

# 2023 ANNUAL FIRE SAFETY & SECURITY REPORT

Charlottesville  
Darden Sands Family Grounds  
Mountain Lake Biological Station  
Morven Summer Institute and Sustainability Lab  
Richmond Center  
UVA – Inova Fairfax Campus

## Notice of Non-Discrimination and Equal Opportunity

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  
P.O. Box 400144 Charlottesville, VA 22903  
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, O'Neil Hall  
Charlottesville, VA 22903  
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, Suite C023  
P.O. Box 400211 Charlottesville, VA 22903  
434-297-7988  
TitleIXOffice@virginia.edu

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

O'Neil Hall, Suite C023  
P.O. Box 400211 Charlottesville, VA 22903  
434-297-7988  
TitleIXOffice@virginia.edu

Complaints of discrimination, harassment, other forms of interpersonal violence, and retaliation may be submitted to the UVA Office for Equal Opportunity and Civil Rights ("EOCR"). Complaint resolution procedures, which include information on how to submit a complaint, are available on EOCR's website. Complaints may also be filed with external agencies, such as the [Department of Education Office for Civil Rights](#), the [U.S. Equal Employment Opportunity Commission](#), the [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 if you've witnessed a crime, or if someone is 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. 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. 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, Clery and Youth Protection, and Threat Assessment teams are critical to the safety and security of our community and well-being for approximately 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.

I am heartbroken and devastated that gun violence impacted our community on November 13<sup>th</sup> 2022, taking the lives of Devin Chandler, D'Sean Perry, and Lavel Davis Jr., and severely injuring two other students, Mike Hollins and Marlee Morgan. Our lives

have been forever changed by this senseless act of violence, and we continue to work together to support each other and restore hope to our University community.

Sadly, gun violence continues to increase across the nation. The Department of Safety and Security, in concert with our local, state, and federal law enforcement partners, will continue to focus on the reduction of violent crime as our top priority. Recently, I have increased police presence and patrols and I also extended the presence of unarmed security officers affiliated with the Ambassador Program on and near Grounds. The United States Attorney's Office for the Western District of Virginia has designated the Charlottesville, Albemarle, and University of Virginia community a Project Safe Neighborhood (PSN) site. In addition to providing a sound infrastructure to support our strategic initiatives to combat gun violence, PSN opens potential funding streams to advance opportunities for community engagement and collaboration. There is nothing more important than the safety of our community. While our best efforts will never make up for the tragic loss of D'Sean, Devin, or Level, it is a reminder that this community remains caring and resilient even in the face of tragedy.



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 commitment to keeping those who live, work, and visit our University community safe.

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 2023-2024 academic year. This report contains three years of crime statistics (calendar years 2022, 2021, 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](http://cleryact.virginia.edu/annual-fire-safety-and-security-report). You may request a printed copy by emailing: [clery@virginia.edu](mailto: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 2022 calendar year, it was determined that in addition to main Grounds, UVA separate campus locations included Darden Sands Family Grounds, Mountain Lake Biological Station, UVA-Inova Fairfax Medical Campus, UVA Richmond Center, and the Morven Summer Institute and Sustainability Lab. In calendar years 2022, 2021 & 2020, the UVA Northern Virginia and UVA Architecture-Venice sites did not operate and were not considered separate campus locations. Therefore all of these sites are no longer included in this report.

## 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 community alert (timely warning) 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 impacted. 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.

The University Police accept anonymous crime tips through TipSubmit ([uvapolice.virginia.edu/safety-security-resources/report-tips-through-guardian-app-and-tipsubmit](http://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](http://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](http://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](http://www.raveguardian.com/hubfs/Privacy_Policy).

### **Anonymous Reports of Sexual Misconduct**

As outlined in the [Interactive Resource Guide](#) on UVA’s [Cavcare website](#) (<https://cavcare.virginia.edu/interactive-resource-guide/anonymous-reports>), anyone may make an anonymous report to the University at any time. To submit an anonymous report to UVA, download or print the [Just Report It form](#) ([https://justreportit.virginia.edu/sites/g/files/jsddwu901/files/2021-11/jri\\_reporting\\_form-8-21.pdf](https://justreportit.virginia.edu/sites/g/files/jsddwu901/files/2021-11/jri_reporting_form-8-21.pdf)), complete it, and transmit or deliver it to the appropriate office. Please note the Just Report It online system IS NOT anonymous and will identify you as the reporter. You may reach the Title IX Office from a restricted email address or phone number without revealing your identity. Written complaints may be mailed or delivered to the Title IX Office, O’Neil Hall, Suite C023, P.O. Box 400211 Charlottesville, VA 22903. Anonymous reports may also be made by calling the Title IX Office at 434-297-7988 .



## 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 449 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](http://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](http://motorolasolutions.com/en_us/about/privacy-policy.html#privacystatement).

Please visit [uvapolice.virginia.edu](http://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 (<https://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 <https://www.ravemobilesafety.com/privacy-policy/>.

Call or text 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 1,600 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
<b>University of Virginia Police</b>	2304 Ivy Road	434-924-7166 Emergency 911
<b>Vice President and Chief Student Affairs Officer</b>	Rotunda, N.E. Wing	434-924-7984
<b>Assistant Vice President, Human Resources</b>	2420 Old Ivy Road, P.O. Box 400127, Charlottesville, VA 22903	434-243-3344
<b>Vice President for Diversity, Equity, and Inclusion</b>	Madison Hall, second level	434-243-2079
<b>Student Affairs</b>	Peabody Hall, second level	434-924-7133
<b>Title IX Coordinator</b>	O'Neil Hall, Suite C023	434-297-7988
<b>Office for Equal Opportunity and Civil Rights</b>	P.O. Box 400219, O'Neil Hall	434-924-3200
<b>Just Report It</b>	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 medical, clinical, or mental-health professional (e.g., physicians, nurses, physicians' assistants, psychologists, psychiatrists, professional counselors and social workers, athletic trainers, and those performing services under their supervision), when acting in that professional role in the provision of services to a patient ("health care providers"); (2) any University Employee when performing administrative, operational, and/or related support for such health care providers; (3) any University employee who is an Athletic Training working under the supervision of a licensed medical or healthcare professional when performing the duties of that professional role; and (4) the University Ombuds when acting in that professional role."

Confidential Employees will not disclose information about alleged Prohibited Conduct to the University's Title IX Coordinator without the

reporter's permission. 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
<b>UVA Medical Center and Emergency Department*</b>	434-924-2231
<b>Student Health and Wellness:</b>	after-hours urgent call line: 434-297-4261
- Counseling and Psychological Services (CAPS)	434-243-5150
- Women's Health	434-924-5362
- Medical Services	434-924-5362
- Office of Health Prevention: Nutritionists, Recovery Support Specialist and WahooWell Providers	434-924-1509
- Student Disability Access Center: Psychologists	434-243-5180
<b>The Women's Center: Counseling Staff and Confidential Advocate</b>	434-982-2252 (Counseling)
<b>The McCue Center: Sports Medicine and Sports Psychology Clinical Staff (for student athletes)</b>	434-982-2361 (Main line)
<b>UVA Teen and Young Adult Health Center (provides health care for ages 12 to 25)</b>	434-982-5450
<b>Mary D. Ainsworth Psychological Clinic (clinical training program that generally does not see patients in crisis)</b>	434-982-0090
<b>Sheila C. Johnson Center for Human Services (clinical training program that generally does not see patients in crisis)</b>	434-982-4737 ainsworth@virginia.edu
<b>University Ombuds</b>	434-924-7034 434-924-7819 ombuds@virginia.edu

\* 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
<b>Sexual Assault Resource Agency (SARA)</b>	434-295-7273 24-hour Hotline: 434-977-7273
<b>Shelter for Help in Emergency (SHE)</b>	434-963-4676 24-hour Hotline: 434-293-8509
<b>Family Violence &amp; Sexual Assault Virginia Hotline</b>	24-hour Hotline: 800-838-8238
<b>Martha Jefferson Hospital Emergency Department</b>	24-hour Hotline: 434-654-7150
<b>Planned Parenthood</b>	434-296-1000

STATE RESOURCES	PHONE NUMBER
<b>Family Violence &amp; Sexual Assault Virginia Hotline</b>	800-838-8238

NATIONAL RESOURCES	PHONE NUMBER
<b>Rape, Abuse &amp; Incest National Network (RAINN) Online Hotline</b>	<a href="https://hotline.rainn.org/online">https://hotline.rainn.org/online</a>
<b>National Sexual Assault Hotline</b>	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 50,000 people, 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, more commonly known as unarmed security 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. All criminal and alleged criminal incidents reported to the University Police Department are recorded on the UPD daily crime log. This record is made available to the public online at <https://uvapolice.virginia.edu/crime-log>. UVA also maintains a UVA-Security

Incident Log, which is available to anyone, free of charge, upon request, during normal business hours. To request access to the UVA-Security Incident Log or UPD Daily Crime Log in person, visit the UVA Police Department at 2304 Ivy Road, Charlottesville VA 22903 or contact [clery@virginia.edu](mailto:clery@virginia.edu).

### **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 unfortunate circumstances. With that in mind, the University has taken progressive measures to create and maintain a 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 of Virginia, 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 on, or visiting 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 Student Affairs and/or the 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: <https://ujc.virginia.edu/standards-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 are generally open from 7:00 a.m. until 10:30 p.m., Monday through Friday 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, they 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.

The Department of Safety and Security (DSS) coordinates the University's Security and General Safety Committee that receives suggestions and recommendations and submits each recommendation (if approved by the committee) to the Executive Vice President and Chief Operating Officer for improvement of sub-standard safety conditions in the various facilities of the University. Through educational channels, the Committee also encourages safety procedures to be practiced in activities of the University's everyday routine and recommend training programs for individuals in the University community. DSS will conduct nighttime tours (typically held in the fall and spring semester) for committee members to walk areas around Grounds in darkness to assess physical safety conditions -- particularly lighting, pathways, crosswalks, and emergency phones; and physical infrastructure hazards, such as sidewalks, stairs, or railings. For more information about the Security and General Safety Committee, visit <https://safetyandsecurity.virginia.edu/organization/committees>.



## 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, which are titled "community alerts," for the following crimes: arson, aggravated assault, criminal homicide, robbery, burglary, rape, fondling, incest, statutory rape, and hate crimes. Community alerts also may be issued for other *Clery Act* crimes as deemed necessary. The purpose of a community alert 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 community alert 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 community alert 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 community alert consideration using the criteria previously listed. If the community alert 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. Community alerts are issued via email. The University may also share a community alert via press release, text message, poster, desktop alert and with messages on UPD's website or social media when appropriate. The University may not use all distribution methods for every community alert.

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 imminent or currently occurring, visit [uvaemergency.virginia.edu/uva-alerts](http://uvaemergency.virginia.edu/uva-alerts). Members of the UVA community with active UVA email accounts are automatically enrolled to receive email alerts, as well as a text message alert for those who have registered their mobile phone number with the University during orientation or onboarding.

Except where noted, all decisions and communications for separate campus sites outside of Charlottesville are centrally managed from the Charlottesville campus.

### Content of a Community Alert

The following information is typically included in a community alert 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 community alert, some specific information may be withheld if there is a possible risk of compromising law enforcement efforts to investigate and/or solve the crime.

### Issuance of a Community Alert for Incidents Not Occurring in UVA Clery Geography:

In certain circumstances, an incident may not meet the criteria of a Clery Reportable Crime occurring in Clery Reportable Location but may constitute a serious or ongoing threat to the campus community. For instances in which a community alert is not required, the Associate Vice President for Safety & Security and Chief of Police and/or the Assistant Vice President for Clery Compliance (or their designees) may choose to issue a community alert via email notifying the campus 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 RESPONSE AND EVACUATION PROCEDURES

## 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 for a crisis affecting the University of Virginia. The CIMP Base Plan and relevant annexes are implemented when it becomes necessary to mobilize resources to save lives and protect property, infrastructure, and the environment. The plan assigns roles and responsibilities to departments and offices. Each University department or office is committed to effectively and efficiently functioning within their assigned roles while mitigating, planning for, responding to, and recovering from an incident or event. The CIMP is intended to address crisis that are of a finite duration, and not long-term, such as the COVID-19 pandemic. The Critical Incident Management Base Plan is available online at <https://uvaemergency.virginia.edu/emergency-plans>.

## EVACUATION AND RELOCATION

The University's Office of Environmental Health and Safety recommends the complete evacuation of most buildings in an alarm situation. Building Emergency Action Plans provide detailed information about the evacuation procedures for individual academic division buildings, and Red Books provide the information for most UVA Health buildings. Building evacuation locations are listed at [uvaemergency.virginia.edu/building-evacuation-locations](https://uvaemergency.virginia.edu/building-evacuation-locations). If necessary, transportation of persons shall be coordinated with appropriate University Police Department and Parking and Transportation 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 the North Grounds Rec Center, Memorial Gym or another facility as needed.

The University's emergency response procedures are available at <https://uvaemergency.virginia.edu/emergency-procedures>. Emergency response procedures

for most UVA Health buildings are located in the Red Books which are placed throughout each building.

## 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 per 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.

## EMERGENCY NOTIFICATION

Detailed information regarding the University's Emergency Notification System, known as UVA Alerts, including how to ensure you receive emergency alerts via text is available at <https://uvaemergency.virginia.edu/uva-alerts>.

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 implemented a multi-layered emergency notification system employing various means for communicating information quickly. The University's Emergency Notification System (ENS) utilizes: a siren/public address system for active attacker incidents and tornado warnings; text messaging; email; LED and LCD screens; computer screen notifications; UVA's home page, Emergency Management's home page, and the University Police Department's home page; social media; the mobile safety app,

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, a "This concludes the test of the Emergency Notification System" 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, as well as a text message to those who have registered their mobile phone number with the University during orientation or onboarding. Members can also select receiving alerts for separate campus(es) at <https://uvaemergency.virginia.edu/uva-alerts>.

Members of the public who wish to receive UVA Alerts via text can opt-in by texting "UVA" to 226787. Message and data rates may apply. Text messages are sent on an as-needed basis. This service is provided per the Terms of Use <https://www.getrave.com/help/Terms.action> and Privacy Policy <https://www.getrave.com/help/Privacy.action>. Text STOP to 226787 to cancel or HELP for tech support. The University of Virginia does not charge for this service; however, your mobile phone company may charge for text messages. Please refer to your mobile phone's service plan for more information.

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

The University Police Department (UPD) or other University first responders may become aware of an emergency or dangerous situation that potentially affects the health or safety of the UVA community. Generally, University first responders become aware of these situations through reports to the emergency communications center or during routine patrol or other assignments, including the Camera Control Center and the UVA Contact Center.

Once first responders confirm that there is 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 UPD or other authorized University officials to issue an emergency notification.

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 response or mitigation efforts is no longer present, the University will issue the emergency notification to the University community.

Procedures for confirming an emergency or dangerous situation at a separate campus and initiating an emergency notification, along with the list of authorized senders for each separate campus location, are maintained within the emergency procedure for each site.

The following personnel, in addition to the UVA Director and Assistance Director of Emergency Management, at University separate campus locations have the authority to confirm a threat and initiate an emergency notification:

- **Darden Sands Family Grounds:** Associate Dean for Washington D.C. Area Initiatives, Director for Washington D.C. Area Initiatives, Flik General Manager, Director of Admissions & Strategic Initiatives, Director of Facilities, DSFG Program Coordinator, Flik Hospitality Conference Planner, Assistant Dean of Student Engagement for Professional Degree Programs, and Assistant Director of Student Services
- **Mountain Lake:** Director, Associate Director, and Station Manager
- **Richmond Center:** On-site UVA School of Nursing Program Coordinator and Instructional Staff, and Virginia Tech staff
- **UVA-Inova Fairfax Campus:** 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)

- **Morven:** Morven's Faculty Director, Program Director, Estate Manager, Event Coordinator, and Asset Management Associate

### **Determining the Appropriate Segment(s) of the University Community to Receive an Emergency Notification**

Police or local first responders on the scene of an emergency or dangerous situation will assist those preparing the emergency notification with determining what segment(s) of the University community should receive the notification. Generally, University community members in the immediate area of the dangerous situation (i.e., the building, adjacent buildings, or surrounding area) will receive the emergency notification first. The University will continue to assess the situation and may issue subsequent notifications to a wider group of community members. In addition to the emergency notification that may be issued via the University emergency notification system, the University will post applicable messages about the emergency or dangerous situation on the Office of Emergency Management homepage, to alert the rest of the University community to the situation and relay the steps that should be taken to maintain personal and community safety. If the emergency affects a significant portion of the University Grounds, authorized University officials will distribute the notification to the University community.

### **Determining the Content of the Emergency Notification**

The office responsible for issuing the emergency notification (usually UPD) will, in concert with University representatives of the Critical Incident Management Team and local first responders, determine the contents of the notification. The University has developed a wide range of template messages addressing several types of emergencies. The individual authorizing the alert will select the template message most appropriate to the ongoing situation and modify it to address the specifics of the incident. In those cases where there are no predetermined

template messages in the system, the individual authorizing the alert will develop a succinct message to convey the appropriate information to the community. The goal is to notify individuals of the situation and the steps to take to safeguard personal and community safety. Messages are typically composed of predetermined text that requires minor modification (e.g., address).

When circumstance requires a custom message, the following authorized University officials create message content: Associate Vice President for Safety and Security; Executive Vice President and Chief Operating Officer; Director and Assistant Director of the Office of Emergency Management; Director of Medical Center Emergency Management; command staff personnel 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 on the weather radio, computer, or other authoritative source.

For University of Virginia separate campuses, the modification of the notification, if needed, will be determined by the individual authorized to confirm an emergency for their site.

### **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.

### **Procedures for Disseminating Emergency Information to the Larger Community**

During critical incidents, emergencies, or dangerous situation, University 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 the University's response. The University's Public Information Officer (PIO), working with

city and county public information officers as appropriate, will provide information to the public on progress toward resolution, utilizing one or several of the following methods: radio, television, newspaper, social media, and Web sites.

The University, at its discretion and if allowed by the outside notifying agency, may release information concerning an emergency or dangerous situation occurring off of University Grounds if it poses an immediate threat to the health or safety of faculty, staff, and/or students off of University Grounds. 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.

If the scope of an emergency is large and the duration is sustained over a long period of time, UVA may need assistance from a contracted agency to manage calls related to the emergency. This will be to open a call center to support crisis communications.

### **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:

<https://uvaemergency.virginia.edu/uva-alerts>.



# 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 <https://cavcare.virginia.edu/>.***

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 BDSM<sup>1</sup> 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:

- 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;

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

- 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. Stalking<sup>2</sup>

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

Sexual and Gender-Based Prohibited Conduct Stalking occurs when a person engages in a

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<sup>2</sup> This definition is consistent with VAWA.

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.

<b>Police Emergency</b>	911
<b>Albemarle County Police</b>	434-977-9041
<b>City of Charlottesville Police</b>	434-970-3280
<b>University of Virginia Police</b>	434-924-7166
<b>Giles County Sheriff's Office</b>	540-921-3842
<b>Fairfax County Police Department</b>	703-691-2131
<b>Henrico County Police Department</b>	804-501-5000
<b>Arlington County Police Department</b>	703-558-2222
<b>Just Report It</b>	
<a href="https://justreportit.virginia.edu/sexual-and-gender-based-harassment-violence">https://justreportit.virginia.edu/sexual-and-gender-based-harassment-violence</a>	
<i>Title IX Coordinator</i>	
O'Neil Hall, Suite C023	
P.O. Box 400211 Charlottesville, VA 22903	
434-297-7988	
TitleXOffice@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 Department (UPD); 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 formal University 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 Student Affairs, 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.

Students and employees located in the Charlottesville area looking for a quick reference guide, please visit the "Help & Support" section of <https://cavcare.virginia.edu/> where information is provided regarding reporting options and resources.



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

**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."<sup>3</sup> 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.***<sup>4</sup>

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.

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<sup>3</sup> Detailed information about obtaining a forensic exam at the Student Health Center can be accessed at [studenthealth.virginia.edu/unwanted-sexual-encounter](http://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](http://uvahealth.com/services/transport-emergency/forensic-services)

<sup>4</sup> 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:	After-Hours Urgent Call Line: 434-297-4261
- Counseling and Psychological Services (CAPS)	434-243-5150	
- Women's Health	434-924-5362	
- Medical Services	434-924-5362	
- Student Disability Access Center: Psychologists	434-243-5180	sdac@virginia.edu
<b>UVA Medical Center and Emergency Department:</b>	434-924-2231	
<b>The Women's Center: Counseling Staff</b>	434-982-2252 (Counseling)	
	434-982-2361 (Main line)	
<b>The McCue Center: Sports Medicine and Sports Psychology Clinical Staff (for student athletes)</b>	434-982-5450	
<b>UVA Teen and Young Adult Health Center (provides health care for ages 12 to 25)</b>	434-982-0090	
<b>Mary D. Ainsworth Psychological Clinic (clinical training program that generally does not see patients in crisis)</b>	434-982-4737	ainsworth@virginia.edu
<b>Sheila C. Johnson Center for Human Services (clinical training program that generally does not see patients in crisis)</b>	434-924-7034	
<b>University Ombuds</b>	434-924-7819	ombuds@virginia.edu

## COMMUNITY CONFIDENTIAL RESOURCES

### Charlottesville:

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

### Arlington:

<b>Doorways for Women and Families</b>	703-504-9400	24-hour Hotline: 703-237-0881
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### Fairfax:

<b>Fairfax County Domestic &amp; Sexual Violence Service</b>	703-324-5730	24-hour Hotline: 703-360-7273
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### Giles County:

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

<b>Safe Harbor</b>	804-249-9470	24-hour Helpline: 804-500-2755
<b>YWCA Richmond</b>	804-643-6761	24-hour Hotline: 804-612-6126

### Statewide:

<b>Family Violence and Sexual Assault Virginia Hotline</b>		24-hour Hotline: 800-838-8238
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## NATIONAL RESOURCES

<b>Rape, Abuse &amp; Incest National Network (RAINN) Online Hotline</b>	<a href="https://hotline.rainn.org/online">https://hotline.rainn.org/online</a>
<b>National Sexual Assault Hotline</b>	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 25)			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
University Ombuds		434-924-7819	ombuds@virginia.edu

COMMUNITY CONFIDENTIAL RESOURCES			
<b>Charlottesville:</b>			
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
<b>Fairfax:</b>			
Fairfax County Domestic & Sexual Violence Service		703-324-5730	
<b>Giles County:</b>			
Women's Resource Center of the New River Valley		540-639-9592	24-hour Hotline: 540-639-1123
<b>Richmond:</b>			
Safe Harbor		804-249-9470	24-hour Helpline: 804-500-2755
YWCA Richmond		804-643-6761	24-hour Hotline: 804-612-6126
<b>Arlington:</b>			
Doorways for Women and Families		703-504-9400	24-hour Hotline: 703-237-0881
<b>Statewide:</b>			
Family Violence and Sexual Assault Virginia Hotline			24-hour Hotline: 434-654-7150

NATIONAL CONFIDENTIAL RESOURCES	
Rape, Abuse, & Incest National Network (RAINN) Online Hotline	<a href="https://hotline.rainn.org/online">https://hotline.rainn.org/online</a>
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.

<b>Student Legal Services</b>	Newcomb Hall, Room 460 Phone: 434-924-7524
<b>Virginia Legal Aid</b>	<a href="http://www.valegalaid.org">www.valegalaid.org</a>
<b>Central Virginia Legal Aid Society</b>	103 East Water Street, Suite 201 Charlottesville, VA 22902 Phone: 434-296-8851 <a href="http://cvlas.org">cvlas.org</a>
<b>Legal Aid Justice Center</b>	1000 Preston Avenue, Suite A Charlottesville, VA 22903 Phone: 434-977-0553 <a href="http://www.justice4all.org">www.justice4all.org</a>

## STUDENT HEALTH AND WELLNESS

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



## 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: <https://cavcare.virginia.edu/help-support/help-support>

### STUDENTS

The Title IX Coordinator

O'Neil Hall, Suite C023  
434-297-7988  
TitleXOffice@virginia.edu

Deputy Title IX Coordinator

O'Neil Hall, Suite C023  
434-297-7988, TitleXOffice@virginia.edu

Student Affairs Care & Support Services

Peabody Hall, second level  
434-924-7133  
After hours: 434-924-7166,  
studentaffairs@virginia.edu

The Title IX Office and Student Affairs can provide students with information, support, and assistance and can arrange for a broad range of Supportive Measures. Title IX and Student Affairs 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 Student Affairs employees have received training for this purpose and will assist students in determining whether certain forms of Supportive Measures may be beneficial and appropriate. Student Affairs 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. Additional resources can be found in the Help and Support guides for Students, which can be found at: <https://cavcare.virginia.edu/help-support/support-students>

The availability of Supportive Measures will be determined by the specific circumstances of each case. The Title IX Coordinator, in conjunction with Student Affairs, 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, Student Affairs 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 Office 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. Additional resources can be found in the Help and Support guides for Employees, which can be found at: <https://cavcare.virginia.edu/help-support/support-employees>

### **Title IX Office**

O'Neil Hall, Suite C023  
 TitleIXOffice@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, Student Affairs 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](https://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 the ability to have privileged communications 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 aims to prevent all forms of Prohibited Conduct by offering prevention based education and awareness programming. Incoming students and new employees receive primary prevention and awareness programming as part of orientation and onboarding, and returning students and current employees continue to receive ongoing training and related programming. Program content includes: (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 such conduct and 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) required online training regarding all forms of sexual misconduct for all faculty, staff, students and Medical Center employees; and/or (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 programming, initiatives, strategies, and campaigns intended to end Prohibited Conduct. These programs are culturally relevant and inclusive of diverse communities and identities. These programs are also designed to consider environmental risk and protective factors as they affect individuals, relationships, institutions, communities, and society.

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 Harm Specific:

- **Online Sexual Violence Education Module:** All first-year and transfer students must complete a mandatory online sexual violence education module, Sexual Assault Prevention for Undergraduates every two years. First-year graduate students also complete a mandatory sexual violence education module. An online education module, Sexual Assault Prevention for Graduate Students is required for all incoming first year and transfer graduate students. Certificate and non-degree-seeking students are exempt from completing this education, though links to information from the education are provided via email and through the UVA EOCR website, should a student be interested.

Returning students are also required to complete an online module regarding sexual assault prevention and healthy relationships, every two years. Student athletes are also required to complete an additional online module annually.

Faculty and staff are required to complete an online module 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) tables to provide educational resources for Domestic Violence Awareness Month. They also offer trainings upon request for student groups; these workshops include "Supporting a Friend" and "Domestic Violence Awareness."
- **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 2023, the Women's Center tabled to provide educational resources for Sexual Assault Awareness Month (SAAM); they also held a donations drive for SARA.

#### Related Issues:

- **Alcohol-wise Online Education Module:** All first-year and transfer students are required to take a one-time online alcohol education and awareness program called Alcohol-wise program through 3rd Millennium Classrooms. 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 this education, though links to information from the education are provided via email and through the UVA EOCR website, should a student be interested.
- **National Hazing Prevention Week/National Gordie Day:** Student Health and Wellness' 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.
- **Hoos Against Hazing:** All new undergraduate students attend an in-person,

evidence-informed educational program during summer orientation on the prevalence and risks of hazing, the role of alcohol in hazing, hazing laws, UVA policies, reporting procedures, bystander intervention strategies, and information explaining that the UVA disciplinary process is not to be considered a substitute for the criminal legal process. A version of this program was also required of all active members of student organizations with a new member process and their advisors, and includes a focus on changing any hazing practices. Visit the Hoos Against Hazing website at [www.virginia.edu/hazing](http://www.virginia.edu/hazing) for more information about the University's hazing policy, and reporting and prevention initiatives.

- **Community of Care 5k:** The Peer Health Educators (PHE) coordinate an annual 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 Theater:** 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:** 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 to students attending study abroad trips.

- **Ambassadors:** In an effort to enhance safety options for the University community, 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. Ambassadors provide personal safety escorts and make requests for medical and police assistance on behalf of our community members every day.

- **Transportation Options:**

While not specifically focused on sexual harm prevention, the following transportation programs assist UVA community members in their late-night transportation needs:

- **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 Walk:** Ask an Ambassador to walk you home. Ambassadors are stationed in areas around the Corner, including at 14th St., Rugby Rd., and Wertland St. If you would like to request a walking escort, walk up to an Ambassador on patrol, drop in to the Public Safety Substation on University Ave (Corner), or call 434-984-7622 extension 406.
- **UTS Night Pilot:** This specific bus service will provide transportation to and from the high-demand areas such as Clemons and Alderman Libraries, McCormick Road/ Central Grounds, First-Year Dorms, Hereford, JPA, Brandon Ave, and The Corner at Madison Hall. This service will work in tandem with UTS OnDemand during the hours of 10PM-2AM. Students can see live service predictions using the [TransLoc Rider app](#) or [TransLoc online](#).
- **UTS OnDemand:** (Previously known as Safe Ride) is an on-demand van shuttle

service intended to provide UVA students safe transportation home in lieu of walking alone during the overnight hours (typically 10PM-5AM). OnDemand operates within a specific service area to maximize van availability and minimize wait times. Rides may be requested via the Transloc app: <https://transloc.com/app/>. If there are any problems using the app or there is a question/concern, the rider can reach the OnDemand dispatcher during operating hours by calling 434-242-1122.

- **Health System Transportation Services:** Beginning at 8PM and ending at 6AM, Health System team members may utilize fixed-route and on demand shuttles to return to close-in or remote parking areas. Employees should call 434-982-1600 or 434-243-0027 or visit the Health System website for more information.

## 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 program is:

- **Hoos Got Your Back (HGYB):** HGYB bystander intervention education program engages 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 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.

### 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.

#### Sexual Harm Specific:

- **The Women's Center: Gender Violence & Social Change:** The Women's Center offers two educational workshops: "Identity + \_\_\_\_\_" and "Supporting a Friend".
- **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]).

#### Related Issues:

- **Alcohol Risk Management Training:** Alcohol Risk Management Training is required for any event on Grounds or University-sponsored activity where alcohol is served and underage guests may be in attendance. This online education program provides information regarding UVA policies and Virginia law concerning alcohol service and principles of risk management.
- **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 Harm Specific:

- **Sexual Health Education Programs:** Sexual Respect Interns and Peer Health Educators (PHEs) in the Office of Health Promotion provide a variety of programs on (1) collaborative consent, (2) bystander intervention, (3) sexual health education, and (4) cultural norms and gender stereotypes.
- **Sexual Respect Interns:** Sexual Respect Interns (SRIs) are specially trained students in the Office of Health Promotion working with sexual harm prevention staff on educational programs and independent research projects. Research projects include the intersection of race and sexual harm and digital dating abuse.

#### Related Issues:

- **Peer Health Educators (PHEs):** This diverse group of students is trained to educate their peers about college health and well-being issues (substance misuse, sexual health, and bystander intervention) 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 culture of personal and community well-being on Grounds.

- **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:

#### Sexual Harm Specific:

- **Counseling and Psychological Services (CAPS):** CAPS offers services for students who have experienced sexual trauma, as well as those in recovery or those struggling with substance use, including individual and group counseling, care management, and medication assistance. CAPS is also available to consult with staff, faculty, family members and friends who may be concerned about a student's mental health and substance use (434-243-5150)
- **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. All chapters must complete a total of four educational programs each year on the topics of alcohol and other drug education, sexual respect education, hazing prevention education, and diversity/inclusion and respect. Most chapters request a presentation from one of the many peer advocacy organizations on Grounds.

#### Related Issues:

- **Wahoo Welcome 'Hoos Got Your Back: Creating a Community of Care' Presentation:** The weekend prior to the start of Fall semester, all incoming First Year students are required to attend this program presented by peer educators trained by the Office of Health Promotion. Using social norms theory and promoting a community of care, topics covered include introduction to alcohol safety, consent, introduction to the 3Ds and Hoos Got Your Back (ie, bystander

intervention), and promotion of personal and community well-being.

- **Fall Alcohol 1:** The Peer Health Educators offer basic substance misuse education in the First-Year residence halls by request throughout the academic year, with an emphasis on the first 6 weeks of the Fall semester.
- **WahooWell:** Covering specific topics such as stress, sleep, connection, and social health (including 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 two one-hour meetings.
- **Student-Athlete Mentors (SAMs):** The Department of Athletics and Student Health and Wellness' Gordie Center employ a peer helper model to train student-athletes to educate teammates on substance use issues 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 SAMs Say poster series provides health information specific to student-athletic concerns including alcohol and other drugs.
- **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, a dedicated physical meeting space in the Student Health and Wellness building, and newly developed Recovery Housing.
- **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, libraries, Student Health and Wellness, Women's Center). Posters consists of data on healthy behaviors, beliefs, and bystander intervention education, as well as general education and resources related to college health issues such as substance use, consent, bystander theory/intervention, healthy relationships, disordered eating, and sexual health.

## 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, use the 3Ds (Direct, Distract, or Delegate) to address the behavior. Take steps to remove yourself from the situation early 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, Student Affairs, the Women's Center, or CAPS to help you clarify what's going on and develop a safety plan. If you are being stalked, tell everyone you know. Ask your friends to keep an eye out for your stalker.
  - If you feel afraid, call 911 or use transportation resources.
  - If you feel threatened on Grounds or in nearby areas, call 911 or look for an Ambassador or blue-light emergency phone .
  - 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 they have no intention of taking your feelings into consideration. This will help you decide what to do next.

- There is no shame in being victimized. 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.

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

- **Sexual Harm Prevention Working Group:** The Sexual Harm Prevention Working Group (SHPWG) is an umbrella organization that helps bring together the various groups invested in sexual assault prevention and education. SHPWG is comprised of representatives from the College of Arts and Sciences, the School of

Engineering and Applied Science, the Office of Equal Opportunity & Civil Rights, the Title IX Office, University Police Department, the Department of Student Health and Wellness, the Women's Center, and Student Affairs. Representatives of SHPWG also meet with student leaders monthly for programming and strategic planning purposes.

- **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.

- **Hazing Prevention Advisory Council:** This group of students and administrators employs the socio-ecological framework for hazing prevention and works to identify and advocate ways to engage the UVA community in evidence-informed hazing prevention, intervention, and response. For more information about the University's Hazing Policy, please visit <https://uvapolicy.virginia.edu/policy/STU-005>.



# 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](http://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. The ability to have an advisor of the University's choice appointed at no cost to any party to Formal Resolution, to assist in cross-examination during the Hearing, if a party has not selected an advisor for the 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 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 or their designee 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:

- a) 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.

- b) 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.

- c) 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, training or prevention programs or 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 may determine, 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 may determine, 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.** Under both the Grievance Process and the Misconduct Procedures, 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 applicable 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 a 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 in certain circumstances 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 Misconduct Procedures, it at any time a 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 in certain circumstances 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.

## 8. 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 or Misconduct Procedures 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 Complaint 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 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 in relation to the specific allegations under 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, or their designee 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 these processes. 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.

## 9. 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 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 prejudgment of the facts at issue; conflicts of interest; and bias.

- a. 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.
- b. 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 questioning and to submit relevant questions to be asked 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.
- c. 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.

- d. 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.
- e. 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.

- f. 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.

- g. 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.
- h. 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.
- i. 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. Witnesses and parties are not required to participate in the investigation 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 questions.

j. 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.

k. 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.

I. 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.

m. 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.
- 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), Student Affairs, 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, Student Affairs, 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.

### ***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.

### ***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](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.
- 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.

#### **11. 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 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, simultaneously to both parties, and provide a copy to the Title IX Coordinator.

The University does not impose any restrictions on the parties regarding re-disclosure of the incident, their participation in proceedings, 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 or the Misconduct Procedures 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 and before a Hearing, 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 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](https://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](https://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](https://dcjs.virginia.gov/victims-services).



RESOURCES AND CONTACTS
<b>University Police Department Victim/Witness Representative</b> Sergeant Benjamin Rexrode 434-924-7166
<b>Albemarle County Victim/Witness Program</b> 434-296-5830
<b>Charlottesville Victim/Witness Assistance Program</b> 434-970-3176
<b>Arlington Victim/Witness Program</b> 703-228-4410
<b>Giles County Victim/Witness Program</b> 540-921-2553
<b>Fairfax County Domestic &amp; Sexual Violence Service</b> 703-324-5730
<b>Henrico County Victim/Witness Assistance Program</b> 804-501-4218
<b>Family Violence &amp; Sexual Assault Virginia Hotline</b> 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-nine 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 five 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.

## **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. Whenever Student Affairs becomes aware that a University of Virginia student has been arrested for an alcohol- or drug-related violation, and the student is a dependent (for federal tax purposes), Student Affairs will notify that student's parent(s) or guardian(s), as allowed by federal law. Violations that trigger notifications under this paragraph include, but are not limited to, driving under the influence, public drunkenness, underage possession of alcohol, and unauthorized possession of controlled substances (illegal drugs).

Furthermore, whenever Student Affairs becomes aware that a University of Virginia student has engaged in a pattern of behavior or a severe incident involving the use of alcohol and/or drugs, and the student is a dependent (for federal tax purposes), Student Affairs will notify that student's parent(s). Violations that trigger notifications under this paragraph include, but are not limited to, frequent or severe episodes of drug use, drunkenness, and/or binge drinking.

The University will make notifications under this policy unless the University, family, or other circumstances make such notifications incompatible with the student's best interests. The University relies on the professional judgment of its faculty and administrators when assessing each student's situation. Students whose family or other circumstances make notification under this policy inappropriate will be referred immediately to the University's professional counseling resources.

More information and the full policy can be found at [uvapolicy.virginia.edu/policy/STAF-005](https://uvapolicy.virginia.edu/policy/STAF-005)

### **Mental Health**

In accordance with Virginia state law, Va. Code §23.1-1303 and University Policy BOV-005 (<https://uvapolicy.virginia.edu/policy/BOV-005>), 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 Higher Education Opportunity Act of 2008 requires the University to establish a missing student notification policy and related procedures for students living in On-Grounds student housing.

### **Policy Statement**

The University will provide every student living in On-Grounds University student housing the opportunity and means to identify a missing person contact to be used if a student is reported missing. Missing student contact information provided will be registered confidentially, accessible only to authorized University officials and may not be disclosed except to law enforcement personnel in furtherance of a missing person investigation.

In accordance with the procedures established under this policy, within 24 hours after a student living in On-Grounds University student housing has been reported missing and the student is not known to have returned to University Grounds or otherwise been located, the Dean of Students or designee will notify the individual the student has designated as his/her missing person contact. If the missing student is under 18 years of age and not an emancipated individual, the Dean of Students or designee also will notify the student's custodial parent or guardian.

The University Police Department shall investigate all reports of missing students and will notify and cooperate with other law enforcement agencies, as necessary, to further the investigation.

### **Procedure**

Any individual who believes a student living in On-Grounds UVA student housing may be missing should immediately contact the University Police Department (UPD) at 2304 Ivy Road, or by phone at 434-924-7166. UPD will notify Student Affairs on receipt of a missing-student report. When receiving such report, both Student Affairs and UPD will attempt to determine whether the student is, in fact, missing.

Among other steps that may be taken depending on the circumstances:

- Student Affairs 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., Student Affairs, Housing and Residence Life staff, Counseling and Psychological Services staff, etc.)
- UPD will notify local law enforcement agencies within 24 hours of the determination that the student is missing, unless the local law enforcement agency was the entity that made the determination that the student is missing.

If, within twenty-four hours of the report, UPD is unable to locate the missing student and the student is not known to have returned to University Grounds or otherwise located, UPD will notify Student Affairs and Student Affairs shall take the following action(s):

- The Dean of Students or 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 designee also will notify the student's custodial parent or guardian and document the date and time of the notification

UPD and Student Affairs will coordinate their efforts to locate the missing student. The Dean of Students or designee 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 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 or designee will decide what further action, if any, should be taken by Student Affairs.

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](http://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. 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 UPD's Community Engagement Unit Lieutenant Yong Bacon.

<b>Lieutenant Yong Bacon</b>
434-924-7166
<a href="mailto:ysb3m@virginia.edu">ysb3m@virginia.edu</a>

### 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.

### 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 Lieutenant Yong Bacon 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 Lieutenant Yong Bacon to request a survey.

### Active Attacker Training and Response Video

Run-Hide-Fight is a national model that has been adopted throughout Grounds in both the academic division and UVA Health. Thinking about what you would do in an active-attacker situation is one of the most effective things you can do to enhance your safety. A brief Department of Safety and Security training video is available that discusses Run-Hide-Fight tactics, the UVA Alerts emergency notification process, and the importance of reporting concerning warning behaviors that can precede a violent attack.

All students are required to view the brief training video via SIS (Student Information System). Given the simulated active threat and sensitive subject matter presented in the video, students who have experienced trauma involving an active attacker understandably may not want to view this content. An exemption can be granted from this requirement – students in this situation should write to [vpsa@virginia.edu](mailto:vpsa@virginia.edu). Community members are encouraged to view the training video at <https://vimeo.com/786727692/b42c8bde25> and employees are encouraged to view the training video via Workday.

The impact of an active attacker on the individuals and communities affected cannot be overstated. DSS also offers a 60-minute training to discuss what University Threat Assessment, Emergency Management, and Police are doing to prevent, prepare for and, if needed, respond to an active attacker event. This training is free and open to all students and faculty and to staff in the Academic and Medical Division. Participants will learn about Emergency Notifications, how to report concerning behavior, and easy-to-remember options for people who are faced with a violent situation.

To request more information or to schedule a training, please contact Sergeant Benjamin Rexrode.

**Sergeant Benjamin Rexrode**

[br7u@virginia.edu](mailto:br7u@virginia.edu)

### Increase in Property Crimes: Prevention and DSS Response

The Department of Safety and Security recognizes the significant increase in property related crimes, specifically motor vehicle thefts, as reported in the crime statistics section of this Annual Security Report. For *Clery Act* reporting purposes, the Uniform Crime Reporting (UCR) definition of motor vehicle theft is used. This includes electric or motorized scooters, electric or motorized bicycles, mopeds, and other self-propelled vehicles that run on land surfaces. The large increase in motor vehicle thefts in calendar year 2022 was related to an increase in e-bike and motorized scooter thefts. The University Police Department (UPD) engages in a crime prevention model of a community-based initiative to reduce crime, build awareness, develop partnerships and technical solutions. Property crimes, such as motor vehicle theft and larcenies, are often crimes of opportunity. Regardless of which motor vehicle (including electric bicycles, scooters, and mopeds), UPD recommends following the following tips to help keep vehicles and property safe:

- Park in well-lit areas
- Remove valuables and easily stolen accessories from your vehicle
- Lock your vehicle
- For e-bikes and motorized scooters, invest in a lock, such as a U-shaped hardened steel padlock
- For bicycles and scooters, complete a registration form with the UVA Police at <https://uvapolice.virginia.edu/form/bicycle-scooter-registration-for>
- Keep information, such as the make, model, model year, license plate and VIN (Vehicle Identification Number) easily accessible in the event your vehicle is stolen.
- Report criminal activity to police for investigation

UPD officers proactively patrol the University's Grounds and nearby communities to identify and prevent criminal activity. The department's efforts are enhanced by the active involvement of UVA's community members. Please do not hesitate to call 9-1-1 or the UPD nonemergency number (434-924-7166) to report suspicious activity. Reach out to UPD's Community Engagement Unit for additional crime prevention resources and/or to schedule an educational seminar.

# UNIVERSITY POLICIES GOVERNING ALCOHOL AND OTHER DRUGS

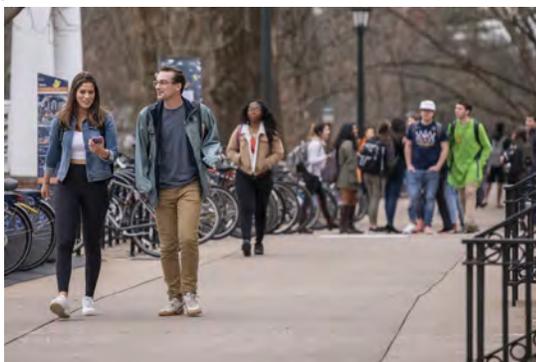
For the University's full compliance with the Drug-Free Schools and Communities Act, please visit: <https://studentaffairs.virginia.edu/system/files?file=UVA-biennial-report-0323.pdf>

## UVA ALCOHOL AND DRUG POLICY

With recent changes to the Commonwealth of Virginia's cannabis laws, students and employees should be aware of the impact of these laws both on and off University Grounds. The University's alcohol and other drug policy has not changed and continues to prohibit possession and use of cannabis on Grounds. Federal law classifies cannabis/marijuana as a Schedule 1 drug. As such, possession, use, and distribution of cannabis remains prohibited on all University Property and at all University Functions under the Drug-Free Schools and Communities Act and the Drug Free Workplace Act. This prohibition includes dorms and other student residences on University property. For additional information regarding the Commonwealth's new marijuana laws, please visit: Cannabis in Virginia | [Cannabis.Virginia.gov](https://www.virginia.gov/cannabis)

## 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 misuse. 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 misuse, health and behavioral risks of substance use, and resources for treatment and educational programming.

### 1. Alcohol

Virginia laws concerning the purchase, possession, consumption, sale, and storage of alcoholic beverages include the following:

- 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 law prohibits: 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.

Members of the University community living in University Property and their invited guests who are lawfully permitted to purchase, possess, and use alcohol may do so in the residence or on any immediately adjacent area devoted to

residential use; they should not do so, however, in public places or in any area on University Property devoted to common use. The presence of underage family members, employees, or guests does not preclude the serving of alcohol in a residence that is University Property, provided an appropriate of-age family member and/or host is willing to assume the legal responsibility for complying with Virginia and federal law and University policy.

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.

## **2. Alcohol at University Functions or on University Property:**

All University functions or events that occur on University property that include alcohol must adhere to these requirements (Note: University-Associated Organization (UAO) events that do not occur on University property are not subject to these requirements unless there is co-sponsorship with a University Office or Department):

- Function sponsors are responsible for following all federal and Virginia laws and University policies that apply to the serving and/or selling of alcoholic beverages.
- University functions with underage guests in attendance must have an Event Manager present at all times. The Event Manager(s) must successfully complete the University's free online Alcohol Risk Management class (see course details and registration) prior to the function. The Event Manager(s) must supervise all alcohol service and check for proper age identification of individuals attending the function. (Note that this does not apply to functions occurring at properly state licensed food and beverage establishments outside of University

property as the establishment will bear this responsibility).

- Non-alcoholic beverages and food items must be present in appropriate quantities.
- Alcoholic beverages may not be mentioned in the advertising or publicizing of a University function or an event that occurs on University property (e.g., "happy hour" or "cocktail reception") unless approved by the relevant alcohol approval authority as noted below.

Additional requirements for alcohol service on University property:

- Functions, whether planned or spontaneous, involving the possession, distribution, and/or consumption of alcoholic beverages are prohibited in and around the first-year residence halls.
- Function sponsors must determine if an ABC license is required. Note that some venues on University property are covered under an existing ABC license and alcohol service must be provided through the licensee (e.g., University Dining Services).
- Possession of kegs, pony kegs, or beer balls is prohibited on University Property unless provided and managed by a licensed caterer and removed from plain view.
- Event sponsors shall not permit the entry or exit of persons with beverage containers.

Any use of alcohol at a University function or on University property must be approved by the appropriate alcohol approval authority a minimum of five business days in advance using the required University form. The approval authorities (or their designees) as listed below will review and approve all requests within their direct reporting lines (and as otherwise noted) and may prohibit, limit, or condition the service of alcohol in spaces they manage.

- President's Office (including the Office of Major Events)
- Executive Vice President/Provost (EVP/Provost)

- Executive Vice President/Chief Operating Officer (EVP/COO)
- Executive Vice President for Health Affairs (EVP/HA)
- Vice President for Advancement. The VP for Advancement also reviews and approves all UAO events with alcohol that occur on University Property
- Vice President & Chief Student Affairs Officer (VPCSAO). The VPCSAO also reviews and approves all functions sponsored by student agency or special status organizations (acting within their delegated functions) on or off University property, and all events sponsored by special status organizations, Contracted Independent Organizations, or fraternal organizations occurring on University property.
- Department of Athletics. Athletics also reviews and approves all functions occurring in University athletic facilities including Scott Stadium, John Paul Jones Arena, and Disharoon Park. Functions subject to review include non-athletic activities such as concerts and other artistic performances.
- Colonnade Club. A University office, department, or student organization must first receive approval from the appropriate approval authority prior to sponsoring an event at the Colonnade Club. The Colonnade Club is its own approval authority for all other events or functions.

University functions with alcohol that occur at properly state-licensed food and beverage establishments outside of University property do not require review by a University alcohol approval authority. Function sponsors are responsible for following all federal and Virginia laws, University policies, and establishment requirements.

For University functions occurring outside of University property but not in a properly state-licensed food and beverage establishment, function sponsors must receive approval from the appropriate alcohol approval authority and adhere to the requirements in this section.

To view this entire policy, please visit [uvapolicy.virginia.edu/policy/STU-001](http://uvapolicy.virginia.edu/policy/STU-001).

### 3. 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.

### 4. Other Drugs

The unauthorized manufacture, distribution, use and/or possession of "controlled substances" (illegal drugs), including prescription drugs, cannabis, 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.

With recent changes to the Commonwealth of Virginia's cannabis laws, students and employees should be aware of the impact of these laws both on and off University Grounds. The University's alcohol and other drug policy has **NOT** changed and continues to prohibit possession and use of cannabis on Grounds. Federal law classifies cannabis/marijuana as a Schedule 1 drug. As such, possession, use, and distribution of cannabis remains prohibited on all University Property and at all University Functions under the Drug-Free Schools and Communities Act and the Drug Free Workplace Act. This prohibition includes dorms and other student residences on University property. *For additional information regarding the Commonwealth's new marijuana laws, please visit: <https://www.cca.virginia.gov/>.*

Whether or not criminal charges are brought, 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. Synthetic designer drugs such as "bath salts," "plant food," and "carpet cleaner," contain mixtures of many different chemicals, including those that resemble cocaine, methamphetamine, and MDMA or "ecstasy." Federal law makes the distribution of "analogue" substances marketed for human consumption illegal if those substances are chemically similar to a scheduled illegal drug and have the same pharmacological effect on a user. 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. A similar Virginia law carries sanctions of between one- and five-years imprisonment and up to a \$100,000 fine for similar first-time violations.

A federal or state drug conviction can disqualify a student from federal student aid. Convictions only count against a student for aid eligibility purposes if they were for an offense that occurred during a period of enrollment for which the student was receiving federal student aid. The period of ineligibility for FSA funds depends on whether the conviction was for sale or

possession and whether the student had previous offenses.

**B. Intercollegiate Athletic Department's Drug/Alcohol Policy:** The Intercollegiate Athletics Department at the University has additional written policies which are presented to each student-athlete annually prior to participation. These policies encompass mandatory drug testing, sanctions as a result of positive tests, specific programs of education related to drug and alcohol use and misuse, and counseling and rehabilitation programs.

**C. Drug-Free Workplace Policy:** The use of alcohol or illegal drugs by all employees while on University property, including during meal periods and breaks, is absolutely prohibited. 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, or DHRM Policy 1.60, Standards of Conduct for Classified Employees ([https://www.dhrm.virginia.gov/docs/default-source/hrpolicy/pol1\\_60.pdf](https://www.dhrm.virginia.gov/docs/default-source/hrpolicy/pol1_60.pdf)), or HR-104 MC Conditions of Employment for UVA Health Employees.

**5. Compliance with Policy:** Failure to comply with the requirements of this policy (including but not limited to prohibitions surrounding tobacco, alcohol, cannabis, and illegal drugs/controlled substances as specified above) and the requirements as an event sponsor may result in disciplinary action up to and including termination or expulsion in accordance with relevant University policies. Certain violations may be referred by University authorities for criminal prosecution. In addition, there may be consequences imposed under local, state, and federal laws and regulations.

For the full text of this policy, please see <https://uvapolicy.virginia.edu/policy/STU-001>.

## 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:



<b>University Police Department Victim/Witness Representative</b>	
Sergeant Benjamin Rexrode	434-924-7166
<b>University Police Department Community Engagement Unit</b>	
Lieutenant Yong Bacon	434-924-7166
<b>UVA Health System Emergency Department</b>	434-924-2231
<b>Student Health and Wellness</b>	During Business Hours: 434-924-5362
<b>UVA Women's Center</b>	(Counseling) 434-982-2361 (Main line)
<b>Collegiate Recovery Program</b>	434-924-1509
<b>Charlottesville Victim/Witness Assistance Program</b>	434-970-3176
<b>Albemarle County Victim/Witness Program</b>	434-296-5830
<b>Sexual Assault Resource Agency (SARA)</b>	24-hour Hotline: 434-977-7273
<b>Shelter for Help in Emergency (SHE)</b>	24-hour Hotline: 434-293-8509
<b>Family Violence &amp; Sexual Assault Virginia Hotline</b>	24-hour Hotline: 800-838-8238
<b>Office of Health Promotion</b>	434-924-1509
<b>WahooWell</b>	434-924-1509

## Resources for Faculty and Staff

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

<b>University Police Department Victim/Witness Representative</b>	Sergeant Benjamin Rexrode 434-531-5600
<b>University Police Department Community Engagement Unit</b>	434-924-7166
<b>UVA Health System Emergency Department</b>	434-924-2231
<b>Faculty &amp; Employee Assistance Program (FEAP)</b>	434-243-2643
<b>Hoos Well</b>	434-243-3344
<b>Charlottesville Victim/Witness Assistance Program</b>	434-970-3176
<b>Albemarle County Victim/Witness Program</b>	434-296-5830
<b>Sexual Assault Resource Agency (SARA)</b>	24-hour Hotline: 434-977-7273
<b>Shelter for Help in Emergency (SHE)</b>	24-hour Hotline: 434-293-8509
<b>Family Violence &amp; Sexual Assault Virginia Hotline</b>	24-hour Hotline: 800-838-8238



# ANNUAL DISCLOSURE OF 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 University Police Department (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	2022						2021						2020					
	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	n-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	3	0	0	3	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	11	16	1	0	17	0	8	11	4	0	15	1	7	10	1	0	11	0
Fondling	6	17	1	0	18	0	1	15	9	1	25	1	1	8	0	0	8	1
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	3	0	2	5	0	0	2	2	0	4	1	0	2	0	0	2	0
Aggravated Assault	1	19	8	11	38	0	0	9	2	3	14	0	0	4	1	2	7	0
Burglary	3	12	6	0	18	0	4	6	6	0	12	0	3	7	0	0	7	1
Motor Vehicle Theft**	3	104	2	0	106	0	0	19	0	0	19	0	0	4	0	0	4	0
Arson	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

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

Dating Violence	6	14	1	1	16	0	1	6	2	0	8	0	1	3	0	0	3	0
Domestic Violence	2	8	0	3	11	1	0	12	0	2	14	0	0	7	0	0	7	1
Stalking	12	55	2	0	57	0	18	40	0	2	42	0	0	12	1	0	13	0

Offense	2022						2021						2020					
	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	0	3	0	1	4	0	0	1	0	5	6	0	1	2	0	2	4	0
Drug Abuse Violation	0	2	0	0	2	0	0	2	0	2	4	0	1	5	0	1	6	0
Illegal Weapons Possession	0	3	0	1	4	0	0	1	0	0	1	0	1	1	0	0	1	0

**Referred for Disciplinary Action:** -----

Liquor Law Violation	133	180	2	8	190	0	244	303	4	18	325	0	270	309	3	7	319	0
Drug Abuse Violation	19	24	2	0	26	0	24	25	0	0	25	0	8	34	0	0	34	0
Illegal Weapons Possession	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2022 — Four hate crimes:

- 1) intimidation based on race — public property
- 2) aggravated assault based on race — public property
- 3) intimidation based on race — on-Grounds
- 4) intimidation based on race — on-Grounds

2021 — Four hate crimes:

- 1) intimidation based on race — public property
- 2) simple assault based on race — on-Grounds
- 3) intimidation based on gender — on-Grounds
- 4) sexual assault based on gender identity — on-Grounds

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

\*The University of Virginia community mourns the deaths of students D'Sean Perry, Lavel Davis Jr., and Devin Chandler, and the injuries two other students sustained, in a shooting on November 13, 2022 on Grounds. As of September 15, 2023, the suspect, a now-former student, has been charged and is awaiting trial. The calendar year 2022 crime statistics originating from this include three homicides, two aggravated assaults, and a weapons arrest. More information about the University's response to gun violence and crime prevention is available at <https://safetyandsecurity.virginia.edu/>

\*\*Please note that for *Clery Act* reporting purposes, the Uniform Crime Reporting definition of motor vehicle theft is used. This includes electric or motorized scooters, electric or motorized bicycles, mopeds, and other self-propelled vehicles that run on land surfaces. For CY2022, out of the 106 motor vehicle thefts, this data included 1 motorcycle, 9 mopeds, 90 motorized/electric bikes or scooters, 4 passenger vehicles, and 2 utility vehicles. For more information about DSS' crime prevention initiative and response to the increase in property crimes, please see page 76 of this report.



# 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

The Darden Sands Family Grounds is accessible to students seven days a week from 7:30 a.m.–10:00 p.m.

Business hours are 8:30 a.m.–5:00 p.m.

The Darden Sands Family Grounds space is secured during all academic programs, including weekend residencies. Staff and students must use their "Kastle Card" to access the building elevators and classroom facility. The facility will only be open with no restricted access during external events or when non-UVA external groups are on-site.

### 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

## Crime Prevention and Security Awareness Programs and Resources

Educational seminars 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 the University Police Department (UPD) that are open to the Darden Sands community. The objective is to promote security and crime prevention awareness among all students, faculty and staff. 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 space (office/classroom) is unoccupied
- Reporting suspicious people/circumstances
- Being observant

### 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

### 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

For more information on these seminars, contact UPD's Community Engagement Unit Lieutenant Yong Bacon.

**Lieutenant Yong Bacon**

434-924-7166

ysb3m@virginia.edu

### **Active Attacker Training and Response Video**

Run-Hide-Fight is a national model that has been adopted throughout Grounds in both the academic division and UVA Health. Thinking about what you would do in an active-attacker situation is one of the most effective things you can do to enhance your safety. A brief Department of Safety and Security training video is available that discusses Run-Hide-Fight tactics, the UVA Alerts emergency notification process, and the importance of reporting concerning warning behaviors that can precede a violent attack.

All students are required to view the brief training video via SIS (Student Information System). Given the simulated active threat and sensitive subject matter presented in the video, students who have experienced trauma involving an active attacker understandably may not want to view this content. An exemption can be granted from this requirement – students in this situation should write to [vpsa@virginia.edu](mailto:vpsa@virginia.edu). Community members are encouraged to view the training video at <https://vimeo.com/786727692/b42c8bde25> and employees are encouraged to view the training video via Workday.

The impact of an active attacker on the individuals and communities affected cannot be overstated. DSS also offers a 60-minute training to discuss what University Threat Assessment, Emergency Management, and Police are doing to prevent, prepare for and, if needed, respond to an active attacker event. This training is free and open to all students and faculty and to staff in the Academic and Medical Division. Participants will learn about Emergency Notifications, how to report concerning behavior, and easy-to-remember options for people who are faced with a violent situation. To request more information or to schedule a training, please contact Sergeant Benjamin Rexrode.

**Sergeant Benjamin Rexrode**

434-924-7166

br7u@virginia.edu

### **Timely Warning Process**

To provide timely notice to the Darden Sands Family 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 "community alert" (timely warning) for the following crimes: arson, aggravated assault, criminal homicide, robbery, burglary, rape, fondling, incest, statutory rape, and hate crimes. Community alerts also may be issued for other *Clery Act* crimes as deemed necessary. The purpose of a community alert 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 community alert 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 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 community alert consideration using the criteria previously listed. If the community alert 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. Community alerts 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](https://uvaemergency.virginia.edu/uva-alerts).

Faculty, staff, and students are automatically enrolled to receive email alerts. All decisions and communications for Darden Sands are centrally managed from the Charlottesville campus.

### Emergency Response and Evacuation Policy

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.

### 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 at Darden Sands 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 Darden Sands community about publicly available information regarding emergency response and evacuation procedures.

### 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 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. At Darden Sands, the University's Emergency Notification

System (ENS) utilizes: text messaging and email. Traditionally, UVA uses all of these methods of communication in the event an emergency notification is needed.

UVA tests all components of the Darden Sands ENS once each year. When the test is completed, an "all-clear" message is issued. This test 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 add a mobile number to their account to receive emergency text messaging at <https://uvaemergency.virginia.edu/uva-alerts>. At this sign up, members can select the Darden Sands Family to receive alerts. Message and data rates may apply. Text messages are sent on an as-needed basis. This service is provided per the Terms of Use <https://www.getrave.com/help/Terms.action> and Privacy Policy <https://www.getrave.com/help/Privacy.action>. The University of Virginia does not charge for this service; however, your mobile phone company may charge for text messages. Please refer to your mobile phone's service plan for more information.



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

For the Darden Sands campus, UVA's authorized representatives will confirm that there is a significant emergency or dangerous situation. The following personnel at Darden Sands have the authority to confirm a threat and initiate an emergency notification:

- Darden Sands Family Grounds: Associate Dean for Washington D.C. Area Initiatives, Director for Washington D.C. Area Initiatives, Flik General Manager, Director of Admissions & Strategic Initiatives, Director of Facilities, DSFG Program Coordinator, Flik Hospitality Conference Planner, Assistant Dean of Student Engagement for Professional Degree Programs, and Assistant Director of Student Services

select which public groups they want to receive alerts for such as Darden Sands Family Grounds.



### Managing Your Emergency Notification System Account

We encourage members of the Darden Sands University community to manage their accounts in UVA Alerts by visiting: <https://uvaemergency.virginia.edu/uva-alerts>. University community members should update their information regularly at the same site, and can

## STUDENT/EMPLOYEE RESOURCES

### Darden Sands Family Grounds:

While the University strongly encourages community members to promptly report all crimes and other emergencies directly to police by calling 911 in an emergency or 703-558-2222 for non-emergencies, the University also recognizes that some may prefer to report to other individuals or University offices. The University officially designates the following as places where University community members should report crimes or policy violations:

OFFICIAL	UNIVERSITY ADDRESS	PHONE NUMBER
<b>University of Virginia Police</b>	2304 Ivy Road	434-924-7166 Emergency 911
<b>Vice President and Chief Student Affairs Officer</b>	Rotunda, N.E. Wing	434-924-7984
<b>Assistant Vice President, Human Resources</b>	2420 Old Ivy Road, P.O. Box 400127, Charlottesville, VA 22903	434-243-3344
<b>Vice President for Diversity, Equity, and Inclusion</b>	Madison Hall, second level	434-243-2079
<b>Student Affairs</b>	Peabody Hall, second level	434-924-7133
<b>Title IX Coordinator</b>	O'Neil Hall, Suite C023	434-297-7988
<b>Office for Equal Opportunity and Civil Rights</b>	P.O. Box 400219, O'Neil Hall	434-924-3200
<b>Just Report It</b>	justreportit.virginia.edu	

Students and employees are urged to seek immediate emotional support after any incident of Prohibited Conduct. Confidential counselors can provide trauma-informed support and offer information about reporting options. 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 in the Darden Sands area:

COMMUNITY CONFIDENTIAL RESOURCES		
<b>Arlington:</b>		
<b>Doorways for Women and Families</b>	703-504-9400	24-hour Hotline: 703-237-0881

**Statewide:****Family Violence and Sexual Assault Virginia Hotline**

24-hour Hotline: 800-838-8238

NATIONAL RESOURCES	PHONE NUMBER
<b>Rape, Abuse &amp; Incest National Network (RAINN) Online Hotline</b>	<a href="https://hotline.rainn.org/online">https://hotline.rainn.org/online</a>
<b>National Sexual Assault Hotline</b>	800-656-4673

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).

<b>Inova Fairfax Hospital</b>
<b>3300 Gallows Road, Falls Church, VA 22042</b>
<b>703-776-4001</b>

For more information on UVA's response to Sexual and Gender-Based Violence, go to the Response to Sexual and Gender-Based Violence section of this report. 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.

REPORTING AN INCIDENT	
<b>Police Emergency</b>	911
<b>Arlington County Police Department</b>	703-558-2222
<b>Just Report It</b> <a href="https://justreportit.virginia.edu/sexual-and-gender-based-harassment-violence">https://justreportit.virginia.edu/sexual-and-gender-based-harassment-violence</a>	
<i>Title IX Coordinator</i> O'Neil Hall, Suite C023 P.O. Box 400211 Charlottesville, VA 22903 434-297-7988 TitleXOffice@virginia.edu	

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. For more information, go to the Response to Sexual and Gender-Based Violence section of this report.

LEGAL RESOURCES	
<b>Student Legal Services</b>	Newcomb Hall, Room 460 Phone: 434-924-7524
<b>Virginia Legal Aid</b>	<a href="http://www.valegalaid.org">www.valegalaid.org</a>
<b>Central Virginia Legal Aid Society</b>	103 East Water Street, Suite 201 Charlottesville, VA 22902 Phone: 434-296-8851 <a href="http://cvlas.org">cvlas.org</a>
<b>Legal Aid Justice Center</b>	1000 Preston Avenue, Suite A Charlottesville, VA 22903 Phone: 434-977-0553 <a href="http://www.justice4all.org">www.justice4all.org</a>

## 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](https://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](https://dcjs.virginia.gov/victims-services).

### RESOURCES AND CONTACTS

#### University Police Department Victim/Witness Representative

Sergeant Benjamin Rexrode

434-924-7166

#### Arlington Victim/Witness Program

703-228-4410

#### Family Violence & Sexual Assault Virginia Hotline

800-838-8238



Note: The Darden Sands Family Grounds location does not have on-site residential housing facilities.

Offense	2022						2021						2020					
	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
Negligent Manslaughter	-	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
Fondling	-	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
Statutory Rape	-	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
Aggravated Assault	-	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
Motor Vehicle Theft	-	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

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

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

Offense	2022						2021						2020					
	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
Drug Abuse Violation	-	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

**Referred for Disciplinary Action**-----

Liquor Law Violations	-	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
Illegal Weapons Possession	-	0	0	0	0	0	-	0	0	0	0	0	-	0	0	0	0	0

2022 — No Hate Crimes  
 2021 — No Hate Crimes  
 2020 — No Hate Crimes

# UNIVERSITY OF VIRGINIA MOUNTAIN LAKE BIOLOGICAL STATION

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

## 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

1 Taylor Ave Suite #3, 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.

## Crime Prevention and Security Awareness Programs and Resources

Educational seminars 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 the University Police Department (UPD) that are open to the community. The objective is to promote security and crime prevention awareness among all students, faculty and staff.

Training seminars are available on various safety and security topics, including general safety/

security, alcohol/drug awareness, hazing, and sexual assault awareness classes.

For more information on these seminars, contact UPD's Community Engagement Unit Lieutenant Yong Bacon.

Lieutenant Yong Bacon

434-924-7166

ysb3m@virginia.edu

## Active Attacker Training and Response Video

Run-Hide-Fight is a national model that has been adopted throughout Grounds in both the academic division and UVA Health. Thinking about what you would do in an active-attacker situation is one of the most effective things you can do to enhance your safety. A brief Department of Safety and Security training video is available that discusses Run-Hide-Fight tactics, the UVA Alerts emergency notification process, and the importance of reporting concerning warning behaviors that can precede a violent attack.

All students are required to view the brief training video via SIS (Student Information System). Given the simulated active threat and sensitive subject matter presented in the video, students who have experienced trauma involving an active attacker understandably may not want to view this content. An exemption can be granted from this requirement – students in this situation should write to [vpsa@virginia.edu](mailto:vpsa@virginia.edu). Community members are encouraged to view the training video at <https://vimeo.com/786727692/b42c8bde25> and employees are encouraged to view the training video via Workday.

The impact of an active attacker on the individuals and communities affected cannot be overstated. DSS also offers a 60-minute training to discuss what University Threat Assessment, Emergency Management, and Police are doing to prevent, prepare for and, if needed, respond

to an active attacker event. This training is free and open to all students and faculty and to staff in the Academic and Medical Division.

Participants will learn about Emergency Notifications, how to report concerning behavior, and easy-to-remember options for people who are faced with a violent situation. To request more information or to schedule a training, please contact Sergeant Benjamin Rexrode.

**Sergeant Benjamin Rexrode**

434-924-7166

br7u@virginia.edu

### Timely Warning Process

To provide timely notice to the Mountain Lake Biological Station (Mountain Lake) 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 "community alert" (timely warning) for the following crimes: arson, aggravated assault, criminal homicide, robbery, burglary, rape, fondling, incest, statutory rape, and hate crimes. Community alerts also may be issued for other *Clery Act* crimes as deemed necessary. The purpose of a community alert 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 community alert 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 Mountain Lake community because of this crime.

Community alert decisions and communications for Mountain Lake are centrally managed from the Charlottesville campus. Representatives of Mountain Lake will contact 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) to determine if a community alert is warranted. 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 community alert consideration using the criteria previously listed. If a community alert is necessary, a Mountain Lake designee will issue the alert via email to their community population.

### Emergency Response and Evacuation Policy

The University's Office of Environmental Health and Safety recommends the complete evacuation of most buildings in an alarm situation. Mountain Lake evacuation plans provide detailed information about the evacuation procedures for individual buildings. Mountain Lake Facility Emergency Staff, which include the Station Manager and Associate Director, shall retain a copy of these plans and distribute among faculty and staff as needed.

### 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 at Mountain Lake 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.

### Emergency Notification

UVA is committed to ensuring that its Mountain Lake community receives timely, accurate and useful information in the event of an emergency or dangerous situation that poses an immediate threat to the health and safety of community members. At Mountain Lake the large dining hall bell, located on the Dining Hall porch, is utilized in the event an emergency notification is needed. This notification alert system is used in situations such as severe weather or other serious and imminent circumstances.

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

For the Mountain Lake campus, UVA's authorized representatives will confirm that there is a significant emergency or dangerous situation. The following personnel at Mountain Lake have the authority to confirm a threat and initiate an emergency notification:

- Mountain Lake Director, Associate Director, or Station Manager

## STUDENT/EMPLOYEE RESOURCES

### Mountain Lake Biological Station Campus:

While the University strongly encourages community members to promptly report all crimes and other emergencies directly to police by calling 911 in an emergency or 540-921-3842 for non-emergencies, the University also recognizes that some may prefer to report to other individuals or University offices. The University officially designates the following as places where University community members should report crimes or policy violations:

OFFICIAL	UNIVERSITY ADDRESS	PHONE NUMBER
<b>University of Virginia Police</b>	2304 Ivy Road	434-924-7166 Emergency 911
<b>Vice President and Chief Student Affairs Officer</b>	Rotunda, N.E. Wing	434-924-7984
<b>Assistant Vice President, Human Resources</b>	2420 Old Ivy Road, P.O. Box 400127, Charlottesville, VA 22903	434-243-3344
<b>Vice President for Diversity, Equity, and Inclusion</b>	Madison Hall, second level	434-243-2079
<b>Student Affairs</b>	Peabody Hall, second level	434-924-7133
<b>Title IX Coordinator</b>	O'Neil Hall, Suite C023	434-297-7988
<b>Office for Equal Opportunity and Civil Rights</b>	P.O. Box 400219, O'Neil Hall	434-924-3200
<b>Just Report It</b>	justreportit.virginia.edu	

Students and employees are urged to seek immediate emotional support after any incident of Prohibited Conduct. Confidential counselors can provide trauma-informed support and offer information about reporting options. 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 in the Mountain Lake area:

COMMUNITY CONFIDENTIAL RESOURCES		
<b>Giles County:</b>		
<b>Women's Resource Center of the New River Valley</b>	540-639-9592	24-hour Hotline: 540-639-1123
<b>Statewide:</b>		
<b>Family Violence and Sexual Assault Virginia Hotline</b>		24-hour Hotline: 800-838-8238

NATIONAL RESOURCES	PHONE NUMBER
<b>Rape, Abuse &amp; Incest National Network (RAINN) Online Hotline</b>	<a href="https://hotline.rainn.org/online">https://hotline.rainn.org/online</a>
<b>National Sexual Assault Hotline</b>	800-656-4673

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).

<b>Carilion New River Valley Medical Center</b>
2900 Lamb Circle, Christiansburg, VA 24073
540-731-2000

For more information on UVA's response to Sexual and Gender-Based Violence, please see the Response to Sexual and Gender-Based Violence section of this report. 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.

REPORTING AN INCIDENT	
<b>Police Emergency</b>	911
<b>Giles County Sheriff's Office</b>	540-921-3842
<b>Just Report It</b> <a href="https://justreportit.virginia.edu/sexual-and-gender-based-harassment-violence">https://justreportit.virginia.edu/sexual-and-gender-based-harassment-violence</a>	
<i>Title IX Coordinator</i> O'Neil Hall, Suite C023 P.O. Box 400211 Charlottesville, VA 22903 434-297-7988 TitleXOffice@virginia.edu	

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. For more information, go to the Response to Sexual and Gender-Based Violence section of this report.

LEGAL RESOURCES	
<b>Student Legal Services</b>	Newcomb Hall, Room 460 Phone: 434-924-7524
<b>Virginia Legal Aid</b>	<a href="http://www.valegalaid.org">www.valegalaid.org</a>
<b>Central Virginia Legal Aid Society</b>	103 East Water Street, Suite 201 Charlottesville, VA 22902 Phone: 434-296-8851 <a href="http://cvlas.org">cvlas.org</a>
<b>Legal Aid Justice Center</b>	1000 Preston Avenue, Suite A Charlottesville, VA 22903 Phone: 434-977-0553 <a href="http://www.justice4all.org">www.justice4all.org</a>

## 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](https://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](https://dcjs.virginia.gov/victims-services).

### RESOURCES AND CONTACTS

#### University Police Department Victim/Witness Representative

Sergeant Benjamin Rexrode

434-924-7166

#### Giles County Victim/Witness Program

540-921-2553

#### Family Violence & Sexual Assault Virginia Hotline

800-838-8238



Note: MLBS was not considered a Separate Campus in 2020.

Offense	2022						2021						2020					
	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	0	-	-	-	-	-
Domestic Violence	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	-	-	-	-	-

Offense	2022						2021						2020					
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded rimes	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	-	-	-	-	-	-

2022 — No Hate Crimes

2021 — No Hate Crimes

2020 — Mountain Lake Biological Station was not a separate campus site in 2020

## POLICE AND SECURITY

The Richmond Center, School of Nursing 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.**

### 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

## 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.

## Crime Prevention and Security Awareness Programs and Resources

Educational seminars 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 the University Police Department (UPD) that are open to the community. The objective is to promote security and crime prevention awareness among all students, faculty and staff. 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 space (office/classrooms) is unoccupied
- Reporting suspicious people/circumstances
- Being observant

### 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

### 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

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

For those in the Charlottesville area, 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 on these seminars, contact UPD's Community Engagement Unit Lieutenant Yong Bacon.

**Lieutenant Yong Bacon**  
434-924-7166  
ysb3m@virginia.edu



### Active Attacker Training and Response Video

Run-Hide-Fight is a national model that has been adopted throughout Grounds in both the academic division and UVA Health. Thinking about what you would do in an active-attacker situation is one of the most effective things you can do to enhance your safety. A brief Department of Safety and Security training video is available that discusses Run-Hide-Fight tactics, the UVA Alerts emergency notification process, and the importance of reporting concerning warning behaviors that can precede a violent attack.

All students are required to view the brief training video via SIS (Student Information System). Given the simulated active threat and sensitive

subject matter presented in the video, students who have experienced trauma involving an active attacker understandably may not want to view this content. An exemption can be granted from this requirement – students in this situation should write to [vpsa@virginia.edu](mailto:vpsa@virginia.edu). Community members are encouraged to view the training video at <https://vimeo.com/786727692/b42c8bde25> and employees are encouraged to view the training video via Workday.

The impact of an active attacker on the individuals and communities affected cannot be overstated. DSS also offers a 60-minute training to discuss what University Threat Assessment, Emergency Management, and Police are doing to prevent, prepare for and, if needed, respond to an active attacker event. This training is free and open to all students and faculty and to staff in the Academic and Medical Division.

Participants will learn about Emergency Notifications, how to report concerning behavior, and easy-to-remember options for people who are faced with a violent situation. To request more information or to schedule a training, please contact Sergeant Benjamin Rexrode.

**Sergeant Benjamin Rexrode**  
434-924-7166  
br7u@virginia.edu

### Timely Warning Process

The Richmond Center, School of Nursing campus is in a shared location with Virginia Tech (VT). To provide timely notice to the Richmond Center UVA community in the event of a *Clergy 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 Clergy Compliance and designated University officials may issue a "community alert" (timely warning) for the following crimes: arson, aggravated assault, criminal homicide, robbery, burglary, rape, fondling, incest, statutory rape, and hate crimes. Community alerts also may be issued for other *Clergy Act* crimes as deemed necessary. The purpose of a community alert 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 community alert 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 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 community alert consideration using the criteria previously listed. If the community alert 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. A community alert would then be issued by email to the Richmond site via a designee, 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](https://uvaemergency.virginia.edu/uva-alerts).

### **Emergency Response and Evacuation Policy**

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. Building evacuation locations are located at [uvaemergency.virginia.edu/building-evacuation-locations](https://uvaemergency.virginia.edu/building-evacuation-locations).

### **Drills, Exercises, and Training**

To ensure the University's emergency management plans remain current and actionable, the University of Virginia in collaboration with Virginia Tech, conducts an

emergency management exercise at Richmond Center 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 Richmond community about publicly available information regarding emergency response and evacuation procedures.

### **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 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. At Richmond Center the University's Emergency Notification System (ENS) utilizes: text messaging and email. Traditionally, UVA uses all of these methods of communication in the event an emergency notification is needed.

Virginia Tech will test the Richmond Center ENS at least once each year. This test will be documented, to include a description of the ENS test and the date and time.

Members of the UVA community with active UVA email accounts are automatically enrolled to receive email alerts and can add a mobile number to their account to receive emergency text messaging at <https://uvaemergency.virginia.edu/uva-alerts>. At this sign up, members can select the Richmond Center campus to receive alerts. Message and data rates may apply. Text messages are sent on an as-needed basis. This service is provided per the Terms of Use <https://www.getrave.com/help/Terms.action> and Privacy Policy <https://www.getrave.com/help/Privacy.action>. The University of Virginia does not charge for this service; however, your mobile phone company may charge for text messages. Please refer to your mobile phone's service plan for more information.



## Managing Your Emergency Notification System Account

We encourage members of the Richmond Center University community to manage their accounts in UVA Alerts by visiting: <https://uvaemergency.virginia.edu/uva-alerts>. University community members should update their information regularly at the same site, and can select which public groups they want to receive alerts for such as UVA Richmond Center.

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

For the Richmond Center campus, UVA's authorized representatives will confirm that there is a significant emergency or dangerous situation. The following personnel at Richmond Center have the authority to confirm a threat and initiate an emergency notification:

- Richmond Center: On-site UVA School of Nursing program coordinators and instructional staff or Virginia Tech staff



## STUDENT/EMPLOYEE RESOURCES

### Richmond Center:

While the University strongly encourages community members to promptly report all crimes and other emergencies directly to police by calling 911 in an emergency or 804-501-5000 for non-emergencies, the University also recognizes that some may prefer to report to other individuals or University offices. The University officially designates the following as places where University community members should report crimes or policy violations:

OFFICIAL	UNIVERSITY ADDRESS	PHONE NUMBER
<b>University of Virginia Police</b>	2304 Ivy Road	434-924-7166 Emergency 911
<b>Vice President and Chief Student Affairs Officer</b>	Rotunda, N.E. Wing	434-924-7984
<b>Assistant Vice President, Human Resources</b>	2420 Old Ivy Road, P.O. Box 400127, Charlottesville, VA 22903	434-243-3344
<b>Vice President for Diversity, Equity, and Inclusion</b>	Madison Hall, second level	434-243-2079
<b>Student Affairs</b>	Peabody Hall, second level	434-924-7133
<b>Title IX Coordinator</b>	O'Neil Hall, Suite C023	434-297-7988
<b>Office for Equal Opportunity and Civil Rights</b>	P.O. Box 400219, O'Neil Hall	434-924-3200
<b>Just Report It</b>	<a href="http://justreportit.virginia.edu">justreportit.virginia.edu</a>	

Students and employees are urged to seek immediate emotional support after any incident of Prohibited Conduct. Confidential counselors can provide trauma-informed support and offer information about reporting options. 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 in the Richmond area:

## COMMUNITY CONFIDENTIAL RESOURCES

### Richmond:

**Safe Harbor** 804-249-9470 24-hour Helpline: 804-500-2755

**YWCA Richmond** 804-643-6761 24-hour Hotline: 804-612-6126

### Statewide:

**Family Violence and Sexual Assault Virginia Hotline** 24-hour Hotline: 800-838-8238

## NATIONAL RESOURCES

## PHONE NUMBER

**Rape, Abuse & Incest National Network (RAINN) Online Hotline** <https://hotline.rainn.org/online>

**National Sexual Assault Hotline** 800-656-4673

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).

### St. Mary's Hospital

5801 Bremo Road, Richmond, VA 23226

804-285-2011

For more information on UVA's response to Sexual and Gender-Based Violence, please go to page of 20 of this report. 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.

## REPORTING AN INCIDENT

**Police Emergency** 911

**Henrico County Police Department** 804-501-5000

### Just Report It

<https://justreportit.virginia.edu/sexual-and-gender-based-harassment-violence>

*Title IX Coordinator*

O'Neil Hall, Suite C023

P.O. Box 400211 Charlottesville, VA 22903

434-297-7988

[TitleXOffice@virginia.edu](mailto:TitleXOffice@virginia.edu)

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. For more information, go to the Response to Sexual and Gender-Based Violence section of this report.

## LEGAL RESOURCES

**Student Legal Services** Newcomb Hall, Room 460  
Phone: 434-924-7524

**Virginia Legal Aid** [www.valegalaid.org](http://www.valegalaid.org)

**Central Virginia Legal Aid Society** 103 East Water Street, Suite 201  
Charlottesville, VA 22902  
Phone: 434-296-8851  
[cvlas.org](http://cvlas.org)

**Legal Aid Justice Center** 1000 Preston Avenue, Suite A  
Charlottesville, VA 22903  
Phone: 434-977-0553  
[www.justice4all.org](http://www.justice4all.org)

### 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](http://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](http://dcjs.virginia.gov/victims-services).

## RESOURCES AND CONTACTS

### University Police Department Victim/Witness Representative

Sergeant Benjamin Rexrode

434-924-7166

### Henrico County Victim/Witness Assistance Program

804-501-4218

### Family Violence & Sexual Assault Virginia Hotline

800-838-8238

Note: The UVA Richmond Center location does not have residential housing facilities.

Offense	2022						2021						2020					
	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
Negligent Manslaughter	-	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
Fondling	-	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
Statutory Rape	-	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
Aggravated Assault	-	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
Motor Vehicle Theft	-	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

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

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

Offense	2022						2021						2020					
	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
Drug Abuse Violation	-	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

**Referred for Disciplinary Action**-----

Liquor Law Violations	-	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
Illegal Weapons Possession	-	0	0	0	0	0	-	0	0	0	0	0	-	0	0	0	0	0

2022 — No Hate Crimes

2021 — No Hate Crimes

2020 — No Hate Crimes

**Note: The UVA–Inova site was established at the Inova Fairfax Medical Campus in Fairfax, Virginia in 2021. This separate campus did not exist in 2020, therefore crime statistics for calendar year 2020 are not included in this report.**

## **POLICE AND SECURITY**

The UVA–Inova Fairfax 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.

#### **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**

12099 Government Center Pkwy, Fairfax, VA 22035

703-691-2131

### **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 Inova 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 - Inova community, 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 - 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. 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, or designee, 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 - Inova Fairfax Campus 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).

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

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, or telecommunications manager, while Inova’s security control center dispatchers and/or media relations distribute the message.

### Emergency Notification

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). The 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>.

All team members with an active Inova email address are automatically enrolled to receive an emergency notification email to their Inova email address. It is highly encouraged that UVA-Inova students, faculty, and staff update their Inova Alerts profile to include a phone number to receive voice and/or text alerts as well as to opt-in to get location specific alerts, e.g., hospital, facility, etc. To opt- in to Inova Alerts **Text “subscribe” to (703) 890-5278** and follow the prompt. Click on the link in the incoming message and complete the registration. Or visit <https://inova.alertmedia.com/public/v2> to sign-up or confirm your account settings to receive important emergency notifications.

## STUDENT/EMPLOYEE RESOURCES

### UVA-INOVA Fairfax Campus:

While the University strongly encourages community members to promptly report all crimes and other emergencies directly to police by calling 911 in an emergency or 703-691-2131 for non-emergencies, the University also recognizes that some may prefer to report to other individuals or University offices. The University officially designates the following as places where University community members should report crimes or policy violations:

OFFICIAL	UNIVERSITY ADDRESS	PHONE NUMBER
<b>University of Virginia Police</b>	2304 Ivy Road	434-924-7166 Emergency 911
<b>Vice President and Chief Student Affairs Officer</b>	Rotunda, N.E. Wing	434-924-7984
<b>Assistant Vice President, Human Resources</b>	2420 Old Ivy Road, P.O. Box 400127, Charlottesville, VA 22903	434-243-3344
<b>Vice President for Diversity, Equity, and Inclusion</b>	Madison Hall, second level	434-243-2079
<b>Student Affairs</b>	Peabody Hall, second level	434-924-7133
<b>Title IX Coordinator</b>	O’Neil Hall, Suite C023	434-297-7988
<b>Office for Equal Opportunity and Civil Rights</b>	P.O. Box 400219, O’Neil Hall	434-924-3200
<b>Just Report It</b>	justreportit.virginia.edu	

Students and employees are urged to seek immediate emotional support after any incident of Prohibited Conduct. Confidential counselors can provide trauma-informed support and offer information about

reporting options. 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 in the Inova area:

COMMUNITY CONFIDENTIAL RESOURCES	
<b>Fairfax:</b>	
<b>Fairfax County Domestic &amp; Sexual Violence Service</b>	703-324-5730 24-hour Hotline: 703-360-7273
<b>Statewide:</b>	
<b>Family Violence and Sexual Assault Virginia Hotline</b>	24-hour Hotline: 800-838-8238
NATIONAL RESOURCES	PHONE NUMBER
<b>Rape, Abuse &amp; Incest National Network (RAINN) Online Hotline</b>	<a href="https://hotline.rainn.org/online">https://hotline.rainn.org/online</a>
<b>National Sexual Assault Hotline</b>	800-656-4673

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).

Inova Fairfax Hospital
3300 Gallows Road, Falls Church, VA 22042
703-776-4001

For more information on UVA's response to Sexual and Gender-Based Violence, please go to page 20 of this report. 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.

REPORTING AN INCIDENT	
<b>Police Emergency</b>	911
<b>Fairfax County Police Department</b>	703-691-2131
<b>Just Report It</b> <a href="https://justreportit.virginia.edu/sexual-and-gender-based-harassment-violence">https://justreportit.virginia.edu/sexual-and-gender-based-harassment-violence</a>	
<i>Title IX Coordinator</i> O'Neil Hall, Suite C023 P.O. Box 400211 Charlottesville, VA 22903 434-297-7988 <a href="mailto:TitleXOffice@virginia.edu">TitleXOffice@virginia.edu</a>	

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. Please see UVA's Response to Sexual and Gender-Based Violence section.

LEGAL RESOURCES	
<b>Student Legal Services</b>	Newcomb Hall, Room 460 Phone: 434-924-7524
<b>Virginia Legal Aid</b>	<a href="http://www.valegalaid.org">www.valegalaid.org</a>
<b>Central Virginia Legal Aid Society</b>	103 East Water Street, Suite 201 Charlottesville, VA 22902 Phone: 434-296-8851 <a href="http://cvlas.org">cvlas.org</a>
<b>Legal Aid Justice Center</b>	1000 Preston Avenue, Suite A Charlottesville, VA 22903 Phone: 434-977-0553 <a href="http://www.justice4all.org">www.justice4all.org</a>

### 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](https://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](https://dcjs.virginia.gov/victims-services).

RESOURCES AND CONTACTS
<b>University Police Department Victim/Witness Representative</b>
Sergeant Benjamin Rexrode
434-924-7166
<b>Fairfax County Domestic &amp; Sexual Violence Service</b>
703-324-5730
<b>Family Violence &amp; Sexual Assault Virginia Hotline</b>
800-838-8238

Note: The UVA–Inova location does not have residential housing facilities.

Offense	2022						201						2020					
	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	-	-	-	-	-	-
Negligent Manslaughter	-	0	0	0	0	0	-	0	0	0	0	0	-	-	-	-	-	-
Rape	-	9	0	0	9	0	-	0	0	0	0	0	-	-	-	-	-	-
Fondling	-	8	0	0	8	0	-	5	0	0	5	0	-	-	-	-	-	-
Incest	-	0	0	0	0	0	-	0	0	0	0	0	-	-	-	-	-	-
Statutory Rape	-	0	0	0	0	0	-	0	0	0	0	0	-	-	-	-	-	-
Robbery	-	0	0	0	0	0	-	0	0	0	0	0	-	-	-	-	-	-
Aggravated Assault	-	11	0	0	11	0	-	0	0	0	0	0	-	-	-	-	-	-
Burglary	-	0	0	0	0	0	-	1	0	0	1	0	-	-	-	-	-	-
Motor Vehicle Theft	-	3	0	0	3	0	-	0	0	0	0	0	-	-	-	-	-	-
Arson	-	0	0	0	0	0	-	0	0	0	0	0	-	-	-	-	-	-

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

Dating Violence	-	5	0	0	5	0	-	0	0	0	0	0	-	-	-	-	-	-
Domestic Violence	-	6	0	0	6	0	-	1	0	0	1	0	-	-	-	-	-	-
Stalking	-	0	0	0	0	0	-	0	0	0	0	0	-	-	-	-	-	-

Offense	2022						2021						2020					
	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	-	-	-	-	-	-
Drug Abuse Violation	-	5	0	0	5	0	-	0	0	0	0	0	-	-	-	-	-	-
Illegal Weapons Possession	-	8	0	0	8	0	-	0	0	0	0	0	-	-	-	-	-	-

**Referred for Disciplinary Action**-----

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

2022 —Three hate crimes:

- 1) simple assault based on race — on-campus
- 2) simple assault based on race — on-campus
- 3) simple assault based on race — on-campus

2021 — No Hate Crimes

2020 — UVA-Inova was not a separate campus site in 2020

**Note: Morven did not host in-person classes in 2020 or 2021. Therefore crime statistics for the calendar year 2020 and 2021 are not included in this report.**

## POLICE AND SECURITY

The Morven Summer Institute and Sustainability Lab (Morven) 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. UVA Foundation Security Officers are often on location between the hours of 6:30AM-10:30PM and for events taking place on the premises. 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 Albemarle County Police Department is available by calling 911 for emergencies or 434-977-9041.**

### Albemarle County Police Department

1600 5th Street, Charlottesville VA 22902

434-977-9041

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

Access to Morven, including all buildings, is by permission only. No buildings at Morven are open to the public unless a public event or gathering is taking place.

## Crime Prevention and Security Awareness Programs and Resources

Educational seminars 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 the University Police Department (UPD) that are open to the Morven community. The objective is to promote security

and crime prevention awareness among all students, faculty and staff. 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 space (office/classroom) 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

### 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

For more information on these seminars, contact UPD's Community Engagement Unit Lieutenant Yong Bacon.

### Lieutenant Yong Bacon

434-924-7166

ysb3m@virginia.edu

## Active Attacker Training and Response Video

Run-Hide-Fight is a national model that has been adopted throughout Grounds in both the academic division and UVA Health. Thinking about what you would do in an active-attacker situation is one of the most effective things you can do to enhance your safety. A brief Department of Safety and Security training video is available that discusses Run-Hide-Fight tactics, the UVA Alerts emergency notification process, and the importance of reporting concerning warning behaviors that can precede a violent attack.

All students are required to view the brief training video via SIS (Student Information System). Given the simulated active threat and sensitive subject matter presented in the video, students who have experienced trauma involving an active attacker understandably may not want to view this content. An exemption can be granted from this requirement – students in this situation should write to [vpsa@virginia.edu](mailto:vpsa@virginia.edu). Community members are encouraged to view the training video at <https://vimeo.com/786727692/b42c8bde25> and employees are encouraged to view the training video via Workday.

The impact of an active attacker on the individuals and communities affected cannot be overstated. DSS also offers a 60-minute training to discuss what University Threat Assessment, Emergency Management, and Police are doing to prevent, prepare for and, if needed, respond to an active attacker event. This training is free and open to all students and faculty and to staff in the Academic and Medical Division.

Participants will learn about Emergency Notifications, how to report concerning behavior, and easy-to-remember options for people who are faced with a violent situation. To request more information or to schedule a training, please contact Sergeant Benjamin Rexrode.

**Sergeant Benjamin Rexrode**

434-924-7166

[br7u@virginia.edu](mailto:br7u@virginia.edu)

## Timely Warning Process

To provide timely notice to the Morven 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 "community alert" (timely warning) for the following crimes: arson, aggravated assault, criminal homicide, robbery, burglary, rape, fondling, incest, statutory rape, and hate crimes. Community alerts also may be issued for other *Clery Act* crimes as deemed necessary. The purpose of a community alert 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 community alert 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 Morven community because of this crime.

Community alert decisions and communications for Morven are centrally managed from the Charlottesville campus. Representatives of Morven will contact 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) to determine if a community alert is warranted. 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 community alert consideration using the criteria previously listed. If a community alert is necessary, a Morven designee will issue the alert via email to their community population.



### Emergency Response and Evacuation Policy

The University's Office of Environmental Health and Safety recommends the complete evacuation of most buildings in an alarm situation. Morven evacuation plans provide detailed information about the evacuation procedures for individual buildings.

### 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 at Morven 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.

In conjunction with at least one emergency management exercise each year, UVA will remind the Morven community about publicly available information regarding emergency response and evacuation procedures.



### Emergency Notification

UVA is committed to ensuring that the Morven community receives timely, accurate and useful information in the event of an emergency or dangerous situation that poses an immediate threat to the health and safety of community members.

UVA tests all components of the Morven ENS once each year. When the test is completed, an "all-clear" message is issued. This test 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 Morven community with active UVA email accounts are automatically enrolled to receive email alerts and can add a mobile number to their account to receive emergency text messaging at <https://vaemergency.virginia.edu/uva-alerts>. At this sign up, members can select the Morven campus to receive alerts. We encourage all community members to sign up for text messaging. Message and data rates may apply. Text messages are sent on an as-needed basis. This service is provided per the Terms of Use <https://www.getrave.com/help/Terms.action> and Privacy Policy <https://www.getrave.com/help/Privacy.action>. The University of Virginia does not charge for this service; however, your mobile phone company may charge for text messages. Please refer to your mobile phone's service plan for more information.



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

For the Morven campus, UVA's authorized representatives will confirm that there is a significant emergency or dangerous situation. The following personnel at Morven have the

authority to confirm a threat and initiate an emergency notification:

- Morven's Faculty Director, Program Director, Estate Manager, Event Coordinator, or Asset Management Associate

### Managing Your Emergency Notification System Account

We encourage members of the University community to manage their accounts in UVA Alerts by visiting: <https://uvaemergency.virginia.edu/uva-alerts>. University community members should update their information regularly at the same site, and can select which public groups they want to receive alerts for such as Morven.

## STUDENT/EMPLOYEE RESOURCES

### Morven:

While the University strongly encourages community members to promptly report all crimes and other emergencies directly to police by calling 911 in an emergency or 434-977-9041 for non-emergencies, the University also recognizes that some may prefer to report to other individuals or University offices. The University officially designates the following as places where University community members should report crimes or policy violations:

OFFICIAL	UNIVERSITY ADDRESS	PHONE NUMBER
<b>University of Virginia Police</b>	2304 Ivy Road	434-924-7166 Emergency 911
<b>Vice President and Chief Student Affairs Officer</b>	Rotunda, N.E. Wing	434-924-7984
<b>Assistant Vice President, Human Resources</b>	2420 Old Ivy Road, P.O. Box 400127, Charlottesville, VA 22903	434-243-3344
<b>Vice President for Diversity, Equity, and Inclusion</b>	Madison Hall, second level	434-243-2079
<b>Student Affairs</b>	Peabody Hall, second level	434-924-7133
<b>Title IX Coordinator</b>	O'Neil Hall, Suite C023	434-297-7988
<b>Office for Equal Opportunity and Civil Rights</b>	P.O. Box 400219, O'Neil Hall	434-924-3200
<b>Just Report It</b>	justreportit.virginia.edu	

Students and employees are urged to seek immediate emotional support after any incident of Prohibited Conduct. Confidential counselors can provide trauma-informed support and offer information about reporting options. 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.

COMMUNITY CONFIDENTIAL RESOURCES		
<b>Charlottesville:</b>		
<b>Sexual Assault Resource Agency (SARA)</b>	434-295-7273	24-hour Hotline: 434-977-7273
<b>Shelter for Help in Emergency (SHE)</b>	434-963-4676	24-hour Hotline: 434-293-8509
<b>Statewide:</b>		
<b>Family Violence and Sexual Assault Virginia Hotline</b>		24-hour Hotline: 434-654-7150

NATIONAL RESOURCES	PHONE NUMBER
<b>Rape, Abuse &amp; Incest National Network (RAINN) Online Hotline</b>	<a href="https://hotline.rainn.org/online">https://hotline.rainn.org/online</a>
<b>National Sexual Assault Hotline</b>	800-656-4673

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).

<b>UVA Medical Center Emergency Department</b>	
1215 Lee Street, Charlottesville, VA	
434-924-2231	
<b>Student Health and Wellness</b>	
550 Brandon Avenue, Charlottesville, VA	
During Business Hours: 434-924-5362	
After-Hours Urgent Call Line: 434-297-4261	

For more information on UVA's response to Sexual and Gender-Based Violence, please go to page of 20 of this report. 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.

<b>REPORTING AN INCIDENT</b>	
<b>Police Emergency</b>	911
<b>Albemarle County Police</b>	434-977-9041
Just Report It <a href="https://justreportit.virginia.edu/sexual-and-gender-based-harassment-violence">https://justreportit.virginia.edu/sexual-and-gender-based-harassment-violence</a>	
<i>Title IX Coordinator</i> O'Neil Hall, Suite C023 P.O. Box 400211 Charlottesville, VA 22903 434-297-7988 TitleXOffice@virginia.edu	

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. Please see UVA's Response to Sexual and Gender-Based Violence section.

<b>LEGAL RESOURCES</b>	
<b>Student Legal Services</b>	Newcomb Hall, Room 460 Phone: 434-924-7524
<b>Virginia Legal Aid</b>	<a href="http://www.valegalaid.org">www.valegalaid.org</a>
<b>Central Virginia Legal Aid Society</b>	103 East Water Street, Suite 201 Charlottesville, VA 22902 Phone: 434-296-8851 <a href="http://cvlas.org">cvlas.org</a>
<b>Legal Aid Justice Center</b>	1000 Preston Avenue, Suite A Charlottesville, VA 22903 Phone: 434-977-0553 <a href="http://www.justice4all.org">www.justice4all.org</a>

## 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](https://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-service](https://dcjs.virginia.gov/victims-service)

### RESOURCES AND CONTACTS

#### University Police Department Victim/Witness Representative

Sergeant Benjamin Rexrode

434-924-7166

#### Albemarle County Victim/Witness Program

434-296-5807

#### Family Violence & Sexual Assault Virginia Hotline

800-838-8238



Note: The Morven location does not have student residential housing facilities.

Offense	2022						2021						2020					
	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	-	-	-	-	-	-	-	-	-	-	-	-
Negligent Manslaughter	-	0	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
Rape	-	0	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
Fondling	-	0	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
Incest	-	0	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
Statutory Rape	-	0	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
Robbery	-	0	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
Aggravated Assault	-	0	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
Burglary	-	0	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
Motor Vehicle Theft	-	0	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
Arson	-	0	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-

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

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

Offense	2022						2021						2020					
	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	-	-	-	-	-	-	-	-	-	-	-	-
Drug Abuse Violation	-	0	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
Illegal Weapons Possession	-	0	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-

**Referred for Disciplinary Action**-----

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

2022 — No Hate Crimes

2021 — Morven was not a separate campus site in 2021

2020 — Morven was not a separate campus site in 2020



# FIRE SAFETY REPORT

# 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](https://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 Darden Sands Family Grounds, UVA-Inova Fairfax, Morven, or Richmond campuses.

## FIRE SAFETY & PREVENTION AT UVA

Multiple agencies and groups contribute to creating a fire safe university. The Environmental Health and Safety (EHS) – Fire Safety & Prevention Division employees are certified under the National Fire Protection Association (NFPA) 1031 standard for fire inspectors, and conduct building inspections and provide training to students, faculty and staff across Grounds. Fire safety training specific to student housing is presented each year to resident advisors. Fire Safety & Prevention staff go door-to-door throughout all of the first-year residence halls within the first few weeks after “move-in” and offer “courtesy” fire inspections. The first of four mandatory annual fire drills are conducted by staff at all residence halls within the first 10 days of occupancy. The Facilities Management department tests, services and maintains all of the fire alarm and automatic extinguishing systems located across Grounds. Additionally, all residence halls are inspected annually by the Virginia State Fire Marshal's Office in accordance with the Code of Virginia.

In the event of an emergency, incidents on Grounds are responded to by the Charlottesville Fire Department, a nationally accredited, ISO Class 1 agency.

## 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.

## FIRE SAFETY INSPECTIONS

Each year, shortly after “move-in”, Fire Safety & Prevention staff go door-to-door through first-year residence halls offering “courtesy fire inspections”. Courtesy inspections are voluntary for students, but offer an opportunity for them to identify fire hazards in their rooms, and receive assistance making corrections. Students may also contact the Fire Safety & Prevention office at any time by either phone (434-243-1111) or email ([fire-safety@virginia.edu](mailto:fire-safety@virginia.edu)) with questions or concerns.

The Virginia State Fire Marshal's Office is responsible for conducting inspections of all residence halls annually. All student rooms are subject to inspection – any violations observed will result in a notice of violation being issued. Although some violations require immediate correction, most must be corrected within 30 days and are subject to re-inspection.

## 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 412 drills in housing during the last calendar year. These drills were planned, supervised and required mandatory building evacuations. Pages 137-142 contain a chart listing information on fire drills in University-owned housing locations.

Please note that several on-Grounds student residences do not fall under the same zoning occupancy classification as dormitories and are not subject to dormitory fire drill requirements

### FIRE SAFETY POLICIES

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](https://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 2022, 2021, 2020

NAME - ADDRESS	TOTAL FIRES			DATE/TIME	LOCATION	CAUSE	#OF INJURIES	#OF DEATHS	VALUE OF PROPERTY
	2022	2021	2020						
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	1			11/08/22 - 1759	Lobby	Unintentional - Handheld vacuum cleaner caught fire	0	0	\$0-99
Balz-Dobie House - 571 McCormick Rd		1	0	12/15/21 1409	6th Fl.	Undetermined - fire on a windowsill	0	0	\$10,000 - 24,999
Barringer Mansion/French House - 1404 Jefferson Park Ave	0	0	0	NA	NA	NA	0	0	NA
Bice House - 583 Brandon Ave	0	1	0	11/30/21 -1859	1st Fl.	Unintentional - Food fire contained to pan	0	0	\$0-99
Bond House - 600 Brandon Ave	0	0	0	NA	NA	NA	0	0	NA
Bonnycastle House - 10 Bonnycastle Dr	1	0	0	06/28/22 - 2038	Basement	Unintentional - Fire on stove top	0	0	\$50,000 - 99,999
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

NAME-ADDRESS	TOTAL FIRES			DATE/ TIME	LOCATION	CAUSE	#OF INJURIES	#OF DEATHS	VALUE OF PROPERTY
	2022	2021	2020						
Chi Phi-161 Rugby Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #1 - 210 Copeley Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #2 - 212 Copeley Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #3 - 412 Seymour Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #4 - 410 Seymour Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #5 - 433 Seymour Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #6 - 448 Seymour Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #7 - 474 Seymour Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #8 - 475 Seymour Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #9 - 510 Seymour Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #10 - 499 Seymour Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #11 - 517 Seymour Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #12 - 525 Seymour Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #13 - 520 Seymour Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #14 - 547 Seymour Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #15 - 278 Peyton Ct*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #16 - 304 Peyton Ct*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #17 - 324 Peyton Ct*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #18 - 323 Peyton Ct*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #19 - 293 Peyton Ct*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #20 - 287 Peyton Ct*	0	0	0	NA	NA	NA	0	0	NA

NAME-ADDRESS	TOTAL FIRES								
	2022	2021	2020	DATE/ TIME	LOCATION	CAUSE	#OF INJURIES	#OF DEATHS	VALUE OF PROPERTY
Copeley Apts #21 - 285 Peyton Ct*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #22 - 488 Farrish Cir*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #23 - 476 Farrish Cir*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #24 - 470 Farrish Cir*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #25 - 454 Farrish Cir*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #26 - 446 Farrish Cir*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #27 - 422 Farrish Cir*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #28 - 406 Farrish Cir*	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
Davis House - 82 Monroe Hill	0	0	0	NA	NA	NA	0	0	NA
Delta Kappa Epsilon-173 Culbreth Rd*	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

NAME-ADDRESS	TOTAL FIRES			DATE/ TIME	LOCATION	CAUSE	#OF INJURIES	#OF DEATHS	VALUE OF PROPERTY
	2022	2021	2020						
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	0	0	1	1/21/20 1500	1st Fl.	Undetermined - burnt material in breezeway	0	0	\$0-99
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	1	0	1/01/21 0038	Basement	Unintentional - cardboard boxes on top of stove top	0	0	\$10,000 - 24,999
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
Kappa Sigma-165 Rugby Rd*	0	0	0	NA	NA	NA	0	0	NA

NAME-ADDRESS	TOTAL FIRES								
	2022	2021	2020	DATE/ TIME	LOCATION	CAUSE	#OF INJURIES	#OF DEATHS	VALUE OF PROPERTY
Kellogg House - 579 McCormick Rd	0	0	0	NA	NA	NA	0	0	NA
Kent House - 30 Bonnycastle Dr	0	0	1	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	0	NA	NA	NA	0	0	NA
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
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

NAME-ADDRESS	TOTAL FIRES			DATE/ TIME	LOCATION	CAUSE	#OF INJURIES	#OF DEATHS	VALUE OF PROPERTY
	2022	2021	2020						
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	1	0	10/04/21 - 1837	1st Fl.	Unintentional - grease fire on top of stove	0	0	\$0-99
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
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

NAME-ADDRESS	TOTAL FIRES			DATE/ TIME	LOCATION	CAUSE	#OF INJURIES	#OF DEATHS	VALUE OF PROPERTY
	2022	2021	202						
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
Sigma Nu-189 Culbreth Rd*	0	0	0	NA	NA	NA	0	0	NA
Sigma Phi-163 Rugby Rd*	0	0	0	NA	NA	NA	0	0	NA
Smith House - 92 Monroe Hill	0	0	0	NA	NA	NA	0	0	NA
Snively House 833 - 520 Buckler Dr	0	0	0	NA	NA	NA	0	0	NA
Snively 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	1	0	0	11/17/22 - 1231	6th Fl.	Unintentional - Burnt food in microwave	0	0	\$0-99
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
West Range - 197 McCormick Rd	1	0	0	09/28/22 - 1024	1st Fl.	Unintentional - towel left on hotplate	0	0	\$0-99
Whyburn House - 245 Hereford Dr	0	0	0	NA	NA	NA	0	0	NA
Woody House - 435 Tree House Dr	0	0	0	NA	NA	NA	0	0	NA
Yen House - 207 Sprigg Ln	1	0	0	01/12/22 - 0959	2nd Fl.	Unintentional - Burnt food in microwave	0	0	\$0-99
Younger Apts - 476 Faulkner Dr	0	0	0	NA	NA	NA	0	0	NA
Zeta Psi- 169 Rugby Rd*	0	0	0	NA	NA	NA	0	0	NA

\*These student residences do not fall under the same zoning occupancy classification as dormitories and are therefore not subject to dormitory fire drill requirements.



### 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. Please note that several on-Grounds student residences do not fall under the same zoning occupancy classification as dormitories and are not subject to dormitory fire drill requirements.

#### 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
9. Residential grade smoke alarms hardwired together in each building with no central system, pull stations, or sprinkler 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
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

BUILDING-ADDRESS	FIRE SAFETY SYSTEM	FIRE EXTINGUISHERS	# OF FIRE DRILLS
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
Copeley Apts #1 - 210 Copeley Rd*	9	N	0
Copeley Apts #2 - 212 Copeley Rd*	9	N	0
Copeley Apts #3 - 412 Seymour Rd*	9	N	0
Copeley Apts #4 - 410 Seymour Rd*	9	N	0
Copeley Apts #5 - 433 Seymour Rd*	9	N	0
Copeley Apts #6 - 448 Seymour Rd*	9	N	0
Copeley Apts #7 - 474 Seymour Rd*	9	N	0
Copeley Apts #8 - 475 Seymour Rd*	9	N	0
Copeley Apts #9 - 510 Seymour Rd*	9	N	0
Copeley Apts #10 - 499 Seymour Rd*	9	N	0
Copeley Apts #11 - 517 Seymour Rd*	9	N	0
Copeley Apts #12 - 525 Seymour Rd*	9	N	0
Copeley Apts #13 - 520 Seymour Rd*	9	N	0
Copeley Apts #14 - 547 Seymour Rd*	9	N	0
Copeley Apts #15 - 278 Peyton Ct*	9	N	0
Copeley Apts #16 - 304 Peyton Ct*	9	N	0
Copeley Apts #17 - 324 Peyton Ct*	9	N	0
Copeley Apts #18 - 323 Peyton Ct*	9	N	0
Copeley Apts #19 - 293 Peyton Ct*	9	N	0
Copeley Apts #20 - 287 Peyton Ct*	9	N	0
Copeley Apts #21 - 285 Peyton Ct*	9	N	0
Copeley Apts #22 - 488 Farrish Cir*	9	N	0
Copeley Apts #23 - 476 Farrish Cir*	9	N	0
Copeley Apts #24 - 470 Farrish Cir*	9	N	0

BUILDING-ADDRESS	FIRE SAFETY SYSTEM	FIRE EXTINGUISHERS	# OF FIRE DRILLS
Copeley Apts #25 - 454 Farrish Cir*	9	N	0
Copeley Apts #26 - 446 Farrish Cir*	9	N	0
Copeley Apts #27 - 422 Farrish Cir*	9	N	0
Copeley Apts #28 - 406 Farrish Cir*	9	N	0
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
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

BUILDING-ADDRESS	FIRE SAFETY SYSTEM	FIRE EXTINGUISHERS	# OF FIRE DRILLS
Holmes House - 60 Monroe Hill	1	N	4
Hoxton Apts - 205 Sprigg Ln	5	Y	4
Humphreys House - 436 McCormick Rd	5	Y	4
Johnson House - 195 Vaughan Dr	2	Y	4
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
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

BUILDING-ADDRESS	FIRE SAFETY SYSTEM	FIRE EXTINGUISHERS	# OF FIRE DRILLS
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	4
Mary Munford House - 201 Sprigg Ln	5	Y	4
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	4
Rogers House - 60 Monroe Hill	1	N	4
Shannon House - 430 Tree House Dr	5	Y	4
Shea House - 400 Monroe Ln	5	Y	4
Smith House - 92 Monroe Hill	1	N	4
Snavely 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
Watson-Webb House - 561 McCormick Rd	5	Y	4
Weedon House - 235 Hereford Dr	2	Y	4
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	4
Younger Apts - 476 Faulkner Dr	4	Y	4

\*These student residences do not fall under the same zoning occupancy classification as dormitories and are therefore not subject to dormitory fire drill requirements.

The following section summarizes the on-Grounds fraternity house fire safety systems as reported by their house managers. This chart also includes whether the house has fire extinguishers and the number of fire drills conducted. Please note that these locations are not subject to the University's Housing and Residence Life fire safety rules in regard to prohibited appliances or open flames. The University's Office of Fraternity and Sorority Life requires Chapters to complete two documented fire drills annually. These

houses do not fall under the same Code of Virginia occupancy classification as dormitories and are not subject to the same Virginia state fire drill requirements.

**Fire Safety System Description:**

1. Battery-operated smoke detectors in rooms; tunnels, ground-floor common spaces and/or 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 Extinguishers – Yes (Y); No (N)

BUILDING-ADDRESS	FIRE SAFETY SYSTEM	FIRE EXTINGUISHERS	# OF FIRE DRILLS
Chi Phi-161 Rugby Rd	5	Y	2
Delta Kappa Epsilon-173 Culbreth Rd	5	Y	2
Kappa Sigma-165 Rugby Rd	7	Y	2
Sigma Nu-189 Culbreth Rd	7	Y	2
Sigma Phi-163 Rugby Rd	4	Y	2
Zeta Psi-169 Rugby Rd	7	Y	2



## FIRE SAFETY & PREVENTION EDUCATION AND TRAINING PROGRAMS FOR STUDENTS, FACULTY, AND STAFF

The overall goal of the University of Virginia Fire Safety & Prevention Program is the protection of life and property from fire and other emergencies. The Environmental Health & Safety (EHS) Fire Safety & Prevention 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 the actions to take in the event of a fire or other emergency. 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 EHS and the Office of Emergency Management conducts training for all student resident advisors (RAs). This provides RAs with the knowledge and training needed 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 and mandatory fire drills. Visit the website at [ehs.virginia.edu/Fire-Safety.html](https://ehs.virginia.edu/Fire-Safety.html) for more information.



## FIRE INCIDENT REPORTING

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

<b>Facilities Management Systems Control Center</b> University of Virginia Facilities Management 1450 Leake Drive 434-924-1777 <a href="https://fm.virginia.edu/depts/operations/systems.html#scc">fm.virginia.edu/depts/operations/systems.html#scc</a>
<b>Environmental Health &amp; Safety Fire Safety &amp; Prevention Division</b> One Morton Drive, Suite 320 434-243-1111 <a href="https://ehs.virginia.edu/Fire-Safety.html">ehs.virginia.edu/Fire-Safety.html</a>
<b>University Police Department</b> 2304 Ivy Road 434-924-7166 <a href="https://uvapolicy.virginia.edu">uvapolicy.virginia.edu</a>

## FIRE INCIDENT RESPONSE

Facilities Management 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 Charlottesville-Albemarle-UVA Emergency Communications Center (ECC). The ECC dispatches the Charlottesville Fire Department along with the University Police Department. Simultaneously, text messages alert members of the Environmental Health & Safety Fire Safety & Prevention 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 & Prevention, University Police, Facilities Management and appropriate members of the University’s administration. Remember: in an emergency, dial 911 at any time.

## PLANS FOR FUTURE IMPROVEMENTS IN FIRE SAFETY & PREVENTION

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 sounds.

#### **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](https://housing.virginia.edu/evacuation).



RESIDENCE AREA	POST-EVACUATION ASSEMBLY LOCATION	POST-EVACUATION RECOVERY LOCATION
<b>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.</b>		
Balz-Dobie, Kellogg, Lile-Maupin and Watson-Webb	Assemble in front entrance side of Ern Commons (facing toward the stadium)	<b>Ern Commons</b>
Cauthen, Tuttle-Dunnington and Shannon	Assemble in the grassy area between Shannon and Tuttle-Dunnington	<b>Ern Commons</b>
Gibbons and Woody	Assemble in the grassy area between Gibbons and Woody	<b>Ern Commons</b>
Courtenay, Dungleison and Fitzhugh	Assemble in the Gooch Quad	<b>Gooch Lounge</b>
<b>BICE HOUSE • Always use stairs to evacuate the building. Do not use the elevator for a fire escape.</b>		
Apartments on First Floor 101, 102, 103 and 107	Exit by the front door stairway and assemble in green space at end of Brandon Ave.	<b>South Lawn Commons</b>
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 green space at end of Brandon Ave.	<b>South Lawn Commons</b>
Apartments on 2nd – 8th Floors 01, 02, 03, and 08 on each floor	Exit by the front door and assemble in green space at end of Brandon Ave.	<b>South Lawn Commons</b>
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 green space at end of Brandon Ave.	<b>South Lawn Commons</b>
<b>BOND HOUSE - Always use stairs to evacuate the building. Do not use the elevator for a fire escape.</b>		
	Exit using the most direct and appropriate stairwell. Assemble in green space at end of Brandon Ave.	<b>South Lawn Commons</b>
<b>BROWN RESIDENTIAL COLLEGE • Residents should exit using the fastest and safest available route.</b>		
Peters, Rogers and Holmes	Assemble at the Whispering Wall	<b>Newcomb Hall 3rd Floor/ Ballroom</b>
Tucker, Harrison, McGuffey, Gildersleeve and Venable	Assemble in Newcomb Plaza	<b>Newcomb Hall 3rd Floor/ Ballroom</b>
Mallet, Long, Smith and Davis	Assemble by the Monroe Hill outdoor elevator	<b>Newcomb Hall 3rd Floor/ Ballroom</b>
<b>COPELEY APARTMENTS • Residents should exit using the fastest and safest available route.</b>		
Copeley Hill (1 - 2) Apartments	Assemble to the nearest open area that is at least 100 feet from the impacted building(s).	<b>North Grounds Recreation Center</b>
Copeley 3 & 4 Apartments	Assemble on the grassy area between the parking lot and Massie Road	<b>North Grounds Recreation Center</b>
<b>GOOCH/DILLARD • Residents should exit their suites using the most direct and appropriate route.</b>		
	Assemble in the Gooch/Dillard quad	<b>Student Activities Building</b>

RESIDENCE AREA	POST-EVACUATION ASSEMBLY LOCATION	POST-EVACUATION RECOVERY LOCATION
<b>FAULKNER APARTMENTS • Residents should exit using the fastest and safest available route.</b>		
Hench	Assemble in the parking lot to the west of the building	<b>North Grounds Recreation Center</b>
Mitchell	Assemble in the parking lot to the north of the building	<b>North Grounds Recreation Center</b>
Younger	Assemble in the parking lot south of the building	<b>North Grounds Recreation Center</b>
<b>HEREFORD RESIDENTIAL COLLEGE AND JOHNSON, MALONE &amp; WEEDON • Residents should exit using the fastest and safest available route.</b>		
Norris House	Assemble on the grassy area away from the building	<b>Runk Green Room</b>
Whyburn House	Assemble at the front entrance of Runk Hall	<b>Runk Green Room</b>
Johnson House	Assemble in the upper-level parking lot	<b>Runk Green Room</b>
Malone House	Assemble on the grassy area away from the building	<b>Runk Green Room</b>
Weedon House	Assemble at the front entrance of Runk Hall	<b>Runk Green Room</b>
<b>INTERNATIONAL RESIDENTIAL COLLEGE (IRC) • Residents should exit using the fastest and safest available route.</b>		
Hoxton and Yen	Exit the East and West buildings by the nearest available exit; assemble in the back Alumni Hall parking lot	<b>Alumni Hall or Memorial Gym</b>
Munford and Gwathmey	Assemble in the Alumni Hall front parking lot	<b>Alumni Hall or Memorial Gym</b>
<b>LAMBETH FIELD APARTMENTS • Residents should exit using the fastest and safest available route.</b>		
	Assemble on Lambeth Field	<b>Lambeth Commons</b>
<b>LANGUAGE HOUSES • Residents should exit using the fastest and safest available route.</b>		
French, Spanish and Shea Houses	Cross Monroe Lane and assemble in the area adjacent to the Elson Building, 400 Brandon Ave	<b>House First Floor or South Lawn Commons</b>
<b>LAWN AND RANGE • Residents should exit using the fastest and safest available route.</b>		
Lawn and Range Rooms	Assemble in front of the University Chapel	<b>University Chapel</b>
<b>MCCORMICK ROAD • Residents should exit using the fastest and safest available route.</b>		
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.	<b>Newcomb Hall Theater</b>

## **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.
- 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.
- 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](https://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](https://housing.virginia.edu/fire-prevention).

## **FLAME AND FLAMMABLE MATERIALS**

### ***University of Virginia Housing & Residence Life***

- Possession of candles and incense is prohibited in the residence halls.
- Lighter fluid, gasoline, propane or other flammable liquids are prohibited within the residence halls.
- 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.

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

## PROHIBITED ITEMS

### *University of Virginia Housing & Residence Life Prohibited Items*

#### Prohibited Items

To ensure the safety of the residents, certain items are specifically prohibited in student rooms, suites, and apartments. An up-to-date list of prohibited items can be accessed through the following link from University of Virginia Housing & Residence Life: [housing.virginia.edu/prohibited-items](https://housing.virginia.edu/prohibited-items).



# FIRE SAFETY REPORT: MOUNTAIN LAKE BIOLOGICAL STATION HOUSING FACILITIES

## Calendar Years 2022, 2021, 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 same zoning occupancy classification as dormitories and are not subject to dormitory fire drill requirements

### FIRE STATISTICS

For Mountain Lake Biological Station Housing Facilities for Calendar Years 2022, 2021, and 2020

NAME-ADDRESS	TOTAL FIRES			DATE/TIME	LOCATION	CAUSE	#OF INJURIES	#OF DEATHS	VALUE OF PROPERTY
	2022	2021	2020						
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 and 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, Mountain Lake 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**

UVA publishes fire safety education and training programs for students and employees at [ehs.virginia.edu/fire-safety.html](https://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.

Evacuation diagrams including routes and assembly areas are posted at the base of stairways and inside public doors.

### **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
<b>Laing Hall</b>	Assemble on the Main Lawn in front of Lewis Hall	Main Lawn in front of Lewis Hall
<b>Murray Hall</b>	Assemble on the Lawn between Pavilion and Riopel Pond	Lawn between Pavilion and Riopel Pond
<b>Elliot Hall</b>	Assemble on the Main Lawn in front of Lewis Hall	Main Lawn in front of Lewis Hall
<b>Chapman Hall</b>	Assemble on the Main Lawn in front of Lewis Hall	Main Lawn in front of Lewis Hall
<b>Audubon Hall</b>	Assemble on the Main Lawn in front of Lewis Hall	Main Lawn in front of Lewis Hall
<b>de Schweinitz Hall</b>	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](http://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 & Prevention After Hours Emergencies	434-243-1111
Family Violence and Sexual Assault Hotline of Virginia	800-838-8238
Fairfax County Domestic & Sexual Violence Services	703-324-5730
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
University Ombuds	434-924-7819
	434-982-2252 (Counseling)
Women's Center: Counseling Staff and Confidential Advocate	434-982-2361 (Main line)

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

Student Affairs	434-924-7133
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