktop computer alerts, or sound sirens allowing us to quickly alert the community of a dangerous situation. Simultaneously, our Emergency Management teams construct and lead our preparation, response, and recovery efforts for all hazard and emergency situations. Our Director of Threat Assessment leads a multi-disciplinary team of subject matter experts and support staff across the University landscape. The team meets weekly to assess vulnerabilities, examine emerging trends, and discuss best practices in preserving a safe and healthy community for our students, faculty, staff and visitors.



Thank you for taking the time to review this valuable and informative report. I am incredibly proud of our Safety and Security Team, and credit them with our success in keeping safe those who live, work, and visit our University community.

Timothy J. Longo, Sr.
Associate Vice President for Safety and Security and
Chief of Police

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Preparation of the Annual Security Report and Disclosure of Crime Statistics

IT IS THE POLICY of the University of Virginia (UVA) to follow all applicable state and federal reporting laws, including the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. The Assistant Vice President for Clery Compliance makes an annual request for statistics to local law enforcement, other organizations and agencies, including the Sexual Assault Resource Agency (SARA) and the Department of Alcoholic Beverage Control, and campus security authorities, including the Office of the Dean of Students, Office for Equal Opportunity and Civil Rights (EOCR) and other departments and organizations designated with significant responsibilities for students, employees, and University activities. The University compiles this information in the Annual Fire Safety and Security Report (AFSSR).

This report contains information on policies and programs for the 2021-2022 academic year. This report contains three years of crime statistics (calendar years 2018, 2019, and 2020) related to incidents that occurred on the University Grounds and campuses, in certain off-Grounds buildings or property owned or controlled by the University of Virginia, and on public property immediately adjacent to and accessible to Grounds. The AFSSR also contains institutional policies concerning University security, such as policies concerning sexual assault, safety, and crime prevention information. All policies and policy statements within this document apply to all campus locations except where noted.

During the month of September, the Assistant Vice President for Clery Compliance notifies each member of the University community about the availability of the report via an email message that contains a link to the electronic version of the AFSSR.

The AFSSR is located online at cleryact.virginia.edu/annual-fire-safety-and-security-report. You may request a printed copy by emailing: clery@virginia.edu.

Separate Campus Information

Each year, the Assistant Vice President for Clery Compliance reviews each UVA location to determine if it meets the criteria to be considered a separate campus. For the 2020 calendar year, it was determined that in addition to main Grounds, UVA separate campus locations included Darden Sands Family Grounds, Mountain Lake Biological Station, and the UVA Richmond Center.

New to the 2021 AFSSR, the UVA School of Medicine - Inova Campus is also included in this report as a separate campus. In calendar year 2020, the UVA Northern Virginia site and UVA Architecture-Venice sites ceased operations and were not considered separate campus locations. The UVA Newport News Center is no longer assessed as a separate campus location, but was for the calendar year 2018 and is included with the report's crime statistics section.

Reporting Crimes and Other Emergencies

The University has a number of ways for UVA community members and visitors to report crimes, serious incidents and other emergencies to appropriate officials. Regardless of how and where you decide to report these incidents, it is critical for the safety of the entire University community that you immediately report all incidents to the University Police Department (UPD) at 434-924-7166 or call 911 to ensure an effective investigation and appropriate follow-up actions take place, including issuing a timely warning, crime alert or emergency notification.

If crimes are not reported, the University is limited in its ability to help prevent other members of the community from becoming victims. We encourage University community members to report crimes promptly and to participate in and support crime prevention efforts. The University community will be much safer when all community members participate in safety and security initiatives.

VOLUNTARY, CONFIDENTIAL REPORTING

The *Clery Act* requires that the University disclose any available provisions for “voluntary, confidential reporting.” The University interprets the word “confidential,” when used in this section, as the ability to make a report to the University or law enforcement without sharing one’s own personally identifiable information. This option is referred to in University policy as an “anonymous” report. One purpose of an anonymous report is to respect an individual’s wish to keep personally identifying information confidential, while taking available steps to ensure personal safety and the safety of others. Anonymous reports allow the University to compile accurate records on the number and types of incidents occurring on property owned, leased and controlled by the University.

As outlined in the Resource and Reporting Guides for [Students](#) and [Employees](#), an individual may make an anonymous report to the University by mailing or delivering a written complaint or utilizing the online reporting form (available at justreportit.virginia.edu). Written complaints may be mailed or delivered to the

Title IX Office, O’Neil Hall, Room 037, P.O. Box 400211 Charlottesville, VA 22904 or the Office of the Dean of Students, Peabody Hall, second level, P.O. Box 400211 Charlottesville, VA 22904. Anonymous reports may also be made by calling the Title IX Office at 434-297-7988 or the Office of the Dean of Students at 434-924-7133.

The University Police also accept anonymous crime tips through TipSubmit (uvapolice.virginia.edu/safety-security-resources/report-tips-through-guardian-app-and-tipsubmit) and UVA’s version of the Rave Guardian app, available from Google Play and the iTunes app store (safetyandsecurity.virginia.edu/mobile-safety-app). The University Police Department counts and discloses reports filed in this manner in the Annual Security and Fire Safety Report. TipSubmit is administered by a third-party vendor. Please see their privacy policy at motorolasolutions.com/en_us/about/privacy-policy.html#privacystatement. Guardian is administered by a third-party vendor. Please see their privacy policy at www.raveguardian.com/hubfs/Privacy_Policy.

REPORTING TO UNIVERSITY POLICE IN CHARLOTTESVILLE

We encourage all members of the University community to report all crimes and other emergencies to the University Police Department (UPD) in a timely manner. The UPD dispatch center is available by calling 911 for emergencies or 434-924-7166 for non-emergencies, or by reporting in person twenty-four hours a day at 2304 Ivy Road. Although there are many reporting resources available, you should notify UPD of any crime, whether or not an investigation continues, to ensure that the University can assess any and all security concerns and inform the community if there is a significant threat.

Emergency Phones

There are about 435 emergency phones throughout UVA Grounds. These phones dial directly to the University Police Department, or the regional emergency communications center, depending on the location of the phone. If you

need assistance, just activate the phone, state the problem and a police officer will respond.

Anonymous Reporting

Anyone may call UVA Police at 911 or 434-924-7166 to report information or concerns without revealing their identity. Callers may remain anonymous and, when possible, police will make every effort to preserve anonymity when requested.

Additionally, the University Police Department accepts anonymous crime tips through both TipSubmit and Rave Guardian (see uvapolice.virginia.edu/safety-security-resources/report-tips-through-guardian-app-and-tipsubmit). TipSubmit is specifically designed for law enforcement agencies to anonymously collect tips from citizens. TipSubmit is administered by a third-party vendor. Their privacy policy is available at motorolasolutions.com/en_us/about/privacy-policy.html#privacystatement.

Please visit uvapolice.virginia.edu to provide information on crimes previously reported. Provide as much information and detail as possible. Include your contact information if you would like to speak with an officer. The on-duty shift sergeant or the crime prevention coordinator will contact you.

Rave Guardian also allows for anonymous concerns to be reported directly to the UVA Police with the "Text Concern" feature offered in the Rave Guardian app (safetyandsecurity.virginia.edu/mobile-safety-app). The "Text Concern" feature allows users to attach photos and videos. Rave Guardian is administered by a third-party vendor. Their privacy policy is available at www.raveguardian.com/hubfs/Privacy_Policy.

Call 911 to report any crime, incident or emergency that has not previously been reported or that needs an immediate response.

REPORTING TO OTHER CAMPUS SECURITY AUTHORITIES

While the University strongly encourages community members to promptly report all crimes and other emergencies directly to UPD by calling 911 in an emergency or 434-924-7166 in a non-emergency, the University also recognizes that some may prefer to report to other individuals or University offices. The *Clergy Act* recognizes certain University officials and offices as "campus security authorities" (CSAs). Under the *Clergy Act* and implementing regulations, CSAs at the University include individuals such as:

- a. University Police;
- b. non-police personnel responsible for on-Grounds security;
- c. University officials with significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings. An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the University; and
- d. any individual or organization specified in a statement of the University's security policies as a place to report criminal offenses.

While there are more than 1,500 CSAs at UVA, the University officially designates the following as places where University community members should report crimes or policy violations:

OFFICIAL	UNIVERSITY ADDRESS	PHONE NUMBER
University of Virginia Police	2304 Ivy Road	434-924-7166 Emergency 911
Vice President and Chief Student Affairs Officer	Rotunda, N.E. Wing	434-924-7984
Assistant Vice President, Human Resources	2420 Old Ivy Road, P.O. Box 400127, Charlottesville, VA 22903	434-243-3344
Vice President for Diversity, Equity, and Inclusion	Madison Hall, second level	434-243-2079
Office of the Dean of Students	Peabody Hall, second level	434-924-7133
Title IX Coordinator	O'Neil Hall, Room 037	434-297-7988
Office for Equal Opportunity and Civil Rights	P.O. Box 400219, Washington Hall	434-924-3200
Just Report It	justreportit.virginia.edu	



Pastoral and Professional Counselors (and Other Confidential Employees)

Appropriately credentialed UVA-employed pastoral and professional counselors who serve in a counseling role are not campus security authorities when they are acting in the counseling role. As a matter of policy, the University encourages pastoral and professional counselors to notify those whom they are

counseling of the voluntary reporting options available to them.

Pursuant to the University’s Policy on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence, pastoral and professional counselors are identified as "Confidential Employees."

A Confidential Employee is:

"(1) Any University employee who is a licensed clinical or mental health professional (e.g., physicians, nurses, psychologists, professional counselors and social workers, and those performing such services under their supervision), when acting in his or her professional role in the provision of services to a patient who is a University student (health care providers), and (2) any University employee providing administrative, operational and/or related support for such services."

Confidential Employees do not disclose information about alleged sexual misconduct to the University's Title IX Coordinator. Confidential Employees treat this information confidentially under any applicable federal and state laws. Confidential Employees are responsible for the following:

- Communicating to University community members who are considering disclosing or have disclosed information about alleged sexual misconduct that, as Confidential Employees, they will not report such information to the University
- Sharing information about resources and support services available to reporting individuals
- Supporting individuals who, following an initial confidential disclosure, decide to make a report to the University and/or report the incident to local law enforcement, by directing such individuals to the appropriate University resources for assistance with such reporting
- Contacting the Title IX Coordinator with questions or concerns

The chart below identifies where Confidential Employees are located on Grounds.

UNIVERSITY CONFIDENTIAL EMPLOYEES	PHONE NUMBER
UVA Medical Center and Emergency Department*	434-924-2231
Student Health:	after-hours urgent call line: 434-297-4261
- Counseling and Psychological Services (CAPS)	434-243-5150
- Gynecology	434-924-2773
- General Medicine	434-982-3915
- Office of Health Prevention: Nutritionists, Recovery Support Specialist and WahooWell Providers	434-924-1509
- Student Disability Access Center: Psychologists	434-243-5180
The Women's Center: Counseling Staff and Confidential Advocate	434-982-2252 (Counseling) 434-982-2361 (Main line)
The McCue Center: Sports Medicine and Sports Psychology Clinical Staff (for student athletes)	434-243-2422
UVA Teen and Young Adult Health Center (provides health care for ages 12 to 24)	434-982-0090
Mary D. Ainsworth Psychological Clinic (clinical training program that generally does not see patients in crisis)	434-982-4737 ainsworth@virginia.edu
Sheila C. Johnson Center for Human Services (clinical training program that generally does not see patients in crisis)	434-924-7034

* The University's Emergency Department is a local facility with nurses who are specially trained to collect evidence for victims of sexual assault; that evidence collection must occur within 120 hours (five days) of the assault.

LOCAL AND NATIONAL RESOURCES

There are a number of local and national resource agencies that provide support and assistance to victims of sexual misconduct. These agencies are not subject to the University's reporting policy.

They will not disclose identifiable information to the University's Title IX Coordinator.

The chart below identifies several of these agencies:

AGENCY	PHONE NUMBER
Sexual Assault Resource Agency (SARA)	434-295-7273 24-hour Hotline: 434-977-7273
Shelter for Help in Emergency (SHE)	434-963-4676 24-hour Hotline: 434-293-8509
Family Violence & Sexual Assault Virginia Hotline	800-838-8238
Martha Jefferson Hospital Emergency Department	24-hour Hotline: 434-654-7150
Planned Parenthood	434-296-1000

STATE RESOURCES	PHONE NUMBER
Family Violence & Sexual Assault Virginia Hotline	800-838-8238

NATIONAL RESOURCES	PHONE NUMBER
Rape, Abuse & Incest National Network (RAINN) Online Hotline	800-656-4673
National Sexual Assault Hotline	800-656-4673



ABOUT THE UNIVERSITY POLICE DEPARTMENT

ROLE, AUTHORITY AND TRAINING

The University Police Department (UPD) is an internationally accredited police department, providing the same level of service offered by a municipal police department, as well as other services unique to an academic institution. The department operates twenty-four hours a day, each day of the year. The average daily population served by the police department is 47,500 including students, faculty, staff and visitors both to our academic and health systems. The department partners with our community on and off-Grounds to maximize safety for everyone. UPD has statutory arrest jurisdiction for property owned and controlled by the University as well as the streets and sidewalks adjacent to the property. Through a special agreement with the City of Charlottesville, UPD also exercises secondary jurisdiction in the community contiguous to Grounds. UPD patrols Grounds and the health system by vehicle, bicycle, electric Trikke, motorcycle and on foot.

UPD consists of 170 employees, including sworn police officers certified by the Commonwealth of Virginia, and unarmed community service officers certified by the Virginia Department of Criminal Justice Services. Sworn police officers have arrest powers, and community service officers do not have arrest powers. The Department also employs unarmed civilian "ambassadors" through RMC, a private security contractor. Ambassadors patrol areas frequented by students that are located within a portion of the Charlottesville Police Department's primary jurisdiction and on Grounds. Ambassadors do not have arrest powers.

The University Police Department is the primary responder to all calls for service, emergency and otherwise, on Grounds.

SAFETY, OUR TOP PRIORITY

The University of Virginia takes great pride in its community, which offers students, faculty and staff many advantages. This community is a

great place to live, learn, work and study; however, this does not mean that the University is immune to the kinds of unfortunate circumstances that arise in all communities. With that in mind, the University has taken progressive measures to create and maintain a reasonably safe environment on Grounds. Campuses traditionally have lower crime rates than the locales that host them as a result of collaborative work between the local and university communities. At the University, our community members share a common concern for each other's well-being.

Although the University is progressive with its policies, programs and education, it is up to each one of us to live with a sense of awareness and use reasonable judgment when living, working or visiting on Grounds.

WORKING RELATIONSHIP WITH LOCAL, STATE AND FEDERAL LAW ENFORCEMENT AGENCIES

UPD maintains a cooperative relationship with the City of Charlottesville and the Albemarle County police departments. This includes intra-operative radio capability, a joint police records computer system, training programs, special events coordination, joint investigation of serious incidents, and the shared 911 Center.

UPD also has well-established and highly functioning relationships with Virginia law enforcement agencies, such as the Virginia State Police and Department of Alcoholic Beverage Control, and several federal agencies, most commonly, the Federal Bureau of Investigation (FBI), the Drug Enforcement Agency (DEA) and the United States Secret Service.

The Charlottesville City Police and Albemarle County Police have arrest authority on Grounds, although they normally do not exercise this power without notifying or seeking the assistance of the University Police Department. Additionally, UPD often calls on the

Charlottesville City Police, Albemarle County Police, Charlottesville City Sheriff's Office and Albemarle County Sheriff's Office for assistance with large-scale events on Grounds. During these events, officers and deputies from these four agencies have full arrest powers; however, they are required to notify UPD upon making an arrest.

UPD participates in a mutual aid agreement with other local departments and a cooperative patrol agreement with the City of Charlottesville, which gives University officers jurisdiction in much of the city area surrounding the University. The mutual aid agreements do not apply to the investigation of most criminal cases, as UPD provides the full range of police services. The Code of Virginia also allows the department to provide assistance to, or request assistance from, other Virginia college police departments.

UVA and UPD also participate in a Sexual Assault Response Team (SART) Memorandum of Understanding (MOU) with the Commonwealth's Attorney, the Sexual Assault Resource Agency (SARA), and other local law enforcement to provide victims of sexual assault with a competent, consistent, sensitive and victim-centered response. When assistance has been formally requested, the assisting officers have arrest authority.

The University has a mutual aid agreement with the Virginia State Police in compliance with Va. Code Section 23.1-815(C) to define procedures and practices for cooperation in the investigation of any felony sexual assault, medically unattended death or any death resulting from an incident occurring at facilities or upon lands owned or operated by the University.

The Charlottesville campus is the only UVA campus with mutual aid agreements and MOUs

between the institution and other agencies for the investigation of alleged criminal offenses.

CRIMES INVOLVING STUDENT ORGANIZATIONS AT OFF-GROUNDS LOCATIONS

UVA relies on its close working relationships with local law enforcement agencies to receive information about incidents involving UVA students. In coordination with local law enforcement agencies, UPD will actively investigate certain crimes occurring on or near Grounds. If UPD learns of criminal activity involving students or student organizations that occurred outside of UPD's jurisdiction, UPD will coordinate the external law enforcement agency's forwarding of information about the situation to the Office of the Deans of Students and/or Title IX Coordinator, as appropriate.

All student organizations must abide by federal, state and local laws, as well as University regulations (University of Virginia Standards of Student Conduct) scs.student.virginia.edu/~judic/about-the-ujc/standards-of-conduct).

The University may become involved in reviewing the off-Grounds conduct of student organizations when there are violations of the Standards of Conduct or the Policy on Sexual and Gender-based Harassment and Other Forms of Interpersonal Violence.

At the Charlottesville campus only, local police agencies monitor and record criminal activity by students at noncampus locations of student organizations officially recognized by the institution, including student organizations with noncampus housing facilities.



SECURITY OF AND ACCESS TO UNIVERSITY FACILITIES

SECURITY OF AND ACCESS TO UNIVERSITY FACILITIES

On the University's Grounds, administrative buildings are generally open from 8:00 a.m. until 5:00 p.m., Monday through Friday, and academic buildings generally are open from 7:00 a.m. until 11:00 p.m. unless otherwise posted. Certain programs, schools and facilities may vary from these general times based on programs, unique needs, and other factors. Academic and administrative buildings are generally open to the public during business hours. The exterior doors on all recently constructed facilities are equipped with electronic access systems. Many of the University's older facilities are accessible with individual keys. The University operates under a three-tiered master key system. University policy requires documentation of all key requests, approvals and distribution.

Many cultural and athletic events held in University facilities are open to the public. Other facilities, such as the bookstore, libraries and

performance centers, are likewise open to the public unless otherwise posted.

The University of Virginia Health System facilities are generally open to the public during business hours. Various departments enter these facilities by a card reader to limit access to employees and students. The majority of the medical facilities are electronically secured at 6:00 p.m. Unarmed security officers patrol the facilities and are responsible for manually securing the remaining facilities, according to schedule. Armed University Police officers also patrol the interior and exterior of all facilities.

Should a student, staff or faculty member need access to a secured building after hours, he or she should call UVA Security Dispatch at 434-924-5048. If approved, a security officer will unlock a specific door. Should this facility not be on the security rotation, UPD may dispatch an officer to assist with the request. In all cases, the person making the request will be required to show a valid University of Virginia ID card to the

responding officer before being given access to the facility.

SPECIAL CONSIDERATIONS FOR RESIDENCE HALL ACCESS

Exterior doors in all residence hall buildings remain locked except in those buildings that house University offices. In addition, UVA unlocks exterior entrances during official move-in hours each fall. Residents of the building and their escorted guests, as well as authorized persons, access the building by utilizing either the electronic card access or patented key systems. Entry to secured areas is by electronic lock or a patented key system. In new construction, a dual-credentialed system (PIN code and card access) controls access to student rooms, with older buildings being equipped with this style system as renovations to those areas proceed. In traditional residence hall buildings with shared bathrooms, secured doors require a PIN code or an ID card swipe to gain access. In buildings that also contain classrooms, an ID card swipe is required to access the room.

SECURITY CONSIDERATIONS FOR THE MAINTENANCE OF UNIVERSITY FACILITIES

The University of Virginia is committed to safety and security on Grounds. UVA designs security and safety into systems for locks, landscaping and outdoor lighting. Sidewalk designs and illumination of sidewalks and building entrances provide well-traveled, lighted routes from parking areas to buildings and from building to building. The Crime Prevention through Environmental Design security protocols govern the planning phase of all new construction and renovation. Facility and landscape maintenance happens in a manner that minimizes hazardous conditions. UPD tests emergency phones and lights, which are maintained/repared by University Facilities Management. The University evaluates exterior lighting on a prescribed schedule, and Facilities Management changes/repairs components as needed. We encourage community members to report promptly any security concern, including concerns about locking mechanisms, lighting or landscaping, to UVA Police.



TIMELY WARNING REPORTS

To provide timely notice to the UVA community in the event of a *Clery Act* crime that may pose a serious or ongoing threat to members of the community, the Associate Vice President for Safety and Security and Chief of Police, Assistant Vice President for Clery Compliance and designated University officials may issue a "timely warning" for the following crimes: arson, aggravated assault, criminal homicide, robbery, burglary, rape, fondling, incest, statutory rape, and hate crimes. Timely warnings also may be issued for other *Clery Act* crimes as deemed necessary. The purpose of a timely warning is to notify the UVA community of the incident and to provide information that may enable community members to better protect themselves from similar incidents.

The Associate Vice President for Safety and Security and Chief of Police, the Assistant Vice President for Clery Compliance, and designated University officials will issue a timely warning whenever the following criteria are met: 1) a *Clery Act* crime is reported; 2) the crime occurred in a Clery-reportable location; 3) the perpetrator has not been apprehended; 4) there is a serious or ongoing threat to the UVA community because of this crime. The decision to issue a timely warning shall be decided on a case-by-case basis considering the following criteria:

- Was the suspect identified?
- Was the suspect apprehended?
- If known, does the suspect have prior arrests, reports or complaints or any other history of violent behavior?
- If known, does the suspect have a history of failure to comply with a University No-Contact Directive, other protective measures or judicial protective order?
- Did the incident involve physical violence?

- Has the suspect threatened to commit physical violence?
- Did the incident involve multiple victims?
- Does it appear to be an isolated incident involving a specifically "targeted" victim?
- Does the report reveal a pattern of behavior (e.g., by the suspect, by a particular group or organization, around a particular recurring event or activity or at a particular location)?
- Did the suspect use "date-rape" or similar drugs or intoxicants?
- Did the incident occur while the victim was unconscious, physically helpless or unaware that it was occurring?
- Was the victim under 18 years of age?
- Were there other aggravating circumstances or signs of predatory behavior that may constitute a serious or ongoing threat?

Campus security authorities (CSAs) must report alleged *Clery Act* crimes that occur in UVA Clery-locations. CSAs must report to the University through *Just Report It*, the Police Department, or other means as directed by the Assistant Vice President for Clery Compliance. Additionally, for instances that may pose an immediate threat, CSAs are instructed to call the police via 911.

The Associate Vice President for Safety and Security and Chief of Police, and/or the Assistant Vice President for Clery Compliance, or their designee(s), are responsible for making a timely warning consideration using the criteria previously listed. If the timely warning criteria are met, a notice will be drafted using crime-specific templates and issued by the Associate Vice President for Safety and Security and Chief of Police, and/or the Assistant Vice President for Clery Compliance, or their designee, as soon as pertinent information is

available. Timely warnings are generally issued via email, but may also be distributed through press releases, text messages, posters, desktop alerts and with messages on UPD's website when appropriate. The University may not use all distribution methods for every incident.

The University has a comprehensive system for warning the community about an immediate threat. For information on UVA Alerts issued for immediate threats that are currently occurring, visit uvaemergency.virginia.edu/uva_alerts.

Faculty, staff, and students are automatically enrolled to receive email alerts and may manage their accounts to receive text alerts. Except where noted, all decisions and communications for separate campus sites outside of Charlottesville are centrally managed from the Charlottesville campus.

Content of a Timely Warning

The following information is typically included in a timely warning if available:

- i. A statement of the incident, including the nature and severity of the threat and the persons or locations that might be affected
- ii. Any connection to a previous incident(s)

- iii. Physical description and/or composite drawing of the suspect
- iv. Date and time warning was released
- v. Other relevant and important information (e.g., gender of the victim, student/non-student, etc.)
- vi. Appropriate resources and safety tips

When issuing a timely warning, some specific information may be withheld if there is a possible risk of compromising law enforcement efforts to investigate and/or solve the crime.

In certain circumstances, an incident may not meet the criteria of a Clery-reportable crime occurring in a Clery-reportable location but may constitute a serious or ongoing threat to the UVA community. For instances in which a timely warning is not required, the Associate Vice President for Safety and Security and Chief of Police, and/or the Assistant Vice President for Clery Compliance, or their designee(s), may choose to issue a "community alert" via email notifying the University community of the threat. The content of a community alert may vary depending on the type of incident reported and the location in which it occurred.



EMERGENCY MANAGEMENT AT UVA

The Critical Incident Management Plan (CIMP) for the University of Virginia provides the framework on which to structure the response and resources of the University's academic, research, medical center, and administrative community to any emergency incident affecting the University of Virginia. The CIMP is implemented when it becomes necessary to mobilize resources of multiple departments and offices to save lives and protect property, infrastructure, and the environment. The CIMP is intended to be sufficiently flexible to accommodate contingencies of all types, magnitude and duration.

EVACUATION AND RELOCATION

The University's Office of Environmental Health and Safety recommends the complete evacuation of most buildings in an alarm situation. Departmental evacuation plans provide detailed information about the evacuation procedures for individual buildings. If necessary, transportation of persons shall be coordinated with appropriate University Police and Parking/Transportation Department personnel for the purpose of evacuation and relocation of persons threatened by or displaced by the incident. Responding emergency personnel will identify a temporary shelter or facility such as John Paul Jones Arena, Memorial Gym or another facility as needed. Building evacuation locations are located at uvaemergency.virginia.edu/building-evacuation-locations.

A summary of the University's emergency response procedures is available at uvaemergency.virginia.edu/. Included on this web page is detailed information regarding the University's Emergency Notification System, including how to ensure you receive emergency alerts via text.

DRILLS, EXERCISES AND TRAINING

To ensure the University's emergency management plans remain current and actionable, the University of Virginia conducts an emergency management exercise on its Grounds and at each separate campus at least once a year. These exercises may include

tabletop drills, emergency operations center exercises or full-scale emergency response exercises. The University conducts after-action reviews of all emergency management exercises and many emergency responses.

In conjunction with at least one emergency management exercise each year, UVA will remind the University community about publicly available information regarding emergency response and evacuation procedures. Details regarding the Critical Incident Management Plan are available to employees and students online behind NetBadge (an electronic identification badge) at uvaemergency.virginia.edu/plans.

EMERGENCY NOTIFICATION

UVA is committed to ensuring that its community receives timely, accurate and useful information in the event of an emergency or dangerous situation on Grounds, at UVA separate campuses or in the local area that poses an immediate threat to the health and safety of UVA community members. The University has a multitiered notification system employing various means for communicating information quickly. The University's Emergency Notification System (ENS) utilizes: a siren/public address system; text messaging; email; LED and LCD screens' desktop notifications; UVA's home page and emergency page alerts; Twitter; the mobile safety app, Rave Guardian; and the Medical Center's paging system. Traditionally, UVA uses all of these methods of communication in the event an emergency notification is needed.

UVA tests all components of its ENS three times each year: during the fall, spring and summer semesters. When the test is completed, an "all-clear" message is issued. These tests will be documented, to include a description of the ENS test, the date and time, and whether it was announced or unannounced.

Members of the UVA community with active UVA email accounts are automatically enrolled to receive email alerts and can manage their accounts to receive emergency text messaging at uvaemergency.virginia.edu/uva_alerts. At this

sign up, members can select which campus(es) they want to receive alerts for.

Confirming the Existence of a Significant Emergency or Dangerous Situation and Initiating the Emergency Notification System

University Police and/or other University first responders may become aware of a critical incident or other emergency that potentially affects the health or safety of the UVA community. Generally, University first responders become aware of these situations through reports to the police dispatch office or during a routine patrol or other assignments.

Once first responders confirm that there is, in fact, an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the University community, first responders will notify supervisors in the Police Department or other authorized University officials to issue an emergency notification.

One or more of UVA's authorized representatives (command staff personnel of the University Police Department; the UPD shift commander; Associate Vice President for Safety and Security and Chief of Police; Director and Assistant Director of Emergency Management; the Executive Vice President and Chief Operating Officer; or a UPD services clerk when they receive a notice of natural forces emergency such as a tornado or earthquake on the weather radio, teletype, computer, or other authoritative source) will immediately initiate all or some portions of the University's ENS. The University will, without delay, and taking into account the safety of the community, determine the content of the 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, in the professional judgment of first responders, issuing a notification potentially compromises efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency, the University may elect to delay issuing an emergency notification. As soon as the condition that may compromise efforts is no longer present, the University will issue the emergency notification to the UVA community.

For non-Charlottesville campuses, UVA's authorized representatives will confirm that there is a significant emergency or dangerous situation with on-site staff. For non-Charlottesville campuses, people in the following positions may confirm an emergency for their site:

- Darden Sands Family Grounds: Associate Dean, Washington, D.C. Area Initiatives; Director, Washington, D.C. Area Initiatives; General Manager, UVA Darden Sands Family Grounds and UVA Darden DC Metro Executive Meeting Center; and the Director of Audio Visual.
- Mountain Lake: Director, Associate Director, or Station Manager
- Richmond Center: On-site Virginia Tech staff are responsible for confirming an emergency at the Richmond Center. UVA employees and students at the Richmond Center are on Virginia Tech's ENS
- UVA School of Medicine - Inova Campus: Chief Executive Officer, Chief Operating Officer, Chief Financial Officer, AVP-Building and Support Services, Administrator On-Call, Director - Media and Communications, or VP - Human Resources

Note that the Architecture in Italy: Venice and Northern Virginia Center campuses were not in operation in fall/ winter 2020 and do not have plans to operate in 2021.

Determining the Appropriate Segment or Segments of the University Community to Receive an Emergency Notification

UVA Emergency Management and UVA Information Technology Services maintain a number of public and private groups to disseminate ENS messages. Police and/or local first responders on the scene of a critical incident or dangerous situation will assist those preparing the emergency notification by determining what segment or segments of the University community should receive the notification. UPD services will select the appropriate campus template when sending messages.

Determining the Content of the Emergency Notification

The office responsible for issuing the emergency notification (usually the UPD services clerks) will,

in concert with the University's Incident Assessment Group (IAG), UPD shift commander, and local first responders, determine the content of the notification. The University has developed a wide range of templated messages addressing several types of emergencies. The individual authorizing the alert will select the predetermined message most appropriate to the ongoing situation and modify it to include the specifics of the present incident (e.g., location address). In those cases where there are no predetermined template messages for the incident, the individual authorizing the alert will develop a customized message to convey the appropriate information to the community.

When circumstance requires a customized message, the following authorized University officials create message content: Executive Vice President and Chief Operating Officer; Associate Vice President for Safety and Security and Chief of Police; Director and Assistant Director of Emergency Management; command staff of the University Police Department; the UPD shift commander; or a UPD services clerk when they receive a notice of natural forces emergency such as a tornado or earthquake on the weather radio, teletype, computer, or other authoritative source. In all cases, the goal is to ensure individuals are aware of the situation and that they know the steps to take to safeguard their personal safety and the community's safety.

For non-Charlottesville campuses, the modification of the notification, if needed, will be determined by the individual authorized to confirm an emergency for their site, in conjunction with the agency responsible for sending the alert.

Templates or Customized Messages Used to Notify the University Community Are Actionable and Targeted

Messages may direct individuals to evacuate, shelter in place, stay away from an area or contain other information pertinent to the situation. The University may send follow-up messages to update or change the actions individuals should take, or provide other pertinent information. In all cases, UVA will provide a "situation clear" or a "situation stable,

no further updates" message when the incident no longer poses a threat.

If the situation warrants, the University will establish a telephone call-in center to communicate with the University community during an emergency.

Procedures for Disseminating Emergency Information to the Larger Community

During critical incidents, UVA Communications will work with the Critical Incident Management Team and each organizational unit, as necessary, to gather accurate and substantial information regarding the situation and details of UVA's response. The University's Public Information Officer (PIO), working with other PIOs supporting the incident (e.g., city, county, state, federal), as appropriate, will provide information to the public on response and recovery efforts, utilizing traditional or social media outlets.

UVA, at its discretion, may release information concerning a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, staff and faculty off- Grounds. Such information would have to be provided by another agency and release allowed by the supplying agency. (Note that UVA has no way of compelling the release of information by another agency, organization or jurisdiction, nor can UVA determine the time period in which that agency may provide information to UVA.)

Managing Accounts in the University's Emergency Notification System

We encourage members of the University community to manage their accounts in UVA Alerts by visiting: uvaemergency.virginia.edu/uva_alerts. UVA community members should update their information regularly at the same site, and can select which public groups (e.g., UVA Health Emergency Notifications, UVA Darden Sands Family Grounds Emergency Notifications) they want to receive alerts for.



THE UNIVERSITY OF VIRGINIA'S RESPONSE TO SEXUAL AND GENDER-BASED VIOLENCE

For more information regarding the University's sexual misconduct policy, processes, and related efforts and response, please visit the comprehensive website eocr.virginia.edu/title-ix.

The University of Virginia is an institution built on honor, integrity, trust and respect. Consistent with these values, the University is committed to providing a safe and non-discriminatory learning, living and working environment for all members of the University community. The University does not discriminate on the basis of sex or gender in any of its education or employment programs and activities. To that end, the University prohibits specific forms of behavior that violate Title IX of the Education Amendments of 1972 (Title IX); Title VII of the Civil Rights Act of 1964 (Title VII); and/or the Virginia Human Rights Act. When the University receives reports of prohibited conduct, it is also required to fulfill certain obligations under the Violence Against Women Reauthorization Act of 2013 and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (*Clery Act*).

The University of Virginia has adopted its Policy on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence ("Sexual Misconduct Policy") with a commitment to the following:

1. eliminating, preventing and addressing the effects of Title IX Prohibited conduct, which includes, quid pro quo harassment, sexual assault, dating violence, domestic violence, and stalking, and Sexual and Gender-Based Prohibited Conduct, which includes quid pro quo harassment, sexual and/or gender-based hostile environment harassment, non-consensual sexual contact and non-consensual sexual intercourse, sexual exploitation, intimate partner violence, stalking, complicity in the commission of any act prohibited by the Sexual Misconduct Policy, and retaliation against a person for the good faith reporting of any of these forms of conduct or participation in any investigation or

proceeding under the Sexual Misconduct Policy (collectively, Prohibited Conduct)

2. fostering the University's community of trust, in which Prohibited Conduct is not tolerated
3. cultivating a climate where all individuals are well-informed and supported in reporting Prohibited Conduct
4. providing a fair and impartial process for all parties
5. identifying the standards by which violations of the Sexual Misconduct Policy will be evaluated and disciplinary action may be imposed

Employees (faculty and staff) or students who violate the Sexual Misconduct Policy may face disciplinary action up to and including termination or expulsion. The University will take prompt and equitable action to eliminate Prohibited Conduct, prevent its recurrence and remedy its effects. The University conducts ongoing prevention, awareness and training programs for employees and students to facilitate the goals of the Sexual Misconduct Policy.

It is the responsibility of every member of the University community to foster an environment free of Prohibited Conduct. All members of the University community are encouraged to take reasonable and prudent actions to prevent or stop an act of Prohibited Conduct. The University will support and assist community members who take such actions.

Conduct included under the Sexual Misconduct Policy is prohibited regardless of the sex, sexual orientation and/or gender identity/expression of the complainant or respondent. Prohibited Conduct includes the following specifically defined forms of behavior: Quid Pro Quo Harassment, Sexual Assault, Dating Violence, Domestic Violence, Stalking, Sexual and/or

Gender-Based Hostile Environment Harassment, Sexual Exploitation, Intimate Partner Violence, Complicity and Retaliation. Dating Violence and Domestic Violence are defined by VAWA and Intimate Partner Violence includes "dating violence" and "domestic violence" as defined by VAWA. Consistent with VAWA, the University will evaluate the existence of an intimate relationship based upon the Complainant's statement and taking into consideration the length of the relationship, the type of relationship and the frequency of interaction between the persons involved in the relationship.

PROHIBITED CONDUCT DEFINITIONS RELATED TO VAWA OFFENSES

1. Sexual Assault

Sexual Assault is defined as the following forcible and nonforcible sex offenses:

(A) Forcible Rape is:

1. penetration,
2. no matter how slight,
3. of the vagina or anus with any body part or object,
4. or oral penetration by a sex organ of another person,
5. without the consent of the Complainant.

(B) Forcible sodomy is:

1. oral or anal sexual intercourse with another person,
2. forcibly,
3. and/or against that person's will (non-consensually) or,
4. not forcibly or against a person's will (non-consensually) in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

(C) Sexual Assault with an Object is:

1. the use of an object or instrument to penetrate,
2. however slightly,
3. the genital or anal opening of the body of another person,
4. forcibly,
5. and/or against the person's will (non-consensually),
6. or not forcibly or against the person's will (non-consensually) in instances where the Complainant is incapable of giving

consent because of age or because of temporary or permanent mental or physical incapacity.

(D) Forcible Fondling is:

1. The touching of the private body parts of another person (buttocks, groin, breasts),
2. for the purpose of sexual gratification,
3. forcibly,
4. and/or against that person's will (non-consensually),
5. or not forcibly or against the person's will in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

(E) Incest is:

1. Nonforcible sexual intercourse,
2. Between persons who are related to each other within the degrees wherein marriage is prohibited by Virginia law.

(F) Statutory Rape is:

1. Nonforcible sexual intercourse,
2. With a person who is under the statutory age of consent in the Commonwealth of Virginia, which is 17.

2. Non-Consensual Sexual Contact and Non-Consensual Sexual Intercourse

(A) Non-Consensual Sexual Contact is:

1. Any intentional (not incidental or accidental),
2. Sexual, touching,
3. However slight,
4. With any object or body part (as described below),
5. Performed by a person upon another such person, without Affirmative Consent.

Non-Consensual Sexual Contact includes (a) intentional touching of the breasts, buttocks, groin, or genitals, whether clothed or unclothed, or intentionally touching another with any of these body parts; and (b) making another touch you or themselves with or on any of these body parts.

(B) Non-Consensual Sexual Intercourse is:

1. Any penetration,
2. However slight,
3. With any object or body part (as described below),

4. Performed by a person upon another person,
5. Without Affirmative Consent.

Non-Consensual Sexual Intercourse includes (a) vaginal penetration by a penis, object, tongue, or finger, (b) anal penetration by a penis, object, tongue, or finger; and (c) any contact, no matter how slight, between the mouth of one person and the genitalia of another person.

For purposes of **Sexual Assault, Non-Consensual Sexual Contact, and Non-Consensual Sexual Intercourse**, Affirmative Consent is defined below:

(C) Affirmative Consent is:

- a. informed (knowing)
- b. voluntary (freely given)
- c. active (not passive), meaning that, through the demonstration of clear words or actions, a person has indicated permission to engage in mutually agreed-upon sexual activity.

Affirmative Consent cannot be obtained by force

Force includes (a) the use of physical violence, (b) threats, (c) intimidation, and/or (d) coercion.

- (a) Physical violence means that a person is exerting control over another person through the use of physical force. Examples of physical violence include hitting, punching, slapping, kicking, restraining, strangling, and brandishing or using any weapon.
- (b) Threats are words or actions that would compel a reasonable person to engage in unwanted sexual activity. Examples include threats to harm a person physically, to reveal private information to harm a person's reputation, or to cause a person academic or economic harm.
- (c) Intimidation is an implied threat that menaces or causes reasonable fear in another person. A person's size alone does not constitute intimidation; however, a person's size may be used in a way that constitutes intimidation (e.g., blocking access to an exit).

- (d) Coercion is the use of an unreasonable amount of pressure to gain sexual access. Coercion is more than an effort to persuade, entice or attract another person to have sex. When a person makes clear a decision not to participate in a particular form of Sexual Contact or Sexual Intercourse, a decision to stop, or a decision not to go beyond a certain sexual interaction, continued pressure can be coercive. In evaluating whether coercion was used, the University will consider: (i) the frequency of the application of the pressure, (ii) the intensity of the pressure, (iii) the degree of isolation of the person being pressured and (iv) the duration of the pressure.

Affirmative Consent cannot be gained by taking advantage of the incapacitation of another, where the person initiating sexual activity knew or reasonably should have known that the other was incapacitated. Incapacitation means that a person lacks the ability to make informed, rational judgments about whether or not to engage in sexual activity.

A person who is incapacitated is unable, temporarily or permanently, to give Affirmative Consent because of mental or physical helplessness, sleep, unconsciousness or lack of awareness that sexual activity is taking place. A person may be incapacitated as a result of the consumption of alcohol or other drugs, or due to a temporary or permanent physical or mental health condition.

The University offers the following guidance on Affirmative Consent and assessing incapacitation:

A person who wants to engage in a specific sexual activity is responsible for obtaining Affirmative Consent for that activity. Lack of protest does not constitute Affirmative Consent. Lack of resistance does not constitute Affirmative Consent. Silence and/or passivity also do not constitute Affirmative Consent. Relying solely on non-verbal communication before or during sexual activity can lead to misunderstanding and may result in a violation of the Sexual Misconduct Policy. It is important not to make assumptions about whether a potential partner is consenting. In order to avoid confusion or ambiguity, participants are encouraged to talk

with one another before engaging in sexual activity. If confusion or ambiguity arises during sexual activity, participants are encouraged to stop and clarify a mutual willingness to continue that activity.

Affirmative Consent to one form of sexual activity does not, by itself, constitute Affirmative Consent to another form of sexual activity. For example, one should not presume that Affirmative Consent to oral-genital contact constitutes Affirmative Consent to vaginal or anal penetration. Affirmative Consent to sexual activity on a prior occasion does not, by itself, constitute Affirmative Consent to future sexual activity. In cases of prior relationships, the manner and nature of prior communications between the parties and the context of the relationship may have a bearing on the presence of Affirmative Consent.

Affirmative Consent may be withdrawn at any time. An individual who seeks to withdraw Affirmative Consent must communicate, through clear words or actions, a decision to cease the sexual activity. Once Affirmative Consent is withdrawn, the sexual activity must cease immediately.

Affirmative Consent will be considered within the context of the relationship at issue. For example, when parties consent to BDSM¹ or other forms of kink, non-consent may be shown by the use of a safe word whereas actions and words that may signal non-consent in non-kink situations, such as force or violence, may be deemed signals of consent. Resistance, force, violence, or even saying "no" may be part of the kink and thus consensual, so the evaluation of communication in kink situations should be guided by reasonableness, rather than strict adherence to the policy that assumes non-kink relationships as a default.

In evaluating Affirmative Consent in cases of alleged incapacitation, the University asks two questions:

- (1) Did the person initiating sexual activity know that the other party was incapacitated? And, if not,
- (2) Should a sober, reasonable person in the same situation have known that the other party was incapacitated?

If the answer to either of these questions is "yes," Affirmative Consent was absent and the conduct is likely a violation of the Sexual Misconduct Policy.

Incapacitation is a state beyond drunkenness or intoxication. A person is not necessarily incapacitated merely as a result of drinking or using drugs. The impact of alcohol and other drugs varies from person to person.

One is not expected to be a medical expert in assessing incapacitation. One must look for the common and obvious warning signs that show that a person may be incapacitated or approaching incapacitation. Although every individual may manifest signs of incapacitation differently, typical signs include slurred or incomprehensible speech, unsteady gait, combativeness, emotional volatility, vomiting, or incontinence. A person who is incapacitated may not be able to understand some or all of the following questions: "Do you know where you are?" "Do you know how you got here?" "Do you know what is happening?" "Do you know whom you are with?"

One should be cautious before engaging in Sexual Contact or Sexual Intercourse when either party has been drinking alcohol or using other drugs. The introduction of alcohol or other drugs may create ambiguity for either party as to whether Affirmative Consent has been sought or given. If one has doubt about either party's level of intoxication, the safe thing to do is to forgo all sexual activity.

Being impaired by alcohol or other drugs is no defense to any violation of the Sexual Misconduct Policy.

3. Sexual Exploitation

Sexual Exploitation is taking non-consensual or abusive sexual advantage of another for one's own benefit or for the benefit of anyone other than the person being exploited, when that conduct does not otherwise constitute Prohibited Conduct under the Sexual Misconduct Policy. Examples of Sexual Exploitation include, but are not limited to:

¹ BDSM refers to bondage, discipline/dominance, submission/sadism, and masochism.

- Causing the incapacitation of another person (through alcohol, drugs or any other means) for the purpose of compromising that person’s ability to give Affirmative Consent to sexual activity;
- Allowing third parties to observe private sexual activity from a hidden location (e.g., closet) or through electronic means (e.g., Skype or livestreaming of images);
- Engaging in voyeurism (e.g., watching private sexual activity without the consent of the participants or viewing another person’s intimate parts [including genitalia, groin, breasts or buttocks] in a place where that person would have a reasonable expectation of privacy);
- Recording or photographing private sexual activity and/or a person’s intimate parts (including genitalia, groin, breasts or buttocks) without consent;
- Disseminating or posting images of private sexual activity and/or a person’s intimate parts (including genitalia, groin, breasts or buttocks) without consent;
- Prostituting another person; or
- Exposing another person to a sexually transmitted infection or virus without the other’s knowledge.

4. Intimate Partner Violence

Intimate Partner Violence includes any act of violence or threatened act of violence that occurs between individuals who are involved or have been involved in a sexual, dating, spousal, domestic or other intimate relationship. Intimate Partner Violence includes “dating violence” and “domestic violence,” as defined by VAWA. Consistent with VAWA, the University will evaluate the existence of an intimate relationship based upon the Complainant’s statement and taking into consideration the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

Physical violence means that a person is exerting control over another person through the use of physical force. Examples of physical violence include hitting, punching, slapping, kicking, restraining, strangling, and brandishing or using any weapon. Physical Assault is defined

as threatening or causing physical harm or engaging in other conduct that threatens or endangers the health or safety of any person. Physical Assault will be addressed under this policy if it involves Sexual or Gender-Based Harassment, Intimate Partner Violence, or is part of a course of conduct under the Stalking definition.

As noted above, when parties consent to BDSM or other forms of kink, non-consent may be shown by the use of a safe word. Resistance, force, violence, or even saying “no” may be part of the kink and thus consensual, so the evaluation of communication in kink situations should be guided by reasonableness, rather than strict adherence to policy that assumes non-kink relationships as a default.

5. Dating Violence

Dating Violence is conduct defined as violence on the basis of sex committed by a person (A) who is or has been in a social relationship of a romantic or intimate nature with the Complainant; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors (1) length of relationship, (2) type of relationship, and (3) frequency of interaction between the persons involved in the relationship.

6. Domestic Violence

Domestic Violence is defined as violence on the basis of sex committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, by a person who is cohabitating with or who has cohabitated with the Complainant as a spouse or intimate partner, or by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Virginia, or by any other person against an adult or youth Complainant who is protected from that person’s acts under the domestic or family violence laws of Virginia.

7. Stalking²

Title IX Prohibited Conduct Stalking is conduct on the basis of sex defined as engaging in a course of conduct directed at a specific person (e.g., the Complainant) that would cause a reasonable person to (A) fear for their safety or

² This definition is consistent with VAWA.

the safety of others or (B) suffer substantial emotional distress.

Sexual and Gender-Based Prohibited Conduct Stalking occurs when a person engages in a course of conduct directed at a specific person, on the basis of sex that is not covered under the Definition of Title IX Stalking, under circumstances that would cause a reasonable person to fear bodily injury or to experience substantial emotional distress.

For both, "Course of conduct" means two or more acts, including but not limited to acts in which a person directly, indirectly, or through third parties, by any actions, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about another person, or interferes with another person's property.

"Substantial emotional distress" means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

Stalking includes "cyber stalking," a particular form of stalking in which a person uses electronic media, such as the internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact.

Behavior that violates the Sexual Misconduct Policy may also constitute a crime under the laws of the jurisdiction in which the incident occurred. For example, the Commonwealth of Virginia criminalizes and punishes some forms of Sexual Assault, Intimate Partner Violence, Sexual Exploitation, Stalking and Physical Assault. The criminal statutes that may apply in cases of Physical Assault and Intimate Partner Violence are found in various sections of Chapter 4, Articles 1 (Homicide) and 4 (Assaults and Bodily Woundings), of Title 18.2 of the Code of Virginia. The criminal statutes relating to Sexual Assault are found in Sections 18.2-61 through 18.2-67.10 of the Code of Virginia. Section 18.2-61 states "if any person has sexual intercourse with a complaining witness, whether or not his or her spouse, or causes a complaining witness, whether or not his or her spouse, to engage in sexual intercourse with any other person and such act is accomplished (i)

against the complaining witness's will, by force, threat or intimidation of or against the complaining witness or another person; or (ii) through the use of the complaining witness's mental incapacity or physical helplessness; or (iii) with a child under age 13 as the victim, he or she shall be guilty of rape." Dating Violence is not defined by the Code of Virginia, however, the term Sexual Violence is defined in Section 23.1-806 as "physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent." Domestic Violence is not defined by the Code of Virginia, however, Family Abuse is described in Section 16.1-228 as "any act involving violence, force, or threat that results in bodily injury or places one in reasonable apprehension of death, sexual assault, or bodily injury and that is committed by a person against such person's family or household member. Such act includes, but is not limited to, any forceful detention, stalking, criminal sexual assault in violation of Article 7 (§ 18.2-61 et seq.) of Chapter 4 of Title 18.2, or any criminal offense that results in bodily injury or places one in reasonable apprehension of death, sexual assault, or bodily injury." Section 18.2-60.3 of the Code of Virginia defines and identifies the penalty for criminal stalking. Stalking is described in Section 18.2-60.3 as on more than one occasion engaging "in conduct directed at another person with the intent to place, or when he knows or reasonably should know that the conduct places that other person in reasonable fear of death, criminal sexual assault, or bodily injury to that other person or to that other person's family or household member. If the person contacts or follows or attempts to contact or follow the person at whom the conduct is directed after being given actual notice that the person does not want to be contacted or followed, such actions shall be prima facie evidence that the person intended to place that other person, or reasonably should have known that the other person was placed, in reasonable fear of death, criminal sexual assault, or bodily injury to himself or a family or household member." Sections 18.2-386.1 and 18.2-386.2 of the Code of Virginia provide for criminal penalties in some cases of Sexual Exploitation. This compilation of criminal statutes is not exhaustive, but is offered to notify the University community that some forms of Prohibited Conduct may also constitute crimes

under Virginia law, which may subject a person to criminal prosecution and punishment in addition to any sanctions under the Title IX Policy. There is no statutory definition of consent in Virginia, but the definition for rape in Section 18.2-61 describes the concept of unwillingness in the context of rape, and Section 18.2-67.1 describes "mental incapacity" and "physical helplessness" in the context of sexual violence.

REPORTING AN INCIDENT

Students and employees are urged to report any Prohibited Conduct that may constitute a crime to local law enforcement (police) immediately. Police have unique legal authority to seek and execute search warrants, to collect forensic evidence that may have been left at the scene or at other relevant locations, and to make an arrest when supported by probable cause to believe a crime has been committed. Police are also able to assist University community members in seeking emergency protective orders.

Police Emergency	911
Albemarle County Police	434-977-9041
City of Charlottesville Police	434-970-3280
University of Virginia Police	434-924-7166
Giles County Sheriff's Office	540-921-3842
Fairfax County Police Department	703-691-2131
Henrico County Police Department	804-501-5000
Arlington County Police Department	703-558-2222
Just Report It https://justreportit.virginia.edu/sexual-and-gender-based-harassment-violence	
<i>Title IX Coordinator</i> O'Neil Hall, Room 037 P.O. Box 400211 Charlottesville, VA 22904 434-297-7988 TitleIXCoordinator@virginia.edu	
<i>Deputy Title IX Coordinator</i> O'Neil Hall, Room 027 P.O. Box 400211 Charlottesville, VA 22904 434-297-7988 TitleIXCoordinator@virginia.edu	

Police can be reached by calling 911 (or one of the other numbers listed). Individuals seeking medical attention at an emergency department can ask that police be called on their behalf.

Incidents that occur on Grounds fall within the jurisdiction of the University Police; incidents that occur off-Grounds within the City of Charlottesville or within Albemarle County fall within those police jurisdictions, respectively. Individuals will be directed to the appropriate police department when they call 911 or contact the University Police Department's Victim/Witness Assistance Program at 434-531-5600. The Victim/Witness Assistance Program is designed to ensure that victims and witnesses of criminal offenses receive fair and compassionate treatment throughout the criminal justice process. The Victim/Witness Assistance contact person can provide information and resources to assist an individual in understanding a law enforcement investigation or criminal prosecution.

Students and employees who are victims may report Prohibited Conduct to the police, to the University, to both or to neither (employees who receive reports of crime may have responsibilities to report the conduct as described elsewhere in the University's policies or state laws). These reporting options are not exclusive. Complainants may simultaneously pursue criminal and University disciplinary action. The University will support complainants in understanding and assessing their reporting options.

Complainants have the right to notify police or decline to notify police. Anyone may contact the police directly. Alternatively, an individual may seek assistance in notifying police from the Office of the Dean of Students (ODOS), which can assist in setting up an initial meeting with police and can accompany University community members to that meeting. Filing a police report does not obligate a Complainant to participate in any subsequent criminal proceedings. Although a police report may be made at any time, a one-year statute of limitations may apply to certain misdemeanors in Virginia.

UVA strongly encourages students and employees who have experienced, have knowledge of or have witnessed Prohibited Conduct to make a report to the University. Under Title IX, once an institution has actual knowledge of sexual harassment or allegations of sexual harassment, which is notice to the Title IX Coordinator or any official of the institution who has authority to institute corrective measures on behalf of the institution, it is required to respond promptly in a manner that is not deliberately indifferent. The Title IX Coordinator (1) must promptly notify the Complainant to discuss the availability of supportive measures, (2) consider the Complainant's wishes with respect to supportive measures, (3) inform the Complainant of the availability of supportive measures with or without filing a formal complaint, and (4) explain to the Complainant the process for filing a formal complaint. Although there is no time limit for reporting Prohibited Conduct to the University, the University's ability to respond may diminish over time, as evidence may erode, memories may fade and respondents may no longer be affiliated with the University.

All University community members are encouraged to report Prohibited Conduct through *Just Report It*, UVA's website for online reporting, or by contacting the Title IX Coordinator or the Deputy Title IX Coordinator.

UVA Medical Center Emergency Department 1215 Lee Street, Charlottesville, VA 434-924-2231
Student Health and Wellness 550 Brandon Avenue, Charlottesville, VA During Business Hours: 434-924-5362 After-Hours Urgent Call Line: 434-297-4261
Inova Fairfax Hospital 3300 Gallows Road, Falls Church, VA 22042 703-776-4001
St. Mary's Hospital 5801 Bremo Road, Richmond, VA 23226 804-285-2011
Carilion New River Valley Medical Center 2900 Lamb Circle, Christianburg, VA 24073 540-731-2000

PROCEDURES VICTIMS SHOULD FOLLOW

An individual who experiences sexual assault or any other form of interpersonal violence is strongly encouraged to seek immediate medical attention. Providers can assess injuries related to physical trauma; evaluate for sexually transmitted infections and possible pregnancy; and provide medical care (including medications to prevent infections and pregnancy).

PRESERVATION OF EVIDENCE

An individual may elect to have a forensic sexual assault examination performed to collect evidence, even if they have not yet decided whether they want to report the assault to the police and/or to the University. That decision is entirely the individual's to make.

The University's Medical Center and Student Health and Wellness are the only facilities in Charlottesville where an individual can receive a forensic sexual assault examination by a Sexual Assault Nurse Examiner (also known as a "SANE nurse"). The hospitals listed on the previous page have a SANE nurse or a forensic nurse and are in close proximity to UVA's other campuses. Forensic sexual assault examinations are available at the Student Health and Wellness for students during business hours only. Business hours are 8 a.m. - 5 p.m. Monday through Friday during the academic year and 8 a.m. - 4:30 p.m. Monday through Friday during summer and breaks. SANE nurses can assess injuries related to physical trauma; evaluate for sexually transmitted infections and possible pregnancy; provide medical care (including medications to prevent infections and pregnancy); and can, **within 120 hours (five days) but as soon as possible** after a sexual assault, administer a "forensic exam."³ During the forensic exam, the SANE nurse documents and collects evidence of sexual contact and/or physical trauma (including injuries to the body and genitals), trace evidence, biological fluids and identifiable DNA. When there is reason to believe that an assault may have been facilitated by the use of drugs or alcohol, the forensic exam may also include the collection of urine and blood samples for toxicology testing. ***Patients are not required to report an incident to law enforcement or the University in order to receive medical attention or a forensic exam.***⁴

A patient may have a support person of their choosing present throughout the exam.

In addition, the UVA Emergency Department and Department of Student Health ensures that an advocate from the Sexual Assault Resource Agency (SARA) is available to all patients reporting sexual assault. Patients may accept or decline the confidential services of the SARA advocate.

Regardless of whether a forensic exam is obtained within the first 120 hours after a sexual assault, all individuals are encouraged to seek follow-up care to address any ongoing medical concerns, including those related to sexually transmitted infections and pregnancy. Students may access follow-up care at the Department of Student Health, University Medical Center, or through any appropriate health care provider outside of the University. Employees may access follow-up care at any appropriate health care provider.

The University recognizes that making the decision to report Prohibited Conduct may take time. Nevertheless, pending the decision to report, all individuals are strongly encouraged to take immediate steps to preserve all evidence that might support a future report of Prohibited Conduct, a protective order or an investigation by the police, the University or both. Such evidence may include the following:

- A forensic sexual assault examination (within 120 hours)
- Any clothing, sheets or other materials (items containing bodily fluids should be stored in cardboard boxes or paper bags)
- Electronic exchanges (e.g., text messages, emails and Facebook, Instagram, Snapchat or other social media posts, to the extent that they can be captured or preserved)
- Photographs (including photographs stored on smartphones and other devices)
- Voice mail messages and other physical, documentary and/or electronic data that might be helpful or relevant in an investigation

³ Detailed information about obtaining a forensic exam at the Student Health Center can be accessed at studenthealth.virginia.edu/unwanted-sexual-encounter and about obtaining a forensic exam at the UVA Medical Center can be accessed at uvahealth.com/services/transport-emergency/forensic-services

⁴ Forensic evidence will be stored for at least 120 days. If the complainant does not wish to file an official police report, a law enforcement officer will make a brief, anonymous report (containing no personally identifiable information) and explain when, where and why the evidence will be held.

ON- AND OFF-GROUNDS SUPPORT RESOURCES

Students and employees are urged to seek immediate emotional support after any incident of Prohibited Conduct. There are a number of

confidential sources and "hotlines" for crisis counseling, both at the University and in the local community. Confidential counselors can provide trauma-informed support and offer information about reporting options.



STUDENTS:

UNIVERSITY CONFIDENTIAL RESOURCES		
Student Health and Wellness:	During Business Hours: 434-924-5362	After-Hours Urgent Call Line: 434-297-4261
UVA Medical Center:		
- Counseling and Psychological Services (CAPS)	434-243-5150	
- Gynecology	434-924-2773	
- General Medicine	434-982-3915	
- Student Disability Access Center: Psychologists	434-243-5180	sdac@virginia.edu
The Women's Center: Counseling Staff	434-982-2252 (Counseling) 434-982-2361 (Main line)	
The McCue Center: Sports Medicine and Sports Psychology Clinical Staff (for student athletes)	434-243-2422	
UVA Teen and Young Adult Health Center (provides health care for ages 12 to 24)	434-982-0090	
Mary D. Ainsworth Psychological Clinic (clinical training program that generally does not see patients in crisis)	434-982-4737	ainsworth@virginia.edu
Sheila C. Johnson Center for Human Services (clinical training program that generally does not see patients in crisis)	434-924-7034	

COMMUNITY CONFIDENTIAL RESOURCES

Charlottesville:

Sexual Assault Resource Agency (SARA)	434-295-7273	24-hour Hotline: 434-977-7273
Shelter for Help in Emergency (SHE)	434-963-4676	24-hour Hotline: 434-293-8509

Arlington:

Doorways for Women and Families	703-504-9400	24-hour Hotline: 703-237-0881
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Fairfax:

Fairfax County Domestic & Sexual Violence Service	703-360-7273
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Giles County:

Women's Resource Center of the New River Valley	540-639-9592	24-hour Hotline: 540-639-1123
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Richmond:

Safe Harbor	804-249-9470	24-hour Hotline: 804-612-6126
YWCA Richmond		24-hour Hotline: 804-612-6126

Statewide:

Family Violence and Sexual Assault Virginia Hotline		24-hour Hotline: 434-654-7150
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NATIONAL RESOURCES

Rape, Abuse & Incest National Network (RAINN) Online Hotline	800-656-4673
National Sexual Assault Hotline	800-656-4673



EMPLOYEES:

UNIVERSITY CONFIDENTIAL RESOURCES		
Faculty and Employee Assistance Program		434-243-2643
University Medical Associates		434-924-1931
UVA Health System General Gynecology		434-924-1955
The Women's Center: Counseling Staff and Confidential Advocate		434-982-2252 (Counseling) 434-982-2361 (Main line)
UVA Teen and Young Adult Health Center (provides health care for ages 12 to 24)		434-982-0090
Mary D. Ainsworth Psychological Clinic (clinical training program that generally does not see patients in crisis)	ainsworth@virginia.edu	434-982-4737

COMMUNITY CONFIDENTIAL RESOURCES		
Charlottesville:		
Sexual Assault Resource Agency (SARA)	434-295-7273	24-hour Hotline: 434-977-7273
Shelter for Help in Emergency (SHE)	434-963-4676	24-hour Hotline: 434-293-8509
Fairfax:		
Fairfax County Domestic & Sexual Violence Service	703-360-7273	
Giles County:		
Women's Resource Center of the New River Valley	540-639-9592	24-hour Hotline: 540-639-1123
Richmond:		
Safe Harbor	804-249-9470	24-hour Hotline: 804-612-6126
YWCA Richmond	804-643-6761	24-hour Hotline: 804-612-6126
Arlington:		
Doorways for Women and Families	703-504-9400	24-hour Hotline: 703-237-0881
Statewide:		
Family Violence and Sexual Assault Virginia Hotline		24-hour Hotline: 434-654-7150

NATIONAL CONFIDENTIAL RESOURCES	
Rape, Abuse, & Incest National Network (RAINN) Online Hotline	800-656-4673
National Sexual Assault Hotline	800-656-4673

LEGAL RESOURCES

There are several resources that may help students or employees explore and understand their legal rights and options — both both criminal and civil — following an incident of Prohibited Conduct.

Student Legal Services	Newcomb Hall, Room 460 Phone: 434-924-7524 www.student.virginia.edu/~stud-leg/index.shtml
Virginia Legal Aid	www.valegalaid.org
Central Virginia Legal Aid Society	1000 Preston Avenue, Suite B Charlottesville, VA 22903 Phone: 434-296-8851 cvlas.org
Legal Aid Justice Center	1000 Preston Avenue, Suite A Charlottesville, VA 22903 Phone: 434-977-0553 www.justice4all.org

STUDENT HEALTH AND WELLNESS

Student Health and Wellness (SHW) formerly Elson Student Health Center:	550 Brandon Avenue, Charlottesville, VA
Counseling and Psychology Services (CAPS)	434-243-5150
Medical Services	434-924-5362
Office of Health Promotion (OHP)	434-924-1509
Student Disability Access Center (SDAC)	434-243-5180

Student Health and Wellness (SHW), formerly known as the Elson Student Health Center, is comprised of Counseling and Psychology Services (CAPS), Medical Services, Office of Health Promotion (OHP), and Student Disability Access Center (SDAC). SHW is scheduled to open in its new location at 550 Brandon Avenue in early Fall 2021.



SUPPORTIVE MEASURES

Detailed information about Supportive Measures available to Students and Employees can be found in the Resource and Reporting Guides for Students and Employees, which can be found at: eocr.virginia.edu/title-ix

STUDENTS

The Title IX Coordinator
O'Neil Hall, Room 037
434-297-7988
TitleIXCoordinator@virginia.edu

Deputy Title IX Coordinator
O'Neil Hall, Room 037
434-297-7988,
TitleIXCoordinator@virginia.edu

Office of the Dean of Students (ODOS)
Peabody Hall, second level
434-924-7133
After hours: 434-924-7166,
odos@virginia.edu

The Office of the Dean of Students (ODOS) can provide students with information, support, and assistance and can arrange for a broad range of Supportive Measures. Title IX and ODOS employees will ensure students receive written notification of all their rights and options, regardless of whether a student chooses to report Prohibited Conduct to the University or the police. Title IX and ODOS employees have received training for this purpose and will assist students in determining whether certain forms of Supportive Measures may be beneficial and appropriate. ODOS employees are categorized as "Responsible Employees" and are therefore required to report information disclosed to them about Prohibited Conduct to the University's Title IX Coordinator. If a complainant requests (a) that personally identifying information not be shared with the respondent, (b) that no investigation be pursued and/or (c) that no disciplinary action be taken, the University will seek to honor this request unless there is a health or safety risk to the complainant or to any member

of the University community. The Title IX Grievance Process and Procedures for Sexual and Gender-Based Misconduct provide additional guidance about how the University will evaluate such requests. The University will maintain the privacy of any Supportive Measures provided under the Sexual Misconduct Policy to the extent practicable and will promptly address any violation of the protective measures. The resources can be found in the Resource and Reporting Guides for Students, which can be found at: eocr.virginia.edu/appendixc.

The availability of Supportive Measures will be determined by the specific circumstances of each case. The Title IX Coordinator, in conjunction with ODOS, will consider a number of factors in determining which measures to take, including the needs of the student seeking Supportive Measures; the severity or pervasiveness of the alleged Prohibited Conduct; as appropriate, any continuing effects; whether the complainant and the respondent share the same residence hall, dining hall, academic course(s), job or parking location(s); and whether other judicial measures have been taken to protect the complainant (e.g., protective orders). When implementing such measures, the University will seek to minimize the burden imposed by such measures as appropriate to the specific circumstance of each case.

Supportive Measures may be temporary or permanent and may be modified by the University as circumstances change. Supportive Measures may include, but are not limited to the following:

- Arranging a meeting with police to discuss or report Prohibited Conduct
- Arranging a meeting with police to discuss safety planning
- Arranging access to counseling services and assistance in setting up initial appointments
- Arranging access to medical services and mental health services and assistance in setting up initial appointments

- Assistance in seeking academic assistance, including modified class schedules (including transfer to another section), permission to withdraw from and/or retake a class or attend a class via alternative means (e.g., online or independent study), extension of assignment deadlines and voluntary leaves of absence
- Imposition of a No Contact Directive or Mutual No Contact Directive against an Employee or Student (i.e., an order directing one or both of the parties to refrain from contacting the other, directly or through proxies)
- Assistance in modifying University housing arrangements, including immediate temporary relocation to safe living quarters and/or permanent reassignment of University residence halls
- Assistance in seeking legal assistance within the community
- Assistance in seeking relevant information on immigration, visa and/or financial aid status
- Assistance in modifying assigned parking
- Assistance in modifying University employment arrangements, including changes in work schedules, job assignments, work locations and/or assigned parking
- Increased security or monitoring of certain areas of Grounds
- Any other measures that may be arranged by the University (to the extent reasonably available) to ensure the safety and well-being of a student who has been affected by Prohibited Conduct

In some cases, a student may choose to seek a leave of absence or a reduced course load; these actions may, in turn, affect a student's immigration, visa and/or financial aid status. In such cases, ODOS will connect students with the applicable University department or unit so that they may obtain relevant information and assistance.

The Title IX Coordinator will ensure students receive written notification of all their rights and options, regardless of whether a student chooses to report Prohibited Conduct to the University or to the police. This notification will describe options for, available assistance in and how to request changes to academic, living, transportation and working situations or protective measures. Students are entitled to receive information, assistance and a broad range of support and remedial measures, as reasonably available, regardless of whether they

choose to pursue criminal and/or University disciplinary resolution of Prohibited Conduct.

EMPLOYEES

The Title IX Coordinator or Deputy Title IX Coordinator can provide employees with information, support and assistance and can arrange for a broad range of Supportive Measures. The Title IX Coordinator or designee will ensure employees receive written notification of all their rights and options, regardless of whether an employee chooses to report Prohibited Conduct to the University or to the police. The Title IX Coordinator or designee will assist employees in determining whether certain forms of support, including Supportive Measures, may be beneficial and appropriate. Title IX employees are Responsible Employees and are not confidential. If a complainant requests (a) that personally identifying information not be shared with the respondent, (b) that no investigation be pursued and/or (c) that no disciplinary action be taken, the University will seek to honor this request unless there is a health or safety risk to the complainant or to any member of the University community. The Title IX Grievance Process and the Procedures for Sexual and Gender-Based Misconduct provide additional guidance about how the University will evaluate such requests. The resources can be found in the Resource and Reporting Guides for Employees, which can be found at: wocr.virginia.edu/appendixd

Title IX Office

O'Neil Hall, Room 037

TitleIXCoordinator@virginia.edu

434-297-7988

The specific circumstances of each case will determine the availability of Supportive Measures. The Title IX Coordinator, in consultation with Human Resources and/or the Office of the Provost will consider a number of factors in determining which measures to take, including the needs of the employee seeking Supportive Measures; the overall structure and work needs of the relevant unit or department; the severity or pervasiveness of the alleged Prohibited Conduct; as appropriate, any continuing effects on the complainant; whether the complainant and the respondent share the same employment assignment or parking

location; and whether other judicial measures have been taken (e.g., protective orders). When implementing such measures the University will seek to minimize the burden imposed by such measures as appropriate to the specific circumstances of each case.

Supportive Measures may be temporary or permanent and may be modified by the University as circumstances change. Supportive Measures may include, but are not limited to the following:

- Arranging a meeting with police to discuss or report Prohibited Conduct
- Arranging a meeting with police to discuss safety planning
- Providing contact information for available counseling services
- Providing contact information for available medical and mental health services
- Imposition of a No Contact Directive or Mutual No Contact Directive against an employee or student (i.e., an order directing one or both of the parties to refrain from contacting the other, directly or through proxies)
- Modifying an employee's work schedule and/or work location
- Reassigning an employee's parking location
- Changing an employee's phone number at work
- Assistance in enforcement of protective orders in an employee's work environment
- Any other measures that may be arranged by the University (to the extent reasonably available) to ensure the safety and well-being of an employee who has been affected by Prohibited Conduct
- Assistance in seeking legal assistance within the community
- Assistance in seeking relevant information on visa and/or immigration status

In some cases, an employee may choose to seek leave to attend court proceedings or meet other legal obligations. The University will endeavor to approve reasonable leave for employees who have experienced Prohibited

Conduct to seek protective orders, attend court, make custody arrangements or relocate to a safe living environment. Employees should direct any such requests for leave to their supervisor. Employees and/or supervisors should direct any questions or concerns related to such requests to the Title IX Coordinator.

The Title IX Coordinator or designee will ensure employees receive written notification of all their rights and options, regardless of whether an employee chooses to report Prohibited Conduct to the University or to the police. This notification will describe options for, available assistance in and how to request changes to academic, living, transportation and working situations or protective measures. Employees are entitled to receive information, assistance and a broad range of Supportive Measures, as reasonably available, regardless of whether they choose to pursue criminal and/or University disciplinary resolution of Prohibited Conduct.

PROTECTIVE ORDERS

Where Prohibited Conduct is reported, it may be possible to obtain a court-ordered emergency or preliminary protective order. These protective orders may be issued if the judge or magistrate believes that there is an immediate threat to health or safety. Later, after a full hearing, the court may agree to issue a "permanent" protective order, in appropriate cases. A permanent protective order may remain in place for up to two years under Virginia law and, in some cases, may be extended for an additional two years. "Protective orders" are separate and distinct from "no-contact directives" (described above). Protective orders may be obtained only from a court of law and are enforceable anywhere in the United States; their violation may result in criminal charges. In contrast, ODOS and/or Title IX/EOCR arranges no-contact directives, which are enforceable through the University. Students or employees may speak with the University Police Department's Victim/Witness Assistance Coordinator, who can explain the process for seeking a protective order and can escort a student or employee to the appropriate office to initiate a petition seeking a protective order.

PRIVACY AND CONFIDENTIALITY

The University is committed to protecting the privacy of all individuals involved in the investigation and resolution of a report under the Sexual Misconduct Policy. The University also is committed to providing assistance to help students, employees and third parties make informed choices. With respect to any report under the Sexual Misconduct Policy, the University will make reasonable efforts to protect the privacy of participants, in accordance with applicable state and federal law, while balancing the need to gather information to assess the report and to take steps to eliminate Prohibited Conduct, prevent its recurrence and remedy its effects.

"Privacy" and "confidentiality" have distinct meanings under the Sexual Misconduct Policy.

Privacy means that information related to a report of Prohibited Conduct will be shared with a limited circle of University employees who "need to know" in order to assist in the assessment, investigation and resolution of the report. All employees who are involved in the University's response to reports of Prohibited Conduct receive specific training and guidance about sharing and safeguarding private information in accordance with state and federal law.

The privacy of student education records will be protected in accordance with the Family Educational Rights and Privacy Act (FERPA), as outlined in the University's FERPA policy (uvapolicy.virginia.edu/policy/STU-002). The privacy of an individuals' medical records is protected by Virginia's Health Records Privacy Act, Va. Code Section 32.1-127.1:03, and may also be protected by the Health Insurance Portability and Accountability Act (HIPAA) or by FERPA. Access to an employee's personnel records may be restricted in accordance with the Virginia Freedom of Information Act, and, where applicable, Department of Human Resources Management (DHRM) Policy 6.05 Personnel Records Disclosure and DHRM Policy 6.10 Records Management.

The Privacy and Confidentiality of University Information policy (<https://uvapolicy.virginia.edu/policy/IRM-012>) states that to the extent permitted by law, the University may disclose, to an alleged victim of any crime of violence (as that term is defined in section 16 of title 18, United States Code), the results of any disciplinary proceeding conducted by the University against the alleged perpetrator of such crime with respect to such crime.

Confidentiality exists in the context of laws that protect certain relationships, including with medical and clinical care providers (and those who provide administrative services related to the provision of medical and clinical care), mental health providers, counselors and ordained clergy, all of whom may engage in confidential communications under Virginia law. The University has designated individuals who have statutory obligations to maintain confidentiality as "Confidential Employees." When information is shared by an individual with a Confidential Employee or a community professional with the same legal obligations, the Confidential Employee (and/or such community professional) cannot reveal the information to any third party except when an applicable law or a court order requires or permits disclosure of such information. For example, information may be disclosed when (i) the individual gives written consent for its disclosure; (ii) there is a concern that the individual will likely cause serious physical harm to self or others or (iii) the information concerns conduct involving suspected abuse or neglect of a minor under the age of 18.

An employee's responsibility to report incidents of Prohibited Conduct is governed by the University's separate reporting policy (reporting policy). Under the reporting policy, every employee is designated as either a Confidential Employee or a Responsible Employee. Under Va. Code §23.1-806 (the reporting statute), the University is required to report information about certain allegations of Prohibited Conduct to the law enforcement agencies and the prosecuting

authorities who would be responsible, respectively, for investigating and prosecuting such allegations.

Pursuant to the *Clery Act*, the University includes statistics about certain offenses in its Annual Fire Safety and Security Report and provides those statistics to the United States Department of Education in a manner that does not include any personally identifying information about individuals involved in an incident. The *Clery Act* also requires the University to issue timely warnings to the University community about certain crimes that have been reported and may continue to pose a serious or continuing threat to

students and employees. Consistent with the *Clery Act*, the University withholds the names and other personally identifying information of complainants when issuing timely warnings or emergency notifications to the University community, and in maintaining the daily crime log. UVA will also maintain as confidential any accommodations or protective measures provided to the complainant, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.



EDUCATION PROGRAMS

The University is committed to the prevention of Prohibited Conduct through regular and ongoing education and awareness programs. Incoming students and new employees receive education and awareness programming as part of their orientation, and returning students and current employees receive ongoing training and related programs. These programs include (1) statements that the University prohibits Prohibited Conduct, as defined by the Sexual Misconduct Policy, and related crimes under Virginia law; (2) the definitions of related crimes under Virginia law; (3) the definition of "Affirmative Consent" for purposes of the policy; (4) safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of Prohibited Conduct against another person; (5) information on risk reduction to recognize warning signs of abusive behavior; (6) mandatory online Title IX training for all faculty, staff, students and Medical Center employees; and (7) information about the procedures that the University will follow after an incident of Prohibited Conduct has occurred.

The University's education and prevention programs reflect intentional and integrated programming, initiatives, strategies, and campaigns intended to end Prohibited Conduct. These programs are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research or assessed for value, effectiveness and/or outcome. These programs are also designed to consider environmental risk and protective factors as they affect individuals, relationships, institutions, communities, and society.

Please note that due to the COVID-19 pandemic, the programs described below for the 2021-2022 academic year may be modified as needed based on the University's operating status.

The University is dedicated to ending sexual harm in our community. University initiatives seek to specifically prevent sexual harm, and include collaboration with departments on Grounds who do related work, including substance misuse prevention, health promotion programs, and others. The University's education and prevention programs that support sexual harm education and prevention include (1) awareness programs, (2) bystander intervention programs, (3) ongoing prevention and awareness campaigns, (4) primary prevention programs, (5) indicated prevention programs, (6) risk reduction, and (7) coalition building. These programs include:

1. Awareness Programs

Awareness programs consist of community-wide or audience-specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent sexual harm, promote safety, and reduce incidents/crime. The University's specific annual awareness programs include the following:

- **Sexual Health Virtual Panels:** Peer Health Educators (PHEs) partner with Culture of Respect Educators (CORE) to facilitate two virtual panels: "Safer Sex During COVID-19" and "Digital Consent."
- **Alcohol-wise & Sexual Violence Education Module:** All first-year and transfer students are required to take a one-time online alcohol education and awareness program called Alcohol-wise. They must also complete a mandatory online sexual violence education module, Sexual Assault Prevention for Undergraduates (formerly "Not On Our Grounds") every two years through EverFi. First-year graduate students also complete the mandatory sexual violence education module through EverFi as well as the Alcohol-wise 21+ program through 3rd

Millennium Classrooms. An online training module, Sexual Assault Prevention for Graduate Students (formerly "Not On Our Grounds for Graduate Students") is required for all incoming first year and transfer graduate students. At the School of Continuing and Professional Studies campus locations, degree-seeking students are required to participate in Alcohol-wise. Certificate and non-degree-seeking students are exempt from completing these trainings, though links to information from the trainings are provided on the UVA EOCR website, should a student be interested.

The Sexual Assault Prevention Ongoing: Healthy Relationships (formerly "Not On Our Grounds Ongoing") online training module is required for returning students, to be completed every two years.

The Sexual Assault Prevention for Student Athletes (formerly "Not On Our Grounds for Student Athletes") online training module is required for student athletes, to be completed annually.

Faculty and staff are required to complete the online Not On Our Grounds - Responsible Employee training every two years to learn about preventing sexual and gender-based harassment and other forms of interpersonal violence, as well as reporting requirements of such disclosures.

- **Red Flag Campaign:** In October, the Maxine Platzer Lynn Women's Center (the Women's Center) traditionally sponsors the Red Flag Campaign in recognition of Domestic Violence Awareness Month. The Red Flag Campaign, which is a project of the Virginia Sexual and Domestic Violence Action Alliance, is a media campaign designed to educate about the signs of abuse and to promote bystander intervention in cases of abuse and unhealthy relationships. In addition to posters and red flags, which are posted on the lower Lawn during Red Flag Week, the Clothesline Project is also on display, along with tabling where passersby can collect educational materials and the schedule of

other events planned during October. Due to the COVID-19 pandemic, these events were not held in 2020. Instead, online panels were hosted. Other events typically include a panel discussion with survivors of Intimate Partner Violence and an Escalation Workshop, sponsored by the One Love Foundation.

- **Rethinking Your Drinking During COVID-19:** Peer Health Educators (PHEs) develop and distribute an interactive pdf to explore substance use changes which may have occurred during the pandemic and to connect students with support resources available.
- **National Hazing Prevention Week/ National Gordie Day:** The Gordie Center hosts National Gordie Day events each year to raise awareness of the risks and symptoms of alcohol overdose and to encourage students to be active bystanders.
- **Take Back the Night Week:** Each April, student organizations hold a week of programming to raise awareness about sexual assault and sexual violence. In the past, programming has included a march, rally, and speak-out for survivors of sexual violence. The Women's Center supports the student organizers of TBTN. In 2021, the Women's Center also hosted several online panels.
- **4th Year 5k:** The Peer Health Educators (PHE) coordinate the 4th Year 5K to raise awareness of normative health behaviors and provide a positive tradition for students to participate in as part of the UVA community. .
- **Grounds for Discussion Peer Theatre:** This is a student-directed and student-performed theatrical production held every year for first-year students. Skits focus on the issues and decisions facing first-year students, which include roommate disagreements, high-risk drinking, the honor code, eating disorders, and sexual assault. Residence hall discussions with resident assistants follow the performance.

- **Training for New Faculty and Teaching Assistants (TAs):** Each fall and spring, new faculty and teaching assistants receive information on how to help a student in distress as part of faculty and teaching assistant orientation. Courses that explore substance misuse issues include Concepts in Peer Health Education, Substance Abuse in Society, Contemporary Health Issues, Peer Alcohol Education, and Personal Development.
- **Training for Study Abroad Faculty and Students:** In May and December, specific training on alcohol/drug misuse prevention and intervention is provided to faculty leading and students attending study abroad trips. Note that all student travel to/from, and activities at, international destinations for University-related purposes was suspended through May 2021 due to the COVID-19 pandemic.

2. Bystander Intervention

Bystander intervention consists of safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is risk of an occurrence of Prohibited Conduct. It also 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. The University's specific bystander intervention programs are:

- **Green Dot at U.Va.:** The Green Dot bystander intervention education program engages faculty, staff and students as leaders and presenters on safe strategies for intervention around power-based interpersonal violence with the goal of reducing sexual violence, relationship violence and stalking. The program engages all communities at the University for a unified prevention effort. The training focuses on giving students tools to intervene, as well as building a culture around the premises that (1) violence will not be tolerated, and (2) everyone has a role in preventing violence. In addition to training, the Green Dot strategy also

includes social norming campaigns and community mobilization efforts. Green Dot is implemented by a team of students, faculty, and staff who are grouped into four committees: (1) Content Delivery, (2) Marketing & Events, (3) Adaptation, Research & Assessment, and (4) Relationship Building.

- **Bystander Intervention Presentation & Facilitation for First Year Students:** First year students receive an annual keynote address from an expert in bystander education as part of the first year orientation series. The program is given to help students understand their role in maintaining a community of care and trust and also to introduce them to the importance of being an active bystander in furthering that goal. Students also hear from Deans who provide information about the Title IX Policy and reporting incidents of Prohibited Conduct. Residence Staff are provided with a debrief discussion and activity guide to process this information in the residence halls after the presentation.
- **Step UPI:** Step Up! is a bystander intervention program. Peer educators including ADAPT, the PHEs and Student Athlete Mentors (SAMs) are trained in the Step UP! model. All first-year and new transfer student-athletes attend Step UP! training as part of their orientation. Scenarios include topics related to alcohol use and sexual violence.

3. Ongoing Prevention and Awareness Campaigns

Ongoing prevention and awareness campaigns consist of programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to, and skills for addressing, Prohibited Conduct using a range of strategies with audiences throughout the University.

- **Greek Member Education Programming:** In order to maintain status as a Fraternal Organization, the University requires all Greek letter organizations to complete certain programming requirements for their chapters. At least one program per year

must be about alcohol and another about sexual assault/violence. Most chapters request a presentation from one of the many peer advocacy organizations on Grounds.

- **#HOOSGotYourBack:** The University opens the fall semester with a media and awareness campaign, called #HoosGotYourBack, to help students better understand the issue of sexual violence on college campuses and the Red Zone – the period in the first three months of the semester where students are the most vulnerable to sexual assault. #HoosGotYourBack, was developed in 2014 to raise awareness about the importance of active bystanders in preventing sexual violence and provides basic tools for intervening in potentially dangerous or high risk situations.
- **Ambassadors:** Ambassadors serve as additional eyes and ears to the University Police Department and local law enforcement agencies and provide patrols on foot, bike, and vehicle. Ambassadors are approachable, proactive, and aware of persons who appear lost and looking for/in need of assistance. Contact is made with these persons and assistance offered.
- **Stall Seat Journal:** The Stall Seat Journal program uses social norms theory to educate and create behavior change around health behaviors, targeting all first-year students. Monthly posters are placed in stalls of first-year residence hall bathrooms, as well as common area bathrooms around Grounds (e.g., Newcomb Hall, Student Health, Women's Center). Posters consists of data on healthy behaviors, beliefs, and bystander intentions, as well as general education and resources related to college health issues such as substance abuse, sexual assault, bystander theory/intervention, healthy relationships, disordered eating, and sexual health.
- **The Women's Center: Gender Violence & Social Change:** The Women's Center offers three educational workshops:

"Exploring and Dismantling Rape Culture"; "Gender-based Violence and Trauma: How to Help Survivors"; and "Channeling Your Most Assertive Self".

- **Alcohol Risk Management Training:** Alcohol Risk Management Training is required for any event on Grounds or University-sponsored activity where alcohol is served. This online education program provides information regarding UVA policies and Virginia law concerning alcohol service and principles of risk management. If alcohol is served on University property, the University requires that personnel trained in this program be present to supervise distribution and consumption.
- **Wahoo Weekender Listserve:** Peer Health Educators coordinate a weekly email to subscribers that details activities that are not alcohol-based and that are open to the public. To subscribe, send an email to sympa@virginia.edu with the subject "subscribe wahooweekenders."
- **Charge-a-Ride Cab Program:** UVA students who have no reliable or safe means of transportation and no money for cab fare can call Yellow Cab Co. Inc. at 434-295-4131, present a valid UVA ID and charge the ride to their UVA account, no questions asked.
- **Safe Ride:** Safe Ride is an on-demand van shuttle service intended to provide UVA students safe transportation home in lieu of walking alone after UTS has ended bus service. Safe Ride operates within a specific service area to maximize van availability and minimize wait times. Rides may be requested via Transloc OnDemand (ondemand.transloc.com/uva) or by calling 434-242-1122.
- **UVA Health UtoCar:** The UtoCar Service provides a safe ride for Health System team members after hours (6PM-6AM). Evening and night shift team members have access to an on-demand shuttle service from designated UVA Health buildings to UVA-owned parking areas.

Designated UVA Health buildings include the University Hospital, West Complex, Primary Care Center, Emily Couric Cancer Center, Stacey Hall, Battle Building, 1222 JPA, Pinn Hall, and Endoscopy at Monroe. UVA-owned parking areas include 11th St. Garage, South Garage, Stacey Hall Lot, Grove St. Lot, McKim Hall Lots, Lane Rd. Spaces, Crispell Dr. Spaces, and Hospital Dr. Upper Lot. To request a ride between 6 PM-6 AM, call the Contact Center at 434-982-1600.

- **Dorm Norms:** This program is led by the student group Culture of Respect Educators (CORE). Members present at first-year residence halls during the first few weeks of the fall semester to discuss topics of consent, survivor support, and bystander intervention.

4. Primary Prevention Programs

Primary prevention programs consist of programming, initiatives, and strategies informed by research and assessed for value, effectiveness, or outcome that are intended to prevent unhealthy behaviors 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. The University's specific primary prevention programs include those presented by the following organizations:

- **Sexual Violence Prevention Coalition (SVPC):** The Sexual Violence Prevention Coalition (SVPC) is an umbrella organization that helps bring together the various groups invested in sexual assault prevention and education. SVPC consists of One in Four, One Less, Feminism Is For Everyone, ADAPT, and Peer Health Educators. SVPC works with these groups as well as University officials to shape student response to sexual violence on Grounds.
- **Alcohol & Drug Abuse Prevention Team (ADAPT):** Promotes awareness, provides educational outreach, and serves as accessible resources for Students.

ADAPT's primary purpose is to minimize the abuse of alcohol and other drugs to promote a healthier environment. ADAPT coordinates marketing campaigns to reduce negative consequences during Halloween, the last home football game, spring break and the Foxfield Races.

- **One Less:** An organization of students trained to advocate for survivors. One Less provides informational presentations to student groups on a range of topics relating to sexual violence. The group has a wide range of presentations regarding sexual assault including one on consent, intimate partner violence, and issues of intersectionality. These presentations are oriented towards both male and female audiences. The group also seeks to promote a culture of support for sexual assault survivors at the University through presentations and advocacy efforts.
- **One in Four:** A group of male peer educators whose name comes from the statistic that one-in-four college women have survived rape or attempted rape since their fourteenth birthday. One in Four's mission is to spread awareness of the prevalence of violence against women—specifically sexual assault and rape—and the pain that it causes. The group presents to all-male groups to inform other men how to help survivors recover from an experience of sexual violence.
- **Culture of Respect Educators (CORE):** CORE is a student group that provides informational presentations to student groups on a range of topics relating to healthy relationships and prevention of sexual harm. The group leads a wide range of presentations on topics relating to healthy relationships, healthy masculinity, consent, and survivor support. The group also delivers targeted presentations to first year students (i.e., Dorm Norms) and new fraternity men (Respectful Interactions and Support Education [RISE]).
- **Peer Health Educators (PHEs):** This diverse group of students is trained to educate their peers about college health

and well-being issues (substance misuse, nutrition, sexual health, mental health/wellness) in a positive, interactive, and nonjudgmental manner. PHEs provide confidential education sessions; facilitate dynamic outreach programs; encourage physical, mental, and spiritual health; create informative awareness events; and promote community support to create a healthy culture on Grounds.

- **Student-Athlete Mentors (SAMs):** The Department of Athletics and the Gordie Center train members of each athletic team to serve as student-athlete mentors. SAMs coordinate alcohol education programs for their teams and serve as internal resources on health and wellness issues. Athletic teams attend at least one alcohol education program each year. The student-athlete developed monthly SAMs Say poster series provides health information specific to student-athletic concerns including alcohol and other drugs.
- **Positive Organization Expectations:** This program utilizes a facilitator approach to engage students in the topic of hazing prevention and the positive expectations they have or their respective organizations have. Sessions last one hour and are co-facilitated by a trained student and staff member. Students of all organizations are encouraged to request a presentation for their members.
- **Recovery Ally Trainings:** Faculty, staff, and students can request training on how to be an advocate and ally for people struggling with substance use disorders and people in recovery.

5. Indicated Prevention Programs

Indicated prevention programs target individuals who have high-risk behaviors. Indicated prevention programs include:

- **WahooWell:** Covering specific topics such as stress, sleep, connection, and substance use, this evidence-based resource is designed to provide a free and confidential environment for students to explore their strengths, goals, and

motivations related to well-being. Students complete a confidential online survey and receive results in person through a one-hour meeting.

- **Collegiate Recovery Program:** The CRP supports, values, and celebrates UVA students, faculty, staff, and alumni in recovery as well as recovery allies. Program components include weekly Hoos in Recovery peer support meetings, a non-credit recovery seminar class offered each semester, ongoing care management and consultation services, frequent social activities, an annual recovery scholarship, and a dedicated physical meeting space in the Student Health and Wellness building.
- **Counseling and Psychological Services (CAPS):** CAPS offers several treatment options for students in recovery or those struggling with their substance use, including individual and group counseling, care management, and medication assistance.

6. Risk Reduction

Risk reduction consists of options designed to decrease perpetration and bystander inaction and to increase empowerment in an effort to promote safety and to help individuals and communities address conditions that facilitate violence. Some risk-reduction strategies include the following:

- **Trust your intuition** — it's right most of the time:
 - If someone is behaving disrespectfully or making you feel uncomfortable, take steps to remove yourself from the situation early, especially if you are concerned it may become violent.
 - If you feel as though someone may be stalking you, ask someone who understands these issues, like police, Office of the Dean of Students, the Women's Center or CAPS to help you clarify what's going on and develop a safety plan.
 - If you feel afraid, call 911 or use transportation resources, such as the Yellow Cab program and Safe Ride. Put Safe Ride's number, 434-242-1122,

into your speed dial. Know the service area and hours by visiting <https://uvapolice.virginia.edu/safe-ride>.

- If you feel threatened on Grounds or in nearby areas, look for a blue-light emergency phone or call 911.
- You have the right to defend your body, your personal integrity, yourself.
- Do not second-guess yourself or the intentions of the person harming you. If you have indicated that you do not want to engage in a particular sexual activity and your partner ignores you, take this as a sign that he or she has no intention of taking your feelings into consideration. This will help you decide what to do next.
- There is no shame in being a victim. Talk to someone who has knowledge of community and University resources. There are many people on Grounds and in the community who can help you identify resources and options and who may be able to reduce the impact on your well-being and help you end the abuse.
- If you are being stalked, tell everyone you know. Ask your friends to keep an eye out for your stalker.

Your voice and your body are your best weapons. Learn effective ways to use them by taking a self-defense class, and bring a friend with you.

The University Police Department ("UPD") offers the following UVA-specific risk-reduction programs in Charlottesville:

- **UPD Self-Defense:** There is a Rape Aggression Defense (R.A.D.) women's self-defense course, which is a twelve-hour course consisting of several sessions. Another class is a one-time, two-hour basic self-defense course. There is no cost to attend these classes.
- UPD also offers the following: Self-defense classes for students, employees, and surrounding community; personal safety presentations; de-escalation presentations; awareness and prevention presentations

for Greek organizations focused on gender-based violence, hazing, and alcohol/drugs; violent incident and threat assessment training; Resident Advisor training on emergency response.

7. Coalition Building

- **Healthy Sexual Culture Committee:** This is a multi-disciplinary team of students, faculty, and staff who are involved in sexual harm prevention and/or response to maintain a shared vision that includes the use of consistent language throughout UVA. The team meets quarterly to share department and area updates and discuss opportunities for collaboration, partnership, and outreach. Meetings were suspended in 2020-2021 due to the COVID-19 pandemic.
- **Hazing Prevention Advisory Council (HPAC):** HPAC is a broad, multi-disciplinary team of students and staff who are responsible for identifying issues that contribute to hazing and ensuring consistent collaboration and communication of hazing prevention efforts across Grounds. The HPAC works closely with the Positive Organization Expectations program facilitators in providing hazing prevention education to student groups on Grounds. Meetings were suspended in 2020-2021 due to the COVID-19 pandemic.
- **Substance Use Disorder Treatment and Consultation Team:** This is a multi-disciplinary team of Student Health and Wellness staff who coordinates the provision of holistic care and support for UVA students navigating assessment and treatment for substance use concerns and recovery maintenance, including co-occurring issues.
- **University's Advisory Committee on Alcohol and Substance Misuse:** This is a multi-disciplinary team of UVA and Charlottesville representatives who consider effective ways to promote short- and long-term initiatives that minimize risk

associated with substance misuse at the University. The committee is proactive in identifying key issues that should be of institutional priority, and in recommending and advocating for dedicated resources to address such issues.



GRIEVANCE PROCESS AND MISCONDUCT PROCEDURES FOR INVESTIGATING AND RESOLVING REPORTS AGAINST STUDENTS AND EMPLOYEES

The Procedures for resolving reports against students and employees involving sexual and gender-based harassment and other forms of interpersonal violence can be found in UVA's Policy on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence ("the Sexual Misconduct Policy"). The Sexual Misconduct Policy is available at eocr.virginia.edu/title-ix.

Appendix A (Grievance Process for Investigating and Resolving Reports of Title IX Prohibited Conduct Under the Sexual Misconduct Policy) of the Sexual Misconduct Policy contains the Grievance Process for resolving reports of Title IX Prohibited Conduct against students and employees. Appendix B (Procedures for Investigating and Resolving Reports of Sexual and Gender-Based Misconduct under the Sexual Misconduct Policy) of the Sexual Misconduct Policy contains procedures for resolving reports of Sexual and Gender-Based Prohibited Conduct against University students and employees. Most of the provisions involving initial assessment, use of an evaluation panel, threat assessment and investigation are the same for both the Grievance Process and Misconduct Procedures for students and employees. The role of the Decision Maker, imposition of sanction and the types of sanctions available for students and employees differ based on whether the respondent is a student or employee.

EXPECTATIONS OF COMPLAINANTS AND RESPONDENTS

Pursuant to these procedures, complainants and respondents can expect the following:

- A. Prompt and equitable resolution of allegations of Prohibited Conduct
- B. Privacy in accordance with the Sexual Misconduct Policy and any legal requirement
- C. Reasonably available Supportive Measures, as described in these procedures and in the applicable Resource Guide
- D. Freedom from retaliation for making a good faith report of Prohibited Conduct or

participating in any proceeding under the Sexual Misconduct Policy

- E. The responsibility to refrain from retaliation directed against any person for making a good faith report of Prohibited Conduct or participating in or declining to participate in any proceeding under the Sexual Misconduct Policy
- F. The responsibility to provide truthful information in connection with any report, investigation or resolution of Prohibited Conduct under the Sexual Misconduct Policy or these procedures
- G. The opportunity to request and receive reasonable accommodations for a disability or necessary language translation or interpreter services to ensure meaningful participation in any step of the proceedings under the Sexual Misconduct Policy
- H. The opportunity to articulate concerns or issues about proceedings under the Sexual Misconduct Policy and these procedures
- I. Timely notice of any meeting or proceeding at which the party's presence is contemplated by these procedures
- J. The opportunity to choose an advisor, including the right to have that advisor attend any meeting or proceeding at which the party's presence is contemplated by these procedures
- K. Under the Grievance Process, the ability to have an advisor of the University's choice appointed at no cost to any party to a Formal Resolution, if a party has not selected an advisor, to assist in cross-examination at a Hearing
- L. Written notice of a Formal Complaint, including notice of potential Sexual Misconduct Policy violations and the nature of the alleged Prohibited Conduct
- M. The opportunity to challenge the investigator or Decision Maker for bias or conflict of interest
- N. The opportunity to offer information, present evidence, and identify witnesses during an investigation and Formal Resolution

- O. The opportunity to be heard, orally and/or in writing, as to the determination of a Sexual Misconduct Policy violation and the imposition of any sanction(s)
- P. Timely and equal access to any information that will be used during Formal Resolution proceedings and related meetings
- Q. Reasonable time to prepare any response contemplated by these procedures
- R. Written notice of any extension of time frames for good cause
- S. Written notice of the outcome of any Formal Resolution proceedings, including the determination of a Sexual Misconduct Policy violation, imposition of any sanction(s) and the rationale for each; this notice will be provided simultaneously to both the complainant and the respondent
- T. An opportunity to appeal a dismissal of a Formal Complaint and the Decision Maker's determination to an Appeals Officer based on the Respondent's status (e.g., faculty, staff, student) who does not have a conflict of interest or bias against or for complainants or respondents generally or the complainant or respondent

INITIAL ASSESSMENT

On receipt of a report of Prohibited Conduct, the Title IX Coordinator will make an initial assessment of the reported information and respond to any immediate health or safety concerns raised by the report. In this initial assessment, the Title IX Coordinator or designee will immediately contact the complainant to:

- A. Assess the complainant's safety and well-being and offer the University's immediate support and assistance
- B. Inform the complainant of the right to seek medical treatment, and explain the importance of obtaining and preserving forensic and other evidence
- C. Inform the complainant of the right to contact law enforcement, decline to contact law enforcement, and/or seek a protective order
- D. Inform the complainant about University and community resources, the right to seek appropriate and available Supportive Measures and how to request those resources and measures
- E. Inform the complainant of the right to seek Informal Resolution (where available) or

Formal Resolution under these the Grievance Process or Misconduct Procedures; ascertain the complainant's expressed preference (if the complainant has, at the time of the initial assessment, expressed a preference) for pursuing Informal Resolution, Formal Resolution or neither; and discuss with the complainant any concerns or barriers to participating in any University investigation and resolution under these procedures

- F. Explain the University's prohibition against retaliation and that the University will take prompt action appropriate to the known circumstances in response to any act of retaliation
- G. Assess the nature and circumstances of the report, including whether it provides the names and/or any other information that personally identifies the complainant, the respondent, any witness and/or any other third party with knowledge of the reported incident
- H. Ascertain the ages of the complainant and the respondent, if known, and, if either of the parties is a minor (under 18), contact the appropriate child protective service agency
- I. Communicate with appropriate University officials to determine whether the report triggers any *Clery Act* obligations, including entry of the report in the daily crime log and/or issuance of a timely warning, and take steps to meet those obligations

In addition, the Title IX Coordinator will promptly contact the complainant to discuss:

- A. The availability of Supportive Measures regardless of whether the complainant elects to file a formal complaint
- B. The complainant's wishes with respect to Supportive Measures, and
- C. The process for filing a Formal Complaint and any concerns or barriers to participating in any University investigation and resolution under the Grievance Process

The Title IX Coordinator will ensure that, whether the offense occurred on or off campus, the complainant receives a written explanation of all available Supportive Measures and resolution options and is offered the opportunity to meet to discuss those Supportive Measures and options. When a decision is reached to initiate an

investigation or to take any other action under the Grievance Process or Misconduct Procedures that impacts a respondent, the Title IX Coordinator will ensure that the respondent is notified, receives a written explanation of all available Supportive Measures and resolution options and is offered the opportunity to meet to discuss those Supportive Measures and options.

THREAT ASSESSMENT

Following the initial assessment, the Title IX Coordinator will promptly forward to an evaluation panel all information then known about the reported incident of Prohibited Conduct. Such information includes, if known, the names and/or any other information that personally identifies the complainant, the respondent, any witnesses and/or any other third parties with knowledge of the reported incident.

Evaluation Panel

An evaluation panel will evaluate every report of Prohibited Conduct. The evaluation panel will convene (in person, by telephone or by videoconference) within 72 hours after receiving information from the Title IX Coordinator as described above and will convene again, as necessary, to review new information as it becomes available. The evaluation panel may include any and all members of the University's threat assessment team and shall include, at a minimum: (1) the Title IX Coordinator or their designee, (2) a representative of the University Police Department (the UPD representative) and (3) a representative from the Division of Student Affairs. In addition, the evaluation panel may include a representative from Human Resources or the Office of the Provost, depending on the circumstances of the reported incident and the status of the complainant and the respondent.

The evaluation panel operates pursuant to Va. Code §23.1-806 (the Virginia Reporting Statute) and has access, under Virginia law, to certain otherwise confidential information, including law enforcement records and criminal history record information, as provided in Va. Code §19.2-389 and §19.2-389.1; health records, as provided in Va. Code §32.1-127.1:03; University disciplinary, academic and/or personnel records; and any other information or evidence known to the University or to law enforcement. The evaluation panel may seek additional information about the

reported incident through any other legally permissible means.

Health and Safety Threat Assessment

The evaluation panel will determine whether the reported information and any other available information provide a rational basis for concluding that there is a threat to the health or safety of the complainant or to any other member of the University community. The evaluation panel will make this determination based on a review of the totality of the known circumstances, and will be guided by a consideration of the following factors (risk factors):

- Whether the respondent has prior arrests, is the subject of prior reports and/or complaints related to any form of Prohibited Conduct or has any history of violent behavior
- Whether the respondent has a history of failing to comply with any University no-contact directive, other University protective measures and/or any judicial protective order
- Whether the respondent has threatened to commit violence or any form of Prohibited Conduct
- Whether the Prohibited Conduct involved multiple respondents
- Whether the Prohibited Conduct involved physical violence; "physical violence" means exerting control over another person through the use of physical force (e.g., hitting, punching, slapping, kicking, restraining, choking and brandishing or using any weapon)
- Whether the report reveals a pattern of Prohibited Conduct (e.g., by the respondent, by a particular group or organization, around a particular recurring event or activity or at a particular location)
- Whether the Prohibited Conduct was facilitated through the use of "date-rape" or similar drugs or intoxicants
- Whether the Prohibited Conduct occurred while the complainant was unconscious, physically helpless or unaware that the Prohibited Conduct was occurring
- Whether the complainant is (or was at the time of the Prohibited Conduct) a minor (under 18)

- Whether any other aggravating circumstances or signs of predatory behavior are present

Disclosure(s) of Information to Law Enforcement

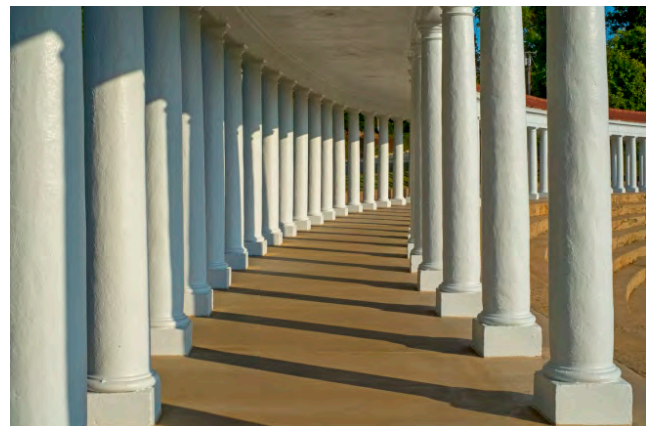
Pursuant to the Virginia Reporting Statute, the evaluation panel is required to disclose information about alleged Prohibited Conduct to law enforcement in the following circumstances:

- If the evaluation panel (or, in the absence of consensus within the evaluation panel, the UPD representative) concludes that there is a significant and articulable threat to the health or safety of the complainant or to any other member of the University community and that disclosure of available information (including the names and any other information that personally identifies the complainant, the respondent, any witnesses and/or any other third parties with knowledge of the reported incident) is necessary to protect the health or safety of the complainant or other individuals, the UPD representative will immediately disclose the information to the law enforcement agency that would be responsible for investigating the alleged act of Prohibited Conduct. The evaluation panel will make this determination based on a review of the totality of the known circumstances and consideration of the list of risk factors, as described in these procedures. The Title IX Coordinator or designee will promptly notify the complainant whenever such disclosure has been made.
- If the alleged act of Prohibited Conduct constitutes a felony violation of the Code of Virginia, the UPD representative will so inform the other members of the evaluation panel and will, within twenty-four hours, (i) consult with the appropriate commonwealth's attorney or other prosecutor who would be responsible for prosecuting the alleged act of Prohibited Conduct (the prosecuting authority), and (ii) disclose to the prosecuting authority the information then known to the evaluation panel. The Virginia Reporting Statute requires this disclosure where the alleged

act of Prohibited Conduct would violate Article 7 (§18.2-61 et seq.) of Chapter 4 of Title 18.2 of the Code of Virginia. Such disclosure will exclude the names and any other information that personally identifies the complainant, the respondent, any witnesses and/or any other third parties with knowledge of the reported incident (the identifying information), unless the identifying information was disclosed to law enforcement under the health and safety exception described in paragraph (a) above, in which case the identifying information also will be disclosed to the prosecuting authority. If the UPD representative declines to consult with the prosecuting authority, any member of the evaluation panel who individually concludes that the alleged act of Prohibited Conduct would constitute such a felony violation may consult with the prosecuting authority and make the required disclosure(s) in the manner and within the time frame set forth above.

- The evaluation panel will reconvene as necessary to continue to evaluate whether any new or additional information received triggers any further obligation(s) under the *Clery Act* or with respect to any child protective service agency, and will direct the Title IX Coordinator to take such further actions, as necessary.

In all cases, the initial report, the health and safety threat assessment and the determinations of the evaluation panel will be documented and retained by the University in accordance with applicable law.



COMMENCEMENT OF A FORMAL COMPLAINT BY THE TITLE IX COORDINATOR

Upon completion of the health and safety threat assessment, the evaluation panel may provide input to the Title IX Coordinator regarding the course of action under the Grievance Process or Misconduct Procedures, which may include the Title IX Coordinator filing a Formal Complaint; however, the ultimate decision regarding the commencement of a formal complaint initiated by the Title IX Coordinator remains with the Title IX Coordinator.

Upon receipt of a report of Prohibited Conduct and when the Complainant has not filed a Formal Complaint, the Title IX Coordinator will seek to honor the resolution preferences of the Complainant whenever possible. In assessing whether the Complainant's resolution preferences may be honored, the Title IX Coordinator, in consultation with the Evaluation Panel, will consider the following factors in evaluating such request(s): (1) the totality of the known circumstances; (2) the presence of any Risk Factors; (3) the potential impact of such action(s) on the Complainant; (4) any evidence showing that the Respondent made statements of admission or otherwise accepted responsibility for the Prohibited Conduct; (5) the existence of any independent information or evidence regarding the Prohibited Conduct; and (6) any other available and relevant information.

Determination that a Complainant's Request(s) **Can** be Honored. Where the Title IX Coordinator determines that a Complainant's resolution request(s) (e.g., not to file a Formal Complaint) can be honored, the University may nevertheless take other appropriate steps designed to address an individual's safety and well-being and to preserve or restore equal access to educational opportunities for the Complainant and the University community. Those steps may include offering appropriate Supportive Measures to the Complainant or providing targeted training or prevention programs.

At any time, the Complainant may choose to file a Formal Complaint under the Grievance Process or Misconduct Procedures and request Informal Resolution (if available) or Formal Resolution. A Complainant may not pursue

Informal Resolution or Formal Resolution anonymously. The Title IX Coordinator will evaluate the Formal Complaint to determine whether it constitutes Prohibited Conduct. If the Title IX Coordinator determines that the Formal Complaint does not constitute Prohibited Conduct, Informal Resolution or Formal Resolution will not be available to the Complainant; however, the Title IX Coordinator will continue to offer appropriate Supportive Measures to the Complainant or engage in targeted training or prevention efforts.

Determination that a Complainant's Request(s) **Cannot** be Honored. Where the Title IX Coordinator has determined that a Complainant's request(s) (e.g., not to file a Formal Complaint) cannot be honored (i.e., because honoring the Complainant's request(s) would impede the University's ability to ensure the health and safety of the Complainant and other members of the University community), the Title IX Coordinator will file a Formal Complaint.

Where the Title IX Coordinator has determined that the University must proceed with Formal Complaint despite a Complainant's request to the contrary, the Title IX Coordinator will make reasonable efforts to protect the privacy of the Complainant. However, actions that may be required as part of the University's investigation will involve speaking with the Respondent and others who may have relevant information, in which case the Complainant's identity will be disclosed. In such cases, the Title IX Coordinator will notify the Complainant that the University intends to proceed with an investigation, but that the Complainant is not required to participate in the investigation or in any other actions undertaken by the University. The Title IX Coordinator will provide information regarding the pending resolution even if the Complainant elects not to participate in the investigation or other actions.

Where a Complainant declines to participate in an investigation, the University's ability to meaningfully investigate and respond to a report may be limited. In such cases, the Title IX Coordinator may pursue the report if it is possible to do so without the Complainant's participation in the investigation or resolution (e.g., where there is other relevant evidence of

the Prohibited Conduct, such as recordings from security cameras, corroborating reports from other witnesses, physical evidence, or any evidence showing that the Respondent made statements of admission or otherwise accepted responsibility for the Prohibited Conduct). In the absence of such other evidence, however, the University will only be able to respond to the report in limited and general ways that are non-punitive and non-disciplinary (i.e., through the provision of Supportive Measures, targeted training or prevention programs, or other remedies tailored to the circumstances). Further, if specific circumstances prevent the University from gathering evidence sufficient to reach a determination to the Formal Complaint or allegations therein, the University may dismiss the Formal Complaint from the Grievance Process or Misconduct Procedures.

NOTICE TO COMPLAINANT AND RESPONDENT OF UNIVERSITY ACTIONS

The Title IX Coordinator will promptly inform the complainant of any action(s) undertaken by the University to respond to a health or safety threat to the complainant or the University community, including the decision to proceed with an investigation. The Title IX Coordinator also will promptly inform the respondent of any action(s) (including any Supportive Measures or Emergency Removal) that will directly impact the respondent, and provide an opportunity for the respondent to respond to such action(s). The Title IX Coordinator retains the discretion to impose and/or modify any Supportive Measures based on all available information. Supportive Measures will remain in effect until the resolution of the Formal Complaint, unless new circumstances arise that warrant reconsideration of the Supportive Measures prior to the hearing and determination by the Decision Maker or Appeals Officer. A complainant or respondent may challenge Supportive Measures or other actions, or failure to impose Supportive Measures or take other actions, by contacting the Title IX Coordinator to address any concerns.

NOTICE OF POTENTIAL UNIVERSITY ACTIONS AGAINST STUDENT GROUPS OR ORGANIZATIONS

If, upon completion of the health and safety threat assessment, the evaluation panel determines that a report of Prohibited Conduct

reveals involvement of, or a pattern of behavior by, a particular student group or organization (e.g., agency group, special status organization, fraternity, sorority, contracted independent organization, club sport and/or athletic team), the Title IX Coordinator will also consult with relevant University officials regarding any appropriate University action directed at the student group or organization, including, but not limited to, modification, suspension or termination of the student group's or organization's agreement or status with the University.

UNIVERSITY RESOLUTIONS

The Grievance Process and Misconduct Procedures offer two forms of resolution of reports of Prohibited Conduct: (1) Formal Resolution, which involves an investigation, hearing, remedy, and sanction (if applicable) by Decision Maker, and (2) Informal Resolution, which includes a variety of informal options for resolving formal complaints.

A. COMMENCEMENT OF THE GRIEVANCE PROCESS FOR TITLE IX PROHIBITED CONDUCT

The Grievance Process is commenced when:

A Complainant, who is accessing or attempting to access the University's education program or activity, files a Formal Complaint. If a Formal Complaint is filed but additional information is necessary to determine whether the alleged conduct would constitute Title IX Prohibited Conduct, an initial intake interview may be performed by Title IX personnel; or

The Title IX Coordinator initiates a Formal Complaint, as defined. At the conclusion of the threat assessment process described in the Grievance Process, the Title IX Coordinator has determined, based upon a review of the totality of the circumstances and guided by a consideration of the Risk Factors, that resolution of the reported conduct through the Title IX Grievance Process is necessary to ensure the health and safety of the Complainant and/or other members of the University community, notwithstanding the absence of Complainant filing a Formal Complaint. In such circumstances, the Title IX Coordinator may file a Formal Complaint. The Title IX Coordinator is not considered the Complainant when the Title IX Coordinator files the Formal Complaint.

B. COMMENCEMENT OF THE MISCONDUCT PROCEDURES FOR SEXUAL OR GENDER-BASED PROHIBITED CONDUCT

Resolution under the Misconduct Procedures is commenced when:

A Complainant files a Formal Complaint, as defined. If a Formal Complaint is filed but additional information is necessary to determine whether the alleged conduct would constitute Sexual and Gender-Based Prohibited Conduct, an initial intake interview may be performed by Title IX personnel; or

The Title IX Coordinator initiates a Formal Complaint, as defined. At the conclusion of the threat assessment process described in the Misconduct Procedures, the Title IX Coordinator has determined, based upon a review of the totality of the circumstances and guided by a consideration of the Risk Factors, that resolution of the reported conduct through the Misconduct Procedures is necessary to ensure the health and safety of the Complainant and/or other members of the University community, notwithstanding the absence of Complainant filing a Formal Complaint. In such circumstances, the Title IX Coordinator may file a Formal Complaint. The Title IX Coordinator is not considered the Complainant when the Title IX Coordinator files the Formal Complaint.

A. DISMISSALS AND APPEAL OF DISMISSALS

The University does not have the discretion to dismiss a Formal Complaint, or the allegations therein, that initially appear to be unsubstantiated or otherwise appears to fail to meet a threshold of merit. When a Complainant files a Formal Complaint, the University must investigate those allegations; determinations about the merits of the allegations must be reached only by following the process set forth in this Grievance Process.

1. **Mandatory Dismissal — Grievance Process** The University shall dismiss a Formal Complaint, or any allegations therein, from the Grievance Process when the alleged conduct, even if proved:

- a. Would not constitute Title IX Prohibited Conduct as defined in the Sexual Misconduct Policy;
- b. Did not occur in the University's education program or activity;
- c. Did not occur against a person in the United States; or
- d. The Complainant was not participating in or attempting to participate in a University education program or activity at the time the Formal Complaint was filed.

2. **Discretionary Dismissal — Grievance Process.** The University may dismiss the Formal Complaint, or any allegations therein, from the Title IX Grievance Process if at any time in the Formal Resolution, Information Resolution, or Hearing:

- a. A Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein;
- b. The Respondent is no longer enrolled or employed by the University; or
- c. Specific circumstances prevent the University from gathering evidence sufficient to reach a determination to the Formal Complaint or allegations therein.

"Specific Circumstances" include, but are not limited to, instances where:

- The Formal Complaint is made many years after the Title IX Prohibited Conduct allegedly occurred;
- A Complainant stops participating in the investigative process or refuses to participate in the process; or
- A Formal Complaint contains allegations that are precisely the same as allegations the University has already investigated and adjudicated.

3. **Discretionary Dismissal — Misconduct Procedures.** The University may dismiss the Formal Complaint, or any allegations therein, from the Misconduct Procedures if at any time in the Formal Resolution, Information Resolution, or Hearing:

- a. A Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein;

- b. The Respondent is no longer enrolled or employed by the University; or
- c. Specific circumstances prevent the University from gathering evidence sufficient to reach a determination to the Formal Complaint or allegations therein.

“Specific Circumstances” include, but are not limited to, instances where:

- The Formal Complaint is made many years after the Sexual and Gender-Based Prohibited Conduct allegedly occurred;
- A Complainant stops participating in the investigative process or refuses to participate in the process; or
- A Formal Complaint contains allegations that are precisely the same as allegations the University has already investigated and adjudicated.

4. **Dismissal Letter.** The Title IX Coordinator is responsible for determining when mandatory and discretionary dismissals are required or appropriate. The Title IX Coordinator may issue a dismissal of the Formal Complaint or any allegations therein at any time during the investigation or hearing. The Title IX Coordinator will promptly send written notice (“Dismissal Letter”) of any dismissal, the reason(s) for the dismissal, and an explanation of the appeal process simultaneously to the parties.

5. **Effect of Dismissal.** Any dismissal under the Grievance Process does not preclude the University from taking action under Appendix B: The Procedures for Investigating and Responding to Reports of Sexual and Gender-Based Misconduct by Students and Employees or other applicable policies with respect to the Formal Complaint, or any allegations therein. Any action taken under such circumstances will not require Complainant to submit an additional Formal Complaint, as defined, but may require Complaint to express a preference regarding the use of Formal and/or Informal Resolution under such related policies.

Any dismissal under the Misconduct Procedures does not preclude the University from taking action under any other applicable

policies that may be implicated with respect to the Formal Complaint, or any allegations therein.

6. **Appeal of Dismissal Decision.** The Associate Vice President for Equal Opportunity and Civil Rights or designee (“Dismissal Appeal Officer”) reviews all appeals of dismissals. Both parties have the right to appeal the dismissal of the Formal Complaint for any of the following reasons.

- a. Bases for Appeal. Either party may appeal a dismissal on the following bases:
 - i. Procedural irregularity affected the outcome of the Formal Complaint. The appeal must specify the procedural irregularity and how it affected the outcome of the Formal Complaint.
 - ii. New evidence that was not reasonably available at the time the dismissal was made, that could affect the outcome of the Formal Complaint. The appeal must specify the new evidence that was not reasonably available at the time of the dismissal and how the new evidence could affect the outcome of the Formal Complaint.
 - iii. The Title IX Coordinator or Investigator had bias or actual conflict of interest for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the Formal Complaint. The appeal must specify the basis on which the party believes the Title IX Coordinator or Investigator had an actual conflict of interest or bias and how that affected or led to the dismissal.

b. **Appeal Filing Timeline.** An appeal must be submitted to the Title IX Coordinator within five (5) business days from the date of the Dismissal Letter. All appeals must be in writing and clearly cite the reasons for the appeal and provide the evidence supporting the appeal. The Title IX Coordinator will promptly provide the Formal Complaint, any information gathered during the investigation

prior to the Dismissal, Dismissal Letter, and Appeal and any supporting documentation to the Dismissal Appeal Officer. Simultaneously, the Appeal and any supporting documentation will be provided to the non-appealing party with an opportunity to respond. Any response to the Appeal must be submitted to the Dismissal Appeal Officer within five (5) business days of the non-appealing party's receipt of the Appeal.

The Dismissal Appeal Officer may confer with appropriate University employees in order to obtain information necessary to make a fully informed decision. The Dismissal Appeal Officer may request clarifying information from the parties and/or witnesses. Responsive material to the Dismissal Appeal Officer must be submitted in writing within the time frame specified by the Dismissal Appeal Officer. No hearing or interviews will be conducted during the Appeal Process.

- c. **Appeal Outcome.** The Dismissal Appeal Officer will issue a written determination within ten (10) business days of the expiration of the deadline for the non-appealing party's written submission unless the Dismissal Appeal Officer notifies the parties in writing that additional time is needed for good cause. The written notice of dismissal appeal determination will provide an explanation of the basis of the appeal and the rationale for the decision. The written notice will be provided simultaneously to the parties and the Title IX Coordinator. The appeal determination is final, not subject to further appeal or review, and concludes the Grievance Process.

7. Advisors

- a. **Right to advisor of choice.** Throughout the investigation and resolution process, each party has the right to choose and consult with an advisor. An advisor may be any person, and may be, but is not required to be, an attorney.

Choosing an advisor who is also a witness in the process creates potential for bias and conflict-of-interest. A party who chooses an advisor who is also a witness can anticipate

that issues of potential bias will be explored by the hearing Decision Maker.

- b. **Role of advisor.** The parties may be accompanied by their respective advisors at any meeting or proceeding related to the investigation and resolution of a report under the Grievance Process or Misconduct Procedures. While the advisors may provide support and advice to the parties at any meeting and/or proceeding, they may not speak on behalf of the parties, submit written statements not attributed to the party, or otherwise participate in, or in any manner disrupt, such meetings and/or proceedings, except to conduct cross-examination as permitted in the Grievance Process. The University will not unduly delay the scheduling of meetings or proceedings based on the advisor's unavailability.
- c. **University-appointed advisors.**
 - i. For the Grievance Process, if at any time during the Grievance Process or Misconduct Procedures the party does not have an advisor, the party may make a written request to the Title IX Coordinator to be provided an advisor of the University's choice. The University is obligated to provide an advisor for the parties at the Hearing but may, based upon the availability of advisors, provide an advisor prior to the Hearing.

Both the Complainant and the Respondent have the right to be accompanied at the Hearing/Meeting by an advisor of their choosing. If a party does not have an advisor present at the Hearing, the University will provide, without fee or charge to the party, an advisor of the University's choice for the purpose of conducting cross-examination. This University-appointed advisor may be, but is not required to be, an attorney.

A party may not proceed at the Hearing without an advisor. If the party's advisor will not conduct cross-examination, the University will appoint an advisor who will do so, regardless of the participation or

non-participation of the party in the hearing itself.

- ii. For the Procedures, if at any time during the Misconduct Procedures the party does not have an advisor, the party may make a written request to the Title IX Coordinator to be provided an advisor of the University's choice. The University will provide an advisor for the parties at the Hearing but may, based upon the availability of advisors, provide an advisor prior to the Hearing.

Both the Complainant and the Respondent have the right to be accompanied at the Hearing/Meeting by an advisor of their choosing. If a party does not have an advisor present at the Hearing, the University will provide, without fee or charge to the party, an advisor of the University's choice. This University-appointed advisor may be, but is not required to be, an attorney.

- iii. Communication with advisors. The Investigator(s), Title IX Coordinator, Decision Maker, the Dismissal Appeal Officer, and Appeals Officer will communicate directly with the party through their University-provided email address and copy the advisor on all communications.

7. Investigation

Whenever Formal Resolution is commenced, the Title IX Coordinator will designate one or more Investigators from the University's Office for Equal Opportunity and Civil Rights and/or an experienced external investigator to conduct a prompt, thorough, and impartial investigation. All Investigators will receive annual training on issues related to Prohibited Conduct, the scope of the University's education program or activity, relevancy and how to create an investigative report that fairly summarizes relevant evidence, and on how to conduct an investigation and Grievance Process and Misconduct Procedures that is fair and impartial, including information regarding hearings, appeals, and informal resolution

process, while avoiding prejudgment of the facts at issue, conflicts of interest, and bias.

- a. Other Forms of Discriminatory and/or Harassing Conduct. If a report of Prohibited Conduct also implicates other forms of discriminatory and/or harassing conduct prohibited by the University's Policy on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence (e.g., Sexual and Gender-Based Prohibited Conduct), the [Preventing and Addressing Discrimination, Harassment, and Retaliation](#) (PADHR) policy, any other violation(s) of the University's Standards of Conduct, and/or any relevant policies (Faculty Conflicts of Interest Policy), the Title IX Coordinator will evaluate all reported allegations to determine whether the alleged Title IX Prohibited Conduct and the alleged Sexual and Gender-Based Prohibited Conduct violation(s), PADHR violation(s), and/or alleged Standard of Conduct violation(s) may be appropriately investigated together without unduly delaying the resolution of the Formal Complaint of Title IX Prohibited Conduct. Where the Title IX Coordinator determines that a single investigation is appropriate, the determination of responsibility for the violation of University policy will be evaluated under the applicable policy (i.e., the Sexual Misconduct Policy, the PADHR policy, and/or the Standards of Conduct), but the investigation and resolution will be conducted in accordance with the Grievance Process. If at any time during the Grievance Process, the Title IX Prohibited Conduct is dismissed from the pending Formal Resolution, the Formal Resolution will proceed in accordance with the Procedures for Sexual and Gender-Based Misconduct.
- b. Presumption of Non-Responsibility. The investigation is a neutral fact-gathering process. The Respondent is presumed to be not responsible; this presumption may be overcome only where the Decision Maker concludes that there is sufficient evidence, by a Preponderance of the Evidence, to support a finding that the Respondent violated the Sexual Misconduct Policy.

- c. Participation by the Parties and Witnesses. No party or witness is required to participate in Formal Resolution, and the Investigator, Decision Maker, and Appeals Officer will not base a finding of responsibility solely on a party's decision not to participate. If either party or any witness declines to participate or limits the extent of their participation, it may limit the ability of the University to thoroughly investigate and resolve the Formal Complaint.

The parties are expected to ask and respond to questions, and provide any verbal and written responses, on their own behalf throughout the investigation. Parties have an affirmative duty to ensure that any statement submitted as part of the Grievance Process to the Investigator, Title IX Coordinator, Decision Maker, Dismissal Appeals Officer, and/or Appeal Officer are signed, or otherwise acknowledged, by the party. The Investigator will not accept statements or responses submitted by a party's advisor which do not indicate that the statement or response is made by or submitted on behalf of the party.

The statements of any witness who could have been reasonably identified to the Investigator prior to the issuance of the Final Report, or who declined to participate in the investigation prior to the issuance of the Final Report may not be considered by the Decision Maker.

- d. Time Frame for Completion of Investigation; Extension for Good Cause. Typically, the period from commencement of an investigation through resolution (finding and sanction) will not exceed 90 business days. Typically, the investigation phase of a Formal Resolution will not exceed 75 business days. This time frame may be extended for good cause, which may exist if additional time is necessary to ensure the integrity and completeness of the investigation; the timing of University breaks; the absence of a party, a party's advisor, and/or a witness; to comply with a request by external law enforcement for temporary delay to gather evidence for a criminal investigation; the need for language assistance or accommodation of disabilities;

or to account for complexities of a case, including the number of witnesses and volume of information provided by the parties, or for other legitimate reasons. The Investigator will notify the parties in writing of any extension of this time frame and the reason for such extension. This time frame may also be impacted if a Formal Complainant is resolved through a combination of both Formal and Informal Resolution.

- e. Overview of Investigation. During the investigation, the parties will have an equal opportunity to be heard, to submit information and corroborating evidence, to identify witnesses who may have relevant information, and to identify topics about which they believe the Investigator should question the other party or any witness. The Investigator will notify and seek to meet separately with the Complainant, the Respondent, and third-party witnesses, and will gather other relevant and available evidence and information, including, without limitation, electronic or other records of communications between the parties or witnesses (via voicemail, text message, email, and social media sites), photographs (including those stored on computers and smartphones), and medical records (subject to the consent of the applicable party).
- f. Prior or Subsequent Conduct. Prior or subsequent conduct of the Respondent may be considered in determining pattern, knowledge, intent, motive, or absence of mistake. For example, evidence of a pattern of Title IX Prohibited Conduct or Sexual and Gender-Based Prohibited Conduct by the Respondent, either before or after the incident in question, regardless of whether there has been a prior finding of a Sexual Misconduct Policy violation, may be deemed relevant to the determination of responsibility for the Title IX Prohibited Conduct under investigation. The determination of relevance of pattern evidence will be based on an assessment of whether the previous or subsequent conduct was substantially similar to the conduct under investigation or indicates a pattern of similar Title IX Prohibited Conduct or Sexual and Gender-

Based Prohibited Conduct. Such prior or subsequent conduct may also constitute a violation of the PADHR policy and/or the University's Standards of Conduct, in which case it may subject the Respondent to additional sanctions. The Investigator will determine the relevance of this information and both parties will be informed if evidence of prior or subsequent conduct is deemed relevant.

- g. **Prior Sexual History.** The sexual history or sexual predisposition of a Complainant or Respondent will never be used to prove character or reputation. Moreover, evidence related to the prior sexual history of Complainant is generally not relevant to the determination of a Sexual Misconduct Policy violation and will be considered only when offered to prove that someone other than the Respondent committed the conduct described in the Formal Complaint, or to prove consent in light of specific incidents of prior sexual history between the parties. For example, if the existence of Affirmative Consent is at issue, the sexual history between the parties may be relevant to help understand the manner and nature of communications between the parties and the context of the relationship, which may have bearing on whether Affirmative Consent was sought and given during the incident in question. However, even in the context of a relationship, Affirmative Consent to one sexual act does not, by itself, constitute Affirmative Consent to another sexual act, and Affirmative Consent on one occasion does not, by itself, constitute Affirmative Consent on a subsequent occasion. In addition, prior sexual history may be relevant to explain the presence of a physical injury or to help resolve another question raised by the report. The Investigator will determine the relevance of this information and both parties will be informed if evidence of prior sexual history is deemed relevant.
- h. **Relevance.** The Investigator has the discretion to determine the relevance of any proffered evidence and to include or exclude certain types of evidence from the Draft Investigation Report and the Final Investigation Report; however, information

that is not deemed relevant by the Investigator must still be shared with the parties and the Decision Maker and may be considered at the Hearing. In general, the Investigator will not consider statements of personal opinion, rather than direct observations or reasonable inferences from the facts, or statements as to any party's general reputation for any character trait.

- i. **Privileged Information.** Any information used by the Investigator that is protected by a recognized privileged relationship, such as that pertaining to attorney-client communications or medical care, may not be shared or relied upon by the Investigator without written permission of the party about whom the record pertains. Medical Records obtained with the written permission of the party will be maintained in the Title IX office and not be provided directly to the parties. The parties may view Medical Records during normal business hours by arranging a time with the Investigator or Title IX Coordinator.
- j. **Site Visit(s).** The Investigator may visit relevant sites or locations and record observations through written, photographic, or other means
- k. **University Provided Information.** The Investigator may seek relevant information from other University offices, such as course evaluations, course syllabi and schedules, course materials, personnel records, housing records, swipe card data, etc., as appropriate for the investigation.
- l. **Expert Consultation(s).** The Investigator may consult medical, forensic, technological, or other experts when expertise on a topic is needed in order to achieve a fuller understanding of the issues under investigation. This section does not limit a party's ability to provide expert reports so long as such information is provided to the Investigator prior to the issuance of the Final Report and the party makes the expert available for an interview by the Investigator.
- m. **Coordination with Law Enforcement.** The Investigator will contact any law enforcement

agency that is conducting its own investigation to inform that agency that a University investigation is also in progress; to ascertain the status of the criminal investigation; and to determine the extent to which any evidence collected by law enforcement may be available to the University in its investigation. At the request of law enforcement, the Investigator may delay the University investigation temporarily while an external law enforcement agency is gathering evidence.

- n. Draft Investigation Report and Attached Materials. At the conclusion of the investigation, the Investigator will prepare a Draft Investigation Report summarizing the relevant information gathered and outlining the pertinent contested and uncontested information. The Draft Investigation Report will not include any recommended findings. The Complainant and the Respondent will have an opportunity to review the Draft Investigation Report and all materials gathered by the Investigator that are not otherwise protected by a privileged relationship; meet with the Investigator; submit additional comments and information to the Investigator; identify any additional witnesses or evidence for the Investigator to pursue; and identify any further topics that they believe the Investigator should address with the other party or to any witness. Any such response by the parties must be submitted to the Investigator within ten (10) business days of transmission of the Draft Investigation Report and accompanying materials. While extensions for good cause may be granted to both parties, upon request, such an extension may cause University resolution to exceed the time frame specified in this Grievance Process or Misconduct Procedures.
- o. Final Investigation Report. Upon receipt of the parties' responses to the Draft Investigation Report, the Investigator will identify additional investigative steps requested by the parties or identified by the Investigator, and determine the extent to which such steps are relevant and the appropriate investigative strategy for addressing such requests. Any information or

evidence provided to or collected by the Investigator following the issuance of the Draft Investigation Report will be provided to the parties in the Final Investigation Report and accompanying exhibits.

Following the conclusion of such additional investigative steps, if any, the Investigator will prepare a Final Investigation Report, which will summarize all relevant information gathered and include a recommendation as to whether there is sufficient evidence, by a Preponderance of the Evidence, to support a finding of responsibility for a violation of the Sexual Misconduct Policy (and, where applicable, other relevant policies). The Investigator's recommendation as to whether the Sexual Misconduct Policy has been violated is non-binding and the Decision Maker will come to their own determination as to whether the Sexual Misconduct Policy has been violated. The Investigator will deliver the Final Investigation Report and all attached materials to the Title IX Coordinator. The Title IX Coordinator will simultaneously transmit the Final Investigation Report and all attached materials, including all information submitted by the parties in response to the Draft Investigation Report and all information and materials gathered as additional investigative steps, which are not otherwise privileged, to both parties in an electronic format or hard copy.

The Title IX Coordinator will also include in this transmission information about the Hearing process and may begin the process of scheduling a Hearing for a Decision Maker to make an independent determination of responsibility. The Complainant and Respondent will have an opportunity to review and respond in writing to the Final Investigation Report and all materials gathered by the Investigator that are not otherwise protected by a privileged relationship. Any such response by the parties must be submitted to the Title IX Coordinator within ten (10) business days of transmission of the Final Investigation Report and materials. While extensions for good cause may be granted to both parties, upon request, such an extension may cause University resolution to exceed the time frame specified in this Grievance Process. The Title IX Coordinator will provide any statement(s) with

the Final Investigation Report to the Decision Maker.

- p. **Impact and Mitigation Statements.** Within ten (10) business days of transmission of the Final Investigation Report, both parties may submit a statement to the Title IX Coordinator for consideration by the Decision Maker in determining an appropriate sanction. The Complainant may submit a written statement describing the impact of the Title IX Prohibited Conduct on the Complainant, expressing a preference about the sanction(s) to be imposed, and describing any other information Complainant believes relevant to the issue of remedies and sanctions. The Respondent may submit a written statement explaining any factors that the Respondent believes should mitigate or otherwise be considered in determining the sanctions(s) imposed and any other information Respondent believes relevant to the issue of remedies and sanctions. Neither party may present witnesses or witness statements regarding impact or mitigation without prior written approval from the Title IX Coordinator. The Title IX Coordinator will provide the parties' written impact and mitigation submissions to the Decision Maker at the appropriate time.
- q. **Timing of Investigation.** The investigation (from issuance of the Notice of Allegations to Final Investigation Report) typically will be completed within seventy-five (75) business days. This period may be extended to account for a previous attempt, if any, at Informal Resolution, or for other good cause. Any extension, other than for Informal Resolution, and the reason for the extension, will be shared with the parties in writing.

8. Acceptance of Responsibility

The Respondent may, at any time, elect to resolve the Formal Resolution process by accepting responsibility for the Prohibited Conduct, in which case the Title IX Coordinator will refer the matter to the Decision Maker to conduct a Hearing, or to Informal Resolution at the parties' requests. If the Respondent subsequently retracts this acceptance, declines to accept responsibility under cross-examination during a Hearing, or

Informal Resolution is unsuccessful, Formal Resolution will be resumed.

10. Hearing

- A. Appointment of Decision Maker. The Title IX Coordinator will appoint a standing pool of trained members of the University community or, at the discretion of the Title IX Coordinator, an external professional with experience adjudicating cases of Prohibited Conduct. The Title IX Coordinator will select a member from this pool to serve as the Decision Maker for the Hearing.

All persons serving as Decision Maker must be impartial and free from actual bias or conflict of interest. All Decision Makers will receive training on issues related to Prohibited Conduct; the scope of the University's education program or activity; relevancy; on how to conduct an investigation and grievance process that is fair and impartial, including information regarding hearings, appeals, and informal resolution processes, while avoiding prejudice of the facts at issue; conflicts of interest; and bias.

- a. Standard of Review. If either of the parties contests the investigator's recommended finding(s) of responsibility (or no responsibility) for an alleged violation of the Sexual Misconduct Policy, the Review Panel will hold a Hearing/Meeting to determine (1) whether the concerns stated by the contesting party raise substantial doubt about the thoroughness, fairness and/or impartiality of the investigation; and, if not, (2) whether there is sufficient evidence to support the investigator's recommended finding(s) by a preponderance of the evidence.
- b. Information Provided to Decision Maker. Prior to the Hearing, the Title IX Coordinator will provide the Decision Maker with the Final Investigation Report and all evidence collected by the Investigator, which is not protected by privilege.
- c. Purpose of the Hearing. The Hearing is an opportunity for the parties to address the Decision Maker about issues relevant to the

determination of responsibility to be made by the Decision Maker. Each party has the opportunity to be heard (in opening and closing statements and when subject to questioning), to respond to any questions of the Decision Maker, and to submit relevant questions to the Decision Maker to ask of the other party and any witnesses. The Decision Maker will objectively evaluate all relevant evidence necessary to independently reach a determination regarding responsibility and, if applicable, whether remedies are appropriate, and any appropriate sanction(s) under the Misconduct Procedures.

- d. Standard of Review. The Respondent is presumed to be not responsible by the Decision Maker; this presumption may be overcome only where the Decision Maker concludes that there is sufficient evidence, by a Preponderance of the Evidence, to support a finding that the Respondent violated the Sexual Misconduct Policy.
- e. Notice of Hearing. The Title IX Coordinator will notify the parties in writing of the date, time, and location of the Hearing; the name of the Decision Maker; and how to challenge the participation by the Decision Maker for bias or actual conflict of interest.
- f. Timing of Hearing. The Hearing will usually be scheduled as soon as possible after the date of issuance of the Notice of Hearing, and in no circumstance less than ten (10) business days after the date of issuance of the Final Investigation Report. Good cause for extension may include the unavailability of a party, a party's advisor of choice, or witnesses; the need for language assistance or accommodation of disabilities; the timing of semester breaks or University holidays; or other extenuating circumstances. Any extension, including the reason for the extension, will be shared with the parties in writing. While extensions for good cause may be granted upon request, such an extension may cause University resolution to exceed the time frame specified in the Misconduct Procedures or Grievance Process. Permission to postpone a Hearing may be granted provided that the request to do so is based on a compelling emergency and

communicated to the Title IX Coordinator prior to the time of the Hearing.

Hearings that are unable to be resolved prior to the end of the spring semester may be held during the summer, as needed, to meet the resolution timeline followed by the University. In these cases, if the Respondent is a graduating student, a hold will be placed on the Respondent's degree and/or official transcripts until the matter is fully resolved (including any appeal). A student facing allegations under this Sexual Misconduct Policy is not in good standing to graduate; however, absent special circumstances may participate in Final Exercises and graduation ceremonies.

- g. Location of Hearing. A Hearing may be conducted with all parties physically present in the same geographic location or, at the discretion of the Title IX Coordinator, any or all parties, witnesses, or other participants may appear at the Hearing virtually, with technology enabling participants simultaneously to see and hear each other. Either party may make a request for the parties be located in separate rooms or locations during the Hearing with technology enabling the Decision Maker and parties to simultaneously see and hear the party or witness answering questions. Such a request should be submitted to the Title IX Coordinator at least two (2) business days prior to the Hearing. Nothing in this section requires the parties to appear in person before the Decision Maker and the Hearing may proceed with all parties participating virtually as appropriate and necessary. The format of the hearing (e.g., in person or virtual) is at the discretion of the Decision Maker and/or Title IX Coordinator.
- h. Rules of Order and Decorum. The University may adopt Rules of Order and Decorum for Hearings, which will apply equally to both parties, and to any witnesses, advisors, or other participants. The Rules of Order and Decorum will be maintained in the Title IX office, published on the Title IX website, and provided to the parties with the Notice of Hearing.

i. Pre-Hearing Conference. The Decision Maker may convene a Pre-Hearing Conference during which preliminary matters related to the Hearing are discussed and/or resolved. The parties will be provided advance written notice of the date, time, and location of the pre-hearing conference.

j. Participation in Hearing.

i. Parties. Both the Complainant and the Respondent have a right to be present at the Hearing. If, despite being notified of the date, time, and location of the Hearing, either party is not in attendance, the Hearing may proceed and applicable remedies sanctions may be imposed. Neither party is required to participate in the Hearing in order for the Hearing to proceed.

ii. Advisors. While the advisor may provide support and advice to a party at the Hearing, the advisor may not speak on behalf of the party or otherwise participate in, or in any manner disrupt, the Hearing. The University reserves the right to remove any individual whose actions are disruptive to the proceedings or otherwise inconsistent with any Rules of Order and Decorum for Hearings adopted by the University. Such a disruption will not be the basis to delay or postpone a hearing. Under the Grievance Process, if a party's advisor is removed from a Hearing, the University will provide that party with a different advisor to conduct cross-examination on behalf of that party. Such a disruption will not be the basis to delay or postpone a hearing.

iii. Investigator or other witnesses. The Decision Maker will request the presence of the Investigator or any other witness it deems necessary to its determination. The parties also may request the presence of the Investigator or of any witness they deem relevant to the determination by the Decision Maker. If neither a party nor the Decision Maker request the presence of a witness at the hearing, then any information submitted by that witness during the investigation may be considered by the Decision Maker without cross examination.

Witnesses and parties are not required to participate in the Grievance Process or appear at the Hearing, and any information submitted to or obtained by the Investigator during the investigation may be considered by the Decision Maker even if a witness or party elects not to participate. The Decision Maker cannot draw an inference about the determination regarding responsibility based solely on a party's or witnesses' absence from the Hearing or refusal to answer cross-examination or other questions.

k. Hearing Format. The Decision Maker has the discretion to determine the specific Hearing format. A typical hearing may include brief opening remarks by the Complainant and/or Respondent; questioning of the parties, the Investigator(s), and any witnesses by the Decision Maker; and brief concluding remarks by the Complainant and/or Respondent.

l. Misconduct Procedures Only — Questioning of Parties and Witnesses. The Decision Maker may ask questions and elicit information from parties, witnesses, and/or the Investigator(s) to aid the Decision Maker's findings of fact, conclusions regarding the application of the Sexual Misconduct Policy to the facts, and the determination of responsibility or sanctions. The parties and their advisors may not engage in the Direct or Cross Examination of any individual at the Hearing; however, the parties may submit questions to the Decision Maker to be asked of the other party, any witnesses, and/or the Investigator.

The University may adopt a policy within the Rules of Order and Decorum to equally govern the conduct of the parties and any other individual attending or participating in a Hearing, regarding what questioning will look like, including developing rules and practices to oversee questioning to ensure that questioning is relevant, respectful, and non-abusive.

After the Decision Maker receives questions submitted by the parties, the Decision Maker

will determine whether the question is relevant and explain any decision to exclude a question as not relevant. The University may specify a process for making objections to the relevance of questions and evidence in its Rules of Order and Decorum. Where a question is relevant, but concerns a party's character or prior bad acts, the Decision Maker cannot exclude or refuse to consider the relevant evidence, but may proceed to objectively evaluate that relevant evidence by analyzing the weight or credibility that should be ascribed to that statement.

The Decision Maker should apply logic and common sense, rather than legal rules of evidence, when making a determination about a question's relevance. Questions which will be deemed irrelevant by the Decision Maker include, but are not limited to, those which seek the following: information protected by a legally recognized privilege; any party's medical, psychological, and similar records unless the party has given voluntary, written consent; information about the Complainant's sexual predisposition or sexual behavior.

m. Grievance Process Only — Direction Examination. The Decision Maker may ask questions and elicit information from parties, witnesses, and/or the Investigator(s) to aid the Decision Maker's findings of fact, conclusions regarding the application of the Sexual Misconduct Policy to the facts, and the determination of responsibility or sanctions. The parties and their advisors may not engage in the Direct Examination of any individual at the Hearing.

- i. Cross-Examination.
 - i. Conducted by the parties' advisors. The parties may not question each other or any witness at the Hearing. Instead, cross-examination must be conducted directly, orally, and in real time by the party's advisor. The Decision Maker will permit each party's advisor to ask the other party and any witnesses all relevant questions and follow-up questions designed to test the veracity and accuracy of those individuals' statements, including those challenging credibility.

The University may adopt a policy within the Rules of Order and Decorum to equally govern the conduct of the parties and any other individual attending or participating in a Hearing, regarding what cross-examination will look like, including developing rules and practices to oversee cross-examination to ensure that questioning is relevant, respectful, and non-abusive.

- ii. Relevance of cross-examination questions. Before a Complainant, Respondent, or witness answers any question, the Decision Maker must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. The University may specify a process for making objections to the relevance of questions and evidence in its Rules of Order and Decorum. Where a question is relevant, but concerns a party's character or prior bad acts, the Decision Maker cannot exclude or refuse to consider the relevant evidence but may proceed to objectively evaluate that relevant evidence by analyzing the weight or credibility that should be ascribed to that statement.

The Decision Maker should apply logic and common sense, rather than legal rules of evidence, when making a determination about a question's relevance. Questions which will be deemed irrelevant by the Decision Maker include, but are not limited to, those which seek the following: information protected by a legally recognized privilege; any party's medical, psychological, and similar records unless the party has given voluntary, written consent; information about the Complainant's sexual predisposition or sexual behavior; and statements by a party or witness who did not submit to cross-examination at a live hearing.

- iii. New Evidence Offered at Hearing. In the absence of good cause, information, including the identification of witnesses, that is discoverable through the exercise

of due diligence, that is not provided to the Investigator during the investigation phase, in response to the Draft Investigation Report, or as part of the supplemental statements submitted in response to the Final Investigation Report, will not be considered during the Hearing. Unless the Decision Maker agrees to the admission of new evidence offered at the Hearing, the Decision Maker may delay the Hearing and instruct that the investigation needs to be re-opened to consider any new evidence.

Any party or witness scheduled to submit to questioning at the Hearing must have first been interviewed, or otherwise proffered a statement, to the Investigator. A party who has not previously participated in the investigation process may be limited in the evidence or statements the party may present at the hearing.

- n. Recording of Hearing. An audio or audiovisual recording, or transcript, will be created for each Hearing and made available to the parties for inspection and review.
- o. Determination by the Decision Maker. After the Hearing, the Decision Maker will objectively evaluate all relevant evidence, both inculpatory and exculpatory, and reach a determination regarding whether there is sufficient evidence, by a Preponderance of the Evidence, to support a finding of responsibility on the part of Respondent for each allegation under investigation (i.e., Sexual and Gender-Based Prohibited Conduct, the PADHR Policy, Standards of Conduct, and/or other relevant University policy). In reaching a determination, the Decision Maker must evaluate all evidence independently and must not give deference to the recommended findings of fact, credibility, relevancy, or responsibility expressed in the Final Investigation Report.

- i. If the Decision Maker finds that additional investigative steps should be conducted, they will remand the matter to the Title IX Coordinator with instructions for further investigation or other action.

The instructions may include guidance regarding the scope of information to be further investigated and any appropriate stipulations, including the appointment of a new Investigator.

- ii. If the Decision Maker finds that there is sufficient evidence to support a finding of Responsibility by a Preponderance of the Evidence, they will then determine the appropriate sanction(s) for the Sexual and Gender-Based Prohibited Conduct, and whether remedies are appropriate.

- iii. If the Decision Maker finds that there is insufficient evidence to support a finding of responsibility by a Preponderance of the Evidence, the Decision Maker may still determine whether remedies are appropriate. The Title IX Coordinator may nevertheless ensure that Supportive Measures remain in effect for the Complainant and/or Respondent.

- p. Sanctions and Remedies. Where there is a finding of responsibility, the Decision Maker may impose one or more disciplinary sanctions on the Respondent and/or provide remedies to the Complainant designed to restore or preserve equal access to the University's education program or activity.

The Sexual Misconduct Policy prohibits a broad range of conduct, all of which is serious in nature. The propriety of any particular sanction and/or remedy is reviewed on an individual basis based on the unique facts and circumstances as found by the Decision Maker. In keeping with the University's commitment to foster an environment that is safe, inclusive, and free from discrimination and harassment, the Sexual Misconduct Policy provides the Decision Maker with wide latitude in the imposition of sanctions and/or remedies tailored to the facts and circumstances of the Formal Complaint, the impact of the conduct on the Complainant and University community, and accountability by the Respondent. The imposition of sanctions and/or remedies is designed to eliminate Prohibited Conduct, prevent its recurrence,

and remedy its effects, while supporting the University's educational mission and legal obligations. Sanctions may include educational, restorative, rehabilitative, and punitive components. Some conduct, however, is so egregious in nature, harmful to the individuals involved or so deleterious to the educational process that it requires severe sanctions, including suspension or expulsion from the University.

In determining the appropriate disciplinary sanction(s) and/or remedies, the Decision Maker will be guided by several considerations, including, but not limited to:

- The severity, persistence, or pervasiveness of the Title IX Prohibited Conduct and any related Sexual and Gender-Based Prohibited Conduct, conduct under the PADHR Policy and/or Standards of Conduct;
 - The degree of violence (if any) associated with the Title IX Prohibited Conduct and any related Sexual and Gender-Based Prohibited Conduct, conduct under the PADHR Policy, and/or Standards of Conduct;
 - The impact of the Title IX Prohibited Conduct and any related Sexual and Gender-Based Prohibited Conduct, conduct under the PADHR Policy, and/or Standards of Conduct on the Complainant;
 - The impact or implications of the Title IX Prohibited Conduct and any related Sexual and Gender-Based Prohibited Conduct, conduct under the PADHR Policy, and/or Standards of Conduct within the University community;
 - Prior misconduct by the Respondent, including the Respondent's relevant prior disciplinary history, at the University or elsewhere, and any criminal convictions;
 - Whether the Respondent has accepted responsibility for the Title IX Prohibited Conduct or any related Sexual and Gender-Based Prohibited Conduct, conduct under the PADHR Policy, and/or Standards of Conduct;
 - The maintenance of a safe, nondiscriminatory, and respectful living, learning, and work environment; and
- Any other mitigating, aggravating, or compelling factors.

Student Sanctions

Range of Potential Disciplinary Sanctions — Student Respondents. Where disciplinary sanctions are determined appropriate by the Decision Maker, sanctions may include any of the sanctions that are available for violations of the University's Standards of Conduct, including one or more of the following:

- Expulsion: Termination of student status for any indefinite period.
- Suspension: Exclusion from classes and other privileges or activities or from the University for a definite period of time.
- Suspension held in abeyance: Exclusion from classes and other privileges or activities or from the University for a definite period of time to be enforced should another violation occur.
- Restitution: Reimbursement for damages or misappropriation of property.
- Disciplinary Probation: Exclusion from participation in privileged or extracurricular activities for a definite period of time.
- Reprimand: A written reprimand for violation of the Sexual Misconduct Policy (and, if applicable, Sexual and Gender-Based Prohibited Conduct, the PADHR Policy and/or the Standards of Conduct) placed in the Student's record, including the possibility of more severe disciplinary sanctions should another violation occur within a stated period of time.
- Informal or Formal Coaching: A coaching session conducted by a trained staff member in the Office for Equal Opportunity and Civil Rights (EOCR), the Office of the Dean of Students, or other relevant University office.
- Training: An individualized training session regarding specific topic(s) relevant to the conduct at issue conducted by a trained staff member in the EOCR, the Office of the Dean of Students, and/or other relevant University office.
- Warning Notice: A notice, in writing, that continuation or repetition of conduct found wrongful, within a period of time

stated in the warning, may be cause for more severe disciplinary action.

- Withholding Diploma: Withholding a student's diploma for a specified period of time and/or denying a student participation in commencement activities.
- Revocation of Degree: Revocation of a degree previously awarded for serious violations committed by a student prior to graduation.
- Organizational Sanctions: Deactivation, loss of recognition, loss of some or all privileges for a specified period of time.

Employee Sanctions

Range of Potential Disciplinary Sanctions — Employee Respondents. Where disciplinary sanctions are determined appropriate by the Decision Maker, sanctions may include, but are not limited to, one or more of the following:

- Termination of Employment: The Permanent separation of employment from the University.
- Suspension: The temporary suspension of employment from the University.
- Demotion: The demotion of the Respondent from their current position to another position.
- Removal of Administrative Appointment: The removal of an administrative appointment at the University.
- Transfer of Position: The transfer of a position from one Department, School, etc. to another.
- Progressive Disciplinary Action: The imposition of a sanction consistent with the University's Standards of Conduct for Employees and progressive discipline process. See https://www.dhrm.virginia.gov/docs/default-source/hrpolicy/pol1_60.pdf?sfvrsn=2.
- Informal or Formal Coaching: A coaching session conducted by a trained staff member in EOCR, Human Resources/Employee Relations, the Office of the Provost, or other relevant University office.
- Training/Education: An individualized training/education session regarding specific topic(s) relevant to the conduct at issue conducted by a trained staff member in the EOCR, Human

Resources, the Office of the Provost, or other relevant University office.

- q. Written Determination. The Decision Maker will simultaneously issue a written decision (the "Written Determination") to both the Complainant and the Respondent, with a copy to the Title IX Coordinator, within ten (10) business days following the Hearing (or such longer time as the Decision Maker may for good cause determine). The Written Determination will include the following:
 - identification of the allegations potentially constituting Title IX Prohibited Conduct and any related Sexual and Gender-Based Prohibited Conduct, or conduct under the PADHR Policy and/or Standards of Conduct;
 - a description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather evidence, and hearings held;
 - findings of fact supporting the determination;
 - conclusions regarding the application of the Sexual Misconduct Policy (and, if applicable, the PADHR Policy, and/or the Standards of Conduct) to the facts;
 - a description of any impact or mitigation statements, or other information obtained and/or considered in determining the appropriate disciplinary sanctions and/or remedies;
 - a statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions imposed on the Respondent, and whether remedies designed to restore or preserve equal access to the University's education program or activity will be provided by the University to the Complainant; and
 - the University's procedures and permissible bases for the parties to appeal.
- r. Transcript Notations. If the Decision Maker imposes a sanction of expulsion or suspension, the Title IX Coordinator will notify the University Registrar to place a

prominent notation on the Respondent's transcript, as described in Section VII.G of this Grievance Process.

- s. Effective Date of Disciplinary Sanctions. The determination regarding responsibility becomes final, and any sanctions imposed are effective, on the date that the University provides the parties with written determination of the result of any appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely. The Title IX Coordinator will notify the parties on this date and coordinate the implementation of any disciplinary sanctions and/or remedies. Any sanction or combination of sanctions imposed upon a Respondent will be documented in the Respondent's personnel file, if an employee, or the Respondent's student records, if a student.
- t. Release of Documents. Under federal privacy laws, the Final Investigation Report, statements of one party that are shared with the other party in the resolution process, and any documents prepared by the University, including documents by or for the Decision Maker in advance of the Hearing, constitute education records which may not be disclosed outside of the proceedings, except as may be required or authorized by law. The University does not, however, impose any restrictions on the parties regarding re-disclosure of the incident, their participation in proceedings under this Grievance Process, or the Written Determination.

5. Appeal of Written Determination of Responsibility and Sanctions. The appeal is an objective, independent review designed primarily to detect any significant errors in the investigation or determination. The appeal is limited to four bases described below; the appeal is not an opportunity for a party to reexamine each aspect of the Decision Maker's decision or seek a *de novo* (i.e., from the beginning) review. Instead the four bases for appeal focus on specific aspects of the Decision Maker's written determination, such as procedural irregularities, that could have affected the outcome of the matter.

Both parties have the right of appeal. The Appeal Officer(s) review all appeals. Any sanction issued by the Decision Maker will not take effect until the conclusion of the appeal process or the expiration for filing an appeal.

- a. **Appeals Officer(s).** All Appeals Officer(s) and their designees will receive annual training on issues related to Title IX Prohibited Conduct and Sexual and Gender-Based Prohibited Conduct, the scope of the University's education program or activity, relevancy, and on how to conduct a Grievance Process that is fair and impartial, including information regarding investigations, hearings, appeals, and the Informal Resolution Process, while avoiding prejudgment of the facts at issue, conflicts of interest, and bias.
 - i. Where the Respondent is a Student, the Appeals Officer is the Vice President for Student Affairs and Chief Student Affairs Officer or their designee.
 - ii. Where the Respondent is an Employee that reports directly to an Executive Vice President, the Appeals Officer is the Executive Vice President, or their designee.
 - iii. Where the Respondent is Academic Faculty, the Appeals Officer is the Executive Vice President Provost, or their designee.
 - iv. Where the Respondent is a staff member in the Academic Division (who does not report to an Executive Vice President), the Appeals Officer is the Executive Vice President and Chief Operating Officer, or their designee.
 - v. Where the Respondent is a staff member in the Medical Center, the Appeals Office is Executive Vice President for Health Affairs, or their designee.

The Title IX Coordinator will maintain and publish a list of Appeals Officers and their designees. Where the

Appeals Officer delegates their responsibility, they must inform the Title IX Coordinator of their designees on an annual basis prior to the start of the academic year to ensure adequate time to provide training.

b. **Bases for Appeals.** Parties may appeal the Written Determination only on the following four bases:

- i. Procedural irregularity affected the outcome of the Formal Complaint. The appeal must specify the procedural provision(s) that were violated and how it affected the outcome of the Formal Complaint. Procedural or technical irregularities will not be sufficient to sustain an appeal unless found to have affected the outcome of the Formal Complaint. Examples of procedural irregularity that may be sufficient to sustain an appeal include: (1) the Decision Maker's failure to objectively evaluate all relevant evidence, including inculpatory and exculpatory evidence or (2) any erroneous relevance determinations made by the Decision Maker if the relevance determination affected the outcome of the Formal Complaint.
- ii. New evidence that was not reasonably available at the time the Written Determination was made, that could affect the outcome of the Formal Complaint. An appeal on this basis is limited to new evidence that was not reasonably available at the time the determination regarding responsibility was made that could affect the outcome of the Formal Complaint. The appeal must specify the new evidence that was not reasonably available at the time of the determination, why the evidence was unknown or unavailable, and how the new evidence could affect the outcome of the Formal Complaint. The following **does not** constitute new evidence for purposes of an appeal:

- Evidence submitted in response to the Draft Investigation Report or Final Investigation Report;
- Evidence or testimony that was submitted during the investigation but not subject to cross examination at the hearing, and thus not considered by the Decision Maker; and
- A party's statement or testimony that was not provided prior to the issuance of the Written Determination.

iii. The Title IX Coordinator, Investigator(s), or Decision Maker had bias or actual conflict of interest for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the Formal Complaint. The appeal must specify the basis on which the party believes the Title IX Coordinator, Investigator(s) or Decision Maker had an actual conflict of interest or bias and how it affected the outcome of the Formal Complaint.

iv. Inappropriate Disciplinary Sanction. A party (Complainant or Respondent) appealing on this basis must identify the reason(s) they believe the Decision Maker's decision related to disciplinary sanctions is inappropriate and/or not commensurate with the finding of responsibility, or the underlying facts determined by the Decision Maker, and propose an alternative disciplinary sanction or remedy the appealing party believes should be implemented. The Appeals Officer may utilize all reasonable factors in reviewing an appeal on this basis, including but not limited to the following factors:

- whether the disciplinary sanction(s) imposed by the Decision Maker are authorized under the Sexual Misconduct Policy;
- whether the disciplinary sanction(s) identified by the

Decision Maker are sufficient to prevent recurrence of similar conduct by the Respondent or others; and

- whether the disciplinary sanction(s) are commensurate with the conduct that occurred.

The Appeals Officer's determination will be specific to the circumstances of each matter and need not be identical to a disciplinary sanction(s) applied in prior, similar Formal Complaints involving different Respondents.

c. **Appeal Timeline.** An appeal must be submitted in writing to the Title IX Coordinator within five (5) business days of receipt of the Written Determination from the Decision Maker. The Title IX Coordinator will identify the appropriate Appeals Officer.

d. **Appeal Process.** All appeals must be in writing and clearly cite the base(s) for the appeal and the evidence supporting the appeal. Except for the basis of New Evidence, an appealing party is prohibited from submitting evidence that was not previously submitted to the Investigator or Decision Maker. If the party files an appeal, the Title IX Coordinator will promptly notify the other party and the Appeals Officer in writing and provide the party with a copy of the appeal. The non-appealing party has five (5) business days to provide a written response to the appeal; the non-appealing party is not required to submit a response to the appeal.

Upon expiration of the deadline for the non-appealing party's written submission, the Title IX Coordinator will provide the Appeals Officer: (1) the appeal, (2) the non-appealing party's response, if provided; (3) the Final Investigation Report, (4) the Decision Maker's Written Determination; (5) any information reviewed and considered by the Investigator or Decision Maker; (6) all inculpatory and exculpatory evidence submitted to the Investigator or Decision Maker; and (7) a transcript of the Hearing (collectively, the "Appeal Packet").

The Appeals Officer may confer with appropriate University employees in order to obtain information necessary to make a fully informed decision. The Appeals Officer may request clarifying information from the parties, the Investigator, and/or the Decision Maker. No hearing or interviews are permitted during the Appeal Process.

e. **Appeal Outcome and Final Outcome Letter.** The Appeals Officers will issue a determination within ten (10) business days of receiving the Appeal Packet unless the Appeals Officer requests an extension of the timeline from the Title IX Coordinator for good cause. The Title IX Coordinator will inform the parties that the Appeals Officer has requested additional time for good cause and provided an updated response time. The Appeals Officer will provide the written notice of the appeal determination (Final Outcome Letter), which will explain the result of the appeal and the rationale for the decision, to the Title IX Coordinator who will simultaneously issue the Final Outcome Letter to both parties.

The University does not impose any restrictions on the parties regarding re-disclosure of the incident, their participation in proceedings under the Grievance Process, or the Final Outcome Letter.

f. **Final Decision.** The Final Outcome Letter is final under the Sexual Misconduct Policy and is not subject to further University appeal or grievance. Nothing in the Grievance Process abrogates post-adjudication rights as provided by state and federal law (i.e., State Grievance Procedure, under Chapter 30 (§2.2-3000 et. seq.) of Title 2.2 of the Code of Virginia; the [Office for Civil Rights](#); and the [Equal Employment Opportunity Commission](#)).

C. INFORMAL RESOLUTION

1. **Initiation.** At any point following receipt of the Written Notice of Allegations and Investigation, as described in Section VII.B, and before a Hearing, as described in Section VII.D.4, the parties may submit written requests to engage in Informal Resolution in place of an investigation and

Formal Resolution. The University, however, has the discretion to determine whether Informal Resolution is appropriate in light of the nature of the conduct alleged in the specific Formal Complaint, the type of Informal Resolution that may be appropriate in a specific Formal Complaint, and, pursuant to Section VII.D of the Grievance Process, to refer a Formal Complaint for Formal Resolution at any time. Prior to the initiation of Informal Resolution, the Title IX Coordinator or Informal Resolution Facilitator will obtain written consent from both parties to proceed with Informal Resolution. **However, Informal Resolution is not available where an employee is alleged to have engaged in Prohibited Conduct directed at a student. Forms of Informal Resolution that involve face-to-face or virtual meetings between the Complainant and the Respondent, such as mediation, may not be available in cases involving Sexual Assault, Dating Violence, Domestic Violence, Non-Consensual Sexual Contact, Non-Consensual Sexual Intercourse, or Intimate Partner Violence. The Title IX Coordinator or Informal Resolution Facilitator hold ultimate authority to determine the appropriateness of Informal Resolution based upon the specific circumstances of the Formal Complaint.**

2. **Voluntary.** Participation in Informal Resolution (including any specific form of Informal Resolution) is voluntary. Participation in Informal Resolution will not be a condition of enrollment, continued enrollment, employment, or continued employment, or require the waiver of the right to an investigation and adjudication of a Formal Complaint consistent with the Grievance Process. The University will not compel a Complainant or Respondent to engage in Informal Resolution, will not compel a Complainant to directly confront the Respondent, and will allow a Complainant or Respondent to withdraw from Informal Resolution at any time prior to resolution. The University may decline the request for Informal Resolution in any particular Formal Complaint and may terminate an ongoing Informal Resolution process at any time.

Pursuing Informal Resolution does not preclude later use of Formal Resolution if the Informal Resolution fails to achieve a resolution acceptable to the parties and the University. Where the Complainant or the Respondent withdraws from Informal Resolution or Informal Resolution is otherwise terminated for any reason, the Investigator will resume the Formal Resolution and any statements or disclosures made by the parties during the course of the Informal Resolution that are not independently revealed during the course of the Formal Resolution investigation may not be considered by the Decision Maker.

3. **Informal Resolution Facilitators and Training.** All individuals who facilitate Informal Resolution will receive annual training on issues related to Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, Sex-Based Stalking, the scope of the University's education program or activity, relevancy, and on how to conduct a Grievance Process and/or Misconduct Procedures that are fair and impartial, including information regarding investigations, hearings, appeals, and the Informal Resolution Process, while avoiding prejudgment of the facts at issue, and free from conflicts of interest and bias. The Informal Resolution Facilitator will not be the Investigator assigned to investigate the Formal Complaint.
4. **Advisors.** With any form of Informal Resolution, each party has the right to choose and consult with an advisor, or request that one be provided to them by the University, if available. The advisor may be any person, including an attorney, who is not otherwise a party or witness to the reported incident(s). The parties may be accompanied by their respective advisors at any meeting or proceeding held as part of Informal Resolution. While the advisors may provide support and advice to the parties at any meeting and/or proceeding, they may not speak on behalf of the parties or otherwise participate in, or in any manner disrupt, such meetings and/or proceedings.

5. **Methods and Resolution.** Any form of Informal Resolution and any combination of interventions and remedies may be utilized. If an agreement acceptable to the University, the Complainant, and the Respondent is reached through Informal Resolution, the terms of the agreement are implemented and the matter is resolved and closed. The Title IX Coordinator or designee will monitor the implementation of the agreement as appropriate. If an agreement between the parties and subject to the Title IX Coordinator's approval is not reached or if a Respondent fails to comply with the terms of the Informal Resolution, the Formal Complaint may be referred for an investigation and Formal Resolution under the Grievance Process or Misconduct Procedures. Informal Resolution may include, but is not limited to:

- Resolution with the Assistance of a Third Party: The Title IX Coordinator can arrange to have a trained Informal Resolution Facilitator facilitate a meeting or meetings between the parties, including through the use of mediation. The availability of this form of Informal Resolution, and any resolution reached through such form of Informal Resolution, is subject to the agreement of the Title IX Coordinator, Complainant, and Respondent.
- Interventions and Remedies: Informal Resolution agreements may involve a host of interventions and remedies, such as actions designed to maximize the Complainant's access to educational, extracurricular, and/or University employment activities; increased monitoring, supervision, and/or security at locations or activities where the Prohibited Conduct occurred or is likely to reoccur; targeted or broad-based educational programming or training for relevant individuals or groups; academic and/or University housing modifications for Student Complainants; workplace modifications for Employee Complainants; one or more of the restorative remedies or other sanctions described in the Grievance Process and Misconduct Procedures; and/or any other supportive or protective measures that can be tailored to the involved individuals to

achieve the goals of the Sexual Misconduct Policy.

6. **Recordkeeping and Time Frame.** The Title IX Coordinator will maintain records of all reports and conduct referred for Informal Resolution, which typically will be completed within thirty (30) business days. This period may be extended to account for attempt(s), if any, at Formal Resolution, or for other good cause. Any extension and the reason for the extension, will be timely shared with the parties in writing.

SEX OFFENDER REGISTRATION - CAMPUS SEX CRIMES PREVENTION ACT

The Virginia State Police maintain the registered sex offender database that can be accessed at sex-offender.vsp.virginia.gov/sor.

The federal Campus Sex Crimes Prevention Act requires sex offenders to provide notice to each institution of higher education at which the person is employed, carries a vocation, volunteers services or is a student.



UNIVERSITY SECURITY POLICIES, CRIME PREVENTION AND SAFETY AWARENESS PROGRAMS

In addition to the many programs offered by the University Police and other University offices, UVA has established a number of policies and procedures related to ensuring a reasonably safe University community. These policies include the following:

THREAT ASSESSMENT TEAM

In compliance with Virginia Code §23.1-805, UVA has established a Violence Prevention Committee (VPC) and Threat Assessment Team (TAT). The VPC develops policies and procedures for the prevention of violence on Grounds, including assessment of and intervention with individuals whose behavior poses a threat to the safety of the University community. The TAT is the body responsible for executing those policies and procedures. Per [HRM-028](#) the TAT assesses, manages, intervenes, and mitigates acts or threats of violence by or against faculty, staff, students, patients, visitors, and others not affiliated with UVA. The VPC and TAT includes representatives from Student Affairs, Human Resources, University Counsel's Office, Police, Equal Opportunity and Civil Rights, Counseling and Psychological Services, Faculty and Employee Assistance Program, and Patient Safety & Risk Management and is led by the Director of Threat Assessment.

WEAPONS POLICY

UVA promotes the safety of the community by the reasonable regulation of weapons, fireworks and explosives.

1. Members of the University Community

UVA prohibits the possession, storage or use of any weapon by any University student, faculty, employee, trainee or volunteer, except a law enforcement officer, on University property.

2. General Public and Visitors

UVA prohibits the possession, storage or use of any weapon by the general public or visitors, except a law enforcement officer, on University property in academic, administrative, athletic,

entertainment or student residence buildings, child care or dining facilities, at University memorial sites, or the University Medical Center, or while attending sporting, entertainment or educational activities.

3. Exceptions

In the following circumstances, the Associate Vice President for Safety and Security and Chief of the University Police Department, or his designee, may authorize in writing a person to possess, store or use a weapon: (i) educational or artistic display, parade or ceremony in connection with a University-sponsored activity (unloaded or disabled only and with other specified safeguards, if appropriate); (ii) official military or Reserve Officer Training Corps activities; (iii) University-contracted protection or security details; (iv) any University-approved training, course or class; or (v) University personnel, other than law enforcement officers, required to possess a weapon as part of their official duties. People seeking permission can file a request with the Associate Vice President for Safety and Security and Chief of Police. The request will be evaluated on a case-by-case basis in accordance with state and federal law, University policy and the safety of the University community.

4. Fireworks and Other Explosives

Except as approved by authorized University personnel or otherwise authorized by applicable University policies and procedures, the possession, storage or use of any firework or other explosive or any lethal combustible chemical or combination of chemicals on University property or while attending sporting, entertainment or educational activities is prohibited.

5. Persons Lawfully in Charge

In addition to University personnel responsible for the management or supervision of University property and activities, University law enforcement officers are lawfully in charge of University property for purposes of forbidding entry upon or within, or prohibiting remaining upon or within University property while possessing weapons or other devices,

instruments, fireworks, explosives or combustible chemicals in violation of this chapter.

University personnel or students who violate the weapons policy also may be subject to disciplinary action. The provisions of this policy apply regardless of whether a person has a concealed weapons permit.

VICTIM RIGHTS

Your Rights as a Crime Victim

As the victim of or witness to a crime, you have rights under Virginia's Crime Victim and Witness Rights Act. Among other rights, you have the right to request information on protective orders, information on obtaining warrants and information on the criminal justice process. You have the right to be notified of changes in court dates, significant case developments, the defendant's custody status and bond conditions, and the opportunity to prepare a Victim Impact Statement. You have a right to receive assistance with obtaining a protective order, referrals to local resources and receiving intercession services with your employer. A summary of the Virginia Crime Victim and Witness Rights Act can be found at dcjs.virginia.gov/sites/dcjs.virginia.gov/files/publications/victims/victims-witness-rights-act-brochure-english.pdf.

For more information on victim services, please visit dcjs.virginia.gov/victims-services.

RESOURCES AND CONTACTS

University Police Department Victim/Witness Representative

Sergeant Benjamin Rexrode

434-924-7166

Albemarle County Victim/Witness Program

434-296-5807

Charlottesville Victim/Witness Assistance Program

434-970-3176

Arlington Victim/Witness Program

703-228-4410

Giles County Victim/Witness Program

540-639-9592

Fairfax County Domestic & Sexual Violence Service

703-360-7273

Henrico County Victim/Witness Assistance Program

804-501-4218

Family Violence & Sexual Assault Virginia Hotline

800-838-8238

UNIVERSITY JUDICIARY COMMITTEE

The University Judiciary Committee (UJC) is the central governing and operating body of the University Judicial System at the University of Virginia, and is authorized to investigate and adjudicate alleged violations of the University's Standards of Conduct. The University Judiciary Committee consists of twenty-seven representatives elected from the thirteen undergraduate and graduate schools of the University for one-year terms beginning April 1. Each school elects two representatives except for the College of Arts & Sciences, which elects three representatives. Representatives serve as judges during UJC trials and are responsible for committee policy and procedure.

The UJC hears cases of alleged misconduct by a student or student group brought to its attention by any member of the academic or civic community. Anyone can file a case. The committee has no jurisdiction over cases under consideration by the Department of Student

Health, cases involving allegations of Prohibited Conduct as defined by policy, violation of University motor vehicle regulations, contractual disputes between students and the University, and violations of the Honor Code.

It is important to note that the UJC and the Honor Committee are separate entities. The Judiciary Committee hears all cases involving violations of the Standards of Conduct, and can impose any sanction ranging from oral admonition to expulsion. The Honor Committee deals strictly with cases of lying, cheating, and stealing and has the single sanction of expulsion.

PARENTAL NOTIFICATION POLICY

Substance Abuse

The University strives to educate all students on the risks associated with substance abuse and the illegal use of alcohol or other drugs. If the Office of the Dean of Students (ODOS) becomes aware of a University of Virginia student's arrest for an alcohol- or drug-related violation, and the student is a dependent (for federal tax purposes), ODOS will notify that student's parent(s) or guardian(s), as allowed by federal law. More information can be found at uvapolicy.virginia.edu/policy/STAF-005. Some examples of these circumstances are arrests for public intoxication or severe episodes of substance misuse.

The University (with allowance for exceptions based on unique circumstances) will make notifications under this policy unless University, family, or other circumstances make such notifications incompatible with the student's best interests. If UVA cannot notify family, ODOS will immediately refer the student to the University's professional counseling resources.

Mental Health

In accordance with Virginia state law, Va. Code §23.1-1303, the University of Virginia will notify a parent or guardian of any student who is a dependent (for federal tax purposes) and receives mental health treatment at Student Health and Wellness when there exists a substantial likelihood that, as a result of mental illness, the student will, in the near future, (a) cause serious physical harm to himself or herself or others as evidenced by recent behavior or any

other relevant information; or (b) suffer serious harm due to his or her lack of capacity to protect himself or herself from harm or to provide for his or her basic human needs.

A treating health professional will inform the Dean of Students whenever notification is required in these instances. The Dean of Students or his or her designee will then notify the parent or guardian. UVA may withhold parental notification if a licensed health professional treating the student determines, in the exercise of his or her professional judgment, that notification would be reasonably likely to cause substantial harm to the student or another person.

MISSING STUDENT NOTIFICATIONS FOR STUDENTS RESIDING IN UNIVERSITY STUDENT HOUSING

The *Clergy Act* requires institutions that maintain on-campus housing facilities to establish a missing student notification policy and related procedures (20 USC §1092(j), Section 488 of the Higher Education Opportunity Act of 2008).

When it is determined that a residential student is missing from the UVA community, University staff, in collaboration with local law enforcement, will be guided by this Missing Student Notification Policy and related procedures.

Provisions

The University will provide every student living in university student housing the opportunity and means to identify a contact person the University will notify if ever the University determines that the resident student is reported missing. Missing student contact information provided by a student will be registered confidentially, accessible only to authorized University officials. UVA may not disclose it except to law enforcement personnel in furtherance of a missing-person investigation.

Procedure

Any individual who believes a student living in university student housing may be missing should immediately contact the University Police Department (UPD) at 2304 Ivy Road, or by phone at 434-924-7166. The UPD will notify the Office of the Dean of Students (ODOS) on receipt of a missing-student report. When such a

report is received, both ODOS and UPD will attempt to determine whether the student is, in fact, missing.

These steps will be taken, among others, depending on the circumstances:

- ODOS will attempt to contact the student through all reasonable and available means
- UPD will investigate the validity of the missing-person report and manage the information according to its established investigative standards
- UPD may notify appropriate University personnel and seek their aid in the investigation (e.g., ODOS, Residence Life staff, Counseling & Psychological Services staff, etc.)
- UPD will contact any other appropriate law enforcement agencies as necessary to further its investigation

If, within twenty-four hours of the report, UPD is unable to locate the missing student and the student remains missing, UPD will notify ODOS and ODOS shall take the following action(s):

- The Dean of Students or his/her designee will promptly notify the individual the student has designated as his/her emergency contact and document the date and time of the notification.
- If the missing student is under 18 years of age and not an emancipated individual, the Dean of Students or his/her designee also will notify the student's custodial parent or guardian and document the date and time of the notification

UPD and ODOS will coordinate their efforts to locate the missing student. The Dean of Students will notify the Vice President and Chief Student Affairs Officer and update him/her on the status of the investigation as appropriate.

When the missing student is located, the Dean of Students or his/her designee will contact the student to offer any appropriate support, as well as the emergency contacts and/or parents to confirm the student has been located.

If the initial investigation is unsuccessful in locating the missing student, UPD will continue to investigate according to established police procedures. The Dean of Students will decide further action, if any, by ODOS.

To read the entire Missing Student Notifications for Students Residing in On-Grounds Housing policy and procedure, please visit uvapolicy.virginia.edu/policy/STU-003.

EDUCATIONAL SEMINARS

Educational seminars conducted on Grounds and at UVA's other campus locations are available to both students and staff. While UVA provides most programs at the request of the individual or organization, there are certain programs scheduled in advance by UPD that are open to the community. Please note that due to the COVID-19 pandemic, the seminars described below may be modified as needed based on the University's operating status. Seminars are available on the following safety and security topics:

General Safety/Security

- Safety tips to reduce the risk of larcenies of personal property
- Safety while in a vehicle
- Safety while walking/jogging
- Transportation information as an alternative to walking alone
- Securing doors and desks when office/dorm room is unoccupied
- Reporting suspicious people/circumstances
- Being observant
- UPD resources available to the community

Alcohol/Drug Awareness

- Use of drunk/drug goggles to show effects
- Law explained for underage possession, drunk in public and fake ID
- Date-rape drugs and their effects
- Marijuana/cocaine/Adderall usage and consequences

Hazing

- Hazing defined
- Why it's illegal
- Types of hazing
- Consequences criminally and within the University

Sexual Assault Awareness

- Personal safety tips to reduce the risk of becoming a victim of sexual assault
- Resources if someone is a victim of a sexual assault
- Resources if someone has a friend who is a victim
- Support system within the University and local community explained
- Court process if criminal charges filed

Self-Defense

- One- to two-hour basic self-defense demonstration to empower individuals to escape a threat if confronted (hands on)
- R.A.D., a twelve-hour self-defense class, is scheduled at least twice a year

For more information on these seminars, contact Sergeant Benjamin Rexrode.

Sergeant Benjamin Rexrode

434-924-7166

br7u@virginia.edu

Rape Aggression Defense Classes (R.A.D.)

University Police officers conduct classes in self-defense not only for female students, faculty and staff but also for females in the community. The program deals with escape techniques, physical attacks, personal awareness, risk avoidance, community assistance and procedures for prosecution. The class is four weeks long with one three-hour class per week. Instructors use the Rape Aggression Defense (R.A.D.) system to teach self-defense. For more information, please contact Sergeant Benjamin Rexrode.

Basic Self-Defense Instruction

Any group of individuals (male and/or female) who would like to have basic self-defense instruction and cannot commit to a full class, contact Sergeant Benjamin Rexrode for more information.

Security Surveys

This program consists of University Police crime prevention personnel performing evaluations of buildings or areas and providing recommendations for the improvement of security in those locations. We provide these surveys on request, with a departmental goal of providing two to four security surveys per month. Contact Sergeant Benjamin Rexrode to request a survey.



UNIVERSITY POLICIES GOVERNING ALCOHOL AND OTHER DRUGS

For the University's full compliance with the Drug-Free Schools and Communities Act, please visit:

vpsa.virginia.edu/sites/vpsa.virginia.edu/files/biennial_report.pdf

UVA ALCOHOL AND DRUG POLICY

Reason for Policy

The policy exists to regulate the sale and service of alcoholic beverages on University property and to inform the University community of state and federal laws and penalties concerning unlawful substance use and abuse; health and behavioral risks of alcohol abuse or drug use; and resources for treatment and educational programming in accordance with federal law. (Drug-Free Schools and Campuses Regulations; 20 USC §1011i and 34 CFR Section 86.100 (a) (1).)

Policy Statement

The University of Virginia prohibits the illegal or otherwise irresponsible use of alcohol and other drugs. It is the responsibility of every member of the University community to know the risks associated with substance use and abuse. This responsibility obligates students and employees to know relevant University policies as well as federal, Virginia, and local laws, and to conduct themselves in accordance with these laws and policies. To these ends, the University publishes the following information regarding University policies and sanctions, laws, and penalties concerning substance use and abuse, health and behavioral risks of drug use, and resources for treatment and educational programming.

1. Alcohol

- Any sale of an alcoholic beverage requires a license from the Virginia Alcoholic Beverage Control Board
- Alcoholic beverages are not to be given, sold, or served to persons under 21 years of age
- Alcoholic beverages are not to be given, sold, or served to persons who are intoxicated

- Virginia state law prohibits the following: drinking in unlicensed public places; possession, consumption or purchase of alcoholic beverages by a person under 21 years of age; falsely representing one's age for the purpose of procuring alcohol; purchasing, giving, providing, or assisting in providing an alcoholic beverage for a person who is under 21 years of age; public intoxication; and providing alcohol to an intoxicated person.

The University of Virginia assumes no responsibility for any liability incurred at any event not sponsored by the University where alcohol is served and/or sold. Students and members of contracted independent organizations or of organizations with a Fraternal Organizational Agreement are obliged to conduct themselves in accordance with the laws of the Commonwealth of Virginia and to assume full responsibility for their activities and events.

Any student found in violation of this policy is subject to the entire range of University Judiciary Committee sanctions described in the Statement of Students' Rights and Responsibilities, including suspension and expulsion. University personnel found in violation of this policy are subject to appropriate personnel sanctions.

To view this entire policy, please visit uvapolicy.virginia.edu/policy/STU-001.

2. Tobacco and Nicotine Vapor Products (E-cigarettes):

Virginia law prohibits the purchase and possession of tobacco products, nicotine vapor products (e-cigarettes), and alternative nicotine products by anyone under 21 years of age (with the exception of active duty military personnel). Such products may not be sold to anyone under 21 years of age. The University does not tolerate or condone the use of these products by students or employees under 21 years of age. Students and employees who violate this law may be referred by University authorities for civil

prosecution and appropriate University conduct procedures.

3. Drugs

The unauthorized manufacture, distribution, use and/or possession of "controlled substances" (illegal drugs), including prescription drugs, marijuana, and cocaine, are prohibited by both Virginia and federal law and are punishable by severe penalties. The University does not tolerate or condone such conduct. Students and employees who violate Virginia or federal drug laws may be referred by University authorities for criminal prosecution. As of July 2021 the Commonwealth of Virginia will permit the possession of up to an ounce of cannabis and use of cannabis for those 21 and older. Federal law still prohibits all use, possession, and/or cultivation of marijuana at U.S. educational institutions. At the present time, the University's alcohol and drug policy has **NOT** changed and continues to prohibit the possession and use of marijuana.

Whether or not criminally charged, all students and employees are subject to University discipline for illegally manufacturing, distributing, possessing or using any controlled substance (i) on University property, (ii) at University functions or (iii) under other circumstances involving a direct and substantial connection to the University. Any student found to have engaged in such conduct is subject to the entire range of University Judiciary Committee sanctions described in the Statement of Students' Rights and Responsibilities, including suspension and expulsion. University personnel found in violation of this policy are subject to appropriate personnel sanctions.

A. Federal and State Penalties: Federal and Virginia law penalize the unlawful manufacturing, distribution, use and possession of controlled substances, including prescription drugs. The penalties vary based on many factors, including the type and amount of the drug involved, and whether there is intent to distribute. Federal law holds that any person who distributes, possesses with the intent to distribute or manufactures a controlled substance on or within 1,000 feet of an educational facility is

subject to doubling of the applicable maximum punishments and fines.

B. Intercollegiate Athletic Department's Drug/Alcohol Policy:

The Intercollegiate Athletic Department at the University has additional written policies it presents to each student-athlete annually before participation. These policies encompass mandatory drug testing, sanctions upon positive test results, specific programs of education related to drug and alcohol use and abuse, and counseling and rehabilitation programs.

C. Drug-Free Workplace Policy:

The University prohibits the use of alcohol or illegal drugs by all employees while on University property, including meal periods and breaks. The use of alcohol may be authorized in advance by the University for approved University functions. No employee will report to work while under the influence of alcohol or illegal drugs. Violations of these rules by an employee will be reason for evaluation/treatment for a substance use disorder or for disciplinary action, up to and including dismissal. For more information, please see policy HRM-014, Standards of Conduct for University Staff Employees, and STU-001, Use of Alcoholic Beverages and Prohibition of Other Drugs.

DRUG AND ALCOHOL ABUSE EDUCATION PROGRAMS

Educational seminars are available to both students and staff at the University. While UVA presents most programs at the request of the individual or organization, there are certain programs scheduled in advance by the University Police Department that are open to the community. Seminars are available on the following drug and alcohol topics:

Alcohol/Drug Awareness

- Use of drunk/drug goggles to show effects
- Law explained for underage possession, drunk in public and fake ID
- Date-rape drugs and their effects
- Marijuana/cocaine/Adderall usage and consequences

Resources for Students

Educational programming, medical assistance and/or counseling are available through the following groups:

University Police Department	
Sergeant Benjamin Rexrode	434-924-7166
UVA Health System Emergency Department	434-924-2231
Student Health and Wellness	During Business Hours: 434-924-5362
UVA Women's Center	434-982-2252 (Counseling) 434-982-2361 (Main line)
Health Promotion Specialist	434-924-3882
Charlottesville Victim/Witness Assistance Program	434-970-3176
Albemarle County Victim/Witness Program	434-296-5807
Sexual Assault Resource Agency (SARA)	24-hour Hotline: 434-977-7273
Shelter for Help in Emergency (SHE)	24-hour Hotline: 434-293-8509
Family Violence & Sexual Assault Virginia Hotline	800-838-8238
Office of Health Promotion	434-924-1509
Hoos in Recovery	434-243-6407

Resources for Faculty and Staff

University Police Department Victim/Witness Representative	Sergeant Benjamin Rexrode 434-531-5600
UVA Health System Emergency Department	434-924-2231
Faculty & Employee Assistance Program	434-243-2643
Health Promotion Specialist	434-924-3882
Charlottesville Victim/Witness Assistance Program	434-970-3176
Albemarle County Victim/Witness Program	434-296-5807
Sexual Assault Resource Agency (SARA)	24-hour Hotline: 434-977-7273
Shelter for Help in Emergency (SHE)	24-hour Hotline: 434-293-8509
Family Violence & Sexual Assault Virginia Hotline	800-838-8238
Office of Health Promotion	434-924-1509

ANNUAL DICLOSURE OF CRIME STATISTICS



CRIME
STATISTICS

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC §1092(f)) requires colleges and universities across the United States to disclose information about crime on and around their campuses that occurred on Clery geography. The UPD maintains a close relationship with all police departments where the University of Virginia owns or controls property. These relationships help UPD maintain awareness of crimes reported in other police jurisdictions that involve the University.

The Assistant Vice President for Clery Compliance collects the crime statistics disclosed in the charts in this report through a number of methods. Police dispatchers and officers enter all reports of crime incidents made directly to the UPD through an integrated computer-aided dispatch systems/records management system. After an officer enters the report in the system, a department administrator verifies the report is appropriately classified in the correct crime category. The department periodically examines the data to ensure accurate recording according to the crime definitions outlined in the FBI Uniform Crime Reporting Handbook and the FBI National Incident-Based Reporting System Handbook. In addition to the crime data that the Assistant Vice President for Clery Compliance maintains, the statistics below also include crimes that were reported to various campus security authorities, as defined in this report. The statistics reported here generally reflect the number of criminal incidents reported to the various authorities. The statistics reported for the subcategories on liquor laws, drug laws and weapons offenses represent the number of people arrested or referred to campus judicial authorities for respective violations, not the number of offenses documented.

For purposes of the *Clery Act*, the locations on the crime statistics charts in this report are defined as: 1. On Grounds/On-Campus (with a subset category of Student Housing); 2. Non-Grounds/Non-Campus Building or Property; and 3. Public Property. On Grounds includes (i) any building or property owned or controlled by the University 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 described in clause (i) that is owned by the University but controlled by another person, is frequently used by students, and supports institutional purposes, such as a food or other retail vendor. On-Grounds Student Housing includes any student housing facility that is owned or controlled by the University, or is located on property that is owned or controlled by the University, and is within the reasonably contiguous geographic area that makes up the Grounds. Non-Grounds/Non-Campus Buildings or Property include (i) any building or property owned or controlled by a student organization that is officially recognized by the University; and (ii) any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the University's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the University. Public Property includes all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the Grounds, or immediately adjacent to and accessible from the Grounds.

DEFINITIONS OF REPORTABLE CRIMES

Criminal Homicide —

Manslaughter by Negligence — The killing of another person through gross negligence.

Criminal Homicide —

Murder and Non-negligent Manslaughter — The willful (non-negligent) killing of one human being by another.

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.

A. 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.

B. Fondling — The touching of the private body 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 his/her age or because of his/her temporary or permanent mental incapacity.

C. Incest — Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

D. Statutory Rape — Non-forcible 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 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 larceny or felony, breaking and entering with intent to commit a larceny, housebreaking, safecracking and all attempts to commit any of the aforementioned.

Motor Vehicle Theft —

The theft or attempted theft of a motor vehicle. (This includes all cases where automobiles are taken by persons not having lawful access, even if the vehicles are later abandoned-including joyriding.)

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; includes the unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. These statistics include arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs.

Weapons: Carrying, Possessing, Etc. —

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.

Referred for campus disciplinary action (Liquor Laws, Drugs and Weapons Violations) —

The referral of any person to any campus official who initiates a disciplinary action of which a record is kept and which may result in the imposition of a sanction.

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. The existence of such a relationship shall be determined 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. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. It does not include acts covered under the definition of domestic violence.

Domestic Violence —

A felony or misdemeanor crime of violence committed by a current or former spouse or

intimate partner of the victim, a person with whom the victim shares a child in common, a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, 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 by any other person against 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.

Stalking —

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others, or to suffer substantial emotional distress. For the purpose of this definition "course of conduct" means two or more acts, including, but not limited to, acts in which 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.

"Substantial emotional distress" means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. "Reasonable person" means a reasonable person under similar circumstances and with similar identities to the victim.

Hate crime — A crime reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For the purposes of this section, the categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin and disability. The crimes of Larceny-Theft, Simple Assault, Intimidation, or Destruction/ Damage/ Vandalism of Property are also reported under *Clery Act* requirements if it is determined the victim was intentionally selected because of the perpetrator's bias against the victim.

The following are descriptions of the hate crime categories of bias.

- A. Race-** —A preformed negative attitude toward a group of persons who possess common physical characteristics, e.g., color of skin, eyes, and/or hair; facial features, etc., genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind, e.g., Asians, blacks or African Americans, whites.
- B. Religion** — A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being, e.g., Catholics, Jews, Protestants, atheists.
- C. Sexual Orientation** — A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation. Sexual Orientation is the term for a person's physical, romantic and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual and heterosexual (straight) individuals.
- D. Gender** — A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g., male or female.
- E. Gender Identity** — A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals.
- F. Ethnicity** — A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry.

G. National Origin — A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.

H. Disability — A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

Larceny-Theft (Except Motor Vehicle Theft) — The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another, including attempted larcenies. 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 the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual 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.



UNIVERSITY OF VIRGINIA CHARLOTTESVILLE

Offense	2020						2019						2018					
	On-Campus Property		Non-Grounds/Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Grounds/Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Grounds/Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				
Murder/and Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	7	10	1	0	11	0	9	13	4	0	17	0	20	28	0	0	28	1
Fondling	1	8	0	0	8	1	2	5	3	0	8	2	6	16	0	0	16	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	2	0	0	2	0	0	0	0	2	2	0	0	0	1	2	3	1
Aggravated Assault	0	4	1	2	7	0	0	7	0	0	7	1	2	6	2	1	9	0
Burglary	3	7	0	0	7	1	3	9	5	0	14	0	8	14	2	0	16	0
Motor Vehicle Theft	0	4	0	0	4	0	0	7	0	0	7	1	0	6	2	0	8	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Violence Against Women Act (VAWA): -----

Dating Violence	1	3	0	0	3	0	2	5	1	0	6	0	7	11	0	5	16	0
Domestic Violence	0	7	0	0	7	1	0	11	0	1	12	0	2	14	0	0	14	0
Stalking	0	12	1	0	13	0	8	40	2	0	42	0	13	43	0	0	43	0

University of Virginia-Charlottesville-continued

Offense	2020						2019						2018					
	On-Campus Property		Non-Grounds/Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Grounds/Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Grounds/Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				

Arrests: -----

Liquor Law Violation	1	2	0	2	4	0	1	8	0	11	19	0	1	19	3	16	38	0
Drug Abuse Violation	1	5	0	1	6	0	2	12	0	4	16	0	6	16	0	9	25	0
Illegal Weapons Possession	1	1	0	0	1	0	0	1	0	0	1	0	0	2	0	2	4	0

Referred for Disciplinary Action: -----

Liquor Law Violation	270	309	3	7	319	0	275	313	4	11	328	0	404	439	5	5	449	0
Drug Abuse Violation	8	34	0	0	34	0	1	13	0	0	13	0	12	28	1	1	30	0
Illegal Weapons Possession	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2020 — Four hate crimes:

- 1) intimidation based on race — on-Grounds
- 2) simple assault based on race — on-Grounds
- 3) vandalism based on sexual orientation — on-Grounds
- 4) simple assault based on race — on-Grounds

2019 — One hate crime:

- 1) intimidation based on race — on-Grounds

2018 — Five hate crimes:

- 1) intimidation based on race — Student Housing
- 2) intimidation based on religion — on-Grounds
- 3) intimidation based on religion — Student Housing
- 4) intimidation based on sexual orientation — on-Grounds
- 5) simple assault based on race — non-Grounds

*Note that crime statistics were returned by the New Zealand Police Department for a non-Grounds location in calendar year 2019, but based on the format of the returned statistics, the University was unable to determine whether any of the crime statistics applied to the University's Clery Act geography.

UNIVERSITY OF VIRGINIA ARCHITECTURE IN ITALY: VENICE

Note: The Architecture in Italy: Venice site did not operate in 2020 and was not considered a separate campus location in 2020. There are no plans for this program to operate in 2021.

POLICE AND SECURITY

This campus did not have a written Memorandum of Understanding (MOU) or any other type of written agreement with any law enforcement agencies for the investigation of alleged criminal offenses. The UVA Architecture in Italy: Venice site was located in the Building Complex of the Scuola Grande di San Giovanni Evangelista. The building management company had an MOU with CIVIS, a private security company. CIVIS private security guards were present at the site overnight and during company staff absence. The security company was hired by building management and was under their supervision. The security personnel did not have the authority to make arrests. It was encouraged to report all crimes in an accurate and timely manner to the appropriate police agencies.

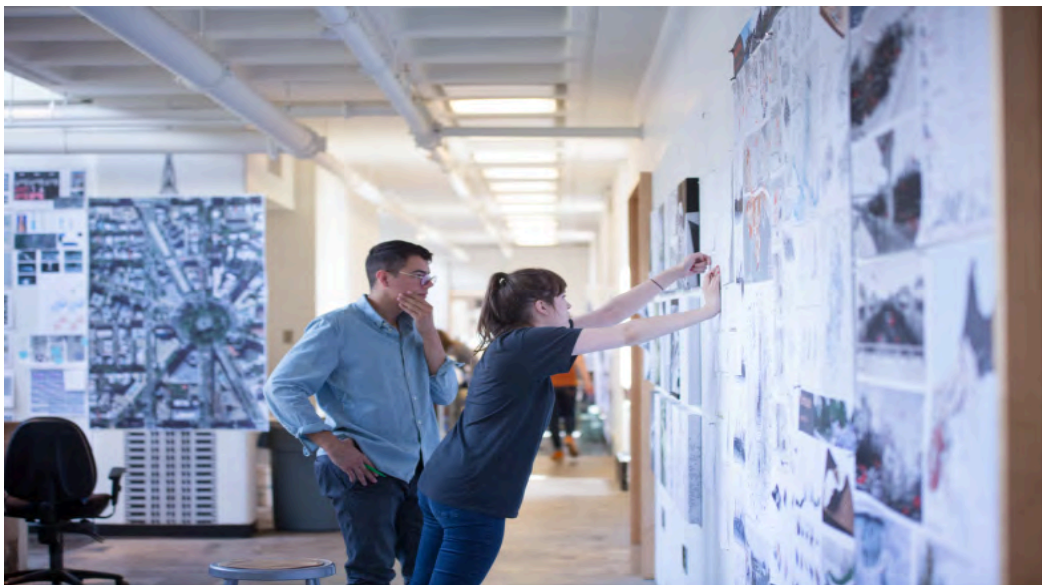
The Venetian Police are available by calling 703-558-2222 in emergencies, 118 for medical emergencies, and 115 for fire emergencies.

Security of and Access to Campus Facilities

The classroom site at UVA Architecture in Italy: Venice was open 8:00 a.m. — 6:30 p.m. Monday through Friday, and on Saturdays by special arrangement. The building has multiple locks on exterior doors that were locked after hours. The building has exterior electronic access doors equipped with an electronic access system.

CIVIS Security Company
Via Piero della Francesca, 45 - 20154 Milano
Phone: +39 041 5315522

Venetian Police Department
112 (emergency), 118 (medical emergency),
115 (fire emergency)



Offense	2020						2019						2018					
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				
Murder/ and Non-negligent Manslaughter	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Rape	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Incest	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Arson	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0

Violence Against Women Act (VAWA) -----

Dating Violence	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0

Offense	2020						2019						2018					
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				

Arrests-----

Liquor Law Violations	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violation	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0

Referred for Disciplinary Action-----

Liquor Law Violations	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violation	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0

2020 — Architecture in Italy: Venice was not a separate campus site in 2020

2019 — No Hate Crimes

2018 — No Hate Crimes

UNIVERSITY OF VIRGINIA: DARDEN SANDS FAMILY GROUNDS

POLICE AND SECURITY

The Darden Sands Family Grounds does not have a written Memorandum of Understanding (MOU) or any other type of written agreement with any law enforcement agencies for the investigation of alleged criminal offenses. A private security agency is on location in the building 24/7. The security company is hired by building management and is under their direct supervision. The security personnel do not have the authority to make arrests. It is encouraged to report all crimes in an accurate and timely manner to the appropriate police agencies. **The Arlington County Police Department is available by calling 911 for emergencies or 703-558-2222 for non-emergencies.**

Security of and Access to Campus Facilities

During times of normal operation, the Darden Sands Family Grounds is open from 7:00 a.m.–7:00 p.m. Monday through Friday.

Business hours are 7:30 a.m. – 4:30 p.m. The building is open at other times by appointment.

Staff and students can access the secured Center after hours with a badge.

Kastle Security

6402 Arlington Blvd., Falls Church, VA 22042

Office Phone: 855-527-8534

24/7 Dispatch Phone: 703-247-0793

Arlington County Police Department

1425 N Courthouse Rd., Arlington, VA 22201

703-558-2222



Offense	2020						2019						2018					
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				
Murder/ and Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Violence Against Women Act (VAWA): -----

Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

University of Virginia — Darden Sands Family Grounds (continued)

Offense	2020						2019						2018					
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On campus					Student Housing	Total On Campus					Student Housing	Total On Campus				

Arrests: -----

Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Referred for Disciplinary Action-----

Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2020 — No Hate Crimes

2019 — No Hate Crimes

2018 — No Hate Crimes



UNIVERSITY OF VIRGINIA MOUNTAIN LAKE BIOLOGICAL STATION

Note: The Mountain Lake Biological Station site did not hold in-person classes in 2020 due to the COVID-19 pandemic. Mountain Lake Biological Station is operating in 2021.

POLICE AND SECURITY

The Mountain Lake Biological Station (Mountain Lake) does not have a written Memorandum of Understanding (MOU) or any other type of written agreement with any law enforcement agencies for the investigation of alleged criminal offenses. It is encouraged to report all crimes in an accurate and timely manner to the appropriate police agencies.

The Giles County Sheriff's Office is available by calling 911 for emergencies or 540-921-3842.

Giles County Sheriff's Office

503 Wenonah Ave., Pearisburg, VA 24134

540-921-3842

Security of and Access to Campus Facilities and Special Consideration for Residence Hall Access

Access to Mountain Lake, including all buildings, is by permission only. No buildings at Mountain Lake are open to the public.



Offense	2020						2019						2018					
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				
Murder and Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Offense	2020						2019						2018					
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				

Violence Against Women Act (VAWA): -----

Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Arrests: -----

Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Referred for Disciplinary Action: -----

Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2020 — No Hate Crimes

2019 — No Hate Crimes

2018 — No Hate Crime

UNIVERSITY OF VIRGINIA NEWPORT NEWS: School of Continuing and Professional Studies

Note: The School of Continuing and Professional Studies vacated the Newport News Center in December 2018 and was not a separate campus location in calendar year 2019 or calendar year 2020.

POLICE AND SECURITY

The Newport News Center, School of Continuing and Professional Studies, did not have a written Memorandum of Understanding (MOU) or any other type of written agreement with any law enforcement agencies for the investigation of alleged criminal offenses. It is encouraged to report all crimes in an accurate and timely manner to the appropriate police agencies. **The Newport News Police Department is available by calling 911 for emergencies or 757-247-2500.**

Security of and Access to Campus Facilities

The administrative suite at the Newport News Center was open 8:00 a.m. — 5:00 p.m. Monday through Friday, and by special arrangement on the weekends. The building has exterior electronic access doors equipped with an electronic access system. Entry in the Newport News Center required a swipe key prior to 7:00 a.m. and after 6:30 p.m. on weekdays and all day on weekends.

Newport News Police Department
9710 Jefferson Ave., Newport News, VA 23605
757-247-2500

Offense	2020						2019						2018					
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				
Murder/ and Non-negligent Manslaughter	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0
Manslaughter by Negligence	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0
Rape	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0
Fondling	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0
Incest	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0
Statutory Rape	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0
Robbery	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0
Aggravated Assault	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0
Burglary	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0
Motor Vehicle Theft	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0
Arson	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0

Offense	2020						2019						2018					
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				

Violence Against Women Act (VAWA): -----

Dating Violence	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0
Domestic Violence	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0
Stalking	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0

Arrests: -----

Liquor Law Violations	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0
Drug Abuse Violation	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0
Illegal Weapons Possession	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0

Referred for Disciplinary Action: -----

Liquor Law Violations	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0
Drug Abuse Violation	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0
Illegal Weapons Possession	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0

2020 — The Newport News Center was not a separate campus location in 2020

2019 — The Newport News Center was not a separate campus location in 2019

2018 — No Hate Crimes

The Newport News Center was previously called the "Hampton Roads Center."

UNIVERSITY OF VIRGINIA NORTHERN VIRGINIA CENTER: School of Continuing and Professional Studies

Note: The Northern Virginia Center did not hold in-person classes in 2020 and was not considered a separate campus location in 2020. The space was vacated in 2020 and there are no plans for the site to operate in 2021.

POLICE AND SECURITY

The Northern Virginia Center, School of Continuing and Professional Studies, did not have a written Memorandum of Understanding (MOU) or any other type of written agreement with any law enforcement agencies for the investigation of alleged criminal offenses. The Northern Virginia Center did employ a security guard who is present at the Center during building operating hours. The security company was hired by building management and is under their direct supervision. The security personnel do not have the authority to make arrests. It is encouraged to report all crimes in an accurate and timely manner to the appropriate police agencies. **The Fairfax County Police Department is available by calling 911 for emergencies or 703-691-2131.**

Security of and Access to Campus Facilities

The administrative building at the Northern Virginia Center was open 7:00 a.m. – 10:00 p.m. Monday through Friday, and 7:00 a.m. – 6:00 p.m. on Saturday. The building had exterior electronic access doors equipped with an electronic access system. All entrances required a key fob to enter the building after hours. The security guard was able to remotely unlock the rear entrance upon receiving a call from the intercom at the rear door.

SecTek Security

1930 Isaac Newton Sq., Ste. 100, Reston, VA 20190

571-234-4654

Fairfax County Police Department

4100 Chain Bridge Rd., Fairfax, VA 22030

703-691-2131



Offense	2020						2019						2018					
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				
Murder/ and Non-negligent Manslaughter	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Rape	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Incest	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Arson	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0

Offense	2020						2019						2018					
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				

Violence Against Women Act (VAWA): -----

Dating Violence	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0

Arrests: -----

Liquor Law Violations	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violation	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0

Referred for Disciplinary Action: -----

Liquor Law Violations	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violation	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0

2020 — The Northern Virginia Center was not a separate campus location in 2020

2019 — No Hate Crimes

2018 — No Hate Crimes

UNIVERSITY OF VIRGINIA RICHMOND CENTER: School of Continuing and Professional Studies

POLICE AND SECURITY

The Richmond Center, School of Continuing and Professional Studies, does not have a written Memorandum of Understanding (MOU) or any other type of written agreement with any law enforcement agencies for the investigation of alleged criminal offenses. A private security agency is on location during nights and weekends if scheduled. The security company is hired by building management and is under their direct supervision. The security personnel do not have the authority to make arrests. It is encouraged to report all crimes in an accurate and timely manner to the appropriate police agencies. **The Henrico County Police Department is available by calling 911 for emergencies or 804-501-5000.**

Security of and Access to Campus Facilities

During times of normal operation, the administrative building at the Richmond Center is open from 9:00 a.m. – 5:00 p.m. Monday through Friday and 8:00 a.m. – 6:00 p.m. on Saturday if scheduled. The building is open at other times by appointment. Classes are held in the administrative building from 9:00 a.m. through 10:00 p.m. The building has exterior electronic access doors. Staff can access the secured building after hours with swipe keys. Students and faculty can access the secured building after hours by appointment only.

Timely Warning Process

The Richmond Center, School of Continuing and Professional Studies campus is in a shared location with Virginia Tech (VT). Timely Warnings and crime alerts will be provided to the community in the event of a reported crime, either on campus or off, that, in the judgment of the Chief of the Virginia Tech Police Department or a designee, constitutes an ongoing or continuing serious threat to the university community. Timely Warnings and crime alerts can only be issued if the Virginia Tech Police Department receives information either from the Henrico County Police Department, Virginia State Police, or the Director of the Richmond Center. The Clery crimes for which a Timely

Warning may be issued may include, but are not limited to, arson, homicide, burglary, robbery, sex offenses, aggravated assault, and motor vehicle theft.

Timely Warnings and crime alerts are generally written by the Chief of Police or a designee and are typically distributed to the community via email to anyone associated with the Richmond Center who has a vt.edu email address, and others from the University of Virginia who are added to the Richmond distribution list. Timely Warnings and crime alerts are sent by University Relations. If someone from University Relations is unavailable, there are several administrators in the Virginia Tech Police Department who will initiate the email system. The Timely Warning and crime alert notices are also posted on the Virginia Tech Police Department website. Updates to the community about any particular case resulting in a Timely Warning or crime alert will normally be distributed via email.

Emergency Response and Evacuation Policy

The Richmond Center is in a shared location with Virginia Tech (VT) and the location follows the Virginia Tech's emergency response and notification policy. Members of the Richmond campus community, including UVA students, faculty, and staff associated with the Richmond Center, will receive a VT Alert when information is received, either from the designated individual on site, or from the law enforcement agency responsible for services in Richmond. VT Alerts will normally be issued by the Virginia Tech Police Department, however, emergency notifications may be issued locally by the Director of the Richmond Center. The methods of this notification may include, but are not limited to, direct communication via email or website notices. The Henrico County Police Department, Virginia State Police, and the Henrico County Fire and EMS Departments are primarily responsible for confirming that there is a significant emergency or dangerous situation at the Richmond Center that could pose an immediate threat to the health and safety of the campus community. The Director or designee

may also confirm an emergency in or surrounding the campus. The VT Office of University Relations, the Virginia Tech Police Department and/or Virginia Tech Emergency Management have access to the VT Alerts system which can send an alert to subscribers; to notify the campus community of threats that have occurred that may demand evacuation, shelter-in-place or other actions. Virginia Tech will typically provide follow-up information to the campus community using the same systems that were used to send out the original alert or to direct the campus community to other informational channels. Virginia Tech will immediately notify the campus community upon confirmation from the Henrico County Police Department, Virginia State Police, the Henrico County Fire and EMS Departments, or authorized staff member at the Richmond Center of a significant emergency or an immediate threat to the health or safety of students or staff at the Richmond Center. One of the listed departments above will, without delay, determine the content of the notification and initiate the notification system based on information received, unless issuing a notification will, in the professional judgment of the public safety official, compromise efforts to assist, respond to,

or otherwise mitigate the emergency. First responders to an incident that causes an immediate threat to the health and safety of the Richmond Center community will typically include the Henrico County Police Department, Virginia State Police and the Henrico County Fire and EMS Departments. For information on Virginia Tech's text message alert system that will notify students, faculty and staff immediately about campus emergencies at the Richmond Center visit <https://www.alerts.vt.edu/>.

American Security Group

4914 Radford Ave., Ste. 200, Richmond, VA 23230

Office Phone: 804-355-2000

24/7 Dispatch Phone: 804-967-9400

Henrico County Police

7721 E. Parham Rd., Henrico, VA 23294

804-501-5000



Offense	2020						2019						2018					
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				
Murder/ and Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Violence Against Women Act (VAWA): -----

Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Offense	2020						2019						2018					
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				

Arrests: -----

Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Referred for Disciplinary Action-----

Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2020 — No Hate Crimes
 2019 — No Hate Crimes
 2018 — No Hate Crimes

UNIVERSITY OF VIRGINIA: School of Medicine - Inova

The UVA School of Medicine - Inova site was established at the Inova Fairfax Medical Campus in Fairfax, Virginia in 2021. The site became operational as a separate campus after January 30, 2021. This separate campus did not exist in 2020, and therefore crime statistics for calendar year 2020 are not available in this report.

POLICE AND SECURITY

The UVA School of Medicine – Inova site does not have a written Memorandum of Understanding (MOU) or any other type of written agreement with law enforcement agencies for the investigations of alleged criminal offenses. There is a private security agency, Allied Security, at the Inova Fairfax Medical Campus location at all times. The security company is hired by the Inova Fairfax Medical Campus and is under their direct supervision. The security personnel do not have the authority to make arrests. All individuals are encouraged to report crimes or emergencies to the Security Department. Security officers are available by calling the Security Control Center at 703-776-3180 for routine service, or for emergency or critical incidents, by calling the center at 703-776-4911 (emergency). Criminal incidents are reported to the Fairfax County Police. **Fairfax County Police is available by calling 911 for emergencies or 703-691-2131.**

Security of and Access to Campus Facilities

Inova Fairfax Medical Campus is open and accessible to patients, staff, physicians, students, contractors and visitors. Certain entrances are controlled by swipe ID card or by means of a video intercom system controlled by security. Interior spaces are controlled with a combination of keys, cipher locks, swipe access cards, or the video intercom system. Access to designated staff, physician, student and contractor parking areas are controlled by the issued swipe ID cards. The Inova Fairfax Medical Campus also has the following security features: panic alarm systems, security cameras, random security officer patrols, emergency call

boxes (24-hour boxes on campus grounds), and vehicle patrols conducted by security personnel.

Security Considerations Used in the Maintenance of Campus Facilities

The Inova Fairfax Medical Campus employs The Safety Management Program, which is designed to develop, coordinate, manage and evaluate safety activities in an effort to provide a safe, effective and functional environment. The Safety Management Program is based on monitoring and evaluating of the environment of care, applicable laws and regulations, education about the environment, staff knowledge and skills to perform their responsibilities, and recognized practices. Facilities Management at the Inova Fairfax Medical Campus immediately responds to reports including, but not limited to, inoperable doors, burned-out lights and broken windows and screens. The Inova Fairfax Medical Campus requires and supports an effective safety management program and requires quarterly reports from the environment of Care Safety Committee on key items, issues and concerns.

Crime Prevention and Security Awareness Programs and Resources

The Inova Fairfax Medical Campus provides education in safety and security concerns at the beginning of each school year for new students and new employees. The objective is to promote security and crime prevention awareness among all students, faculty and staff. Additional training can be arranged by contacting the Security Director at 703-776-3837.



Daily Crime Log

The Security Department maintains a crime log that includes the nature, date, time, general location, and disposition (if available) of reported criminal incidents. The Security Department reserves the right to exclude crime report information from the log in circumstances where posting may compromise ongoing police operations. Faculty, staff and students are encouraged to review the crime log periodically to become more familiar with the types and locations of criminal incidents which may impact the Inova community. The crime log can be accessed during regular business hours, Monday through Friday, 7a.m. to 3:30 p.m. at the Security Office, Original Building, Second Floor, Inova Fairfax Medical Campus, 3300 Gallows Road, Fairfax, VA 22042

Timely Warning Process

To provide timely notice to the Inova community, a Timely Warning is issued when the Allied Security Director, Allied Security Manager, or the Inova Director of Public Safety and Emergency Management identifies a Clery Act crime that poses an ongoing or serious threat to the community. The Security Director will inform Inova Fairfax Medical Campus senior leaders who will decide whether to inform the Inova Fairfax Medical Campus, including the UVA School of Medicine - Inova, of the potential serious or ongoing threat. The senior leaders include: Chief Executive Officer, Chief Operating Officer, Chief Financial Officer, AVP Building and Support Services, Administrator on-call, Director, Media and Communications and VP, Human Resources (if staff related). UVA will consider any Clery reportable incident occurring anywhere on the Inova Fairfax Medical Campus as potentially reportable under the Timely Warning policy. Consideration for an alert will be made on a case by-case basis. If a Timely Warning is deemed necessary, it will be developed and distributed by the appropriate mass notification system(s). Timely Warnings will include the following information: nature of the incident or immediate threat, location, date and time, description of any suspect(s), recommended action for the UVA School of Medicine - Inova community, crime prevention information, and contact information for follow-up inquiries. All Timely Warnings will be provided to students and employees without disclosing

personal identification information of the survivors.

The Inova Fairfax Medical Campus has a variety of methods to provide Timely Warnings. A mass notification system allows notification to email, pagers, and via text message. In the event of an impending or actual emergency, one or more of the mentioned communication channels will be activated. Typically, the following individual(s) generate the messages for these systems: Inova Director of Public Safety and Emergency Management, Allied Security Director, Allied Security Manager, Inova Emergency Management Coordinator, Media Relations Manager on-call, any senior director or higher position, telecommunications manager, while Inova's security control center dispatchers and/or media relations distribute the message.

Emergency Response and Evacuation Policy

In accordance with the Inova Fairfax Medical Campus Emergency Operations Plan, Inova public safety and emergency management officials will coordinate the emergency notification, response and evacuation of the Inova Fairfax Medical Campus. These officials will be responsible for the safe evacuation of all persons associated with the UVA School of Medicine - Inova in the event of fire, bomb threat, power outage, other natural disasters, civil disturbances and active threats. These officials will publicize the Inova Fairfax Medical Campus emergency response and evacuation procedures in conjunction with announcing the annual testing of these procedures. When appropriate, Fairfax County Police will be notified to assist in any crisis situation. Individuals who are responsible for carrying out these procedures locally include, but are not limited to the: Chief Executive Officer, Chief Operating Officer, Chief Financial Officer, AVP Building and Support Services, Administrator on-call, Director, Media and Communications and VP, Human Resources (if staff related).

In the event of an impending or actual emergency, an email, text alert, and/or page will be activated. Typically, the following individual(s) generate the messages for these systems: Inova Director of Public Safety and Emergency Management, Allied Security Director, Allied Security Manager, Inova Emergency

Management Coordinator, Media Relations Manager on-call, any senior director or higher position, telecommunications manager, while Inova's security control center dispatchers and/or media relations distribute the message. The emergency alert system is tested once per shift, per quarter, per building during campus wide fire drills and quarterly or semi-annually for other emergency plan activations (may be announced or unannounced). Inova Fairfax Medical Campus has a comprehensive system for warning the community about an immediate threat. For information on Inova's text message alert system that will notify students, faculty and staff immediately about campus emergencies visit <https://www.inova.org/for-employees/text-alert-system>.

Allied Security- Inova Campus Security

Original Building, Second Floor, Inova Fairfax Medical Campus

3300 Gallows Road, Fairfax, VA 22042

703-776-3180

703-776-4911 (emergency)

Fairfax County Police

4100 Chain Bridge Rd., Fairfax, VA 22030

703-691-2131



FIRE SAFETY REPORT



The *Higher Education Opportunity Act*, enacted August 14, 2008, requires institutions that maintain on-campus student housing to publish an annual fire safety report that contains information about campus fire safety practices and standards of the institution. The University's fire log can be accessed via ehs.virginia.edu/Fire-Safety.html. The following report details all information required by this Act for the University of Virginia. The University of Virginia maintains on-campus student housing at the Charlottesville and Mountain Lake Biological Station campuses only. There is no on-campus student housing at the Architecture in Italy: Venice, Darden Sands Family Grounds, Northern Virginia, or Richmond campuses.

DEFINITIONS

We have provided definitions from the Higher Education Opportunity Act:

On-Campus Student Housing — A student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within a reasonable contiguous area that makes up the campus.

Fire — Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

RESIDENCE HALL FIRE DRILLS

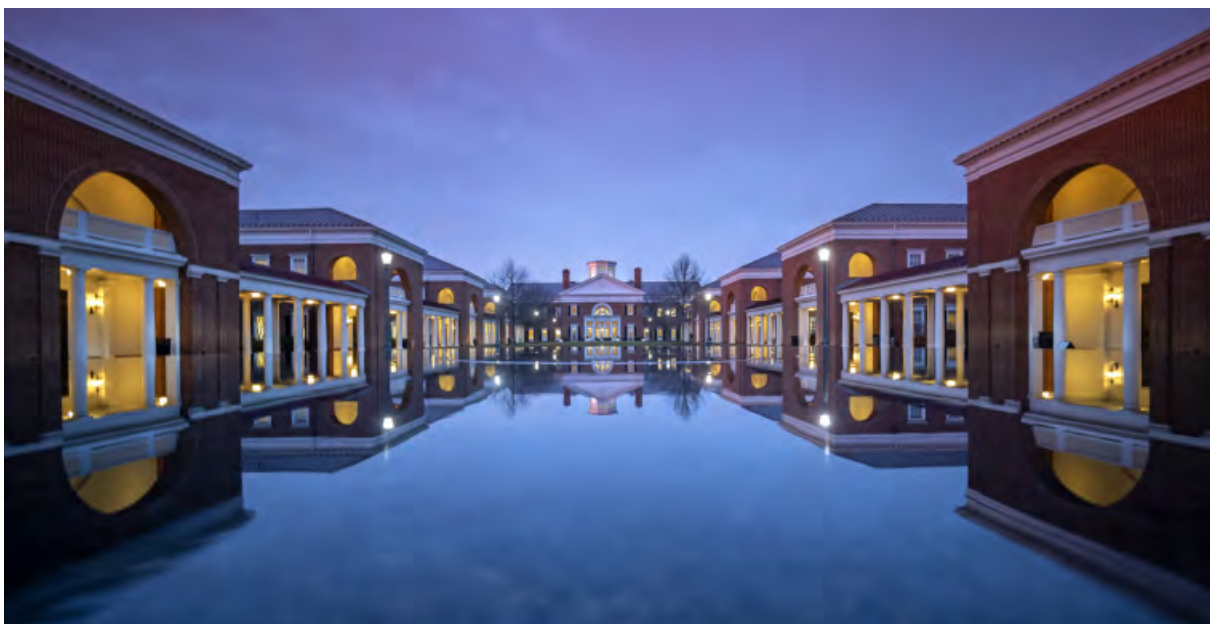
During each academic year, as required by the Code of Virginia, each residence facility has a minimum of four drills to increase familiarity for occupants and allow them to practice their evacuation skills. The University conducted 380 drills in housing during the last calendar year. These drills were planned, supervised and required mandatory building evacuations. Pages 114-117 contain a chart listing information on fire drills in University-owned housing locations.

FIRE SAFETY

UVA has adopted and developed numerous policies to help promote a safe living and working environment at all University locations. We provide a few below, and you can access other fire safety information on the Internet at ehs.virginia.edu/policies.html.

Policy ID — Topic:

- SEC-016 — Prohibition of Cut Trees in all State-Owned and Leased University Facilities (e.g., Christmas trees)
- SEC-015 — Extension Cord Use
- SEC-014 — Hallway Storage and Other Hallway Use



ON-GROUNDS STUDENT HOUSING FACILITIES FIRE STATISTICS

Calendar Years 2018, 2019, 2020

NAME - ADDRESS	TOTAL FIRES			DATE/ TIME	LOCATION	CAUSE	#OF INJURIES	#OF DEATHS	VALUE OF PROPERTY
	2020	2019	2018						
Abbott House 835 - 530 Buckler Dr	0	0	0	NA	NA	NA	0	0	NA
Abbott House 836 - 534 Buckler Dr	0	0	0	NA	NA	NA	0	0	NA
Balz-Dobie House - 571 McCormick Rd	0	0	0	NA	NA	NA	0	0	NA
Barringer Mansion/French House - 1404 Jefferson Park Ave	0	0	0	NA	NA	NA	0	0	NA
Bice House - 583 Brandon Ave	0	2	1	4/13/19 - 1944	4th Fl.	Unintentional - Mattress fire	0	0	\$100,000 - 249,000
				2/15/19 - 1011	6th Fl.	Unintentional - Burnt food in frying pan	0	0	\$0-99
				1/24/18- 1052	7th Fl.	Unintentional - Burnt food in pot	0	0	\$0-99
Bond House - 600 Brandon Ave	0	0	NA	NA	NA	NA	0	0	NA
Bonnycastle House - 10 Bonnycastle Dr	0	0	0	NA	NA	NA	0	0	NA
Boyd House 831 - 504 Buckler Dr	0	0	0	NA	NA	NA	0	0	NA
Boyd House 832 - 500 Buckler Dr	0	0	0	NA	NA	NA	0	0	NA
Casa Bolivar/Spanish House - 1408 Jefferson Park Ave	0	0	0	NA	NA	NA	0	0	NA
Cauthen House - 450 Tree House Dr	0	0	0	NA	NA	NA	0	0	NA
Courtenay House - 795 Alderman Rd	0	0	0	NA	NA	NA	0	0	NA
Crackerbox - 54 Rotunda Dr	0	0	0	NA	NA	NA	0	0	NA
Dabney House - 20 Bonnycastle Dr	0	0	0	NA	NA	NA	0	0	NA

NAME-ADDRESS	TOTAL FIRES								
	2020	2019	2018	DATE/ TIME	LOCATION	CAUSE	#OF INJURIES	#OF DEATHS	VALUE OF PROPERTY
Davis House - 82 Monroe Hill	0	0	0	NA	NA	NA	0	0	NA
Dillard 385 - 508 Floyd Dr	0	0	0	NA	NA	NA	0	0	NA
Dillard 386 - 520 Floyd Dr	0	0	0	NA	NA	NA	0	0	NA
Dillard 387 - 526 Floyd Dr	0	0	0	NA	NA	NA	0	0	NA
Dillard 388 - 528 Floyd Dr	0	0	0	NA	NA	NA	0	0	NA
Dillard 389 - 532 Floyd Dr	0	0	0	NA	NA	NA	0	0	NA
Dunglison House - 775 Alderman Rd	0	0	0	NA	NA	NA	0	0	NA
East Lawn - 12 East Lawn	0	0	0	NA	NA	NA	0	0	NA
East Range - 48 Rotunda Dr	0	0	0	NA	NA	NA	0	0	NA
Echols House - 450 McCormick Rd	0	0	0	NA	NA	NA	0	0	NA
Emmet House - 432 McCormick Rd	0	0	0	NA	NA	NA	0	0	NA
Faulkner Cottage E - 478 Faulkner Dr	0	0	0	NA	NA	NA	0	0	NA
Faulkner Cottage W - 470 Faulkner Dr	0	0	0	NA	NA	NA	0	0	NA
Fitzhugh House - 735 Alderman Rd	0	0	0	NA	NA	NA	0	0	NA
Gibbons House - 425 Tree House Ln	0	0	0	NA	NA	NA	0	0	NA
Gildersleeve House - 72 Monroe Hill	0	0	0	NA	NA	NA	0	0	NA
Glenn House 829 - 514 Buckler Dr	0	0	0	NA	NA	NA	0	0	NA
Glenn House 830 - 510 Buckler Dr	0	0	0	NA	NA	NA	0	0	NA
Gooch 381 - 478 Floyd Dr	0	0	0	NA	NA	NA	0	0	NA
Gooch 382 - 480 Floyd Dr	0	0	0	NA	NA	NA	0	0	NA
Gooch 383 - 484 Floyd Dr	1	0	0	1/21/20 - 1500	1st Fl.	Undetermined - burnt material in breezeway	0	0	\$0-99

NAME-ADDRESS	TOTAL FIRES								
	2020	2019	2018	DATE/ TIME	LOCATION	CAUSE	#OF INJURIES	#OF DEATHS	VALUE OF PROPERTY
Gooch 384 - 496 Floyd Dr	0	0	0	NA	NA	NA	0	0	NA
Hancock House - 15 Hancock Dr	0	0	0	NA	NA	NA	0	0	NA
Harrison House - 72 Monroe Hill	0	0	0	NA	NA	NA	0	0	NA
Hench Apts - 472 Faulkner Dr	0	0	0	NA	NA	NA	0	0	NA
Holmes House - 60 Monroe Hill	0	0	0	NA	NA	NA	0	0	NA
Hoxton Apts - 205 Sprigg Ln	0	0	0	NA	NA	NA	0	0	NA
Humphreys House - 436 McCormick Rd	0	0	0	NA	NA	NA	0	0	NA
Johnson House - 195 Vaughan Dr	0	0	0	NA	NA	NA	0	0	NA
Kellogg House - 579 McCormick Rd	0	0	0	NA	NA	NA	0	0	NA
Kent House - 30 Bonnycastle Dr	1	0	0	10/19/20 - 1337	3rd Fl.	Unintentional - sandwich with wrapper on in microwave	0	0	\$0-99
Lambeth 450 - 50 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 451 - 51 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 452 - 52 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 453 - 53 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 454 - 54 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 455 - 55 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 456 - 56 Lambeth Comm	0	0	1	12/09/18 - 1455	1st Fl.	Unintentional - Electrical panel on fire	0	0	\$10,000- 24,999
Lambeth 457 - 57 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 458 - 58 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 459 - 59 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 460 - 60 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA

NAME-ADDRESS	TOTAL FIRES			DATE/ TIME	LOCATION	CAUSE	#OF INJURIES	#OF DEATHS	VALUE OF PROPERTY
	2020	2019	2018						
Lambeth 461 - 61 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 462 - 62 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 463 - 63 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 465 - 65 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 466 - 66 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 467 - 67 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 468 - 68 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 469 - 69 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 470 - 70 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 471 - 71 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 472 - 72 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 473 - 73 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 474 - 74 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 475 - 75 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lefevre House - 35 Hancock Dr	0	0	0	NA	NA	NA	0	0	NA
Lile-Maupin House - 555 McCormick Rd	0	0	0	NA	NA	NA	0	0	NA
Long House - 84 Monroe Hill	0	0	0	NA	NA	NA	0	0	NA
Mallet House - 84 Monroe Hill	0	0	0	NA	NA	NA	0	0	NA
Malone House - 215 Hereford Dr	0	0	0	NA	NA	NA	0	0	NA
Mary Munford House - 201 Sprigg Ln	0	0	0	NA	NA	NA	0	0	NA
McGuffey House - 72 Monroe Hill	0	0	0	NA	NA	NA	0	0	NA

NAME-ADDRESS	TOTAL FIRES			DATE/ TIME	LOCATION	CAUSE	#OF INJURIES	#OF DEATHS	VALUE OF PROPERTY
	2020	2019	2018						
Metcalf House - 25 Hancock Dr	0	0	0	NA	NA	NA	0	0	NA
Mitchell Apts. - 474 Faulkner Dr	0	0	0	NA	NA	NA	0	0	NA
Norris House - 225 Hereford Dr	0	0	0	NA	NA	NA	0	0	NA
Page House - 420 McCormick Rd	0	0	0	NA	NA	NA	0	0	NA
Peters House - 52 Monroe Hill	0	0	0	NA	NA	NA	0	0	NA
Ribble House 837 - 560 Buckler Dr	0	0	0	NA	NA	NA	0	0	NA
Ribble House 838 - 564 Buckler Dr	0	0	0	NA	NA	NA	0	0	NA
Ribble House 839 - 568 Buckler Dr	0	0	0	NA	NA	NA	0	0	NA
Roberta Gwathmey House - 203 Sprigg Ln	0	0	0	NA	NA	NA	0	0	NA
Rogers House - 60 Monroe Hill	0	0	0	NA	NA	NA	0	0	NA
Shannon House - 430 Tree House Dr	0	0	0	NA	NA	NA	0	0	NA
Shea House - 400 Monroe Ln	0	0	0	NA	NA	NA	0	0	NA
Smith House - 92 Monroe Hill	0	0	0	NA	NA	NA	0	0	NA
Snavelly House 833 - 520 Buckler Dr	0	0	0	NA	NA	NA	0	0	NA
Snavelly House 834 - 524 Buckler Dr	0	0	0	NA	NA	NA	0	0	NA
Tucker House - 62 Monroe Hill	0	0	0	NA	NA	NA	0	0	NA
Tuttle-Dunnington House - 565 McCormick Rd	0	0	0	NA	NA	NA	0	0	NA
Venable House - 80 Monroe Hill	0	0	0	NA	NA	NA	0	0	NA
Watson-Webb House - 561 McCormick Rd	0	0	0	NA	NA	NA	0	0	NA
Weedon House - 235 Hereford Dr	0	0	0	NA	NA	NA	0	0	NA
West Lawn - 15 West Lawn	0	0	0	NA	NA	NA	0	0	NA

NAME-ADDRESS	TOTAL FIRES			DATE/ TIME	LOCATION	CAUSE	#OF INJURIES	#OF DEATHS	VALUE OF PROPERTY
	2020	2019	2018						
West Range - 197 McCormick Rd	0	0	0	NA	NA	NA	0	0	NA
Whyburn House - 245 Hereford Dr	0	1	0	4/08/19 2003	1st Fl.	Unintentional - Burnt food in microwave	0	0	\$100-999
Woody House - 435 Tree House Dr	0	0	0	NA	NA	NA	0	0	NA
Yen House - 207 Sprigg Ln	0	1	0	2/15/19 1357	Basement	Unintentional - Burnt food in frying pan	0	0	\$0-99
Younger Apts - 476 Faulkner Dr	0	0	0	NA	NA	NA	0	0	NA

DESCRIPTION OF ON-GROUNDS STUDENT HOUSING FIRE SAFETY SYSTEMS — RESIDENCE HALLS/APARTMENTS

Each of the following residential areas has the following type of fire safety system as reported by University of Virginia Housing & Residence Life. We have also included in this chart whether the facility has fire extinguishers, as well as the number of fire drills conducted.

Fire Safety System Description:

1. Battery-operated smoke detectors in rooms; tunnels, ground-floor common spaces and landings have hard-wired central system with pull stations
2. Battery-operated smoke detectors with hallway pull stations to hard-wired central system and sprinkler system
3. Battery-operated smoke detectors with the remainder of the building on outside pull stations to hard-wired central system
4. Hard-wired central system with smoke detectors and pull stations
5. Hard-wired central system with smoke detectors, pull stations and sprinkler system
6. Hard-wired central system with smoke detectors and pull stations; boiler room sprinkler
7. Hard-wired central system with smoke detectors and sprinkler system
8. Hard-wired smoke detectors and the remainder of the building on outside pull stations to hard-wired central system

Note in chart that follows:

Fire Safety System – see description above.

Fire Extinguishers – Yes (Y); No (N)

*Hoxton Apts, Johnson House, Malone House, Mary Munford House, Roberta Gwathmey House, Shea House, Weedon House, and Yen House were unoccupied as occupancy was low enough due to COVID restrictions that the buildings were not needed to house students. This was due to those students who chose to remain at home and attend school remotely or live off Grounds. Therefore, no fire drills were conducted in these buildings.

BUILDING-ADDRESS	FIRE SAFETY SYSTEM	FIRE EXTINGUISHERS	# OF FIRE DRILLS
Abbott House 835- 530 Buckler Dr	4	N	4
Abbott House 836- 534 Buckler Dr	4	N	4
Balz-Dobie House- 571 McCormick Rd	5	Y	4
Barringer Mansion/French House- 1404 Jefferson Park Ave	5	Y	4
Bice House- 583 Brandon Ave	5	Y	4
Bond House- 600 Brandon Ave	5	Y	4
Bonnycastle House- 10 Bonnycastle Dr	5	Y	4
Boyd House 831- 504 Buckler Dr	4	N	4
Boyd House 832- 500 Buckler Dr	4	N	4
Casa Bolivar/Spanish House- 1408 Jefferson Park Ave	5	Y	4
Cauthen House- 450 Tree House Dr	5	Y	4
Courtenay House- 795 Alderman Rd	3	Y	4
Crackerbox- 54 Rotunda Dr	7	Y	4
Dabney House- 20 Bonnycastle Dr	5	Y	4
Davis House- 82 Monroe Hill	1	N	4
Dillard 385- 508 Floyd Dr	5	N	4
Dillard 386- 520 Floyd Dr	5	N	4
Dillard 387-526 Floyd Dr	5	N	4
Dillard 388- 528 Floyd Dr	5	N	4
Dillard 389- 532 Floyd Dr	5	N	4
Dunglison House- 775 Alderman Rd.	3	N	4
East Lawn- 12 East Lawn	7	Y	4
East Range- 48 Rotunda Dr	7	Y	4
Echols House- 450 McCormick Rd	5	Y	4
Emmet House- 432 McCormick Rd	5	Y	4
Faulkner Cottage E- 478 Faulkner Dr	3	N	4
Faulkner Cottage W- 470 Faulkner Dr	3	N	4
Fitzhugh House- 735 Alderman Rd	3	N	4
Gibbons House- 425 Tree House Ln	5	Y	4

BUILDING-ADDRESS	FIRE SAFETY SYSTEM	FIRE EXTINGUISHERS	# OF FIRE DRILLS
Gildersleeve House- 72 Monroe Hill	1	N	4
Glenn House 829- 514 Buckler Dr	4	N	4
Glenn House 830- 510 Buckler Dr	4	N	4
Gooch 381- 478 Floyd Dr	5	N	4
Gooch 382- 480 Floyd Dr	5	N	4
Gooch 383- 484 Floyd Dr	5	N	4
Gooch 384- 496 Floyd Dr	5	N	4
Hancock House-15 Hancock Dr	5	Y	4
Harrison House- 72 Monroe Hill	1	N	4
Hench Apts- 472 Faulkner Dr	4	Y	4
Holmes House- 60 Monroe Hill	1	N	4
Hoxton Apts- 205 Sprigg Ln	5	Y	0*
Humphreys House- 436 McCormick Rd	5	Y	4
Johnson House- 195 Vaughan Dr	2	Y	0*
Kellogg House- 579 McCormick Rd	5	Y	4
Kent House- 30 Bonnycastle Dr	5	Y	4
Lambeth 450- 50 Lambeth Comm	4	N	4
Lambeth 451- 51 Lambeth Comm	4	N	4
Lambeth 452- 52 Lambeth Comm	4	N	4
Lambeth 453- 53 Lambeth Comm	4	N	4
Lambeth 454- 54 Lambeth Comm	4	N	4
Lambeth 455- 55 Lambeth Comm	4	N	4
Lambeth 456- 56 Lambeth Comm	4	N	4
Lambeth 457- 57 Lambeth Comm	4	N	4
Lambeth 458- 58 Lambeth Comm	4	N	4
Lambeth 459- 59 Lambeth Comm	4	N	4
Lambeth 460- 60 Lambeth Comm	4	N	4
Lambeth 461- 61 Lambeth Comm	4	N	4
Lambeth 462- 62 Lambeth Comm	4	N	4
Lambeth 463- 63 Lambeth Comm	4	N	4
Lambeth 465- 65 Lambeth Comm	4	N	4
Lambeth 466- 66 Lambeth Comm	4	N	4
Lambeth 467- 67 Lambeth Comm	4	N	4

BUILDING-ADDRESS	FIRE SAFETY SYSTEM	FIRE EXTINGUISHERS	# OF FIRE DRILLS
Lambeth 468- 68 Lambeth Comm	4	N	4
Lambeth 469- 69 Lambeth Comm	4	N	4
Lambeth 470- 70 Lambeth Comm	4	N	4
Lambeth 471- 71 Lambeth Comm	4	N	4
Lambeth 472- 72 Lambeth Comm	4	N	4
Lambeth 473- 73 Lambeth Comm	4	N	4
Lambeth 474- 74 Lambeth Comm	4	N	4
Lambeth 475- 75 Lambeth Comm	4	N	4
Lefevre House- 35 Hancock Dr	5	N	4
Lile-Maupin House- 555 McCormick Rd	5	Y	4
Long House- 84 Monroe Hill	1	N	4
Mallet House- 84 Monroe Hill	1	N	4
Malone House- 215 Hereford Dr	2	Y	0*
Mary Munford House-201 Sprigg Ln	5	Y	0*
McGuffey House- 72 Monroe Hill	1	N	4
Metcalf House- 25 Hancock Dr	5	Y	4
Mitchell Apts- 474 Faulkner Dr	6	N	4
Norris House- 225 Hereford Dr	2	Y	4
Page House- 420 McCormick Rd	5	Y	4
Peters House- 52 Monroe Hill	1	N	4
Ribble House 837- 560 Buckler Dr	4	N	4
Ribble House 838- 564 Buckler Dr	4	N	4
Ribble House 839- 568 Buckler Dr	4	N	4
Roberta Gwathmey House- 203 Sprigg Ln	5	Y	0*
Rogers House- 60 Monroe Hill	1	N	4
Shannon House- 430 Tree House Dr	5	Y	4
Shea House- 400 Monroe Ln	5	Y	0*
Smith House- 92 Monroe Hill	1	N	4
Snavley House 833- 520 Buckler Dr	4	N	4
Snavely House 834- 524 Buckler Dr	4	N	4
Tucker House- 62 Monroe Hill	1	Y	4
Tuttle-Dunnington House- 565 McCormick Rd.	5	Y	4
Venable House- 80 Monroe Hill	1	Y	4

BUILDING-ADDRESS	FIRE SAFETY SYSTEM	FIRE EXTINGUISHERS	# OF FIRE DRILLS
Watson-Webb House- 561 McCormick Rd	5	Y	4
Weedon House- 235 Hereford Dr	2	Y	0*
West Lawn- 15 West Lawn	7	Y	4
West Range- 197 McCormick Rd	7	Y	4
Whyburn House-245 Hereford Dr	2	Y	4
Woody House- 435 Tree House Dr	5	Y	4
Yen House- 207 Sprigg Ln	5	Y	0*
Younger Apts- 476 Faulkner Dr	4	Y	4

FIRE SAFETY EDUCATION AND TRAINING PROGRAMS FOR STUDENTS, FACULTY AND STAFF

The overall goal of the University of Virginia Fire Safety Program is the protection of life and property. The Environmental Health & Safety (EHS) Fire Safety Division at UVA strives to identify and mitigate conditions and/or actions that may create an unsafe environment. Through training programs, University staff, faculty and students are educated on fire safety practices. Our office provides a fire safety training program focusing on basic fire safety procedures and evacuation plans specifically developed by EHS for the building in which employees work or students reside. We teach employees and students how to recognize and prevent fire hazards, and what actions they are to take in the event of a fire or other emergencies (bomb threats, inclement weather, etc.). Typically, this training will include a hands-on training in the proper use of fire extinguishers.

At the beginning of each school year, Housing and Residence Life in cooperation with the Office of Environmental Health & Safety and the Office of Emergency Management conducts training for all student resident advisors (RAs). The University provides RAs information and training on how to respond properly to emergency situations such as natural disasters, fires, evacuations, assaults, crime, etc. It also provides evacuation training and information to all students living within the residence hall system. UVA also provides additional training to students residing in on-grounds residences through various programs such as the Courtesy

Inspection program, fire drills, etc. Visit the website at ehs.virginia.edu/Fire-Safety.html.

FIRE INCIDENT REPORTING

Students and employees should call 911 to report a fire emergency. Call the numbers listed below for non-emergency notifications (e.g., evidence that something burned):

Facilities Management Systems Control	434-924-1777
Environmental Health & Safety — Fire Safety Division	434-243-1111
University Police	434-924-7166

FIRE INCIDENT RESPONSE

Systems Control monitors the alarm and fire systems for all facilities at the Charlottesville campus of the University of Virginia. In the event of an alarm activation, operators notify the 911 Center. The 911 Center dispatches the Charlottesville Fire Department along with the University Police. Simultaneously, text messages alert members of the Environmental Health & Safety Fire Safety Division. In the event of a confirmed fire, Systems Control uses a “confirmed fire” list to call the appropriate individuals associated with the area where the fire occurred. Additional contacts include the University Fire Safety, University Police, Facilities Management and appropriate members of University’s administration. To reach one of these offices, please use the phone number below. Remember: in an emergency, dial 911 at any time.

Facilities Management Systems Control Center
University of Virginia Facilities Management

1450 Leake Drive
434-924-1777

fm.virginia.edu/depts/operations/systems.html#scc

Environmental Health & Safety Fire Safety Division

One Morton Drive, Suite 320
434-243-1111

ehs.virginia.edu/Fire-Safety.html

University Police Department

2304 Ivy Road
434-924-7166

uvapolicy.virginia.edu

PLANS FOR FUTURE IMPROVEMENTS IN FIRE SAFETY

The University of Virginia continually evaluates our fire safety program as well as our fire protection systems. UVA makes upgrades based on need and funding. We continue to develop and conduct fire safety training programs as needed to ensure the safety of our students, faculty and staff.

PROCEDURES FOR STUDENT HOUSING EVACUATION

According to University of Virginia Housing & Residence Life

In Case of Fire

For your safety and protection, remember, in case of fire, get out as quickly as possible, and leave the firefighting to the professionals. All residents and guests must evacuate when the building fire alarm systems sound.

What to do in case of a fire:

When the fire alarm sounds, you must evacuate the facility. Never assume it is a drill or false alarm; treat each alarm as the real thing.

1. Feel your door knob before opening it:
 - If the knob is hot, do not open the door.
 - If the knob is not hot, brace yourself against the door and open it slightly.
2. If heat or heavy smoke is present in the corridor, close the door and stay in the room. Keep low to the floor if smoke is present.

If you CAN leave the room

- Wear shoes. If possible carry wet towels.
- Close all doors behind you to retard the spread of smoke.
- If you are in another part of the building, do not return to your room.
- Go to the nearest exit or stairway. NEVER USE AN ELEVATOR. If the nearest exit is blocked, use an alternate route. If all exits are blocked, go back to your room and close the door. Follow the procedures described below.
- Never re-enter the building until staff indicates it is safe to do so.

If you CANNOT leave the room

- If possible, open the window at the top and the bottom to let out smoke and let in fresh air.
- DO NOT BREAK THE GLASS. Smoke and fumes may be drawn in through the windows. You must be able to close the window if necessary.
- CALL 911, shout for help. Seal cracks around the door with towels or bed linens to keep out smoke. Stay near the floor when possible.
- Hang a sheet, jacket, shirt or other object in or outside the window to attract attention.

If you discover a fire, do not endanger yourself

1. **PULL THE NEAREST ALARM BOX.**
2. Shout a warning. Repeat it.
3. Leave the building and CALL 911, even if a small fire has been quickly extinguished.
4. Close all doors — especially those leading into stairwells, which should NEVER be left open.
5. Move at least 200 feet away from the building. Keep clear of driveways, sidewalks and access pathways.
6. Proceed to your assembly point.

EVACUATION ROUTES AND ASSEMBLY POINTS

Responsibilities of Residents

Residents are defined as students, guests or faculty/staff who reside in Housing & Residence Life – owned properties.

EVACUATION SHOULD BE THE RESIDENTS' ONLY CONCERN

All residents must remain calm, move quickly (no running) and remain out of the way of emergency personnel and associated equipment. When exiting the building and proceeding to the preplanned assembly area, remain at least twenty feet away from the building walls and overhangs.

Facility Evacuation Routes

Housing & Residence Life is responsible for reviewing designated evacuation routes and assembly points with residents at the start of each semester. Students should be aware of all alternative routes in the event the primary routes are blocked.

In the event you are unable to exit the building:

- Remain calm, do not panic.
- Remain low, crawl if necessary.
- Place a cloth over your mouth/nose to serve as a filter. A wet cloth is best.
- Place clothing/towels around your doors to block smoke from entering your room. Wet clothing or towels are best.

- Use your phone to inform the fire department of your location. If the phone is not working you should signal for help from a window. Use a towel, clothing, sign, etc., to help alert emergency personnel to your location.

Evacuation Routes and Assembly Points can be accessed through the following link from University of Virginia Housing & Residence Life: housing.virginia.edu/evacuation.

RESIDENCE AREA	POST-EVACUATION ASSEMBLY LOCATION	POST-EVACUATION RECOVERY LOCATION
ALDERMAN ROAD • Exit the building using the most direct and appropriate route. Always use stairs to evacuate the building. Do not use the elevator for a fire escape.		
Balz-Dobie, Kellogg, Lile-Maupin and Watson-Webb	Assemble in front entrance side of Ern Commons (facing toward the stadium)	Ern Commons
Cauthen, Tuttle-Dunnington and Shannon	Assemble in the grassy area between Shannon and Tuttle-Dunnington	Ern Commons
Gibbons and Woody	Assemble in the grassy area between Gibbons and Woody	Ern Commons
Courtenay, Dungleison and Fitzhugh	Assemble in the Gooch Quad	Gooch Lounge
BICE HOUSE • Always use stairs to evacuate the building. Do not use the elevator for a fire escape.		
Apartments on First Floor 101, 102, 103 and 107	Exit by the front door stairway and assemble in the parking lot in front of Bice away from building	South Lawn Commons
Apartments on First Floor 104, 105 and 106	Exit by the back stairway through the back door to the end of the lot towards the railroad and assemble in the parking lot in front of Bice	South Lawn Commons
Apartments on 2nd – 8th Floors 01, 02, 03, and 08 on each floor	Exit by the front door and assemble in the parking lot in front of Bice	South Lawn Commons
Apartments on 2nd – 8th Floors 04, 05, 06, and 07 on each floor	Exit by the back stairway and back door to the end of the lot toward the railroad and assemble in the parking lot in front of Bice.	South Lawn Commons
BOND HOUSE - Always use stairs to evacuate the building. Do not use the elevator for a fire escape.		
	Exit using the most direct and appropriate stairwell. Assemble in front of Bond House along the Brandon Ave sidewalk	South Lawn Commons
BROWN RESIDENTIAL COLLEGE • Residents should exit using the fastest and safest available route.		
Peters, Rogers and Holmes	Assemble at the Hume Fountain	Newcomb Hall 3rd Floor/ Ballroom
Tucker, Harrison, McGuffey, Gildersleeve and Venable	Assemble in Newcomb Plaza	Newcomb Hall 3rd Floor/ Ballroom
Mallet, Long, Smith and Davis	Assemble by the Monroe Hill outdoor elevator	Newcomb Hall 3rd Floor/ Ballroom
COPELEY HILL APARTMENTS • Residents should exit using the fastest and safest available route.		
Copeley 3 & 4 Apartments	Assemble on the grassy area between the parking lot and Massie Road	North Grounds Recreation Center
GOOCH/DILLARD • Residents should exit their suites using the most direct and appropriate route.		
	Assemble in the Gooch/Dillard quad	Student Activities Building

RESIDENCE AREA	POST-EVACUATION ASSEMBLY LOCATION	POST-EVACUATION RECOVERY LOCATION
FAULKNER APARTMENTS • Residents should exit using the fastest and safest available route.		
Hench	Assemble in the parking lot to the west of the building	North Grounds Recreation Center
Mitchell	Assemble in the parking lot to the north of the building	North Grounds Recreation Center
Younger	Assemble in the parking lot south of the building	North Grounds Recreation Center
HEREFORD RESIDENTIAL COLLEGE AND JOHNSON, MALONE & WEEDON • Residents should exit using the fastest and safest available route.		
Norris House	Assemble on the grassy area away from the building	Runk Green Room
Whyburn House	Assemble at the front entrance of Runk Hall	Runk Green Room
Johnson House	Assemble in the upper-level parking lot	Runk Green Room
Malone House	Assemble on the grassy area away from the building	Runk Green Room
Weedon House	Assemble at the front entrance of Runk Hall	Runk Green Room
INTERNATIONAL RESIDENTIAL COLLEGE (IRC) • Residents should exit using the fastest and safest available route.		
Hoxton and Yen	Exit the East and West buildings by the nearest available exit; assemble in the back Alumni Hall parking lot	Alumni Hall or Memorial Gym
Munford and Gwathmey	Assemble in the Alumni Hall front parking lot	Alumni Hall or Memorial Gym
LAMBETH FIELD APARTMENTS • Residents should exit using the fastest and safest available route.		
	Assemble on Lambeth Field	Lambeth Commons
LANGUAGE HOUSES • Residents should exit using the fastest and safest available route.		
French, Spanish and Shea Houses	Cross Monroe Lane and assemble in the area adjacent to the Elson Student Health Center	House First Floor or South Lawn Commons
LAWN AND RANGE • Residents should exit using the fastest and safest available route.		
Lawn and Range Rooms	Assemble in front of the University Chapel	University Chapel
MCCORMICK ROAD • Residents should exit using the fastest and safest available route.		
Bonnycastle, Dabney, Echols, Emmet, Hancock, Humphreys, Kent, Lefevre, Metcalf and Page	If conditions permit, assemble in the McCormick Quad area away from buildings and roadways. If conditions require residents to move outside the McCormick Road area, gather on the Dell basketball courts.	Newcomb Hall Theater

ELECTRICAL APPLIANCES USAGE

University of Virginia Housing & Residence Life

Electrical Appliances

- Power strips and surge protectors (including bed risers with built-in power extenders) must have a U.L. rating and must be fused with a reset switch. UVA prohibits fused power strips used in series to create a longer cord.
- Extension cords are not permitted.
- Multi-plug adapters or converters are not permitted.
- All electrical cords must be out of the way of foot traffic. No electrical cords across the middle of the floors, hallways, doorways, etc.
- Do not place any electrical cords underneath area rugs or clothing. UVA only allows Ethernet (computer network) and coaxial (TV) cables placed under rugs, or taped down with duct tape to keep people from tripping over them.
- No halogen lamps, lamps with plastic shades, or octopus lamps are allowed.
- No open flame or open burner appliances of any kind may be used; this includes George Foreman-type grills, toasters and toaster ovens and space heaters. Toasters are allowed in Graduate & Faculty/Staff Housing only.
- Each room may have one microwave no greater than 1200 watts and one or two small refrigerator(s) not exceeding 5.0 cubic feet total capacity. Alternatively, a microfridge with a power allocator that allows only one appliance to run at a time or an outlet strip with surge protection is permissible. Compliant microfridges and surge suppressors can be purchased from Cavalier Computers at the UVA Bookstore.
- The following appliances are approved for use in residence halls:
 - television sets
 - popcorn poppers
 - rice cookers
 - hot water kettles (one per room)
 - hair dryers
 - electrical curling irons/heating curlers with enclosed heating coil
 - computer equipment
 - mobile devices

- music players
- lamps (except those prohibited above)
- fans
- single-serve pod-type coffee makers (one per room)
- video game systems
- irons
- alarm clocks

Information about approved and prohibited electrical appliances can be accessed by the following link from University of Virginia Housing & Residence Life: housing.virginia.edu/fire-prevention.

SMOKE-FREE RESIDENCE AREAS

University of Virginia Housing & Residence Life

Smoke-free Residence Areas

All residence areas have been designated as smoke-free facilities. Smoking is not permitted within any part of residence areas or within twenty-five feet of the buildings, including exterior balconies, stairways, steps and entrance ways. Information about smoke-free residence areas can be accessed by the following link from University of Virginia Housing & Residence Life: housing.virginia.edu/fire-prevention.

FLAME AND FLAMMABLE MATERIALS

University of Virginia Housing & Residence Life

- Trash, clutter or combustibles on the floor are not permitted. These items so positioned constitute a fire hazard.
- No occupant or visitor will be allowed to kindle any type of fire within the residence area with the exception of fireplaces on the Lawn or Range.
- Before fireplace use, Lawn and Range residents must attend fireplace training. Residence staff will distribute training dates and times.
- Lighter fluid, gasoline, propane or other flammable liquids are prohibited within the residence halls.
- Possession of candles and incense is prohibited in the residence halls.

Information about open flames can be accessed by the following link from University of Virginia Housing & Residence Life: housing.virginia.edu/fire-prevention.

PROHIBITED ITEMS

University of Virginia Housing & Residence Life Prohibited Items

Prohibited Items

To ensure the safety of the residents, the following are specifically prohibited in student rooms, suites and apartments:

- pets (except small non-lethal fish, in an aquarium no larger than 20 gallons), bird feeders
- cinder blocks or lofts for propping beds
- extension cords and multi-plug adapters
 - multiple-outlet connections are permissible only with a built-in circuit breaker that is U.L. approved
- electrical appliances
 - air conditioners (unless pre-approved for medical reasons on the Lawn and Range)
 - exterior aerials or satellite dishes
 - cooking and heating appliances (except microwaves, popcorn poppers, rice cookers, hot water kettles, and single-serve pod type coffee makers)
 - indoor electric grills
 - deep fryers
 - toasters or toaster ovens
 - oversized refrigerators or freezers
 - ceiling fans
 - space heaters
 - halogen torchiere lamps
 - “octopus” lamps
 - lamps with plastic shades
 - washing machines
 - portable dishwashers
 - personal networking equipment such as routers, switches, and wireless access points
 - See Fire Safety Policies for more
- bidets
 - requires permission from Housing & Residence Life, and installation and removal by UVA Facilities Management is required
- wireless Internet routers or range extenders

- devices that operate on 2.4 GHz and 5.1 GHz frequencies such as cordless telephones, microwaves, baby monitors, wireless speakers, and wireless (not Bluetooth) headsets (devices operating on 900 MHz and 5.8 GHz frequencies are permitted)
- open flames
 - candles
 - incense
 - oil lamps
 - hookahs
- self-balancing electric wheeled boards (hoverboards), electric skateboards
- electric scooters and electric bikes
- live and artificial decorative trees
- firearms and weapons
 - BB guns
 - bows and arrows
 - paintball guns
 - ammunition
 - firecrackers or explosives
 - slingshots
 - swords
 - knives with blades longer than four inches
 - martial arts tools
- any other item that the University determines to be dangerous or illegal
- lofts that are not provided by the University (except in designated Range rooms)

A list of prohibited items can be accessed through the following link from University of Virginia Housing & Residence Life: housing.virginia.edu/prohibited-items.

FIRE SAFETY REPORT: MOUNTAIN LAKE BIOLOGICAL STATION HOUSING FACILITIES

Calendar Years 2018, 2019, 2020

RESIDENCE HALL FIRE DRILLS

Institutions that maintain any on-campus student housing facilities must disclose fire safety policies and procedures. Mountain Lake Biological Station maintains several small cabins and cottages that serve as student housing. The Virginia Fire Prevention Code sets requirements

for fire drills for certain buildings, including residence halls/dormitories. The cabins at Mountain Lake do not fall under the occupancy classification of "residence halls" and are therefore not subject to the same fire drill requirements as residence halls.

FIRE STATISTICS

For Mountain Lake Biological Station Housing Facilities for Calendar Years 2018, 2019, and 2020

NAME-ADDRESS	TOTAL FIRES			DATE/TIME	LOCATION	CAUSE	#OF INJURIES	#OF DEATHS	VALUE OF PROPERTY
	2020	2019	2018						
Laing Hall - 240 Salt Pond Circle	0	0	0	NA	NA	NA	0	0	NA
Murray Hall - 240 Salt Pond Circle	0	0	0	NA	NA	NA	0	0	NA
Elliot Hall - 240 Salt Pond Circle	0	0	0	NA	NA	NA	0	0	NA
Chapman Hall - 240 Salt Pond Circle	0	0	0	NA	NA	NA	0	0	NA
Audubon Hall - 240 Salt Pond Circle	0	0	0	NA	NA	NA	0	0	NA
de Schweinitz Hall - 240 Salt Pond Circle	0	0	0	NA	NA	NA	0	0	NA

DESCRIPTION OF MOUNTAIN LAKE BIOLOGICAL STATION HOUSING FIRE SAFETY SYSTEMS RESIDENCE HALL

Each of the following residential areas has the following type of fire safety system as reported by Mountain Lake Biological Station. We have also included in this chart whether the facility has fire extinguishers, as well as the number of fire drills conducted.

Fire Safety System Description:

1. Battery-operated smoke detectors in rooms; tunnels, ground-floor common spaces and landings have hard-wired central system with pull stations
2. Battery-operated smoke detectors with hallway pull stations to hard-wired central system and sprinkler system
3. Battery-operated smoke detectors with the remainder of the building on outside pull stations to hard-wired central system

4. Residential grade smoke alarms hardwired together in each building with no central system, pull stations, or sprinkler system
5. Hard-wired central system with smoke detectors, pull stations and sprinkler system
6. Hard-wired central system with smoke detectors and pull stations; boiler room sprinkler
7. Hard-wired central system with smoke detectors and sprinkler system
8. Hard-wired smoke detectors and the remainder of the building on outside pull stations to hard-wired central system

Note in chart that follows: Fire Safety System — See description above. Fire Extinguishers – Yes (Y); No (N)

BUILDING-ADDRESS	FIRE SAFETY SYSTEM	FIRE EXTINGUISHERS	# OF FIRE DRILLS
Laing Hall - 240 Salt Pond Circle	4	Y	0
Murray Hall - 240 Salt Pond Circle	4	Y	0
Elliot Hall - 240 Salt Pond Circle	4	Y	0
Chapman Hall - 240 Salt Pond Circle	4	Y	0
Audubon Hall - 240 Salt Pond Circle	4	Y	0
de Schweinitz Hall - 240 Salt Pond Circle	4	Y	0

PLANS FOR FUTURE IMPROVEMENTS IN FIRE SAFETY

The University of Virginia continually evaluates our fire safety program as well as our fire protection systems. UVA makes upgrades based on need and funding. We continue to develop and conduct fire safety training programs as needed to ensure the safety of our students, faculty and staff.

RULES ON PORTABLE ELECTRICAL APPLIANCES, SMOKING, AND OPEN FLAMES IN STUDENT HOUSING

Mountain Lake does not allow smoking or open flames (other than the use of approved and inspected fireplaces) in cottages and cabins.

FIRE INCIDENT RESPONSE

Mountain Lake facilities staff monitors the alarm and fire systems for all facilities at Mountain Lake. In the event of an alarm activation, MLBS staff respond to the alarm and notify the 911 Center if necessary. The 911 Center dispatches local law enforcement and fire department. Remember: in an emergency, dial 911 at any time.

FIRE SAFETY EDUCATION AND TRAINING PROGRAMS FOR STUDENTS, FACULTY AND STAFF

Facilities management provides fire suppression training to staff at Mountain Lake. This includes information on how to use fire extinguishers and fire hoses. UVA additionally publishes fire safety education and training programs for students and employees at ehs.virginia.edu/fire-safety.html.

PROCEDURES FOR STUDENT HOUSING EVACUATION

According to University of Virginia Housing & Residence Life

In Case of Fire

For your safety and protection, remember, in case of fire, get out as quickly as possible, and leave the firefighting to the professionals. All residents and guests must evacuate when building fire alarm systems sound.

What to do in case of a fire:

When the fire alarm sounds, you must evacuate the facility. Never assume it is a drill or false alarm; treat each alarm as the real thing.

1. Feel your door knob before opening it:
 - If the knob is hot, do not open the door.
 - If the knob is not hot, brace yourself against the door and open it slightly.
2. If heat or heavy smoke is present in the corridor, close the door and stay in the room. Keep low to the floor if smoke is present.

If you CAN leave the room

- Close all doors behind you to retard the spread of smoke.
- If you are in another part of the building, do not return to your room.

If you CANNOT leave the room

- If possible, open the window at the top and the bottom to let out smoke and let in fresh air.
- DO NOT BREAK THE GLASS. Smoke and fumes may be drawn in through the windows. You must be able to close the window if necessary.
- CALL 911, shout for help. Seal cracks around the door with towels or bed linens to keep out smoke. Stay near the floor when possible.
- Hang a sheet, jacket, shirt or other object in or outside the window to attract attention.

If you discover a fire, do not endanger yourself

- Shout a warning. Repeat it.
- Leave the building and CALL 911, even if a small fire has been quickly extinguished.
- Close all doors — especially those leading into stairwells, which should NEVER be left open.
- Move at least 200 feet away from the building. Keep clear of driveways, sidewalks and access pathways.
- Proceed to your assembly point.

EVACUATION ROUTES AND ASSEMBLY POINTS

Responsibilities of Residents

Residents are defined as students, guests or faculty/staff who reside in Housing & Residence Life – owned properties.

EVACUATION SHOULD BE THE RESIDENTS' ONLY CONCERN

All residents must remain calm, move quickly (no running) and remain out of the way of emergency personnel and associated equipment. When exiting the building and proceeding to the preplanned assembly area, remain at least twenty feet away from the building walls and overhangs.

Facility Evacuation Routes

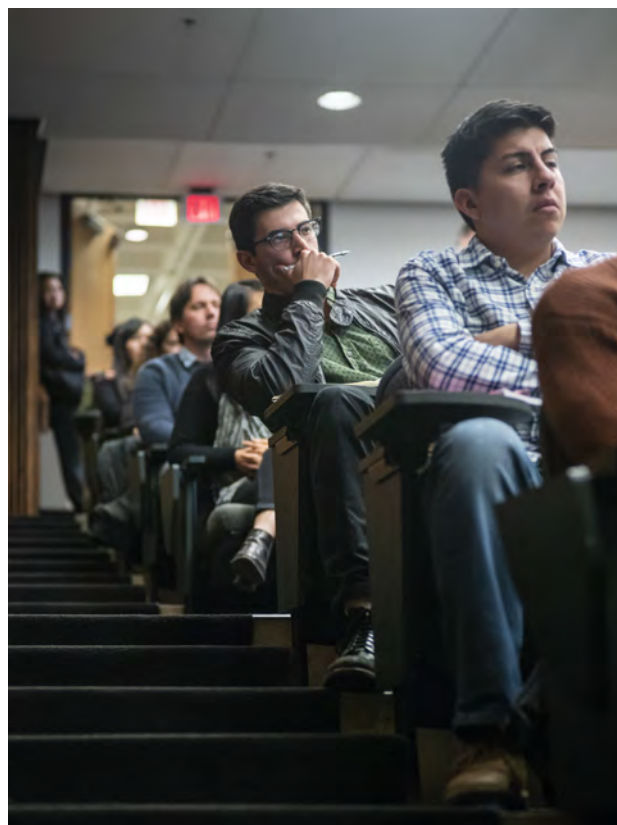
Cottages and apartments at Mountain Lake are simple structures with private egress. Students and visitors should be aware of all alternative routes in the event the primary routes are blocked.

In the event you are unable to exit the building:

- Remain calm, do not panic.
- Remain low; crawl if necessary.
- Place a cloth over your mouth/nose to serve as a filter.
- Place clothing/towels around your doors to block smoke from entering your room.

- Use your phone to inform the fire department of your location. If the phone is not working you should signal for help from a window. Use a towel, clothing, sign, etc., to help alert emergency personnel to your location.

RESIDENCE AREA	POST-EVACUATION ASSEMBLY LOCATION	POST-EVACUATION RECOVERY LOCATION
Laing Hall	Assemble on the Main Lawn in front of Lewis Hall	Main Lawn in front of Lewis Hall
Murray Hall	Assemble on the Lawn between Pavilion and Riopel Pond	Lawn between Pavilion and Riopel Pond
Elliot Hall	Assemble on the Main Lawn in front of Lewis Hall	Main Lawn in front of Lewis Hall
Chapman Hall	Assemble on the Main Lawn in front of Lewis Hall	Main Lawn in front of Lewis Hall
Audubon Hall	Assemble on the Main Lawn in front of Lewis Hall	Main Lawn in front of Lewis Hall
de Schweinitz Hall	Assemble on the Main Lawn in front of Lewis Hall	Main Lawn in front of Lewis Hall



IMPORTANT PHONE NUMBERS AND OTHER CONTACT INFORMATION

University of Virginia *Clery Act* Compliance Policy

uvapolicy.virginia.edu/policy/SEC-035

Assistant Vice President for Clery Compliance

Meghan Rapp

2420 Old Ivy Road, Charlottesville VA 22903

434-924-2131

Emergency/Crisis Resources (24/7)

Police	911
Sexual Assault Resource Agency (Charlottesville)	24-hour Hotline: 434-977-7273
Shelter for Help in Emergency	24-hour Hotline: 434-293-8509
Counseling and Psychological Services (CAPS) Emergency Line	434-243-5150
Dean on Call (Call UVA Police and ask for the Dean on Call)	434-924-7166
UVA Emergency Department/Sexual Assault Nurse Examiners	434-924-2231
UVA Fire Safety After Hours Emergencies	434-243-1111
Family Violence and Sexual Assault Hotline of Virginia	800-838-8238
Fairfax County Domestic & Sexual Violence Services	703-360-7273
YWCA Richmond	24-hour Hotline: 804-612-6126
National Sexual Assault Hotline	800-656-4673
Arlington Doorways for Women and Families	703-504-9400
	24-hour Hotline: 703-237-0881
Women's Resource Center of the New River Valley	540-639-9592
	24-hour Hotline: 540-639-1123

Ongoing Support from Confidential Resources

CAPS	434-243-5150
Women's Center: Counseling Staff and Confidential Advocate	434-982-2252 (Counseling) 434-982-2361 (Main line)

Ongoing Support (Non-Confidential) and Guidance, including academic and housing accommodations

Office of the Dean of Students

434-924-7133