ANNUAL
FIRE SAFETY & SECURITY REPORT
2018
Accessibility to Information and Non-discrimination Statement

The University of Virginia does not discriminate on the basis of age, color, disability, gender identity, marital status, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), sexual orientation, veteran status, or family and genetic information in its programs and activities as required by Title IX of the Education Amendments of 1972; the Americans with Disabilities Act of 1990, as amended; Section 504 of the Rehabilitation Act of 1973; Title VII of the Civil Rights Act of 1964; the Governor’s Executive Order Number One (2014); and other applicable statutes and University policies. The University of Virginia prohibits sexual and gender-based harassment, including sexual assault and other forms of interpersonal violence. The following person has been designated to handle inquiries regarding the Americans with Disabilities Act, the Rehabilitation Act and related statutes and regulations:

Melvin Mallory, ADA Coordinator
Office for Equal Opportunity and Civil Rights
2015 Ivy Road, Room 321
Charlottesville, VA 22904
434-924-3295
ADACoordinator@virginia.edu

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

Catherine Speas, Associate Vice President, Office for Equal Opportunity and Civil Rights
Office for Equal Opportunity and Civil Rights
P.O. Box 400219, Washington Hall
Charlottesville, VA 22904
434-924-3200
ccs9a@virginia.edu or UVAEOCR@virginia.edu

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

Emily Babb, Assistant Vice President for Title IX Compliance and Title IX Coordinator
O’Neil Hall, Terrace Level, Room 037
Charlottesville, VA 22904
434-297-7988 ecce6y@virginia.edu or
TitleIXCoordinator@virginia.edu

The following person has been designated as Deputy Title IX Coordinator to assist the Title IX Coordinator and to conduct investigations:

Akia Haynes
O’Neil Hall, Room 036
434-297-7988
aah6n@virginia.edu

Complaints of discrimination, harassment and retaliation may be directed to the Office for Equal Opportunity and Civil Rights at UVAEOCR@virginia.edu. Complaint procedures may be found at eocr.virginia.edu/file-complaint. Complaints may also be filed with the U.S. Department of Education Office for Civil Rights, the Equal Employment Opportunity Commission, the Commonwealth of Virginia Division of Human Rights, and the Department of Human Resources Management.
Title IX Procedures for Investigating and Resolving Reports Against Students and Employees

Threat Assessment

University Policies Governing Alcohol and Other Drugs

Definitions

ANNUAL DISCLOSURE OF CRIME STATISTICS

Fire Safety Report

FROM THE PRESIDENT

TO THE UNIVERSITY COMMUNITY—

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

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

James E. Ryan
President, University of Virginia
TO THE UNIVERSITY COMMUNITY —

The University of Virginia Department of Safety and Security (DSS) is comprised of the University of Virginia Police Department, the Office of Safety and Emergency Preparedness, Security Technology, Threat Assessment, and the UVA Health System Emergency Management. Safety is the core of existence for each of these individual departments within DSS. Banding them together creates a synergy that maximizes our opportunity to provide our community with a safe environment conducive to the goals of education, research and patient care.

The University Police Department is one of the most visible departments within DSS. They are nationally accredited by the Commission on Accreditation for Law Enforcement Agencies. Accreditation ensures that the department is practicing nationally and internationally recognized standards for the delivery of police services to the University community. University Police offer a full range of services, including 24-hour patrol, investigations, and crime prevention activities. However, we know that the effectiveness of these efforts is dependent on the ability to develop and maintain community trust between the police and those they serve. To this point we are committed to fair, equitable, and transparent policing strategies.

While not as visible, the efforts of our security technology and emergency management teams are critical to the safety and security of our community. Examples of security technology include the hundreds of cameras and access control points throughout Grounds that deter criminal activity. We also have a catalog of emergency notification systems, including 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 are constructing and leading our preparation, response, and recovery efforts for all hazard and emergency situations.

I hope you find this report valuable and informative, and that your time at the University will be rewarding and safe.

Gloria S. Graham
Associate Vice President of Safety and Security
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, Charlottesville, VA 22903. 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 500 blue-light emergency phones throughout UVA Grounds. Emergency phones are strategically placed along frequently traveled sidewalks, in buildings, parking lots, garages, and other public areas. These phones dial directly to the University Police Department. If you need assistance, just activate the phone, state the problem and a police officer will respond. In addition, the University provides emergency landlines within each residential area and in some academic buildings.

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.

The University Police Department also accepts anonymous crime tips through TipSoft. TipSoft is administered by a 3rd party vendor, and their privacy policy is available at https://www.motorolasolutions.com/en_us/about/privacy-policy.html#privacystatement. Please visit http://uvapolice.virginia.edu/ to provide information on crimes previously reported. Provide as much information and detail as possible. Please 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. Call 911 to report any crime, incident or emergency that has not previously been reported or that needs an immediate response.

REPORTING TO OTHER CAMPUS SECURITY AUTHORITIES

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

a) University Police
b) non-police personnel responsible for on-Grounds security

The University has a number of ways for UVA community members and visitors to report crimes, serious incidents and other emergencies to appropriate authorities. Regardless of how and where you decide to report these incidents, it is critical for the safety of the entire University community and the universe you decide to report all incidents in the Clery Act. It is critical to help prevent other members of the community from becoming victims. We encourage University community members to report crimes promptly, and to participate in and support crime prevention efforts. The University community will be much safer when all community members participate in safety and security initiatives.

REPORTING CRIMES AND OTHER EMERGENCIES

The University’s security policies as a place to report criminal offenses.

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.

Just Report It

Please visit http://justreportit.virginia.edu/ to report a crime or other emergency. Callers may remain anonymous and, when possible, police will make every effort to preserve anonymity when requested.

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Pastoral and Professional Counselors (and Other Confidential Employees)

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

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

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

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

• Communicating to University community members who are considering disclosing or have disclosed information about alleged sexual misconduct that, as Confidential Employees, they will not report such information to the University

• 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.

<table>
<thead>
<tr>
<th>UNIVERSITY CONFIDENTIAL EMPLOYEES</th>
<th>PHONE NUMBER</th>
</tr>
</thead>
<tbody>
<tr>
<td>UVA Medical Center &amp; Emergency Department*</td>
<td>434-924-2231</td>
</tr>
</tbody>
</table>

Student Health:
- Counseling And Psychological Services (CAPS) 434-243-5150
- Gynecology 434-924-2773
- General Medicine 434-982-3915
- Office of Health Promotion: Nutritionists and BASICS Providers 434-924-1509
- Student Disability Access Center: Psychologists 434-243-5180
  after hours urgent call line 434-297-4261

The Women’s Center: Counseling Staff and Confidential Advocate 434-982-2252
  434-982-2361

The McCue Center: Sports Medicine and Sports Psychology Clinical Staff** 434-982-5450

UVA Teen and Young Adult Health Center*** 434-982-0090

Mary D. Ainsworth Psychological Clinic**** 434-982-4737
  ainsworth@virginia.edu

Sheila C. Johnson Center for Human Services***** 434-924-7034

* The University’s Emergency Department is a local facility with nurses who are specially trained to collect evidence for victims of sexual assault; that evidence collection must occur within 120 hours (5 days) of the assault.
** The McCue Center serves student-athletes.
*** Provides health care for ages 12 to 24.
**** These clinics are designed as training programs and do not generally see students in crisis.
***** The chart below identifies several of these agencies.

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.

<table>
<thead>
<tr>
<th>AGENCY</th>
<th>PHONE NUMBER</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Assault Resource Agency (SARA)</td>
<td>Office: 434-295-7273</td>
</tr>
<tr>
<td></td>
<td>24 Hr. Hotline: 434-977-7273</td>
</tr>
<tr>
<td>Shelter for Help in Emergency (SHE)</td>
<td>Office: 434-963-4676</td>
</tr>
<tr>
<td></td>
<td>24 Hr. Hotline: 434-293-8509</td>
</tr>
<tr>
<td>Family Violence &amp; Sexual Assault Virginia Hotline</td>
<td>800-838-8238</td>
</tr>
<tr>
<td>Martha Jefferson Hospital Emergency Department</td>
<td>434-654-7150</td>
</tr>
<tr>
<td>Planned Parenthood</td>
<td>434-296-1000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>STATE RESOURCES</th>
<th>PHONE NUMBER</th>
</tr>
</thead>
<tbody>
<tr>
<td>Family Violence &amp; Sexual Assault Virginia Hotline</td>
<td>800-838-8238</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>NATIONAL RESOURCES</th>
<th>PHONE NUMBER</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rape, Abuse &amp; Incest National Network (RAINN) Online Hotline</td>
<td>800-656-4673</td>
</tr>
<tr>
<td>National Sexual Assault Hotline</td>
<td>800-656-4673</td>
</tr>
</tbody>
</table>
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 is responsible for the well-being of everyone at the University, twenty-four hours a day. The average daily population served is 47,500 including students, faculty, staff and visitors. The department works closely with administrators, students, faculty and staff to create and maintain a secure atmosphere. Its statutory arrest jurisdiction includes the property of the University as well as the streets and sidewalks adjacent to the property.

UPD consists of more than 130 employees, including sworn police officers certified by the Commonwealth of Virginia with full arrest powers. The department also employs unarmed community service officers, certified by the Virginia Department of Criminal Justice Services. The community service officers do not have arrest powers. The University also employs civilian “ambassadors” through RMC, a private security contractor. Ambassadors patrol areas frequented by students and that are located within a portion of the Charlottesville Police Department’s jurisdiction and on Grounds. Ambassadors do not have arrest powers. UPD patrols the Grounds and the Health Sciences Mall, the University’s athletic facilities and all property owned or operated by the University.

The department operates twenty-four hours per day, seven days per week to provide citizens with law enforcement services.

SAFETY, OUR TOP PRIORITY
UVA takes great pride in its community, which offers students, faculty and staff many advantages. This community is a great place to live, learn, work and study; however, this does not mean that the University is immune to the kinds of unfortunate circumstances that arise in all communities. With that in mind, UVA has taken progressive measures to create and maintain a reasonably safe environment on Grounds. Campuses nationally have lower crime rates than the locales that host them. At UVA our community members share a common concern for each other’s well-being.

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

WORKING RELATIONSHIP WITH LOCAL, STATE AND FEDERAL LAW ENFORCEMENT AGENCIES
UPD maintains a cooperative relationship with the City of Charlottesville and the Albemarle County police departments. This includes intra-operative radio capability and 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 as well, 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, all four agencies are required to notify the University Police on 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. A UPD officer is assigned to a local multi-jurisdictional drug task force. This officer works out of a remote office and she or he, along with other members of the task force, is responsible for investigating major narcotics cases and making arrests in those cases, on or off Grounds. 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 with the Commonwealth’s Attorney, the Sexual Assault Resource Agency, 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 Virginia 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.

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. However, if UPD learns of criminal activity involving students or student organizations, it will coordinate the external law enforcement agency’s forwarding of information about the situation to the Office of the Dean of Students and/or Title IX Coordinator, as appropriate.

All student organizations must abide by federal, state and local laws, as well as University regulations (University of Virginia Standards of Student Conduct, http://scs.student.virginia.edu/~judic/about-the-ujc/standards-of-conduct/). The University may become involved in reviewing the off-Grounds conduct of student organizations when there are violations of the Standards of Conduct or the Policy on Sexual and Gender-based Harassment and Other Forms of Interpersonal Violence.
SECURITY OF AND ACCESS TO UNIVERSITY FACILITIES

On the University’s Grounds, 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. 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.

The University of Virginia Health System facilities are generally open to the public during business hours. Various departments enter these facilities by 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 area. Access to secured areas is by electronic lock or a paten ted key system. A 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/repaired 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.

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 University Police Department, Associate Vice President for Safety and Security, Assistant Vice President and designated University officials may issue a “timely warning” for the following crimes: arson; aggravated assault; criminal homicide; robbery; burglary; rape, fondling, incest, statutory rape; and hate crimes. Timely warnings also may be issued for other Clery Act crimes as deemed necessary. The purpose of a timely warning is to notify the UVA community of the incident and to provide information that may enable community members to better protect themselves from similar incidents.

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

- Was the suspect identified?
- Was the suspect apprehended?
- If known, does the suspect have prior arrests, reports or complaints or any other history of violent behavior?
- If known, does the suspect have a history of failure to comply with a University No-Contact Directive, other protective measures or judicial protective order?
- Did the incident involve physical violence?
- Has the suspect threatened to commit physical violence?
- Did the incident involve multiple victims?
- Does it appear to be an isolated incident involving a specifically “targeted” victim?
- Does the report reveal a pattern of behavior (e.g., by the suspect, by a particular group or organization, around a particular recurring event or activity or at a particular location)?
- Did the suspect use “date-rape” or similar drugs or intoxicants?
- Did the incident occur while the victim was unconscious, physically helpless or unaware that it was occurring?
- Was the victim under 18 years of age?
- Were there other aggravating circumstances or signs of predatory behavior that may constitute a serious or ongoing threat?

All campus security authorities (CSAs) by policy must report through Just Report It. For instances that may pose an immediate threat, call the police.

The Chief of Police, the Associate Vice President for Safety and Security, and/or the Assistant Vice President for Clery Compliance (and their designees), are responsible for making a timely warning consideration using the criteria previously listed. If the timely warning criteria are met, a notice will be drafted using crime-specific templates and issued by the Chief of Police, the Associate Vice President for Safety and Security, and/or the Assistant Vice President for Clery Compliance, or their designee, as soon as pertinent information is available. Timely warnings are generally issued via email, but may also be distributed through press releases, text messages, posters, desktop alerts and with websites when appropriate. The University may not use all distribution methods for every incident. For information on University Alerts please visit http://www.virginia.edu/uvalerts/.

The University has a system in place in which faculty, staff, and students may opt-in to receive text messages regarding imminent threats from hazards.

Content of a Timely Warning

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

i. A statement of the incident, including the nature and severity of the threat and the persons or locations that might be affected
ii. Any connection to a previous incident(s)
iii. Physical description and/or composite drawing of the suspect
iv. Date and time warning was released
v. Other relevant and important information (e.g., gender of the victim, student/non-student, etc.)
vi. Appropriate safety tips

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

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

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ANNUAL FIRE SAFETY AND SECURITY REPORT 2018 // 11
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 of the University academic and administrative community to any emergency incident affecting the University of Virginia. UVA activates the CIMP when an emergency affecting the University reaches proportions that cannot be handled by established measures. This emergency may be sudden and unforeseen, or there may be varying periods of warning. The University intends the CIMP to be sufficiently flexible to accommodate contingencies of all types, magnitudes and durations.

Our priorities are the following:

- Life safety, infrastructure integrity and environmental protection during an emergency
- Coordination with local departments to write, maintain, test and exercise the CIMP
- Cooperation, integration and mutual aid with local, state and federal planning, response and public safety agencies and their CIMPs

EVACUATION AND RELOCATION

Environmental Health and Safety recommends the complete evacuation of a building in an alarm situation. Departmental evacuation plans provide detailed information about the evacuation procedures for individual buildings. In emergencies, transportation of persons shall be coordinated with appropriate University Police and Parking/Transportation Department personnel for the purpose of evacuation and relocation of persons threatened by or displaced by the incident. Responding emergency managers will identify a temporary shelter or facility such as John Paul Jones Arena, Memorial Gym or another facility as needed. The CIMP designates key functions and critical roles and assigns them based on situational factors.

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

DRILLS, EXERCISES AND TRAINING

Annually, the University conducts emergency management exercises on Grounds and at each campus to test emergency procedures. The scenarios for these exercises change from year to year, and they are conducted in departments from across Grounds.

To ensure the University's emergency management plans remain current and actionable, the University will conduct an emergency management exercise, at a minimum once yearly. 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 emergency responses.

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

EMERGENCY NOTIFICATION

UVA is committed to ensuring that its community receives timely, accurate and useful information in the event of an emergency or dangerous situation on Grounds, at UVA campuses or in the local area that poses an immediate threat to the health and safety of UVA community members.

The University has a multifaceted notification system employing various means for communicating information quickly. The University's Emergency Notification System utilizes a siren/public address system, text messaging, email, LED and LCD screens, desktop notifications, UVA's home page and Emergency Page alerts, Twitter, and the Health System paging system. At the same time, voice mail messages are transmitted to resident advisors' mobile phones. Traditionally, UVA uses all of these methods of communication in the event an emergency notification is needed.

UVA tests all components of its Emergency Notification System at least five times each year: during the fall, spring and summer semesters; individual the state's Tornado Drill in March; and during the national Great Shakeout Earthquake Drill in October. When the test is completed, an "all-clear" message is issued.

The UVA community can sign up to receive emergency text messaging at https://www.virginia.edu/uvalerts/. At this sign up, you can select for which campus you'd like to receive alerts.

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

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

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

One or more of UVA's authorized representatives (UPD lead shift supervisor, Associate Vice President for Safety and Security, Director and Assistant Director of the Office of Safety and Emergency Preparedness and the Executive Vice President and Chief Operating Officer) will immediately initiate all or some portions of the University's Emergency Notification System. If, in the professional judgment of first responders, issuing a notification potentially compromises efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency, the University may elect to delay issuing an emergency notification. As soon as the condition that may compromise efforts is no longer present, the University will issue the emergency notification to the UVA community.

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

Police and/or local first responders on the scene of a critical incident or dangerous situation will assist those preparing the emergency notification by determining what segment or segments of the University community should receive the notification. 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 may issue subsequent notifications to a wider group of community members. In addition to the emergency notification that may be issued via the University mass notification system, the University will post applicable messages about the dangerous condition on its emergency page, http://www.virginia.edu/emergency, to ensure the rest of the UVA community is aware of the situation and knows the steps they should take to maintain personal and community safety.

If the emergency affects a significant portion of the entire campus/Grounds, University officials will distribute the notification to the UVA community.

*The emergency page is administered by the Office of Safety and Emergency Preparedness.

Determining the Content of the Emergency Notification

The office responsible for issuing the emergency notification (usually the police dispatch recorder officers) will, in concert with University 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 present 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 ensure individuals are aware of the situation and that they know the steps to take to safeguard their personal and the community's 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: Executive Vice President and Chief Operating Officer, Associate Vice President of Safety and Security, and Director and Assistant Director of the Office of Safety and Emergency Preparedness, command staff personnel of the University Police Department and the UPD shift commander or a UPD services clerk (when she or he receives a notice of natural forces emergency such as a tornado or earthquake on the weather radio, teletype, computer or other authoritative source).

Procedures Used to Notify the University Community

In the event of a situation that poses an immediate threat to members of our community, the University has various systems in
place for communicating information quickly. Emergency managers may activate some or all of these methods of communication in the event an emergency notification for all or a segment of the University community may be warranted. University officials can also select which campus location should receive an alert.

Messages may direct individuals to evacuate, shelter in place, stay away from an area or contain other information pertinent to the situation. We 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 an “all-clear” or “end-of-incident” message when the incident is no longer a danger.

The following personnel—Executive Vice President and Chief Operating Officer, Director and Assistant Director of the Office of Safety and Emergency Preparedness, Associate Vice President for Safety and Security, command staff personnel of the University Police Department and the UPD shift commander—may authorize activation of the WAVES Siren/PA System for Charlottesville main Grounds. The UPD services clerk can automatically activate the siren when or if the University receives notice of a natural force emergency such as a tornado or earthquake via weather radio, teletype, computer or other available methods.

In addition to activation of the siren system, UPD services clerks may also issue emergency notifications through public address activation, email activation, text activation, LCD screen activation, LED screen activation, University main page activation, Emergency web page and desktop alerts. UPD services clerks may also contact the hospital operator, who can activate the pager system in the University of Virginia’s Health System.

These methods of communication include the mass notification system (UVA Alerts), the University’s email system and verbal announcements within a building and via the public address system on police cars. The University will post updates during a critical incident on the University main home page and the Emergency home page. If the situation warrants, the University will establish a telephone call-in center to communicate with the University community during an emergency.

Procedures for Disseminating Emergency Information to the Larger Community

During critical incidents, 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 UVA’s response. The University’s public information officer, working with city and county PIOs, will provide information to the public on progress toward recovery, utilizing one or several of the following methods: radio, television and newspaper.

UVA, at its discretion, may release information concerning a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, staff and faculty off Grounds. Such information would have to be provided by another agency and release allowed by the supplying agency. (NOTE: 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.)

Enrolling in the University’s Emergency Notification System

We encourage members of the University community to enroll in the UVA Alerts system by visiting: https://www.virginia.edu/uvalerts.

University community members should update their information regularly at the same site, and can also select for which campus locations they would like to receive alerts.

For more information, please visit the comprehensive website dedicated to the full Title IX and Violence Against Women Act (VAWA) policy at http://oeocr.virginia.edu/titleix.

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 (“the Title IX Policy”) with a commitment to the following:

1) eliminating, preventing and addressing the effects of sexual assault, sexual exploitation, intimate partner violence, stalking, sexual or gender-based harassment, complicity in the commission of any act prohibited by the Title IX 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 Title IX Policy (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 Title IX Policy will be evaluated and disciplinary action may be imposed

Employees (faculty and staff) or students who violate the Title IX Policy may face disciplinary action up to and including termination or expulsion from the University. 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 Title IX 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 Title IX 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: Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Sexual or Gender-Based Harassment, Complicity and Retaliation. 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.

DEFINITIONS

1. Sexual Assault

Sexual Assault consists of (1) Sexual Contact and/or (2) Sexual Intercourse that occurs without (3) Affirmative Consent.

• Sexual Contact is
  i. any intentional sexual touching
  ii. however slight
  iii. with any object or body part (as described below)
  iv. performed by a person upon another person

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

• Sexual Intercourse is
  i. any penetration
  ii. however slight
  iii. with any object or body part (as described below)
  iv. performed by a person upon another person

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

2. Affirmative Consent is

• informed (knowing)
• voluntary (freely given)
• 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

• 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
A person who wants to engage in a specific sexual activity is whether or not to engage in sexual activity. Lacks the ability to make informed, rational judgments about other was incapacitated. Incapacitation means that a person of isolation of the person being pressured and (iv) the 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 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 engages 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 nonverbal conduct to engage in or during sexual activity can lead to misunderstanding and may result in a violation of the Title IX 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.

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 Title IX 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.

A person is not expected to be a medical expert in assessing incapacitation. One must look for the common and obvious signs. The following signs may reasonably show a person may be incapacitated or approaching incapacitation. Although every individual may manifest signs of incapacitation differently, typical signs include slurred or incoherent speech, unsteady gait, combative or threatening behavior, emotional volatility, vomiting or incontinence. A person who is incapacitated may not be able to understand the Title IX Policy, 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 also be alert for 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 sexual activity, conversation with the other person may help to determine whether consent exists.

Being impaired by alcohol or other drugs is no defense to any violation of Title IX Policy.

1. 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 on the following factors: length of time spent together, parties’ shared living arrangements, the type of relationship, and the frequency of interaction between the persons involved in the relationship. 2. This definition is consistent with VAWA.
the person at whom the conduct is directed after being given actual notice that the person does not wish to be contacted or followed, such actions shall be prima facie evidence that the person intended to place that other person, or reason-ably 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 of 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 18.2-621 describes the concept of unwillingness in the context of rape, and Section 18.2-627.1 describes “mental incapacity” and “physical help-lessness” in the context of sexual violence.

REPORTING AN INCIDENT

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

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

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

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

Complainants are entitled to (1) receive a notification and explanation of their rights, (2) access police and/or another advocate, (3) make a complaint (anonymous or otherwise) to the Title IX Coordinator, (4) have a support person or other individual present throughout the proceeding if the complainant so requests and (5) make a complaint and request an investigator to provide a reasonable accommodation of their religious beliefs or other sincerely held beliefs. The University will endeavor to ensure that complainants are provided with the information and resources needed to make an educated decision about whether to report an act of sexual misconduct. The University Police has the authority to make an arrest when supported by probable cause to believe that an arrest may be necessary to protect the health and safety of individuals or property.

PRESERVATION OF EVIDENCE

Any individual may elect to have a forensic sexual assault examina-tion 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 Elson Student Health Center 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 this page have SANE nurses and are in close proximity to UVA’s other campuses. Forensic sexual assault examinations are available at the Elson Student Health Center 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. SANEs 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, if an individual in understanding a law enforcement investigation or criminal prosecution.

Just Report It

Emily Babb, Assistant Vice President for Title IX Compliance/ Title IX Coordinator
O’Neil Hall, Terrace Level
434-297-7988
eb2y@virginia.edu or titleixcoordinator@virginia.edu

Akiya Haynes, Deputy Title IX Coordinator
O’Neil Hall, Terrace Level
434-297-7988
aah2e@virginia.edu

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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

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

**1. UNIVERSITY CONFIDENTIAL RESOURCES**

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Health</td>
<td>434-297-4261 (after hours urgent call line)</td>
</tr>
<tr>
<td>Counseling And Psychological Services (CAPS)</td>
<td>434-243-5151</td>
</tr>
<tr>
<td>Gynecology</td>
<td>434-924-2773</td>
</tr>
<tr>
<td>General Medicine</td>
<td>434-982-3915</td>
</tr>
<tr>
<td>Student Disability Access Center: Psychologists</td>
<td>434-243-5180 <a href="mailto:SDAC@virginia.edu">SDAC@virginia.edu</a></td>
</tr>
<tr>
<td>The Women’s Center: Counseling Staff and Confidential Advocate</td>
<td>434-982-2252 434-982-2361</td>
</tr>
<tr>
<td>The McCue Center: Sports Medicine and Sports Psychology Clinical Staff (Serves student-athletes)</td>
<td>434-982-5450</td>
</tr>
<tr>
<td>UVA Teen and Young Adult Health Center (Provides health care for ages 12 to 24)</td>
<td>434-982-0090</td>
</tr>
<tr>
<td>Mary D. Ainsworth Psychological Clinic (Clinical training program that generally does not see patients in crisis)</td>
<td>434-982-4737 <a href="mailto:ainsworth@virginia.edu">ainsworth@virginia.edu</a></td>
</tr>
<tr>
<td>Sheila C. Johnson Center for Human Services (Clinical training program that generally does not see patients in crisis)</td>
<td>434-924-7034</td>
</tr>
</tbody>
</table>

**2. COMMUNITY CONFIDENTIAL SERVICES**

<table>
<thead>
<tr>
<th>Location</th>
<th>Service</th>
<th>Office Contact</th>
<th>24-hour Hotline Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fairfax:</td>
<td>Fairfax County Domestic &amp; Sexual Violence Service</td>
<td>703-360-7273</td>
<td></td>
</tr>
<tr>
<td></td>
<td>YWCA Richmond</td>
<td>24-hour Hotline: 804-612-6126</td>
<td></td>
</tr>
<tr>
<td>Statewide:</td>
<td>Family Violence &amp; Sexual Assault Virginia Hotline</td>
<td>24-hour Hotline: 800-838-8238</td>
<td></td>
</tr>
<tr>
<td>Venice, Italy:</td>
<td>Association of Women with Women, Antiviolence Center</td>
<td>+39-041-5342991 +39-041-5349215</td>
<td></td>
</tr>
</tbody>
</table>

**3. NATIONAL RESOURCES**

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rape, Abuse &amp; Incest National Network (RAINN) Online Hotline</td>
<td>800-656-4673</td>
</tr>
<tr>
<td>National Sexual Assault Hotline</td>
<td>800-656-4673</td>
</tr>
</tbody>
</table>
EMPLOYEES

1. UNIVERSITY CONFIDENTIAL RESOURCES

Faculty & 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
UVA Teen and Young Adult Health Center (Provides health care for ages 12 to 24) 434-982-0090
Mary D. Ainsworth Psychological Clinic (Clinical training program that generally does not see patients in crisis) 434-982-4737 ainsworth@virginia.edu

2. COMMUNITY CONFIDENTIAL SERVICES

Charlottesville:
Shelter for Help in Emergency (SHE) Office: 434-963-4676 24-hour Hotline: 434-293-8509

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

Giles County:

Newport News:
The Center for Sexual Assault Survivors Office: 757-599-9844 24-hour Hotline: 757-236-5260

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

Statewide:
Family Violence & Sexual Assault Virginia Hotline 24-hour Hotline 800-838-8238

Venice, Italy:
Association of Women with Women, Antiviolence Center +39-041-5342991 +39-041-5349215

Virginia Legal Aid http://www.legalaid.org/
Central Virginia Legal Aid Society 1000 Preston Avenue, Suite B Charlottesville, VA 22903 Phone: 434-236-8851 http://cvlas.org/

Legal Aid Justice Center 1000 Preston Avenue, Suite A Charlottesville, VA 22903 Phone: 434-977-0553 https://www.justice4all.org/

Legal Resources

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

Student Legal Services
Newcomb Hall, Room 460
Phone: 434-924-7524
http://www.student.virginia.edu/~stud-leg/index.shtml

Virginia Legal Aid http://www.legalaid.org/

Central Virginia Legal Aid Society 1000 Preston Avenue, Suite B Charlottesville, VA 22903 Phone: 434-236-8851 http://cvlas.org/

Legal Aid Justice Center 1000 Preston Avenue, Suite A Charlottesville, VA 22903 Phone: 434-977-0553 https://www.justice4all.org/

LEGAL RESOURCES

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

STUDENTS

The Office of the Dean of Students (ODOS) can provide students with information, support and assistance and can arrange for a broad range of remedial and protective measures. ODOS 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. ODOS employees have received training for this purpose and will assist students in determining whether certain forms of support, remedial and/or protective measures may be beneficial and appropriate. ODOS employees are categorized as “ Responsible Employees” and are therefore required to report to the University’s Title IX Coordinator information disclosed to them about Prohibited Conduct. 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 University will maintain the privacy of any remedial and protective measures provided under the Title IX Policy to the extent practicable and will promptly address any violation of the protective measures.

Office of the Dean of Students
Peabody Hall, Second Floor 434-924-7133
After hours: 434-924-7166 for “Dean on Call” odos@virginia.edu

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

3. NATIONAL CONFIDENTIAL RESOURCES

Rape, Abuse & Incest National Network (RAINN) Online Hotline 800-656-6473
National Sexual Assault Hotline 800-656-6473

REMEDIAL PROTECTIVE MEASURES AND ACCOMMODATIONS

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

STUDENTS

The Office of the Dean of Students (ODOS) can provide students with information, support and assistance and can arrange for a broad range of remedial and protective measures. ODOS 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. ODOS employees have received training for this purpose and will assist students in determining whether certain forms of support, remedial and/or protective measures may be beneficial and appropriate. ODOS employees are categorized as “ Responsible Employees” and are therefore required to report to the University’s Title IX Coordinator information disclosed to them about Prohibited Conduct. 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 University will maintain the privacy of any remedial and protective measures provided under the Title IX Policy to the extent practicable and will promptly address any violation of the protective measures.

Office of the Dean of Students
Peabody Hall, Second Floor 434-924-7133
After hours: 434-924-7166 for “Dean on Call” odos@virginia.edu

The specific circumstances of each case will determine the availability of remedial and protective measures. ODOS, in consultation with the Title IX Coordinator, will consider a number of factors in determining which measures to take, including the needs of the student seeking remedial and/or protective 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
improving such measures, the University will seek to mini-
imize the burden imposed by such measures as appropriate to the specific circumstance of each case.

- Protective and remedial measures may be temporary or perma-
nent and may be modified by the University as circumstances change. Examples of such measures include the following:
  - Imposition of a 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)
  - Arranging a meeting with police to discuss or report
    Prohibited Conduct
  - Arranging a meeting with police to discuss safety planning
  - Accessing to counseling services and assistance in setting up
    initial appointments
  - Assistance in modifying 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
  - Imposing an Interim Disciplinary Suspension
    and/or predispositional leave, with or without pay,
    on the respondent
  - 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 reduced course load; these actions may, in turn,
affect a student’s immigration, visa and/or financial aid status. In such cases, ODOs will connect students with the applicable
University department or unit so that they may obtain relevant information and assistance.

ODOs will notify 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 reso-
lution of Prohibited Conduct.

EMPLOYEES

The Title IX Coordinator or designee can provide employees with
information, support and assistance and can arrange for a broad
range of remedial and protective 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 remedial
and/or protective measures, may be beneficial and appropriate.

Title IX employees are Responsible Employees and are not con-
dential. If a complainant requests (a) that personally identifying
information not be shared with the respondent, (b) that no investi-
gation 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 resources can be found in the Resource
and Reporting Guides for Employees, which can be found at:
https://eoer.virginia.edu/appendix-B-1.

Title IX Office
O’Neill Hall, Terrace Level
titleixcoordinator@virginia.edu
434.297.7988

The specific circumstances of each case will determine the availabil-
ity of remedial and protective 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 remedial and/or protective
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 appro-
priate to the specific circumstances of each case.

Remedial and protective measures may be temporary or perma-
nent and may be modified by the University as circumstances change.

Examples of such measures include the following:
  - Imposition of a 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)
  - 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
  - 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
  - Imposing an Interim Disciplinary Suspension
    and/or predispositional leave, with or without pay,
    on the respondent, pending resolution of the matter
  - 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 envi-
ronment. Employees should direct any such requests for leave to their
supervisor. Employees and/or supervisors should direct any ques-
tions 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 support and remedial measures, as reasonably avail-
able, regardless of whether they choose to pursue criminal and/or
University disciplinary resolution of Prohibited Conduct.

PROTECTIVE ORDERS

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

The University is committed to protecting the privacy of all individuals involved in the investigation and resolution of a report under the Title IX 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 Title IX 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 Title IX 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. The privacy of an individual’s mental health 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.

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, religious and spiritual leaders, and others who are involved in confidential communications under Virginia law. The University has designated individuals who have statutory obligations to maintain confidentiality as “Confidential Employees.” When information is shared by an individual with a Confidential Employee or a community professional with the same legal obligations, the Confidential Employee (and/or such community professional) cannot reveal the information to any third party except when an applicable law or a court order requires or permits disclosure of such information. For example, information may be disclosed when (i) the individual gives written consent for its disclosure; (ii) there is a concern that the individual will likely cause serious physical harm to self or others, or (iii) the information concerns conduct involving suspected abuse or neglect of a minor under the age of 18.

An employee’s responsibility to report incidents of Prohibited Conduct is governed by the University’s separate reporting policy (reporting policy). Under the reporting policy, every employee is designates as a Responsible Employee. Under Virginia 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 accommodations or protective measures provided to the complainant, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

EDUCATION PROGRAMS

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

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

On Not Our Grounds is the University’s initiative dedicated to ending sexual violence in our community. Although the Not on Our Grounds website is not an investigatory tool, the initiative includes collaboration with departments on Grounds who do related work, including substance abuse prevention, health promotion programs, and others. The University’s education and prevention programs that support the Not on Our Grounds initiative 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 communitywide or audience-specific programming, initiatives and strategies that focus on raising awareness, sharing knowledge and the University’s specific annual awareness programs include the following:

• Sexual Responsibility Week: During the week of February 14, Peer Health Educators (PHEs) distribute Condom Roses. Events may also include speakers, discussions or educational programs about sexuality and healthy consensual relationships.

• Alcohol-wise & Sexual Violence Education Module: All first-year and transfer students are required to take a one-time alcohol education and awareness program called Alko-wise. First-year graduate students also complete a mandatory sexual violence education module through EveFi and the Alcohol-Wise 21+ 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 and Not on Our Grounds Title IX training. Certificate and non-degree-seeking students are exempt from completing these trainings, though links to information from the trainings are provided on the UVA Title IX website, should a student be interested.

• Red Flag Campaign: In October, the Maxine Platzer Lynn Women’s Center (the Woodrow Wilson Center) sponsors the Red Flag Campaign in recognition of Domestic Violence Awareness Month. The Red Flag Campaign, which is a project of the Virginia Sexual and Domestic Violence Action Alliance, is a media campaign designed to educate about the signs of abuse and abuse in intimate relationships. The campaign works to prevent violence in cases of abuse and unhealthy relationships. In addition to posters and red flags, which are posted on the lower Lawn during Red Flag Week, the Clothesline Project is also on display, along with tabling where passersby can collect educational materials and the schedule of other events planned during October. Other events typically include a panel discussion with survivors of Intimate Partner Violence and an Escalation Workshop, sponsored by the One Love Foundation.

• Halloween Safety: Alcohol and Drug Abuse Prevention Team (ADAPT) peer educators label candy with one of five alcohol safety messages and distribute the candy to students who sign a safety pledge through the university’s annual “Pack a Safe Pledge” campaign. The pledge encourages students to know the signs of an alcohol overdose and to be active bystanders during Halloween. The primary audience is first-year students.

• National Hazing Prevention Week/National Gordie Day: The Gordie Center hosts National Gordie Day events each year to raise awareness of the risks and symptoms of alcohol overdose and to encourage students to be active bystanders.

• Take Back the Night Week: In April, the University hosts a month of programming to assist students in sharing their experiences with sexual assault and sexual violence. In the past, programming has included a march, rally and speak-out for survivors of sexual violence.

• Substance Abuse Prevention Week: ADAPT and the Peer Health Educators (PHE) coordinate a week of events each fall, including a pledge drive and a week-long “No Red Flags” campaign, where students are asked to refuse red flags. Other events typically include a panel discussion by students in recovery from substance abuse; and the 4th Year 5K. Events raise awareness of normative health behaviors and recognize the hazards of alcohol use.

• Grounds for Discussion Peer Theatre: This is a student-directed and student-performed theatrical production held every year for first-year students. Skits focus on the issues and decisions facing first-year students, which include roommate disagreements, high-risk drinking, the honor code, eating disorders and sexual assault. Follow-up residence hall discussions with resident assistants follow the performance.

• Foxfield Safety: ADAPT members coordinate a social marketing campaign and pledge drive and staff a student safety tent to promote low-risk behaviors for the spring Foxfield Races. Students are encouraged to sign the pledge not to drink and drive over break. In return for signing the pledge not to drink and drive over break and to be an active bystander, students receive refreshments and other give-aways.

• Training for New Faculty and Teaching Assistants (TAs): Each fall and spring, new faculty and teaching assistants receive information on how to help a student in distress as part of faculty and TA orientations. The training will explore substance abuse issues. In combination with 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, the Peer Health Educators present alcohol/drug abuse prevention and intervention is provided to faculty leading and students attending study abroad trips.
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 includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, addressing overcoming barriers to intervening, identifying safe and effective intervention options and taking action to intervene. The University’s specific bystander intervention programs include the following:

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

• Bystander Intervention Presentation & Facilitation for First-Year Students: First-year students receive an annual keynote address from an expert in bystander education as part of the first-year orientation series. The program is given to help students understand their role in maintaining a community of care and trust and to introduce them to the importance of being an active bystander in furthering that goal. Students also hear information about the policy and options for reporting incidents of Prohibited Conduct. Residence Life staff are provided with a debriefing discussion and activity guide to process this information in the residence halls after the presentation.

• Step UP!: Step UP! is a bystander intervention program. Peer educators including ADAPT and PHEs are trained in the Step UP! model. Scenarios include topics related to alcohol use and sexual violence.

3. Ongoing Prevention and Awareness Campaigns

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

• Greek Member Education Programming: To maintain status as a Fraternal Organization, the University requires all Greek letter organizations to complete certain programming requirements for their chapters. At least one program per year must be about alcohol and another about sexual assault/violence. Most chapters request a presentation from one of the many peer advocacy organizations on Grounds.

• #HoosGotYourBack: The University opens every fall semester with a media and awareness campaign called #HoosGotYourBack to help students better understand the issue of sexual violence on college campuses and the Red Zone—the period in the first six weeks of the fall semester, when students are the most vulnerable to sexual assault. This program is led by student groups One Less and One in Four.

•Ambassadors: Ambassadors serve as additional eyes and ears to the University Police Department and local law enforcement agencies and provide patrols on foot, bike and vehicle. Ambassadors are approachable, proactive and aware of persons who appear lost and looking for/in need of assistance. Contact is made and information and assistance offered.

• Stall Seat Journal: The Stall Seat Journal program uses social norms theory to educate and create behavior change around healthy behaviors, targeting all first-year students. Monthly posters are placed in toilet stalls in first-year residence halls, bathroom areas as well as common area bathrooms around Grounds (e.g., Newcomb Hall, Student Health, Women’s Center). Posters consist of data on healthy behaviors, beliefs and bystander intervention, as well as general education and resources related to college health issues such as substance abuse, sexual assault, bystander theory/intervention, healthy relationships, disordered eating and sexual health.

• The Women’s Center: Gender Violence & Social Change: The Women’s Center offers Survivor Support Network trainings each year for faculty, staff and students, as well as other requested trainings. Trainings focus on understanding different forms of gender-based violence, recognizing trauma in others and acting as a supportive peer to someone who has been assaulted. Participants receive manuals and other materials to assist them in supporting survivors in the future.

• Alcohol Risk Management Training: Alcohol Risk Management Training is required for any event on Grounds or University-sponsored where alcohol is served. This online education program provides information on UVA policies and Virginia law concerning alcohol service and principles of risk management. If alcohol is served on University property, the University requires that personnel trained in this program be present to supervise the legal distribution of alcohol.

• Wahoo Weekend Listserve: ADAPT coordinates a weekly email to 1,500 subscribers that details activities that are not alcohol-based and that are open to the public. To subscribe, send an email to sympa@virginia.edu with the subject “subscribe wahooweekenders.”

• Charge-a-Ride Cab Program: UVA students who have no reliable or safe means of transportation and no money for cab fare can call Yellow Cab at 434-295-4131, present a valid UVA ID and charge the ride to their UVA account, no questions asked.

• Safe Ride: Safe Ride is an on-demand van shuttle service intended to provide UVA students safe transportation home in lieu of walking alone after UTS has gone out of service. Safe Ride operates within a specific service area to maximize van availability and minimize wait times. Rides may be requested via Transloc OnDemand (https://ondemand.transloc.com/ava) or by calling 434-242-1122.

• Dorm Norms: This program is led by student groups One Less and One in Four. Members go to 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

Universal prevention programs consist of programming, initiatives and strategies informed by research or 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 encourage safe bystander intervention and seek to change behavior and social norms in healthy and safe directions. The University’s primary prevention programs include those presented by the following organizations:

• ADAPT: Promoting awareness, providing educational outreach and serving as accessible resources for students, ADAPT’s primary purpose is to minimize the abuse of alcohol and other drugs to promote a healthier environment. ADAPT coordinates marketing campaigns to reduce negative consequences during Halloween, the last home football game, spring break and the Foxfield Races.

• One Less: One Less is a female-identified and gender non-conforming student group that provides informational presentations to student groups on a range of topics related to sexual violence. The group leads a wide range of presentations regarding sexual assault, including one on consent, intimate partner violence and issues of intersectionality. These presentations are oriented toward both male and female audiences. The group also seeks to promote a culture of support for sexual assault survivors at the University through presentations and advocacy efforts.

• One in Four: This group of male peer educators takes its name from the statistic that one in four college women have survived rape or attempted rape since their fourteenth birthday. One in Four’s mission is to spread awareness of the prevalence of violence against women—specifically sexual assault and rape—and the pain that it causes. The group presents to all-male groups to inform other men how to help survivors recover from an experience of sexual violence.

• Peer Health Educators (PHEs): This diverse group of students is trained to educate their peers about college health and wellness issues (substance use, nutrition, sexual
health, mental health/wellness) in a positive, interactive and non-judgmental manner. PHES provide confidential education sessions; facilitate dynamic outreach programs; encourage physical, mental and spiritual health; create informative awareness events; and promote community support to create a healthy culture on Grounds.

• Student-Athlete Mentors (SAMs): The Department of Athletics and the Gordie Center train members of each athletic team to serve as student-athlete mentors. SAMs coordinate alcohol education programs for their teams and serve as internal resources on health and wellness issues. Athletic teams attend at least one alcohol education program each year. The student-athlete developed monthly SAMs Day poster series provides health information specific to student-athlete concerns including alcohol and other drugs.

• Positive Organization Expectations: This program utilizes a facilitator approach to engage students in the topic of hazing prevention and the positive expectations they have or their responses to organizations that last one hour and are co-facilitated by a trained student and staff member. Students of all organizations are encouraged to request a presentation for their members.

5. Indicated Prevention Programs

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

• Brief Alcohol Screening and Intervention for College Students (BASICS): BASICS is an evidence-based program for students with substance use concerns. The program utilizes a harm reduction approach and is designed to provide a confidential, non-judgmental, non-labeling environment to assess personal risk, identify potential changes that could work for each student, and help reduce risk for developing future problems. Students complete a confidential online survey and receive results in person through a one hour meeting.

• Hoos in Recovery: Hoos in Recovery (HiR) is a confidential, social support network of students, faculty, staff and alumni in recovery from substance use disorders or recovering. Hoos in Recovery coordinates several gatherings each week to share a meal, provide support and socialize. To learn more, contact HooinRecovery@virginia.edu or 434-924-5216.

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 develop strategies that facilitate violence. Some risk-reduction strategies include the following:

• Trust your intuition—It’s right most of the time:
  - If someone is behaving disrespectfully or making you feel uncomfortable, take steps to remove yourself from the situation early, especially if you are concerned it may become violent.
  - If you feel as though someone may be stalking you, ask someone who understands these issues, like police, Office of the Dean of Students, the Women’s Center or CAPS to help you clarify what’s going on and develop a safety plan.
  - If you feel afraid, call 911 or use transportation resources, such as the Yellow Cab program and Safe Ride. Put Safe Ride’s number, 434-242-1122, into your speed dial. Know the service area and hours by visiting http://parking.virginia.edu/after-hours-parking-and-transportation.
  - If you feel threatened on or near your campus, look for a light-blue emergency phone or call 911.
  - Have the right to defend your body, your personal integrity, yourself.
  - Do not second-guess yourself or the intentions of the person harming you. If you have indicated that you do not want to engage in a particular sexual activity and your partner ignores you, take this as a sign that he or she has no intention of taking your feelings into consideration. This will help you decide whether to continue without their presence.
  - There is no shame in being a victim. Talk to someone who has knowledge of community and University resources. There are many people on Grounds and in the community who can help you identify resources and options and who may be able to reduce the impact on your well-being and help you end the abuse.
  - If you are being stalked, tell everyone you know. Ask your friends to keep an eye out for your stalker.

The University Police Department offers the following University-specific risk-reduction program 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.

7. Coalition Building

• Not on Our Grounds: This is a multi-disciplinary team of students, faculty and staff who are involved in sexual violence prevention and/or response to maintain a shared vision that includes the use of consistent language throughout UVA. The team meets monthly to share department and area updates and discuss opportunities for collaboration, partnership and outreach.

• Hazing Prevention Advisory Council (HPAC): HPAC is a broad, multi-disciplinary team of students, faculty and staff who are responsible for identifying issues that contribute to hazing and ensuring consistent collaboration and communication of hazing prevention efforts across Grounds. The HPAC additionally has a key role in assisting with the development, implementation and evaluation of hazing prevention efforts that are defined by the Hazing Prevention Small Working Group.

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 Title IX Policy”). The Title IX Policy is available at http://eocr.virginia.edu/title-ix. Appendix A (Investigating and Resolving Reports of Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence Committed by Students under the Title IX Policy) of the Title IX Policy contains procedures for resolving reports against students. Appendix B (Investigating and Resolving Reports of Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence Committed by Employees under the Title IX Policy) of the Title IX Policy contains procedures for resolving reports against University employees. Most of the provisions involving initial assessment, use of an evaluation panel, threat assessment and investigation are the same for both students and employees. The role of the Review Panel, imposition of sanction and the types of sanctions available for students and employees differ based on whether the respondent is a student or employee.

7. Coalition Building

• Not on Our Grounds: This is a multi-disciplinary team of students, faculty and staff who are involved in sexual violence prevention and/or response to maintain a shared vision that includes the use of consistent language throughout UVA. The team meets monthly to share department and area updates and discuss opportunities for collaboration, partnership and outreach.

• Hazing Prevention Advisory Council (HPAC): HPAC is a broad, multi-disciplinary team of students, faculty and staff who are responsible for identifying issues that contribute to hazing and ensuring consistent collaboration and communication of hazing prevention efforts across Grounds. The HPAC additionally has a key role in assisting with the development, implementation and evaluation of hazing prevention efforts that are defined by the Hazing Prevention Small Working Group.

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 Title IX Policy”). The Title IX Policy is available at http://eocr.virginia.edu/title-ix. Appendix A (Investigating and Resolving Reports of Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence Committed by Students under the Title IX Policy) of the Title IX Policy contains procedures for resolving reports against students. Appendix B (Investigating and Resolving Reports of Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence Committed by Employees under the Title IX Policy) of the Title IX Policy contains procedures for resolving reports against University employees. Most of the provisions involving initial assessment, use of an evaluation panel, threat assessment and investigation are the same for both students and employees. The role of the Review Panel, imposition of sanction and the types of sanctions available for students and employees differ based on whether the respondent is a student or employee.

The opportunity to challenge the investigator or any member of the Review Panel is of interest to those whose rights are subject to claim.

The opportunity to offer information, present evidence and identify witnesses during an investigation

The opportunity to be heard, orally and/or in writing, as to the determination of a Title IX Policy violation and the imposition of any sanction(s)

Timely and equal access to any information that will be used during Alternative or Formal Resolution proceedings and related meetings

Reasonable time to prepare any response contemplated by these procedures

Written notice of any extension of time frames for good cause

Written notice of the outcome of any Formal Resolution proceedings, including the determination of a Title IX 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

INITIAL ASSESSMENT

On receipt of a report of Prohibited Conduct committed by a student or employee, 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 take action in the following ways:

A. Assess the complainant’s safety and well-being and offer the University’s immediate support and assistance

B. 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

C. Inform the complainant about University and community resources, the right to seek appropriate and available remedial and protective measures and how to request those resources and measures

D. Inform the complainant of the right to seek Alternative Resolution (where available) or Formal Resolution under these procedures, including the option of letting the complainant’s expressed preference (if the complainant has, at the time of the initial assessment, expressed a preference) for pursuing Alternative 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
E. Explain the University’s prohibition against retaliation and that the University will take prompt action in response to any act of retaliation.
F. 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.
G. 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.

The Title IX Coordinator will ensure that the complainant receives a written explanation of all available resources and options and is offered the opportunity to meet to discuss those resources 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, (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 §32.1-127.1-103; 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 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 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 (§19.2-61 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 is to be disclosed to the prosecuting authority. If the UPD representative declines to so 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.
In every case in which the complainant reports Prohibited Conduct and retains by the University in accordance with applicable law.

In every case in which the complainant reports Prohibited Conduct and retained by the University in accordance with applicable law. Where the complainant requests that personally identifying information not be shared with the respondent, that no investigation be pursued and/or that no further action be taken, the evaluation panel will seek to honor the preferences of the complainant wherever possible. In all cases, the initial report, the health and safety threat assessment and the determination of whether a report will be documented and retained by the University in accordance with applicable law.

Where the complainant wishes to pursue Formal Resolution. In every case in which the complainant reports a Prohibited Conduct and requests an investigation and disciplinary action, the Title IX Coordinator will promptly initiate Formal Resolution under these procedures.

Where the complainant requests anonymity, that an investigation not be pursued and/or that no disciplinary action be taken. A complainant may request that personally identifying information not be shared with the respondent, that no investigation be pursued and/or that no disciplinary action be taken. In such cases, the following will occur:

- 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, as described in these procedures; (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. The University will seek to honor the complainant’s request(s) if it is possible to do so while also protecting the health and safety of the complainant and the University community. The evaluation panel will direct the Title IX Coordinator to take any appropriate University actions, which may include, without limitation, (i) causing the dean of students to impose a no-contact directive or an Interim Disciplinary Suspension on the respondent; (ii) causing the University registrar to place a “hold” on the respondent’s University transcript; (iii) initiating an investigation and Formal Resolution under these procedures; and/or (iv) arranging, imposing or extending any other appropriate remedial and/or protective measures. Where the evaluation panel has determined that the University must proceed with an investigation 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 may have to 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.

- Where a complainant declines to participate in an investigation. The University’s ability to meaningfully investigate and respond to a report under these circumstances 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 (e.g., through the provision of remedial measures, targeted training or prevention programs or other remedies tailored to the circumstances).

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 and/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 interim protective measures) that will directly affect 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 interim protective measures based on all available information, interim protective measures will remain in effect until the resolution of the report by the Review Panel, unless new circumstances arise that warrant reconsideration of the protective measures before the hearing and determination by the Review Panel. A complainant or respondent may challenge interim protective measures or other actions, or failure to impose interim protective 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, on 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 evaluation panel will direct the Title IX Coordinator to impose any appropriate remedial or protective measures contemplated by these procedures (e.g., training and/or prevention programs targeted to student members of the group or organization). The Title IX Coordinator will also consult with relevant University officials regarding any appropriate University action directed at the student group or organization, including, but not limited to, modification, suspension or termination of the student group or organization’s agreement or status with the University.
Whenever Formal Resolution commences, the Title IX informal options for resolving reports. Panel, and (2) Alternative Resolution, which includes a variety of Prohibited Conduct: (1) Formal Resolution, which involves an inves-

These procedures offer two forms of resolution of reports of Prohibited Conduct: (1) Formal Resolution and (2) Alternative Resolution, which includes a variety of

**A. FORMAL RESOLUTION**

Formal Resolution commences when any of the following occur:

- A complaintant that a student or employee has engaged in one or more instances of Prohibited Conduct and requests, at any time, an investigation and disciplinary action
- Alternative Resolution does not resolve a reported incident of Prohibited Conduct and, in the Title IX Coordinator’s discretion, an investigation of the report of Prohibited Conduct is required
- At the conclusion of the threat assessment process the evaluation panel has determined, based on a review of the totality of the circumstances and guided by a consideration of the risk factors, that investigation of the reported conduct is necessary to evaluate the health and safety of the complainant and/or other members of the University community, notwithstanding the complainant’s request that personally identifying information not be shared with the respondent, that no investigation be pursued and/or that no disciplinary action be taken.

**1. Investigation**

Whenever Formal Resolution commences, 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, fair and impartial investigation. All investigators will receive annual training on issues related to sexual and gender-based harassment, sexual assault, dating violence, domestic violence and stalking, and on how to conduct an investigation that is fair and impartial, provides parties with notice and a meaningful opportunity to be heard, and protects the safety of complainants and the University community while promoting accountability.

**a) Notice of Investigation**

The Title IX Coordinator will notify the complainant and the respondent, in writing, of the commencement of an investigation. Such notice will (1) identify the complainant and the respondent; (2) specify the date, time (if known), location and nature of the alleged Prohibited Conduct; (3) identify potential Title IX Policy violator(s); (4) identify the investigator; (5) include information about the parties’ respective expectations under the Title IX Policy; (6) explain the prohibition against retaliation; (7) instruct the parties to preserve any potentially relevant evidence in any format; (8) inform the parties how to challenge participation by the investigator on the basis of bias or a conflict of interest; and (9) provide a copy of the Title IX Policy and these procedures.

**b) 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 Preventing and Addressing Discrimination and Harassment (PADH) policy and/or any other violation(s) of the University’s Standards of Conduct, the Title IX Coordinator will evaluate all reported allegations to determine whether the alleged Prohibited Conduct and the alleged PADH violation(s) and/or alleged Standard of Conduct violation(s) may be appropriately investigated together without unduly delaying the resolution of the report of 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 Title IX Policy, the PADH policy and/or the Standards of Conduct), but the investigation and resolution will be conducted in accordance with these procedures.

**c) Presumption of Non-Responsibility and Participation by the Parties**

The investigation is a neutral fact-gathering process. The respondent is presumed to be not responsible; this presumption may be overcome only where the investigator and/or Review Panel conclude that there is sufficient evidence, a preponderance of the evidence, to support a finding that the respondent violated the Title IX Policy. Neither party is required to participate in the investigation or in any form of resolution under these procedures, and the investigator will not draw any adverse inference from a decision by either of the parties not to participate.

**d) Time frame for Completion of Investigation; Extension for Good Cause**

Typically, the period from commencement of an investigation through resolution (finding and sanction, if any) will not exceed sixty (60) calendar 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, to comply with a request by external law enforcement for temporary delay to gather evidence for a criminal investigation, to accommodate the information of witnesses, to account for University breaks or vacations, 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.

**e) Overview of Investigation**

During the investigation, the investigator and/or Review Panel will conduct thorough, fair and impartial investigation that will gather other relevant and available evidence and information, including, without limitation, electronic or other records of communications between the parties or witnesses (via voice mail, 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) Advisors**

Throughout the investigation and resolution process, each party has the right to receive advice and counsel with an advisor. The advisor may be any person, including an attorney, who is not otherwise a party or witness involved in the investigation. The parties may be accom-

**g) Prior or Subsequent Conduct**

Prior or subsequent conduct of the respondent may be considered in determining pattern, knowledge, intent, motive or absence of mitigating factors. For example, evidence of a pattern of Prohibited Conduct by the respondent, either before or after the incident in question, regardless of whether there has been a prior finding of a Title IX Policy violation, may be determined relevant to the determination of responsibility for the 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 Prohibited Conduct. Such prior or subsequent conduct may also constitute a violation of the PADH 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 prior or subsequent conduct is deemed relevant.

**h) Prior Sexual History**

The sexual history of a complainant or respondent will never be used to prove character or reputation. Moreover, evidence related to the prior sexual history of either of the parties is generally not relevant to the determination of a Title IX Policy violation and will be considered only in unusual circumstances. Parties will be informed if evidence of prior or subsequent conduct is deemed relevant.

**i) 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. The investigator will promptly resume the University investigation when notified that law enforcement has completed the evidence-gathering stage of its criminal investigation.

**m) Draft Investigation Report**

At the conclusion of the investigation, the investigator will prepare a Draft Investigation Report summarizing the information gathered and outlining the contested and uncontested information. The Draft Investigation Report will not include any findings. The complainant and the respondent will have an opportunity to review the Draft Investigation Report.
n) Final Investigation Report. Unless there are significant additional investigative steps requested by the parties or identified by the investigator, within five (5) calendar days after receipt of any additional comments, questions and/or information submitted by the parties during the designated review and response period, the investigator will prepare a Final Investigation Report, which will include a recommendation as to whether there is sufficient evidence, by a preponderance of the evidence, to support a finding of responsibility for a violation of the Title IX Policy (and, where applicable, the PHPD policy and/or the University’s Standards of Conduct). In reaching this recommended finding, the investigator will consult with the Office of University Counsel. The investigator will then provide the Final Investigation Report to the Title IX Coordinator. The Title IX Coordinator will notify both parties, simultaneously, that the Final Investigation Report is complete and available for review.

o) Recommended Finding(s) of Responsibility. When the investigator determines that there is sufficient evidence, by a preponderance of the evidence, to support a finding of responsibility on one or more of the allegations, the investigator may accept or contest the recommended finding(s) by so notifying the Title IX Coordinator. If the complainant accepts the recommended finding(s) of no responsibility, the investigation will be closed and documented in accordance with applicable University policies. The complainant’s written comments will be included in the Final Investigation Report. If the complainant contests any of the recommended finding(s), the complainant may submit to the Title IX Coordinator a written statement explaining why the complainant contests such finding(s). The Title IX Coordinator will ensure that the respondent has an opportunity to review and respond in writing to any such statement. The Title IX Coordinator will provide the Final Investigation Report, together with any statements by the parties, to the Review Panel for further proceedings as outlined in these procedures.

p) Impact and Mitigation Statements. Where there is a finding of responsibility on one or more of the allegations, both parties may submit a statement to the Title IX Coordinator for consideration by the Review Panel in determining an appropriate sanction. The complainant may submit a written statement describing the impact of the Prohibited Conduct on the complainant and expressing a preference about the sanction(s) to be imposed. The respondent may submit a written statement explaining any factors that the respondent believes should mitigate or otherwise be considered in determining the sanction(s) imposed. The Title IX Coordinator will ensure that each of the parties has an opportunity to review any statement submitted by the other party. The Title IX Coordinator will provide any statement(s) with the Final Investigation Report and the parties’ other written submissions to the Review Panel.

q) Timing of Investigation. The investigation typically will be completed within forty-five (45) calendar days. This period may be extended to account for a previous attempt, if any, at Alternative Resolution or for other good cause, as described in these procedures. Any extension, other than for Alternative Resolution, and the reason for the extension, will be shared with the parties in writing.

2. 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 Review Panel (for reports against employees) or to a complaint’s external professional advisor (for reports against employees) to determine the appropriate sanction(s).

3. Review Panel Hearing (for reports against students) or Meeting (reports against employees)

The Title IX Coordinator will appoint a standing pool of trained members of the University community and, at the discretion of the Title IX Coordinator, external professionals with experience adjudicating cases of Prohibited Conduct. The Title IX Coordinator will select (a) three members from this pool to serve on the Review Panel, and (b) an additional member from this pool to serve as the non-voting Hearing/Meeting chair. Where the Respondent is a student, the selection of the voting members of the Review Panel will be appropriately trained full-time faculty members, one of whom will be appointed by the Executive Council of the Faculty Senate, if possible. The Review Panel will review the investigator’s recommended finding(s) and, if applicable, determine any appropriate sanction(s) under these procedures. All persons serving on any Review Panel (or as the hearing chair) must be impartial and free from actual bias or conflict of interest.

a) Standard of Review. If either of the parties contests the investigator’s recommended finding(s) of responsibility (or no responsibility) for an alleged violation of the Title IX Policy, the Review Panel will hold a Hearing/Meeting to determine (1) whether the concerns stated by the contesting party raise substantial doubt about the thoroughness, fairness and/or impartiality of the investigation; and, if no, (2) whether there is sufficient evidence to support the investigator’s recommended finding(s) by a preponderance of the evidence.

b) Notice and Timing of Hearing/Meeting. Typically, a Hearing/Meeting will be held within fifty-five (55) calendar days from the date of the Notice of Investigation, subject to extension for good cause, as described in these procedures. The Hearing/Meeting chair will notify the parties in writing of the date, time and location of the hearing; the names of the Review Panel members and the Hearing/Meeting chair; and how to challenge participation by any party. Each party will have a right to be present at the Hearing/Meeting that do not require physical proximity to the other party, including participating through electronic means. This request should be submitted to the Hearing/Meeting chair at least two (2) calendar days before the Hearing/Meeting. If, despite being notified of the date, time and location of the Hearing/Meeting, either party is not in attendance, the Hearing/Meeting may proceed and applicable sanctions may be imposed. Neither party is required to participate in the Hearing/Meeting in order for the Hearing/Meeting to proceed.

ii. Investigator or other witnesses. The Review Panel may request the presence of the investigator or any other witness at any Hearing/Meeting. The parties may also request the presence of any witness they deem relevant to the determination by the Review Panel. The Review Panel has absolute discretion to determine which witnesses are relevant to its determination and may decline to hear from witnesses if it concludes that the information is not necessary for its review.

iii. Advisors. Both the complainant and the respondent have the right to be accompanied by an advisor of their choosing. The advisor may be anyone, including an attorney, who is not
otherwise a party or witness. While the advisor may provide support and advice to a party at the Hearing/Meeting, the advisor may not speak on behalf of the party or otherwise participate in, or in any manner disrupt, the Hearing/Meeting. The University reserves the right to remove any individual whose actions are disruptive to the proceedings.

f) Determination by the Review Panel. Where either of the parties has contested the recommended finding(s) of responsibility, the members of the Review Panel will, at the conclusion of the Hearing/Meeting, determine, by majority vote, (1) whether the concern(s) stated by the contesting party raise substantial doubt about the thoroughness, fairness and/or impartiality of the investigation; and, if not, (2) whether there is sufficient evidence to support the investigator’s recommended finding(s) by a preponderance of the evidence. If the Review Panel finds that concerns stated by the contesting party raise substantial doubt about the thoroughness, fairness and/or impartiality of the investigation, it 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 additional inquiries, including the appointment of a new investigator.

If the Review Panel finds no cause for substantial doubt about the thoroughness, fairness and/or impartiality of the investigation, but determines there is insufficient evidence to support the investigator’s recommended finding, it may remand the matter for further investigation, or reject the investigator’s recommended finding(s) and make alternative finding(s).

For reports against students, if the Review Panel finds no cause for substantial doubt about the thoroughness, fairness and/or impartiality of the investigation and affirms that there is sufficient evidence to support a recommended finding of responsibility by a preponderance of the evidence, it will then determine, by majority vote, the appropriate sanction(s) for the Prohibited Conduct.

For reports against employees, if the Review Panel finds no cause for substantial doubt about the thoroughness, fairness and/or impartiality of the investigation and affirms that there is sufficient evidence to support a recommended finding of responsibility by a preponderance of the evidence, the decision will be forwarded to the appropriate executive for further review. The Review Panel will also, by majority vote, recommend a sanction(s).

If the Review Panel finds no cause for substantial doubt about the thoroughness, fairness and/or impartiality of the investigation and affirms a recommended finding of no responsibility, the matter will be considered resolved and the investigation will be closed. The Title IX Coordinator may nevertheless ensure that remedial measures remain in effect to support a complainant.

The Title IX Policy prohibits a broad range of conduct, all of which is serious in nature. The propriety of any particular sanction is reviewed on an individual basis based on the unique facts and circumstances as found by the Review Panel. In keeping with the University’s commitment to foster an environment that is safe, inclusive and free from discrimination and harassment, the Title IX Policy provides the Review Panel with wide latitude in the imposition of sanctions, tailored to the facts and circumstances of the Prohibited Conduct, the effect of the conduct on the complainant and University community, and accountability by the respondent. The imposition of sanctions 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, punitive, and/or a combination of punitive components. Some conduct, however, is so egregious in nature, harmful to the individuals involved or detrimental to the educational process that it requires severe sanctions, including suspension or expulsion from the University.

Once the Review Panel has determined that there is sufficient evidence, by a preponderance of the evidence, to support a finding of responsibility under the Title IX Policy, any one or more sanctions may be imposed. In determining the appropriate sanction(s), the Review Panel will be guided by a number of considerations, including the following:

- The severity, persistence or pervasiveness of the Prohibited Conduct
- The nature or extent of the Prohibited Conduct
- The effect or implications of the Prohibited Conduct within the University community
- The prior misconduct of the respondent
- The effect or implications of the Prohibited Conduct
- Whether the respondent has accepted responsibility for the Prohibited Conduct
- Whether the respondent is an employee in a position of authority over the complainant
- The maintenance of a safe, non-discriminatory and respectful environment conducive to learning
- Any other mitigating, aggravating or compelling factors

Sanctions are effective immediately, unless otherwise specified by the Review Panel.

The University will, upon written request, disclose to the alleged victim of a crime of violence (as defined in Section 16 of Title 18, United States Code) or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the University against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for the purpose of this paragraph.

Student Sanctions
Where there is a finding of responsibility, the Review Panel may impose one or more sanctions. Sanctions may include any of the sanctions that are available for violations of the University’s Standards of Conduct, including the following:

- Expulsion: Termination of student status for an indefinite period
- Suspension: Exclusion from classes and other privileges or activities, or from the University, for a definite period of time
- Suspension held in abeyance: Exclusion from classes and other privileges or activities, or from the University, for a definite period of time to be enforced should another violation occur
- Restitution: Reimbursement for damages or misappropriation of property
- Disciplinary Probation: Exclusion from participation in privileged or extracurricular activities for a definite period of time
- Reprimand: A written censure for violation of the Title IX Policy (and, if applicable, the PADH 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
- 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
- Admonition: An oral statement that the student violated the Title IX Policy (and, if applicable, the PADH policy and/or the Standards of Conduct)

Employee Sanctions
Upon receipt of notice from the Review Panel, the appropriate executive will have seven (7) days to review all the foregoing information, affirm or reject the Review Panel’s decision on the findings of responsibility under the Title IX Policy and, if applicable, determine the sanction(s) in accordance with the disciplinary procedures appropriate for the type of Employee. Where disciplinary action is recommended, such action may include one or more of the following:

- Informal and formal counseling
- Progress report and/or disciplinary action
- No-contact directive
- Transfer of position
- Removal of administrative appointment
- Demotion
- Suspension
- Termination of employment
- Transfer of employment

In addition to other sanctions, the Review Panel may direct the Title IX Coordinator to impose or extend a no-contact directive and/or impose or extend academic, University housing and/or University employment modifications, as may be appropriate; impose or extend increased monitoring, supervision and/or security at locations or in connection with activities where the Prohibited Conduct occurred or is likely to recur; impose for conducting targeted or broad-based educational programming or training for relevant persons or groups; impose one or more restorative remedies to encourage a respondent to develop insight about the Prohibited Conduct, learn about the effect of that Prohibited Conduct on the complainant, University community, and identify how to prevent that Prohibited Conduct in the future (including community service and mandatory participation in training, education and/or prevention programs related to the Prohibited Conduct); and/or impose any other remedial or protective measures that are tailored to achieve the goals of the policy.

B. ALTERNATIVE RESOLUTION
The complainant may seek Alternative Resolution in place of an investigation and Formal Resolution. The University, however, has the discretion to determine whether the nature of the reported conduct is appropriate for Alternative Resolution, to determine the type of Alternative Resolution that may be appropriate in a specific case and, pursuant to these procedures, to refer a report for Formal Resolution at any time. In addition, Alternative Resolution may not be available where the evaluation panel has determined that one or more of the risk factors listed in these procedures is present. Forms of Alternative Resolution that involve face-to-face meetings between the complainant and the respondent, such as mediation, are not available (a) in cases involving sexual assault and/or (b) where the complainant is a student and the respondent is an employee in a position of authority over the complainant. Participation in Alternative Resolution (including any specific form of Alternative Resolution) is voluntary. The University will not compel a complainant or respondent to engage in Alternative Resolution, will not compel a complainant to confront the respondent directly and will allow a complainant or respondent to withdraw from Alternative Resolution at any time. The University may decline the request for Alternative Resolution in any particular case and may terminate an ongoing Alternative Resolution process at any time. Pursuing Alternative Resolution does not preclude later use
of Formal Resolution if the Alternative Resolution fails to achieve a resolution acceptable to the parties and the University. Where the complainant or the respondent withdraws from Alternative Resolution or where Alternative Resolution is otherwise terminated for any reason, any statements or disclosures made by the parties during the course of the Alternative Resolution may be considered in a subsequent investigation and Formal Resolution. With any form of Alternative Resolution, each party has the right to choose and consult with an advisor. 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 Alternative 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, otherwise participate in or in any manner disrupt such meetings and/or proceedings.

Alternative Resolution may involve individual and/or community remedies that are designed to address a report of Prohibited Conduct, such as the following:

- **One-on-One Communication:** If a complainant wishes to address a situation with a respondent without the direct involvement of a third party, the complainant may communicate directly with the respondent. This form of Alternative Resolution is appropriate only if the complainant does not feel threatened, there is no risk of physical harm and the complainant reasonably believes the respondent will be receptive to the communication. Complainants are not required to engage in one-on-one communication before seeking third-party assistance or other help.

- **Resolution with the Assistance of a Third Party:** A complainant may seek assistance in informally resolving a report of Prohibited Conduct from (i) the complainant’s supervisor, if the complainant is an employee; (ii) the respondent’s supervisor; (iii) the Human Resources professional(s) for the department and/or unit of either the complainant or the respondent; (iv) University Human Resources Consulting Services or the Health System Human Resources Office of Employee Relations; (v) the Office of the Provost (for faculty); (vi) the Office for Equal Opportunities and Civil Rights; (vii) the Title IX Coordinator; or (viii) a trained mediator. The availability of this form of Alternative Resolution, and any resolution reached through such form of Alternative Resolution, is subject to the agreement of the Title IX Coordinator, the complainant and the respondent. Any of the foregoing third parties must consult with the Title IX Coordinator before taking action to resolve a report of Prohibited Conduct. This form of Alternative Resolution may not be used where the allegation involves sexual assault.

- **Interventions and Remedies:** Alternative Resolution agreements may involve a host of other 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 recur; targeted or broadband 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 these procedures, including suspension and termination, in accordance with relevant disciplinary or employment policies; removal of a third party; and/or protective measures that can be tailored to the involved individuals to achieve the goals of the Title IX Policy.

Any form of Alternative 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 Alternative Resolution, the terms of the agreement are implemented and the matter is resolved and closed. If an agreement is not reached, and the Title IX Coordinator determines that further action is necessary, or if a respondent fails to comply with the terms of the Alternative Resolution, the matter may be referred for an investigation and Formal Resolution under these procedures.

The Title IX Coordinator will maintain records of all reports and conduct referred for Alternative Resolution, which typically will be completed within thirty (30) calendar days.

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**

To extend our efforts on emergency preparedness and prevention, UVA has established a threat assessment team. The University’s threat assessment team is an active group of University of Virginia staff who provide resources helpful to administrators, faculty and staff dealing with threatening or disruptive individuals. Members of the group represent the UVPD, the Division of Student Affairs, including the Office of the Dean of Students and Student Health, Human Resources, Faculty and Employee Assistance Program, Curry School of Education, Office of University Counsel and the Office of Safety and Emergency Preparedness.

**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, except public police officers; except for personal use; except a University-sponsored activity (unloaded or disabled only), unless otherwise permitted by University policy and the safety of the University community.

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, or the University Medical Center, or while attending sporting, entertainment or educational activities.

3. **Exceptions**

In the following circumstances, the 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 Chief of the University Police Department; it 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 firearm 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 weapon permit.
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 defendant’s custody status and bond conditions, and the opportunity to prepare a Victim Impact Statement. You have a right 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. If not notified, UVA may withhold parental notification if a licensed health professional determining 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 ON-GROUNDS HOUSING

The Clery Act requires institutions that maintain on-campus housing facilities to establish a missing student notification policy and related procedures (20 USC §1092(j), Section 488 of the Higher Education Opportunity Act of 2008). When it is determined that a residential student is missing from the UVA community, UVA staff, in collaboration with local law enforcement, will be guided by this Missing Student Notification Policy and related procedures.

Provisions

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

Procedure

Any individual who believes a student living in on-Grounds student housing may be missing should immediately contact the University Police Department (UPD) at 2304 Ivy Road, Charlottesville, VA 22903, or by phone at 434-924-1766. The UPD will notify the Office of the Dean of Students on receipt of a missing-student report. When such a report is received, both ODOS and UPD will attempt to determine whether the student is, in fact, missing. Among others, these steps will be taken, depending on the circumstances:

- ODOS will attempt to contact the student through all reasonable and available means
- UPD will investigate the validity of the missing-person report and manage the information according to its established investigative standards
- UPD may notify appropriate University personnel and seek their aid in the investigation (e.g., ODOS, Residence Life staff, CAPS staff, etc.)
- UPD will contact any other appropriate law enforcement agencies as necessary to further its investigation
- If, within twenty-four hours of the report, UPD is unable to locate the missing student and the student remains missing, UPD will notify ODOS and ODOS shall take the following action(s):
  - The Dean of Students or his/her designee will promptly notify the individual the student has designated as his/her emergency contact and document the date and time of the notification
  - If the missing student is under 18 years of age and not an emancipated individual, the dean of students or his/her designee also will notify the student’s custodial parent or guardian and document the date and time of the notification

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

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

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

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

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

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

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

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

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

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

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

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

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

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

For the University’s full compliance with the Safe and Drug-Free Schools and Communities Act, please visit: http://vpsa.virginia.edu/sites/vpsa.virginia.edu/files/biennial_report.pdf.

UVA ALCOHOL AND DRUG POLICY

Reason for Policy
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 §1011j and 34 CFR Section 86.100 (a) (1)).

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

1. Alcohol
- Any sale of an alcoholic beverage requires a license from the Virginia Alcoholic Beverage Control Board

Alcoholic beverages are not to be given, sold or served to persons under 21 years of age

Alcoholic beverages are not to be given, sold or served to persons who are intoxicated

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

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

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

2. Drugs
The unauthorized manufacture, distribution, use and/or possession of “controlled substances” (illegal drugs), including prescription drugs, marijuana and cocaine, are prohibited by both Virginia and federal law and are punishable by severe penalties. The University does not tolerate or condone such conduct. Students and employees who violate Virginia or federal drug laws may be referred by University authorities for criminal prosecution.

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

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

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

C. Drug-Free Workplace Policy: UVA prohibits the use of alcohol or illegal drugs by all employees while on University property, including meal periods and breaks. The use of alcohol may be authorized in advance by the University for approved University functions. No employee will report to work while under the influence of alcohol or illegal drugs. Violations of these rules by an employee will be reason for evaluation/treatment for a substance use disorder or for disciplinary action, up to and including dismissal. To view this entire policy please visit http://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:

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<tr>
<th><strong>University Police Department Victim/Witness Representative</strong></th>
<th>Sergeant Benjamin Rexrode</th>
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</thead>
<tbody>
<tr>
<td><strong>UVA Health System Emergency Department</strong></td>
<td>434-924-2231</td>
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<tr>
<td><strong>Elson Student Health Center</strong></td>
<td>434-924-5362</td>
</tr>
<tr>
<td><strong>UVA Women’s Center</strong></td>
<td>434-982-2361</td>
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<tr>
<td><strong>Health Promotion Specialist</strong></td>
<td>434-924-3882</td>
</tr>
<tr>
<td><strong>Albemarle County Victim/Witness Program</strong></td>
<td>434-296-5830</td>
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<tr>
<td><strong>Charlottesville Victim/Witness Assistance Program</strong></td>
<td>434-970-3176</td>
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<tr>
<td><strong>Sexual Assault Resource Agency (SARA)</strong></td>
<td>434-977-7273 (rape crisis)</td>
</tr>
<tr>
<td><strong>Shelter for Help in Emergency (SHE)</strong></td>
<td>434-293-8509</td>
</tr>
<tr>
<td><strong>Family Violence &amp; Sexual Assault Virginia Hotline</strong></td>
<td>1-800-838-8238 (24 hours)</td>
</tr>
<tr>
<td><strong>Office of Health Promotion</strong></td>
<td>434-924-1509</td>
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</tbody>
</table>
The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC §1092(f)) requires colleges and universities across the United States to disclose information about crime on and around their campuses that occurred on Clery geography. The UPD maintains a close relationship with all police departments where the University of Virginia owns or controls property. These relationships help UPD maintain awareness of crimes reported in other police jurisdictions that involve the University.

The Assistant Vice President for Clery Compliance collects the crime statistics disclosed in the charts below 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 sub-categories 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; 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 any building or property owned or controlled by a student organization that is officially recognized by the University or by 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.)

**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 narcotics or 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.

**Stalking**—Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the safety 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 distinguishes 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, with or without the consent of the owner or the person having custody or control of it.
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<td>Student Housing</td>
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<td>Unfounded Crimes</td>
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<td><strong>Violence Against Women Act (VAWA):</strong></td>
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<td>Murder and Nonnegligent Manslaughter</td>
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<td>Manslaughter by Negligence</td>
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<td>Rape</td>
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<td>Fondling</td>
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<td>Statutory Rape</td>
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**Unfounded Crimes**

2017—Three hate crimes:
1) intimidation based on race - Public Property
2) intimidation based on sexual orientation - Public Property
3) vandalism based on sexual orientation - Student Housing

2016—Seven hate crimes:
1) intimidation based on ethnicity—on-Grounds
2) intimidation based on sexual orientation—Student Housing
3) intimidation based on ethnicity—Public Property
4) intimidation based on sexual orientation—Public Property
5) intimidation based on religion—Public Property
6) vandalism based on ethnicity—Student Housing
7) vandalism based on ethnicity—non-Grounds

2015—One hate crime:
1) simple assault based on race—non-Grounds
POLICE AND SECURITY

The UVA Architecture in Italy: Venice site is located in the Building Complex of the Scuola Grande di San Giovanni Evangelista. The building management company has a memorandum of understanding with CIVIS, a private security company. CIVIS private security guards are present at the site overnight and during company staff absence. The security company is hired by building management and is under their supervision. The security personnel do not have the authority to make arrests. The Venetian Police are available by calling 112 in emergencies, 118 for medical emergencies, and 115 for fire emergencies.

Security of and Access to Campus Facilities

The classroom site at UVA Architecture in Italy: Venice is open by Negligence

Violence Against Women Act (VAWA):

Arrests:

Drug Abuse

Illegal Weapons Possession

Referred for Disciplinary Action:

Drug Abuse

Illegal Weapons Possession

2017 — No hate crimes
2016 — No hate crimes

The UVA Architecture in Italy: Venice site was not a separate campus location in 2015.
POLICE AND SECURITY

The Mountain Lake Biological Station (Mountain Lake) does not have a memorandum of understanding with a local law enforcement agency or security company. The Giles County Sheriff’s Office is available by calling 911 for emergencies or 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.

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<thead>
<tr>
<th>OFFENSE</th>
<th>2017 On-Campus Property</th>
<th>2016 On-Campus Property</th>
<th>2015 On-Campus Property</th>
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<td>Student Housing</td>
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UVA Mountain Lake Biological Station — Crime Statistics (continued)

Violence Against Women Act (VAWA):

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

Arrests:

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

Referred for Disciplinary Action:

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

2017 — No hate crimes
2016 — No hate crimes
2015 — No hate crimes
The Newport News Center, School of Continuing and Professional Studies, does not have a memorandum of understanding with a police department or security company. The Newport News Police Department is available by calling 911 for emergencies or 757-247-2500.

Security of and Access to Campus Facilities

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

Newport News Police Department
9710 Jefferson Avenue, Newport News, VA 23605
757-247-2500
POLICE AND SECURITY

The Northern Virginia Center, School of Continuing and Professional Studies, does not have a memorandum of understanding with a police department or security company. The Northern Virginia Center does employ a security guard who is present at the Center during building operating hours. 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. The Fairfax County Police Department is available by calling 911 for emergencies or 703-691-2131.

Security of and Access to Campus Facilities

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

SecTek Security
1930 Isaac Newton Square, Suite 100, Reston, VA 20190
Phone: 713-234-4654

Fairfax County Police Department
4100 Chain Bridge Road, Fairfax, VA 22030
Phone: 703-691-2131

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

<table>
<thead>
<tr>
<th>OFFENSE</th>
<th>Student Housing</th>
<th>On-Campus Total</th>
<th>Non-Campus Building or Property</th>
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<th>Unfounded Crimes</th>
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Note: The table above includes the number of incidents reported each year from 2015 to 2017.

Violence Against Women Act (VAWA):

- Dating Violence
- Domestic Violence
- Stalking

Arrests:

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

Referred for Disciplinary Action:

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

2017—No hate crimes
2016—No hate crimes
2015—No hate crimes
POLICE AND SECURITY

The Richmond Center, School of Continuing and Professional Studies, does not have a memorandum of understanding with a police department or security company. 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. The Henrico County Police Department is available by calling 911 for emergencies or 804-501-5000.

Security of and Access to Campus Facilities

The administrative building at the Richmond Center is open from 9:00 a.m. to 5:00 p.m. Monday through Friday and 8:00 a.m. to 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.

American Security Group
4914 Radford Avenue, Suite 200, Richmond, VA 23230
Office Phone (M-F 8:00 a.m. - 5:00 p.m.): 804-355-2000
24/7 Dispatch Phone: 804-967-9400

Henrico County Police
7721 E. Parham Rd., Henrico, VA 23294
Phone: 804-501-5000

OFFENSE

<table>
<thead>
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<th>2017</th>
<th>On-Campus Property</th>
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<th>TOTAL</th>
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UVA Richmond Center, School of Continuing and Professional Studies — Crime Statistics (continued)

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Violence Against Women Act (VAWA):

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<td>Stalking</td>
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Arrests:

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Referred for Disciplinary Action:

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<tr>
<td>Illegal Weapons Possession</td>
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</table>

2017—No hate crimes 2016—No hate crimes 2015—No hate crimes
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 following report details all information required by this Act for the University of Virginia. The University of Virginia maintains on-campus student housing at the Charlottesville and Mountain Lake Biological Station campuses only. There is no on-campus student housing at the Architecture in Italy: Venice, Newport News, Northern Virginia, or Richmond campuses.

DEFINITIONS
We have provided definitions from the Higher Education Opportunity Act:

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

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

RESIDENCE HALL FIRE DRILLS
During each academic year, as required by the Code of Virginia, each residence facility has a minimum of four drills to increase familiarity for occupants and allow them to practice their evacuation skills. The University conducted 396 drills in housing during the last calendar year. These drills were planned, supervised and required mandatory building evacuations. Pages 70 and 71 contain a chart listing information on fire drills in University-owned housing locations.
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<th>TOTAL FIRES</th>
<th># OF INJURIES</th>
<th># OF DEATHS</th>
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Each of the following residential areas has the following type of fire safety system as reported by University of Virginia Housing & Residence Life. We have also included in this chart whether the facility has fire extinguishers, as well as the number of fire drills conducted.

### Fire Safety System Description:
1. Battery-operated smoke detectors in rooms; tunnels, ground-floor common spaces and landings have hard-wired central system with pull stations
2. Battery-operated smoke detector with hallway pull stations to hard-wired central system and sprinkler system
3. Battery-operated smoke detector with 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 and 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

### Fire Safety Systems — Residence Halls/Apartments

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<tr>
<td>Glenn House 829 - 514 Buckler Dr 4</td>
<td>Y</td>
<td>4</td>
<td></td>
</tr>
</tbody>
</table>

**Note in chart that follows:**

Fire Safety System – see description above. Fire Extinguishers – Yes (Y); No (N)

* Bonsycastle House, Dabney House, and Kent House were undergoing renovations and unoccupied. Therefore, no fire drills were conducted in these buildings.

### Life. We have also included in this chart whether the facility has fire extinguishers, as well as the number of fire drills conducted.

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.

### Building - Address

<table>
<thead>
<tr>
<th>Building - Address</th>
<th>Fire Safety System</th>
<th>Fire Extinguishers</th>
<th># of Fire Drills</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abbott House 835 - 530 Buckler Dr 4</td>
<td>Y</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Abbott House 836 - 534 Buckler Dr 4</td>
<td>Y</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Bab-Doble House - 571 McCormick Rd 5</td>
<td>Y</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Bannister Manor - French House 5</td>
<td>Y</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>1404 Jefferson Park Ave</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rice House - 583 Brandon Ave 5</td>
<td>Y</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Bonsycastle House - 10 Bonsycastle Dr 4*</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Boyd House 831 - 504 Buckler Dr 4</td>
<td>Y</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Boyd House 832 - 500 Buckler Dr 4</td>
<td>Y</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Casa Biskup/Spanish House - 1408 Jefferson Park Ave</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cauthen House - 450 Tree House Dr 5</td>
<td>Y</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Courtenay House - 795 Alderman Rd 3</td>
<td>Y</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Crackerbox - 54 Rosinda Dr 7</td>
<td>Y</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Dabney House - 20 Bonsycastle Dr 4*</td>
<td>Y</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Davis House - 82 Monroe Hill 1</td>
<td>N</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Dillard 385 - 508 Floyd Dr 5</td>
<td>N</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Dillard 386 - 520 Floyd Dr 5</td>
<td>N</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Dillard 387 - 526 Floyd Dr 5</td>
<td>N</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Dillard 388 - 528 Floyd Dr 5</td>
<td>N</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Dillard 389 - 532 Floyd Dr 5</td>
<td>N</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Dillard 391 - 775 Alderman Rd 3</td>
<td>N</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>East Lawn - 12 East Lawn 7</td>
<td>Y</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>East Range - 48 Rosinda Dr 7</td>
<td>Y</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Echoes House - 450 McCormick Rd 4</td>
<td>Y</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Emlen House - 432 McCormick Rd 4</td>
<td>Y</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Faulkner Cottage E - 478 Faulkner Dr 3</td>
<td>Y</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Faulkner Cottage W - 470 Faulkner Dr 3</td>
<td>Y</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>FitzHugh House - 735 Alderman Rd 3</td>
<td>N</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Gibbons House - 425 Tree House Lane 5</td>
<td>Y</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Gladenside House - 72 Monroe Hill 1</td>
<td>Y</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Glenn House 829 - 514 Buckler Dr 4</td>
<td>Y</td>
<td>4</td>
<td></td>
</tr>
</tbody>
</table>
FIRE INCIDENT RESPONSE

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

Facilities Management Systems Control Center
University of Virginia Facilities Management
1450 Leake Drive
434-924-1777
https://www.fm.virginia.edu/depts/operations/systems.html#sect

Environmental Health & Safety Fire Safety Division
One Morton Drive, Suite 320
434-243-1111
http://ehs.virginia.edu/Fire-Safety.html

University Police Department
University of Virginia Police Department
2304 Ivy Road
434-924-7166
http://uvapolice.virginia.edu/

PLANS FOR FUTURE IMPROVEMENTS IN FIRE SAFETY

The University of Virginia continually evaluates our fire safety program as well as our fire protection systems. USA 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.

A multi-year renovation program, including the addition of sprinkler systems, is underway in the McCormick Road residence halls. Beginning with the 2018-2019 school year, Bonnycastle, Dabney and Kent Houses will all be fully sprinklered. Sprinklers will be added to the remaining houses on McCormick Road over the next several years.

In addition, Hoston and Yen Houses on Sprigg Lane are scheduled to be sprinklered by the beginning of the 2018-2019 school year.

PROCEDURES FOR STUDENT HOUSING EVACUATION

According to University of Virginia Housing & Residence Life

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

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

1. Feel your door knob before opening it:
   - If the knob is hot, do not open the door.
   - If the knob is not hot, brace yourself against the door and open it slightly.

2. If heat or heavy smoke is present in the corridor, close the door and stay in the room. Keep low to the floor if smoke is present.

If you CAN leave the room
- 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.

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.

Evacuation Routes and Assembly Points can be accessed through the following link from University of Virginia Housing & Residence Life: http://housing.virginia.edu/evacuation.
<table>
<thead>
<tr>
<th>RESIDENCE AREA</th>
<th>POST-EVACUATION ASSEMBLY LOCATION</th>
<th>POST-EVACUATION RECOVERY LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALDERMAN ROAD</td>
<td>Always use stairs to evacuate the building. Do not use the elevator for a fire escape.</td>
<td></td>
</tr>
<tr>
<td>Balz-Dobie, Kelllogg, Lile-Maupin and Watson-Webb</td>
<td>Assemble in front entrance side of Em Commons (facing toward the stadium)</td>
<td>Em Commons</td>
</tr>
<tr>
<td>Caughter, Tuttle-Dunnington and Shannon</td>
<td>Assemble in the grassy area between Shannon and Tuttle-Dunnington</td>
<td>Em Commons</td>
</tr>
<tr>
<td>Gibbons and Woody</td>
<td>Assemble in the grassy area between Gibbons and Woody</td>
<td>Em Commons</td>
</tr>
<tr>
<td>Courtenay, Dunglison and FitzHugh</td>
<td>Assemble in the Gooch Quad</td>
<td>Gooch Lounge</td>
</tr>
<tr>
<td>BICE HOUSE</td>
<td>Always use stairs to evacuate the building. Do not use the elevator for a fire escape.</td>
<td></td>
</tr>
<tr>
<td>Apartments on First Floor 101, 102, 103 and 107</td>
<td>Move out the front stairway and away from the building</td>
<td>South Lawn Commons</td>
</tr>
<tr>
<td>Apartments on First Floor 104, 105 and 106</td>
<td>Move out the back door and to the end of the lot toward the railroad</td>
<td>South Lawn Commons</td>
</tr>
<tr>
<td>Apartments on 2nd–8th Floors 01, 02, 03, and 08 on each floor</td>
<td>Move out the front door and to the opposite end of the parking lot away from the building</td>
<td>South Lawn Commons</td>
</tr>
<tr>
<td>Apartments on 2nd–8th Floors 04, 05, 06, and 07 on each floor</td>
<td>Move out the back door and to the end of the lot toward the railroad</td>
<td>South Lawn Commons</td>
</tr>
<tr>
<td>BROWN RESIDENTIAL COLLEGE</td>
<td>Residents should exit using the fastest and safest available route.</td>
<td></td>
</tr>
<tr>
<td>Peters, Rogers and Holmes</td>
<td>Assemble at the Hume Fountain</td>
<td>Newcomb Hall 3rd Floor/ Ballroom</td>
</tr>
<tr>
<td>Tucker, Harrison, McGuffey, Gildersleeve and Venable</td>
<td>Assemble at the Newcomb Plaza</td>
<td>Newcomb Hall 3rd Floor/ Ballroom</td>
</tr>
<tr>
<td>Mallet, Long, Smith and Davis</td>
<td>Assemble by the Monroe Hill outdoor elevator</td>
<td>Newcomb Hall 3rd Floor/ Ballroom</td>
</tr>
<tr>
<td>COPELEY HILL APARTMENTS</td>
<td>Residents should exit using the fastest and safest available route.</td>
<td></td>
</tr>
<tr>
<td>Copeley 3 &amp; 4 Apartments</td>
<td>Assemble on the grassy area between the parking lot and Massie Road</td>
<td>North Grounds Recreation Center</td>
</tr>
<tr>
<td>GOOCH/DILLARD</td>
<td>Residents should exit their suites using the most direct and appropriate route.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Assemble in the Gooch/Dillard quad</td>
<td>Student Activities Building</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>RESIDENCE AREA</th>
<th>POST-EVACUATION ASSEMBLY LOCATION</th>
<th>POST-EVACUATION RECOVERY LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>FAULKNER APARTMENTS</td>
<td>Residents should exit using the fastest and safest available route.</td>
<td></td>
</tr>
<tr>
<td>Hench</td>
<td>Assemble in the parking lot to the west of the building</td>
<td>North Grounds Recreation Center</td>
</tr>
<tr>
<td>Mitchell</td>
<td>Assemble in the parking lot to the north of the building</td>
<td>North Grounds Recreation Center</td>
</tr>
<tr>
<td>Younger</td>
<td>Assemble in the parking lot south of the building</td>
<td>North Grounds Recreation Center</td>
</tr>
<tr>
<td>HEREFORD RESIDENTIAL COLLEGE AND JOHNSON, MALONE &amp; WEEDON</td>
<td>Residents should exit using the fastest and safest available route.</td>
<td></td>
</tr>
<tr>
<td>Norris House</td>
<td>Assemble on the grassy area away from the building</td>
<td>Runk Green Room</td>
</tr>
<tr>
<td>Whyburn House</td>
<td>Assemble at the front entrance of Runk Hall</td>
<td>Runk Green Room</td>
</tr>
<tr>
<td>Johnson House</td>
<td>Assemble in the upper-level parking lot</td>
<td>Runk Green Room</td>
</tr>
<tr>
<td>Malone House</td>
<td>Assemble on the grassy area away from the building</td>
<td>Runk Green Room</td>
</tr>
<tr>
<td>Weedon House</td>
<td>Assemble at the front entrance of Runk Hall</td>
<td>Runk Green Room</td>
</tr>
<tr>
<td>INTERNATIONAL RESIDENTIAL COLLEGE (IRC)</td>
<td>Residents should exit using the fastest and safest available route.</td>
<td></td>
</tr>
<tr>
<td>Hoxton and Yen</td>
<td>Leave the East and West buildings by the nearest available exit; assemble in the back Alumni Hall parking lot</td>
<td>Alumni Hall or Memorial Gym</td>
</tr>
<tr>
<td>Munford &amp; Gwathmey</td>
<td>Assemble in the Alumni Hall front parking lot</td>
<td>Alumni Hall or Memorial Gym</td>
</tr>
<tr>
<td>LAMBEITH FIELD APARTMENTS</td>
<td>Residents should exit using the fastest and safest available route.</td>
<td></td>
</tr>
<tr>
<td>Assemble on Lambeth Field</td>
<td></td>
<td>Lambeth Commons or U-Hall</td>
</tr>
<tr>
<td>LANGUAGE HOUSES</td>
<td>Residents should exit using the fastest and safest available route.</td>
<td></td>
</tr>
<tr>
<td>French, Spanish and Shea Houses</td>
<td>Cross Monroe Lane and assemble in the area adjacent to the Elson Student Health Center</td>
<td>House First Floor or South Lawn Commons</td>
</tr>
</tbody>
</table>
**LAW AND RANGE** • Residents should exit using the fastest and safest available route.

Lawn and Range Rooms Assemble in front of the University Chapel University Chapel

**MCCORMICK ROAD** • Residents should exit using the fastest and safest available route.

Bonycastle, Dabney, Echols, Emmet, Hancock, Humphreys, Kent, Lefevre, Metcalf and Page

If conditions permit, assemble in the McCormick Quad area away from buildings and roadways. If conditions require residents to move outside the McCormick Road area, gather on the Dell basketball courts.

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**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.
- All electrical cords must be out of the way of foot traffic. No electrical cords across the middle of the floors, hallways, doorways, etc.
- Do not place any electrical cords underneath area rugs or clothing. UVA only allows Ethernet (computer network) and coaxial (TV) cables placed under rugs, or taped down with duct tape to keep people from tripping over them.
- No halogen lamps, lamps with plastic shades, or octopus lamps are allowed.
- No open flame or open burner appliances of any kind may be used; this includes George Foreman-type grills, toasters and toaster ovens and space heaters.
- Each room may have one microwave no greater than 1200 watts and one or two small refrigerator(s) not exceeding 5.0 cubic feet total capacity. Alternatively, a microfridge with a power allocator that allows only one appliance to run at a time or an outlet strip with surge protection is permissible. Compliant microfridges and surge suppressors can be purchased from Cavalier Computers at the UVA Bookstore.
- All electrical cords must be out of the way of foot traffic. No electrical cords across the middle of the floors, hallways, doorways, etc.
- Do not place any electrical cords underneath area rugs or clothing. UVA only allows Ethernet (computer network) and coaxial (TV) cables placed under rugs, or taped down with duct tape to keep people from tripping over them.
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- 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
  - sound system entertainment
  - lamps (except those prohibited above)
  - fans
  - single-serve 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: [http://housing.virginia.edu/fire-prevention](http://housing.virginia.edu/fire-prevention).

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**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 allowed within any part of residence areas or within twenty-five feet of the buildings, including exterior balconies, stairways, steps and entranceways. Information about smoke-free residence areas can be accessed by the following link from University of Virginia Housing & Residence Life:

[http://housing.virginia.edu/fire-prevention](http://housing.virginia.edu/fire-prevention)

**FLAME AND FLAMMABLE MATERIALS**

University of Virginia Housing & Residence Life

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

Information about open flames can be accessed by the following link from University of Virginia Housing & Residence Life:


**PROHIBITED ITEMS**

University of Virginia Housing & Residence Life

Prohibited Items

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

- pets (except small non-lethal fish, in an aquarium no larger than 20 gallons)
- cinder blocks for propping beds
- extension cords
- multiple-outlet connections are permissible only with a built-in circuit breaker that is U.L. approved
- electrical appliances
- air conditioners (unless pre-approved for medical reasons in permitted buildings - they are not permitted in Alderman or McCormick Road areas)
- exterior aerials or satellite dishes
- cooking and heating appliances (except microwaves, popcorn poppers, rice cookers, hot water kettles, and single-serve coffee makers)
- toasters or toaster ovens
- ceiling fans
- space heaters
- halogen torchiere lamps
- “octopus” lamps
- washing machines
- portable dishwashers
- See Fire Safety Policies for more
- open flames
- candles
- incense
- oil lamps
- hookahs
- self-balancing electric wheeled boards (hoverboards)
- electric scooters
- live and artificial decorative trees
- firearms and weapons
- bows and arrows
- paintball guns
- ammunition
- fireworks or explosives
- slingshots
- swords
- knives with blades longer than four inches
- martial arts tools
- any other item that the University determines to be dangerous or illegal
- Lofts that are not provided by the University, except the Range
- A list of prohibited items can be accessed through the following link from University of Virginia Housing & Residence Life: http://housing.virginia.edu/prohibited-items.

IMPORTANT PHONE NUMBERS AND OTHER CONTACT INFORMATION

University of Virginia Clery Act Compliance Policy
http://uvapolicy.virginia.edu/policy/SEC-035
Gabriel Gates, Assistant Vice President for Clery Compliance
O’Neil Hall, 445 Rugby Rd, Charlottesville, VA  22904
434-297-6462

Emergency/Crisis Resources (24/7)
Police
911
Sexual Assault Resource Agency (Charlottesville)
434-977-7273
Shelter for Help in Emergency
434-293-8509
Counseling and Psychological Services (CAPS) Emergency Line
434-243-5150
Dean on Call (Call UVA Police and ask for the Dean on Call)
434-924-7166
UVA Emergency Department/Sexual Assault Nurse Examiners
434-924-2231
UVA Fire Safety After Hours Emergencies
434-243-1111
Family Violence and Sexual Assault Hotline of Virginia
800-838-8238
Fairfax County Domestic & Sexual Violence Services
703-360-7273
Women’s Resource Center of the New River Valley (Giles County)
540-639-1123
YWCA Richmond
804-612-6126

Ongoing Support from Confidential Resources
CAPS
434-243-5150
Women’s Center: Counseling Staff and Confidential Advocate
434-982-2252

Ongoing Support (Non-Confidential) and Guidance, Including academic and housing accommodations
Office of the Dean of Students
434-924-7133

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

FIRE SAFETY REPORT
MOUNTAIN LAKE BIOLOGICAL STATION HOUSING FACILITIES

Calendar Year 2017

RESIDENCE HALL FIRE DRILLS

Institutions that maintain any on-campus student housing facilities must disclose fire safety policies and procedures. Mountain Lake Biological Station maintains several small cabins and cottages that serve as student housing. The Virginia Fire Prevention Code sets requirements for fire drills for certain buildings, including residence halls/dormitories. The cabins at Mountain Lake do not fall under the occupancy classification of “residence halls” and are therefore not subject to the same fire drill requirements as residence halls.

FIRE STATISTICS

For Mountain Lake Biological Station Housing Facilities for Calendar Years 2015, 2016 and 2017

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)

<table>
<thead>
<tr>
<th>NAME - ADDRESS</th>
<th>TOTAL FIRES</th>
<th># OF INJURIES</th>
<th># OF DEATHS</th>
<th>VALUE OF PROPERTY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lang Hall - 240 Salt Pond Circle</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>NA</td>
</tr>
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<td>Murray Hall - 240 Salt Pond Circle</td>
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DESCRIPTION OF MOUNTAIN LAKE BIOLOGICAL STATION HOUSING FIRE SAFETY SYSTEMS RESIDENCE HALLS

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)

<table>
<thead>
<tr>
<th>BUILDING - ADDRESS</th>
<th>FIRE SAFETY SYSTEM</th>
<th>FIRE EXTINGUISHERS</th>
<th># OF FIRE DRILLS</th>
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</table>
FIRE SAFETY EDUCATION AND TRAINING PROGRAMS FOR STUDENTS, FACULTY AND STAFF
Facilities management provides fire suppression training to staff at Mountain Lake. This includes information on how to use fire extinguishers and fire hoses. UVA additionally publishes fire safety education and training programs for students and employees at http://ehs.virginia.edu/fire-safety.html.

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

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

RULES ON PORTABLE ELECTRICAL APPLIANCES, SMOKING, AND OPEN FLAMES IN STUDENT HOUSING
Mountain Lake does not allow smoking, open flames, or portable electrical appliances in student housing cottages and cabins.

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 flames 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. Shout a warning. Repeat it.
2. Leave the building and CALL 911, even if a small fire has been quickly extinguished.
3. Close all doors—especially those leading into stairwells, which should NEVER be left open.
4. Move at least 200 feet away from the building. Keep clear of driveways, sidewalks and access pathways.
5. 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
Facility evacuation routes are posted for residents. 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.
• 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.

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