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 Speal, Associate Vice President, Office for Equal Opportunity and Civil Rights
Office for Equal Opportunity and Civil Rights
PO. Box 400219, Washington Hall
Charlottesville, VA 22904
434-924-3200
UVAEOCR@virginia.edu or ccs39@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
434-297-7643; ecbb6@virginia.edu or
TitleIXCoordinator@virginia.edu

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

Akia Haynes
O’Neil Hall, Room 036
434-924-1696
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.
FROM THE

TO THE UNIVERSITY COMMUNITY —

Each one of us has an obligation to foster a secure and supportive environment at our University, an environment in which individuals can feel safe to learn, work, and live. The principles of responsibility and respect are essential to this goal. These principles serve as the foundation for the success and productivity of our students, faculty, and staff. Safety on our Grounds and at UVA-affiliated sites elsewhere is one of our highest concerns, and a truly safe environment can only be achieved if all of us cooperate. This publication contains information about safety measures and statistics about crime in and near our University community. It also describes our efforts to combat alcohol and drug abuse. Please take the time to read it, and help us foster a more caring and safe environment.

Teresa A. Sullivan
President, University of Virginia
TO THE UNIVERSITY COMMUNITY—

On behalf of the members of the University Police Department, I want to thank you for your interest in our Annual Fire Safety and Security Report. We publish this report because it contains valuable information for our University community. We also publish the report to comply with important provisions of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. Safety and security at UVA and compliance with the Clery Act should be a part of everyone’s responsibility at our University.

We encourage you to review the information we have made available to you in this document. You will find information about the University Police Department, including descriptions of certain services that we provide. You will also become familiar with our strong commitment to victims of crimes and the extensive services we make available to crime victims. Lastly, you will find important information about security policies and procedures on our Grounds and campuses, crime data, and crime prevention information. We join President Sullivan in the commitment to foster a secure and supportive environment at UVA. We are proud to be an integral part of the University of Virginia’s tradition of excellence.

Safety and security is a collaborative effort at UVA. We partner with the many departments at the University that have a critical role in fostering on-Grounds and campus safety, including the Division of Student Affairs, Environmental Health & Safety, and other University offices. Information about the University’s safety resources is distributed to students and their parents in the Parent Handbook and Student Safety Guide, found online at bit.ly/2cBnztG. It has always been our goal to provide the highest quality of public safety services and we are honored to collaborate with the entire University community. The men and women of the University Police Department are committed to making our Grounds and campuses a safe place in which to live, work, and study.

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

**VOLUNTARY, CONFIDENTIAL REPORTING**

If crimes are not reported, the University is limited in its ability to help prevent other members of the community from becoming victims. We encourage University community members to report crimes promptly and to participate in support crime prevention efforts. The University community will be much safer when all community members participate in safety and security initiatives. The Clery Act requires that the University disclose any available provisions for “voluntary, confidential reporting.” The University interprets the word “confidential,” when used in this section, as the ability to make a report to the University or law enforcement without sharing one’s own personally identifiable information. This option is referred to in University policy as an “anonymous” report. One purpose of an anonymous report is to respect an individual’s wish to keep personally identifying information confidential, while taking available steps to ensure personal safety and the safety of others. Anonymous reports allow the University to compile accurate records on the number and types of incidents occurring on property owned, leased and controlled by the University.

As set forth in the Resource and Reporting Guidelines for Students and Employees, which can be found at ocr.virginia.edu/title-ix, an individual may make an anonymous report to the University through Just Report It, the University’s website for online reporting. In addition, anyone may call UVA Police at 911 or 434-924-7166 to report concerning information. Callers may remain anonymous. The University Police also accepts anonymous crime tips through TipSoft. Please visit help.vapolice.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:

- University Police
- non-police personnel responsible for on-Grounds security
- University officials with significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings.

An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the University; and

- any individual or organization specified in a statement of University’s security policies as a place to report criminal offenses.

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

**OFFICIAL** | UNIVERSITY ADDRESS | PHONE NUMBER
---|---|---
University of Virginia Police | 2304 Ivy Road Charlottesville, VA 22903 | Emergency 911 434-924-7166 Non-Emergency
Vice President and Chief Student Affairs Officer | Rotunda, N.E. wing | 434-924-7984
Vice President and Chief Human Resources Officer | 914 Emmet Street Charlottesville, VA 22903 | 434-982-0123
Vice President and Chief Officer for Diversity and Equity | Madison Hall, second level | 434-243-2079
Office of the Dean of Students | Peabody Hall, second level | 434-924-7133
Title IX Coordinator | O’Neill Hall, terrace level | 434-297-7988
Office for Equal Opportunity and Civil Rights | Washington Hall | 434-924-3200
Just Report It | www.virginia.edu/justreportit/
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
- Sharing information about resources and support services available to reporting individuals
- Supporting individuals who, following an initial confidential disclosure, decide to make a report to the University and/or report the incident to local law enforcement, by directing such individuals to the appropriate University resources for assistance with such reporting
- Contacting the Title IX Coordinator with questions or concerns

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

<table>
<thead>
<tr>
<th>UNIVERSITY CONFIDENTIAL EMPLOYEES PHONEx NUMBER</th>
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<tbody>
<tr>
<td>UVA Medical Center &amp; Emergency Department *</td>
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<tr>
<td>Student Health: Counseling And Psychological Services (CAPS)</td>
</tr>
<tr>
<td>Student Health: Counseling And Psychological Services (CAPS), after hours</td>
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<tr>
<td>Student Health: Gynecology</td>
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<tr>
<td>The Women’s Center: Counseling Staff and Confidential Advocate</td>
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<tr>
<td>The McCue Center: Sports Medicine and Sports Psychology Staff**</td>
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<tr>
<td>UVA Teen and Young Adult Health Center***</td>
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<tr>
<td>Mary D. Ainsworth Psychological Clinic ****</td>
</tr>
<tr>
<td>Sheila C. Johnson Center for Human Services *****</td>
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* The University’s Emergency Department is the only local facility with nurses who are specially trained to collect evidence for victims of sexual assault; that evidence collection must occur within 72 hours of the assault.

** The McCue Center serves student-athletes.

*** Provides health care for ages 12 to 24.

**** These clinics are designed as clinical training programs and do not generally see students in crisis.

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 PHONEx NUMBER</th>
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<tbody>
<tr>
<td>Sexual Assault Resource Agency (SARA)</td>
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<tr>
<td>Shelter for Help in Emergency (SHE)</td>
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<tr>
<td>Family Violence &amp; Sexual Assault Virginia Hotline</td>
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<tr>
<td>Martha Jefferson Hospital &amp; Emergency Department</td>
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<tr>
<td>Planned Parenthood</td>
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STATE RESOURCES

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<tr>
<th>AGENCY PHONEx NUMBER</th>
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<tbody>
<tr>
<td>Family Violence &amp; Sexual Assault Virginia Hotline</td>
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<td>Shelter for Help in Emergency (SHE)</td>
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</table>

NATIONAL RESOURCES

<table>
<thead>
<tr>
<th>AGENCY PHONEx NUMBER</th>
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</thead>
<tbody>
<tr>
<td>Rape, Abuse &amp; Incest National Network (RAINN) Online Hotline</td>
</tr>
<tr>
<td>National Sexual Assault Hotline</td>
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</tbody>
</table>
ABOUT THE UNIVERSITY POLICE DEPARTMENT

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 Services. The community service officers do not have arrest powers. 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.

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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) MOU 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. The University does not have any officially recognized student organizations with non-campus locations. 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://www.student.virginia.edu/~judic/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 from 8:00 a.m. until 5:00 p.m., Monday through Friday, and academic buildings generally are open from 7:00 a.m. until 11:00 p.m. Certain programs, schools and facilities may vary from these general times based on programs and unique needs. Academic and administrative buildings are generally open to the public during business hours. The exterior doors on all recently constructed facilities are equipped with electronic access systems. Many of the University’s older facilities are accessible with individual keys. The University operates under a three-tiered master key system. 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 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.

SECURITY CONSIDERATIONS FOR THE MAINTENANCE OF UNIVERSITY FACILITIES

The University of Virginia is committed to safety and security on Grounds. The University Police Department (UPD) is responsible for managing security, including 24-hour emergency response and investigating and responding to crimes and suspicious incidents. The University Police Department is dedicated to ensuring a safe and secure environment for students, faculty and staff.

The University Police Department uses a combination of electronic and manual systems to secure University facilities. Electronic access systems are used to control access to various areas of the campus, including residence halls, academic buildings, administrative buildings and parking garages. Access to these areas is granted via a combination of electronic card access and key systems. The University Police Department works closely with campus facilities management to ensure that security measures are in place and maintained.

SECURITY OF AND ACCESS TO UNIVERSITY FACILITIES

Exterior doors in all residence hall buildings remain locked except in those buildings that house University offices. In addition, UVA unlocks exterior entrances during official move-in hours each fall. Residents of the building and their guests are granted access to the building by utilizing the electronic card access to a permitted key system. Entry to secured areas is by electronic lock or a permitted key system. In new construction, a dual-credited system (PIN code and card access) controls access to student rooms, with older buildings being equipped with this style 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.

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

The University Police Department, 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; and 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 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?
- 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?
- 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?

The content of a timely warning may vary depending on the type of incident reported and the location in which it occurred.

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 and/or the Assistant Vice President for Clery Compliance, or their designee(s), are responsible for making a timely warning consideration using the criteria previously listed. If the timely warning criteria are met, a notice will be drafted using crime-specific templates and issued by the Chief of Police and/or the Assistant Vice President for Clery Compliance, or their designee, as soon as pertinent information is available. Timely warnings are generally issued via email, but may also be distributed through press releases, text messages, posters, desktop alerts and with messages on UPD’s website when appropriate. The University may not use all distribution methods for every incident. For information on University Alerts please visit http://www.virginia.edu/uvaalerts/. 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. 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 and/or the Assistant Vice President for Clery Compliance, or their designee(s), may choose to issue a “community alert” via email notifying the University community of the threat. The content of a community alert may vary depending on the type of incident reported and the location in which it occurred.
EMERGENCY MANAGEMENT AT UVA
The Critical Incident Management Plan (CIMP) for the University of Virginia provides the framework on which to structure the response and resources of the University 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 University and local, state and federal planning, response and public safety agencies.
- The University will 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 completion of evacuation of a building in an alarm situation. Departmental evacuation plans provide detailed information about the evacuation procedures for individual buildings. If necessary, transportation of persons shall be coordinated with appropriate University Police and Parking/Transportation Department personnel for the purpose of evacuation and relocation of persons threatened by or displaced by the incident. Responding emergency managers will identify a temporary shelter or facility such as John Paul Jones Arena, Memorial Gym or another facility as needed. The CIMP designates a temporary shelter as one which can house, maintain and protect the health and safety of University community members.

MEMORIAL GYM OR ANOTHER FACILITY AS NEEDED.

Drills, Exercises and Training
Generally, University first responders become aware of these situations through reports to the police dispatch office or routine patrol or other assignments.

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Drills, Exercises and Training
Annually, the University conducts emergency management exercises on Grounds and at campuses to test emergency procedures. 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 through 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 a significant 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 the UVA community. The University uses a multi-tiered 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, and the Health System paging system. At the same time, voicemail 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; as part of 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. These tests are conducted at every UVA campus.

The University community can sign up to receive emergency text messaging at https://www.virginia.edu/uvaelerts/.

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 routine patrol or other assignments.

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

One or more of UVA’s authorized representatives (UPD leadership, the 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
The office responsible for issuing the emergency notification (usually the police dispatch officer/representative) 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.

Determing the Content of the Emergency Notification
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, 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
For more information, please visit the comprehensive Website dedicated to the full Title IX and Violence Against Women Act (VAWA) policy at http://oeec.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 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, and “domestic violence” as defined by VAWA. Consistent with VAWA, the University will give 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 Exploitation

a. Sexual Contact consists of (1) Sexual Penetration and/or (2) Making another touch you or themselves in a sexual manner.

b. Sexual Exploitation consists of (1) Making another touch you or themselves in a sexual manner

The University of Virginia has adopted its Policy on Sexual and Gender-Based Violence (Prohibited Conduct) which 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).

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A person who wants to engage in a specific sexual activity is asked whether the other was incapacitated. Incapacitation means that a person was unable to understand some or all of the information being communicated or to participate in a particular form of Sexual Contact or to engage in sex. When a person makes clear a decision not to participate in sexual activity, the person initiating sexual contact must respect that decision. A person may be incapacitated as a result of drinking or using drugs. The impact of alcohol and other drugs may vary from person to person, and the effect of alcohol or other drugs on a person depends on the person’s size, physical and mental health condition, and the duration of the pressure.

Affirmative Consent cannot be obtained by force.

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Force includes: (a) the use of physical violence, (b) threats, (c) intimidation and/or (d) coercion.</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>a)</td>
<td>Physical violence means that a person is exerting control over another person through the use of physical force. Examples of physical violence include hitting, punching, slapping, kicking, restraining, choking and brandishing or using any weapon.</td>
</tr>
<tr>
<td>b)</td>
<td>Threats are words or actions that would compel a reasonable person to engage in unwanted sexual activity. Examples include threats to harm a person physically, to reveal private information to harm a person’s reputation or to cause a person academic or economic harm.</td>
</tr>
<tr>
<td>c)</td>
<td>Intimidation is an implied threat that menaces or causes reasonable fear in another person. A person’s size alone does not constitute intimidation; however, a person’s size may be used in a way that constitutes intimidation (e.g., blocking access to an exit).</td>
</tr>
<tr>
<td>d)</td>
<td>Coercion is the use of an unreasonable amount of pressure to gain sexual access. Coercion is more than an effort to persuade, entice or attract another person to have sex. When a person makes a clear decision not to participate in a particular form of Sexual Contact or Sexual Intercourse, the person making that decision to stop, or a decision not to go beyond a certain sexual interaction, continued pressure can be coercive.</td>
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<td></td>
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<td></td>
<td>In evaluating whether coercion was used, the University will consider: (i) the frequency of the application of the pressure, (ii) the intensity of the pressure, (iii) the degree of isolation of the person being pressured and (iv) the duration of the pressure.</td>
</tr>
<tr>
<td></td>
<td></td>
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<tr>
<td>ii.</td>
<td>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.</td>
</tr>
</tbody>
</table>

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

|   | A person who is incapacitated 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. Reaying solely on non-verbal consent to forgo all sexual activity can lead to misunderstanding and may result in a violation of this 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 this policy.

Incapacitation is a state beyond drunkenness or intoxication. A person is not necessarily incapacitated merely as a result of drinking or using drugs. The impact of alcohol and other drugs varies from person to person. One is not expected to be a medical expert in assessing incapacitation. One must look for the common and obvious signs show that 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, emotional volatility, vomiting or incontinence. A person who is incapacitated may not be able to understand some or all of the following questions: “Do you know where you are?” “Do you know how you got here?” “Do you know what is happening?” “Do you know whom you are with?” “Do you know what you are doing?” A person should not be engaging in Sexual Contact or Sexual Intercourse when either party has been drinking alcohol or using other drugs. The introduction of alcohol or other drugs may create ambiguity for either party as to whether Affirmative Consent has been sought or given. If one has doubt about either party’s level of intoxication, one has a reasonable duty to stop or to engage in no sexual activity. |

Being impaired by alcohol or other drugs is no defense to any violation of this policy. |

2. Sexual Exploitation

Sexual Exploitation is purposely or knowingly doing any of the following:

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

3. Intimate Partner Violence

Intimate Partner Violence includes any act of violence or threat of violence that occurs between individuals who are involved or have been involved in a sexual, dating, spousal, or other family relationship, the type of relationship and the frequency of interaction between the parties involved is closer than a friendship. |

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 combination of objective criteria, including the length of the relationship, the type of relationship and the frequency of interaction between the parties involved in the relationship. |

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 combination of objective criteria, including the length of the relationship, the type of relationship and the frequency of interaction between the parties 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 want to be contacted or followed, such actions shall be prima facie evidence that the person intended to place that other person, or reasonably should have known that the other person was placed, in reasonable fear of death, criminal sexual assault, or bodily injury to himself or a family or household member.” Sections 18.2-386.1 and 18.2-386.2 of the Code of Virginia provide for criminal penalties 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 this policy. There is no statutory definition of consent in Virginia, but the definition for rape in Section 18.2-61 describes the concept of unwillingness in the context of rape, and Section 18.2-67.1 describes “mental incapacity” and “physical helplessness” in the context of sexual violence.

**REPORTING AN INCIDENT**

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

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

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

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

**PROCEDURES VICTIMS SHOULD FOLLOW**

An individual who experiences sexual assault or any other form of interpersonal violence is strongly encouraged to seek immediate medical attention.

**UVA Medical Center Emergency Department**
1215 Lee Street, Charlottesville, VA
434-924-2231

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

**St. Mary’s Hospital**
5801 Bremo Road, Richmond, VA 23226
804-285-2011

**Carilion New River Valley Medical Center**
2900 Lamb Circle, Christiansburg, VA 24073
540-731-2000

**Riverside Regional Medical Center**
5000 J. Clyde Morris Boulevard, Newport News, VA 23601
757-694-3983

**Elson Student Health Center**
(forensic exam available during business hours only)
400 Brandon Avenue, Charlottesville, VA
434-924-5362

**Hospital Civil SS. Giovanni e Paola**
Castello 6777, 30122 Venice
+39 041 529 4588

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 above have a SANE nurse or a forensic nurse and are in close proximity to UVA’s other campuses. Forensic sexual assault examinations are available at the 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. SANE nurses can assess injuries related to physical trauma; evaluate for sexually transmitted infections and possible pregnancy; provide medical care (including medications to prevent infections and pregnancy); and can, within 120 hours (five days) but as soon as possible after a sexual assault, administer a “forensic exam.” During the forensic exam, the SANE nurse documents and collects evidence of sexual

3. Details of information about obtaining a forensic exam at the Student Health Center can be accessed at [http://www.virginia.edu/studenthealth/vawae.html](http://www.virginia.edu/studenthealth/vawae.html) and about obtaining a forensic exam at the UVA Medical center can be accessed at [https://uvahealth.com/services/transport-emergency/forensic-services](https://uvahealth.com/services/transport-emergency/forensic-services)
contact and/or physical trauma (including injuries to the body and genitals), trace evidence, biological fluids and identifiable DNA. When there is reason to believe that an assault may have been facilitated by the use of drugs or alcohol, the forensic exam may also include the collection of urine and blood samples for toxicology testing. Patients are not required to report an incident to law enforcement or the University in order to receive medical attention or a forensic exam. A patient may have a support person of their choosing present throughout the forensic exam.

In addition, the UVA Emergency Department ensures that an advocate from the Sexual Assault Resource Agency (SARA) is available to all patients reporting sexual assault. Patients may accept or decline the confidential services of the SARA advocate. Regardless of whether a forensic exam is obtained within the first 120 hours after a sexual assault, all individuals are encouraged to seek follow-up care to address any ongoing medical concerns, including those related to sexually transmitted infections and pregnancy. Students may access follow-up care at the University Medical Center, Student Health or through any appropriate health care provider outside of the University. Employees may access follow-up care at any appropriate health care provider.

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

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

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

STUDENTS

1. UNIVERSITY CONFIDENTIAL RESOURCES

<table>
<thead>
<tr>
<th>Service</th>
<th>Phone Numbers</th>
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</thead>
<tbody>
<tr>
<td>Counseling And Psychological Services (CAPS)</td>
<td>434-243-5150  434-297-4261 (after hours)</td>
</tr>
<tr>
<td>Student Health: Gynecology</td>
<td>434-924-2773  434-297-4261 (after hours)</td>
</tr>
<tr>
<td>Student Health: General Medicine</td>
<td>434-982-3915  434-297-4261 (after hours)</td>
</tr>
<tr>
<td>Student Health: Psychologists in the Student Disability Access Center (SDAC)</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>

ON- AND OFF-GROUNDS 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.

2. COMMUNITY CONFIDENTIAL SERVICES

<table>
<thead>
<tr>
<th>Location</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Shelter for Help in Emergency (SHE) Office: 434-963-4676</td>
</tr>
<tr>
<td></td>
<td>Hotline: 434-293-8509</td>
</tr>
<tr>
<td>Fairfax</td>
<td>Women’s Resource Center of the New River Valley 703-360-7273</td>
</tr>
<tr>
<td></td>
<td>800-788-1123</td>
</tr>
<tr>
<td></td>
<td>540-639-1123</td>
</tr>
<tr>
<td>Newport News</td>
<td>The Center for Sexual Assault Survivors 757-599-9844</td>
</tr>
<tr>
<td></td>
<td>Transitions Family Violence Services 24-hour Hotline: 757-723-7774</td>
</tr>
<tr>
<td>Richmond</td>
<td>Safe Harbor Office: 804-249-9470</td>
</tr>
<tr>
<td></td>
<td>804-612-6126</td>
</tr>
<tr>
<td></td>
<td>24-hour Hotline: 804-612-6126</td>
</tr>
<tr>
<td>Statewide</td>
<td>Family Violence &amp; Sexual Assault Virginia Hotline Call: 800-838-8238</td>
</tr>
<tr>
<td></td>
<td>757-599-9844</td>
</tr>
<tr>
<td></td>
<td>Transitions Family Violence Services 24-hour Hotline: 757-723-7774</td>
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<tr>
<td>Venice, Italy</td>
<td>Association of Women with Women, Antiviolence Center +39-041-5342991</td>
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<tr>
<td></td>
<td>+39-041-5349215</td>
</tr>
</tbody>
</table>

3. NATIONAL RESOURCES

<table>
<thead>
<tr>
<th>Location</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Rape, Abuse &amp; Incest National Network (RAINN) Online Hotline online.rainn.org</td>
</tr>
<tr>
<td></td>
<td>National Sexual Assault Hotline 800-656-4673</td>
</tr>
</tbody>
</table>
## 1. UNIVERSITY CONFIDENTIAL RESOURCES

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty &amp; Employee Assistance Program</td>
<td>434-243-2643</td>
</tr>
<tr>
<td>University Medical Associates</td>
<td>434-924-1931</td>
</tr>
<tr>
<td>UVA Health System General Gynecology</td>
<td>434-924-1995</td>
</tr>
<tr>
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<td>(Clinical training program that generally does not see patients in crisis)</td>
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</table>

## 2. COMMUNITY CONFIDENTIAL SERVICES

### Charlottesville:

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

### Giles County:
- Women’s Resource Center of the New River Valley: 800-788-1123, 540-639-1123

### Newport News:
- The Center for Sexual Assault Survivors: 757-599-9844
- Transitions Family Violence Services: 24-hour Hotline: 757-729-7774

### Richmond:

### Statewide:
- Association of Women with Women, Antiviolence Center: Call: 800-838-8238, Text: 804-793-9999, +39 041 5342991, +39 041 5349215

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

### 3. NATIONAL CONFIDENTIAL RESOURCES

- Rape, Abuse & Incest National Network (RAINN) Online Hotline: online.rainn.org
- National Sexual Assault Hotline: 800.656.4673

## LEGAL RESOURCES

There are several resources that may help students or employees explore and understand their legal rights and options — both 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/](http://www.student.virginia.edu/~stud-leg/)

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

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

### 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://titleix-vawa.virginia.edu/policy](http://titleix-vawa.virginia.edu/policy).

### 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 this 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
- 434-924-7429 or 434-924-7133
- [odos@virginia.edu](mailto:odos@virginia.edu)
- [After hours: 434-924-7166 for “Dean on Call”](mailto: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; any continuing effects on the complainant; whether the complainant and the respondent share the same residence hall, dining hall, academic course(s), job or parking location(s); and whether other judicial measures have been taken to protect the complainant (e.g., protective orders). When implementing such measures, the
University will seek to minimize the burden on the student seeking the measures. For example, if the complainant and the respondent share the same class or residence hall, the University will not, as a matter of course, remove the complainant from the class or residence hall while allowing the respondent to remain, without carefully considering all options and circumstances.

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 proxy).

• Arranging a meeting with police to discuss or report

  Prohibited Conduct

• Arranging a meeting with police to discuss safety planning

• Arranging access to counseling services and assistance in

  setting up initial appointments

• Arranging access to medical services and mental health

  services and assistance in setting up initial appointments

• Assistance in seeking academic assistance, including

  modified class schedules (including transfer to another
  section), permission to withdraw from and/or retake a class
  or attend a class via alternative means (e.g., online or
  independent study), extension of assignment deadlines and
  voluntary leaves of absence

• Assistance in modifying University housing arrangements,

  including immediate temporary relocation to safe living
  quarters and/or permanent reassignment of University
  residence halls

• Assistance in seeking legal assistance within the community

• Assistance in seeking relevant information on immigration,

  visa and/or financial aid status

• Assistance in modifying assigned parking

• Assistance in modifying University employment

  arrangements, including changes in work schedules, job
  assignments, work locations and/or assigned parking

• Imposing an Interim Disciplinary Suspension

  and/or disciplinary 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
  wellbeing of a student who has been affected by Prohibited
  Conduct

In some cases, a student may choose to seek a leave of

abuse or a reduced course load; these actions may, in turn,
affect a student’s immigration, visa and/or financial aid status.
In such cases, students will connect with the applicable
University department or unit so that they may obtain relevant
information and assistance.

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.
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. UVa will make such accommodations
or provide such protective measures if the complainant requests
them and if they are reasonably available, regardless of whether the
complainant chooses to report the Prohibited Conduct to University
Police or local law enforcement.

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 confi-
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:

Title IX Office

O’Neil 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 the Provost, the Human Resources and/or the Office
of the Provost, as appropriate, 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 over-
all structure and working conditions of relevant units or offices,
the severity or pervasiveness of the alleged Prohibited Conduct, 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 in such cases (e.g., protective orders). When
implementing such measures, the University will seek to minimize
the burden on the complainant. For example, if the complainant
and the respondent share the same employment assignment, the
University will not, as a matter of course, remove the complainant
from the assignment while allowing the respondent to remain, with-
out carefully considering all options and circumstances.

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 proxy).

• 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

• 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 disciplinary 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 expe-
renced Prohibited Conduct to seek protective orders, attend court,
make custody arrangements or relocate to a safe living envi-
rnment. Employees should direct any such requests for leave to their super-
visor. Employees and/or supervisors should direct any questions or
concerns related to such requests to the Title IX Coordinator.

The Title IX Coordinator or designee will ensure employees receive
written notification of all their rights and options, regardless of
whether an employee chooses to report Prohibited Conduct to the
University or to the police. This notification will describe options for,
available assistance in and how to request changes to academic, living,
transportation and working situations or protective measures.
Employees are entitled to receive information, assistance and a
broad range of 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” protec-
tive 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 arrange no-contact directives, which are
enforceable through the University. Students or employees may
speak with the University Police Department’s Victim/Witness
Assistant 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.

If a complainant has a

...
PRIVACY AND CONFIDENTIALITY

The University is committed to protecting the privacy of all individuals involved in the investigation and resolution of a report under this policy. The University also is committed to providing assistance to students, employees and third parties made informed choices. With respect to any report under this 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 this 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 medical records is protected by Virginia’s Health Records Privacy Act, Va. Code Section 32.1-127.1-03, and may also be protected by the Health Insurance Portability and Accountability Act (HIPAA) or by FERPA. Access to an employee’s personnel records may be restricted in accordance with the Virginia Freedom of Information Act, and, where applicable, Department of Human Resources Management (DHHRM) Policy 6.05 Personnel Records Disclosure and DHHRM 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 and ordained clergy, all of whom may engage in confidential communications under Virginia law. The 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 primary prevention 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 policy, and related crimes under Virginia law; (2) the definitions of related crimes under Virginia law; (3) the definition of “Affirmative Consent” for purposes of the policy; (4) safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of Prohibited Conduct against another person; (5) information on risk reduction and prevention to help students, employees and third parties make informed choices. With respect to any report under this 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.

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.

Not on Our Grounds is the University’s initiative dedicated to ending sexual violence in our community. Although the Not on Our Grounds initiative seeks to specifically prevent sexual violence, 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) education on risk reduction and (6) coalition building. These programs include:

1. Awareness Programs

Awareness programs consist of communitywide or audience-specific programming, initiatives and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety and reduce incidence of Prohibited Conduct. The University supports several annual awareness programs including the following:

- **Sexual Responsibility Week:** During the week of February 14, Peer Health Educators (PHE) distribute Condom Ropes. Every year, PHEs distribute Condom Ropes to the University community on the first Friday. The event is hosted by the Virginia Sexual and Domestic Violence Action Alliance, is a media campaign designed to educate about the signs of abuse and to promote bystander intervention in cases of abuse and unhealthy relationships. In addition to posters and red flags, which are posted on the lower Lawn during Red Flag Week, the Clothesline Project is also on display, along with tabling where passersby can collect educational materials and the schedule of other events planned during October. 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 Health Educators (PHE), Student Mentors (SAMs) and the Fourth Year Class Trustees coordinate a week of events every November, including a pledge drive against participation in the “fourth year fifth” (attempting to consume a fifth of liquor before the last home football game, also known as Memorial Speaker); a panel discussion by students in recovery from substance abuse; and the 4th Year 5K. Events raise awareness of normative healthy behaviors and recognize the hazards of celebratory drinking, including the risk of being targeted for sexual violence.
- **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 market and activity weekend and coordinate with the City of Charlottesville and the student safety team to promote low-risk behaviors for the spring Foxfield Races.
- **Spring Break Safety:** ADAPT and the PHEs coordinate a pledge drive to promote safe drinking behaviors over spring break. In return for signing the pledge not to drink and drive over break and to be an active bystander, students receive packs of the University’s “red flag” stickers.
- **Red Flag Campaign:** In October, the Women’s Center sponsors the Red Flag Campaign in recognition of Domestic Violence Awareness month, which occurs in October. The campaign, which is supported by the Virginia Sexual and Domestic Violence Action Alliance, is a media campaign designed to educate about the signs of abuse and to promote bystander intervention in cases of abuse and unhealthy relationships. In addition to posters and red flags, which are posted on the lower Lawn during Red Flag Week, the Clothesline Project is also on display, along with tabling where passersby can collect educational materials and the schedule of other events planned during October. Other events typically include a panel discussion with survivors of Intimate Partner Violence and an Escalation Workshop, sponsored by the One Love Foundation.
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Education, Substance Abuse in Society, Contemporary Health Issues, Peer Alcohol Education, and Personal Development.

• Training for Study Abroad Faculty and Students: In May and December, specific training on alcohol/drug 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 from deans who provide 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.

• #HoosGetYourBack: The University opens every fall semester with a media and awareness campaign called #HoosGetYourBack to help students better understand the issue of sexual violence on campus colleges 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. 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.

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

• Stall Seat Journal: The Stall Seat Journal program uses social norms theory to educate and create behavior change around healthy behaviors, targeting all first-year students. Monthly posters are placed in toilet stalls of first-year residence halls, as well as common area bathrooms around Grounds, 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 Support Network Training workshops each year for faculty, staff and students, as well as other requested training sessions. Workshops areacios to changing 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.

• Hoos-Sober Weekly Listener: ADAPT coordinates a weekly email to 1,500 subscribers that details activities that are not alcohol-related and that are open to the public. To subscribe, send an email to sympa@virginia.edu with the subject “subscribe hoo-sober.”

• 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.

• Side 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/uvat) 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

Primary prevention programs consist of programming, initiatives and strategies informed by research or assessed for value, effectiveness or outcome that are intended to stop Prohibited Conduct before it occurs through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention and seek to change behavior and social norms in healthy and safe directions. The University’s specific primary prevention programs include those presented by the following organizations:

• Brief Alcohol Screening and Intervention for College Students (BASICS): BASICS is an evidence-based program for students with policy violations or alcohol 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. The intervention includes six sessions and covers topics such as alcohol use, healthy relationships, sexual assault, survivor support, and bystander intervention.

• Hoos in Recovery: Hoos in Recovery (HR) is a confidential, social support network of students, faculty, staff and alumni in recovery from substance use disorders or considering recovery. Hoos in Recovery coordinates several gatherings each week to share a meal, provide support and socialize. To learn more, contact HoosInRecovery@virginia.edu or 434-924-5276.

• 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 relating 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 nonjudgmental manner. PHEs provide confidential education sessions; facilitate dynamic outreach programs; encourage physical, mental and spiritual health; create informative awareness events; and promote community support to create a healthy culture on Grounds.

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

5. Risk reduction

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

• Trust your intuition—it’s right most of the time:
  - If someone is behaving disrespectfully or making you feel uncomfortable, take steps to remove yourself from the situation early, especially if you are concerned it may become violent.
  - If you feel as though someone may be stalking you, ask someone who understands these issues, like police, Office of the Dean of Students, the Women’s Center or CAPS to help you clarify what’s going on and develop a safety plan.
  - If you feel afraid, take steps to use transportation resources, such as the Yellow Cab program and Charlottesville’s Safe Ride. Put Safe Ride’s number, 434-242-1122, into your speed dial. Know the service area and hours by visiting http://www.virginia.edu/parking/safeRide/.
  - If you feel threatened on Grounds or in nearby areas, look for a blue-light emergency phone or call 911.
  - If you feel afraid, call 911 or use transportation resources, the right to seek appropriate and available remedial and protective measures and how to request those resources and measures.

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

The University Police Department 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.

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• 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.

6. Coalition Building

• Not on Our Grounds Team: 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 through out UVA. The team meets monthly to share department and area updates and discuss opportunities for collaboration, partnership and outreach.

• Hazing Prevention Small Working Group: This multidisciplinary team is charged with developing, implementing, and evaluating a comprehensive, evidence-informed strategy for hazing prevention across Grounds.

• 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.

• Positive Organization Expectations: This is a new program that is the product of the efforts of the Hazing Prevention Small Working Group. The program utilizes a facilitator approach to engage students in the topic of hazing prevention and the positive expectations they have or their respective organizations have. Sessions last one hour and are co-facilitated by a trained student and staff member. Students of all organizations are encouraged to request a presentation for their members.

The Procedures for resolving reports against students and employees can be found in UVa’s Policy on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence. The policy is available at http://dhrm.virginia.edu/titleix.

Appendix A (Investigating and Resolving Reports of Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence Committed by Students under the Policy) of this 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 Policy) of this Policy contains procedures for resolving reports against University employees. More information and a notice of 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.

EXCEPTIONS OF COMPLAINTS AND RESPONDENTS

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

A. Prompt and equitable resolution of allegations of Prohibited Conduct

B. Privacy in accordance with the policy and any legal requirement

C. Reasonably available interim remedial measures, as described in these procedures and in the applicable Resource Guide

D. Freedom from retaliation for making a good faith report of Prohibited Conduct or participating in any proceeding under the policy

E. The responsibility to refrain from retaliation directed against any person for making a good faith report of Prohibited Conduct or participating in any proceeding under the policy

F. The responsibility to provide truthful information in connection with any report, investigation or resolution of Prohibited Conduct under the policy or these procedures

G. The opportunity to articulate concerns or issues about proceedings under the policy and these procedures

H. Timely notice of any meeting or proceeding at which the party’s presence is contemplated by these procedures

I. The opportunity to choose an advisor, including the right to have that advisor attend any meeting or proceeding at which the party’s presence is contemplated by these procedures

J. Written notice of an investigation, including notice of potential policy violations and procedures

K. The opportunity to challenge the investigator or any member of the Review Panel for bias or conflict of interest

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

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

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

O. Reasonable time to prepare any response contemplated by these procedures

P. Written notice of any extension of time frames for good cause

Q. Written notice of the outcome of any Formal Resolution proceedings, including the determination of a 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 a 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; ascertain the complainant’s expressed preference (if the complainant has, at the time of the initial assessment, not 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. When a decision is reached to initiate an investigation or to take any other action under these procedures that affects a respondent (including the imposition of interim protective measures), the Title IX Coordinator will ensure that the respondent is notified, 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 §32.1-127.1:03; University disciplinary, academic and/or personnel records; and any other information or evidence known to the University or to law enforcement. The evaluation panel may seek additional information about the reported incident through any other legally permissible means.

Health and Safety Threat Assessment

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

- Whether the respondent has prior arrests, is the subject of prior reports and/or complaints related to any form of prohibited conduct or has a history of violent behavior.
- Whether the respondent has a history of failing to comply with 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 respondent has threatened to commit violence or any form of prohibited conduct.
- Whether any other aggravating circumstances or signs of predatory behavior are present.
- Whether the respondent has a history of failing to comply with 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.
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- Whether the respondent has threatened to commit violence or any form of prohibited conduct.
- Whether any other aggravating circumstances or signs of predatory behavior are present.
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- Whether the respondent has threatened to commit violence or any form of prohibited conduct.
- 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 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 constitute a felony violation of the Code of Virginia. Such disclosure will be made to the names and any other information that personally identifies the complainant, the respondent, any witnesses and/or any other third parties with knowledge of the reported incident (the identifying information), unless the identifying information was disclosed to law enforcement under the health and safety exception described in paragraph (a) above, in which case the identifying information also may 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.
The evaluation panel will reconvene as necessary to continue to evaluate whether any new or additional information received triggers any further obligation(s) under the Clery Act or with respect to any child protective service agency, and will direct the Title IX Coordinator to take such further actions, as necessary.

UNIVERSITY ACTIONS FOLLOWING HEALTH AND SAFETY THREAT ASSESSMENT

On completion of the health and safety threat assessment, the evaluation panel will determine the course of action under these procedures, which may include, without limitation, Formal Resolution and/or Alternative Resolution (if available). 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 the evaluation panel will be documented and retained by the University in accordance with applicable law.

1. Where the complainant wishes to pursue Formal Resolution.

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

2. 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:
   a) 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.
   b) Determination that a complainant’s request(s) can be honored. Where the evaluation panel determines that a complainant’s request(s) (that personally identifying information not be shared with the respondent, that no investigation be pursued and/or that no disciplinary action be taken) can be honored, the University will honor the complainant’s request(s). The University may nevertheless take other appropriate steps designed to eliminate the reported conduct, prevent its recurrence and remedy its effects on the complainant and the University community. Those steps may include offering appropriate remedial measures to the complainant, providing additional training or prevention programs and/or providing or imposing other remedies tailored to the circumstances as a form of Alternative Resolution.
   c) At any time after requesting anonymity, that an investigation not be pursued and/or that no disciplinary action be taken, the complainant may choose to pursue Alternative Resolution (if available) or Formal Resolution under these procedures. The Title IX Coordinator also may request that a report be reopened and pursued under these procedures if any new or additional information becomes available.
   d) Determination that a complainant’s request(s) cannot be honored. Where the evaluation panel has determined that a complainant’s request(s) (that personally identifying information not be shared with the respondent, that no investigation be pursued and/or that no disciplinary action be taken) cannot be honored (e.g., because honoring the complainant’s request(s) would impede the University’s ability to ensure the health and safety of the complainant and other members of the University community), the 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.
   3. 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 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 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 termina-

4. Although a report may be reopened at any time, the University will only be able to pursue disciplinary resolution and sanctions where the respondent continues to be a University student (i.e., continues to be registered or credited for credit or non-credit-bearing coursework at the University).
UNIVERSITY RESOLUTIONS

These procedures offer two forms of resolution of reports of Prohibited Conduct: (1) Formal Resolution, which involves an inves-
tigation as well as review and sanction (if applicable) by a Review Panel, and (2) Alternative Resolution, which includes a variety of
informal options for resolving reports.

A. FORMAL RESOLUTION

Formal Resolution commences when any of the following occur:

- A complainant reports 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 eval-
uation 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 ensure 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, stalking, dating violence, domestic violence and
stalking, and on how to conduct an investigation that is fair and impartial, provides parties with notice and a meaning-
ful 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 policy violation(s); (4)
identify the investigator; (5) include information about
the parties’ respective expectations under the policy and
these procedures; (6) identify the prohibition against retal-
iation; (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 policy and these procedures.

b) Other Forms of Disciplinary 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 viola-
tion of University policy will be evaluated under the applicable
policy (i.e., the 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 in an Investigation. A neutral fact-gathering
process. The respondent is presumed to be not respon-
sible; this presumption may be overcome only where the
investigator and/or Review Panel conclude that there is
sufficient evidence, by a preponderance of the evidence, to
support a finding that the respondent violated the 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 ninety (90) 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 availability
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 may consider any information or evidence, inclu-
ding, 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) Advisers. Throughout the investigation and resolution
process, 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
involved in the investigation. The parties may be accom-
panied by their respective advisers at any meeting or
proceeding related to the PADH policy and/or the Standards
of Conduct under these procedures. While the advisors may
provide support and advice to the parties at any meeting
and/or proceeding, they may not speak on behalf of
the parties or otherwise participate in, or in any manner
disrupt, such meetings and/or proceedings.

g) Prior or Subsequent Conduct. Prior or subsequent
conduct of the respondent may be considered in deter-
ning pattern, knowledge, intent, motive or absence of
mistaken belief. For example, evidence of a pattern of Prohibited
Conduct by the respondent, either before or after the ini-
cident in question, regardless of whether there has been a
prior finding of a policy violation, may be deemed relevant
to the determination of responsibility for the Prohibited
Conduct under investigation. The determination of
relevance of pattern evidence will be based on an assess-
ment 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 viola-
tion 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 the prior or subsequent conduct
when notified that law enforcement has completed the
evidence-gathering stage of its criminal investigation.

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 policy violation and will be consid-
ered only in limited circumstances. For example, if the exis-
tence of Affirmative Consent is at issue, the sexual history
between the parties may be relevant to help understand
the manner and nature of communications between the
parties and the context of the relationship, which may have
bearing on whether Affirmative Consent was sought and
given during the incident in question. However, even in the
context of a relationship, Affirmative Consent to one sexual
act does not, by itself, constitute Affirmative Consent to
another sexual act, and Affirmative Consent on one occa-
sion does not, by itself, constitute Affirmative Consent on a
subsequent occasion. In addition, prior sexual history may
be relevant to explain an absence of a physical injury or
to help resolve another question raised by the report. The
investigator will determine the relevance of this information
and both parties will be informed if evidence of prior sexual
history is deemed relevant.

i) Relevance. The investigator has the discretion to deter-
mine the relevance of any proffered evidence and to
include or exclude certain types of evidence. In general,
the investigator will not consider statements of personal
opinion, rather than direct observations or reasonable
inferences from the facts, or statements as to any party’s
general reputation for any character trait.

j) Site Visit(s). The investigator may visit relevant sites
or locations and record observations through written,
photographic or other means.

k) Expert Consultation(s). The investigator may consult
medical, forensic, technological or other experts when
expertise on a topic is needed to achieve a fuller under-
standing of the issues under investigation.

l) 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 inves-
tigator 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 gath-
ered and outlining the contested and uncontested infor-
mation. The Draft Investigation Report will not include
any findings. The investigator and the respondent will
have an opportunity to review the Draft Investigation
Report, meet with the investigator, submit additional

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comments and information to the investigator, identify any additional witnesses or evidence for the investigator to pursue, and submit any further questions that they believe should be directed by the investigator to the other party or to any witness. The investigator will designate a reasonable time for this review and response by the parties, not to exceed five (5) calendar days. In the absence of good cause, information discoverable through the exercise of due diligence that is not provided to the investigator during one review and response period will not be considered in the determination of responsibility for a violation of the policy, and will not be considered by the Review Panel.

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 and consideration of any additional comments, questions, 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 policy (and, where applicable, the PADM 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 deliver 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 for a violation of the policy, the respondent may accept or contest such recommended finding(s) by so notifying the Title IX Coordinator, in writing. If the respondent accepts the recommended finding(s) of responsibility, the Title IX Coordinator will refer the matter to a hearing before the Review Panel solely on the issue of sanction, as outlined in these procedures. If the respondent contests one or more of the recommended finding(s), the respondent may submit to the Title IX Coordinator a written statement explaining why the respondent contests such finding(s). The Title IX Coordinator will ensure that the complainant has an opportunity to review and respond in writing to any such statement. The Title IX Coordinator will provide the complainant with 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 students) or resolve the matter (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, additional members 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 an academic faculty member, at least two 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 policy, the Review Panel will hold a Hearing/Meeting to determine (1) whether the conduct stated by the complaining 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) of responsibility for 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 member of the Review Panel or the Hearing/Meeting chair for bias or conflict of interest. The Hearing/Meeting will usually be scheduled within five (5) calendar days from the date of the Notice of Hearing, subject to extension for good cause, as described in these procedures. Good cause for extension may include the unavailability of the parties, the timing of semester breaks or University holidays, or other extenuating circumstances. Any extension, including the reason for the extension, will be shared with the parties in writing.

c) Postponement of Hearing. Permission to postpone a Hearing/Meeting may be granted provided that the request to do so is based on a good reason (emergency or other extenuating circumstances) and communicated to the Hearing/Meeting chair before the time of the Hearing/Meeting.

d) Hearing Format. The Hearing/Meeting is an opportunity for the parties to address the Review Panel, in person, about issues relevant to the Standard of Review to be applied by the Review Panel. The parties may address any information in the Final Investigation Report, supplemental statements submitted in response to the Final Investigation Report, and any impact and mitigation statements. Each party has the opportunity to be heard, to identify witnesses for the Review Panel’s consideration and to respond to the findings of the Review Panel.

The parties may not directly question each other or any witness, although they may proffer questions for the Review Panel, which may choose, in its discretion, to pose appropriate and relevant questions to the investigator, the parties and/or any witnesses. A typical Hearing/Meeting may include brief opening remarks by the complainant and/or respondent, with follow-up questions posed by the Review Panel; information presented by the investigator or with input from the Review Panel, with follow-up questions by the Review Panel of the investigator or witnesses; and brief concluding remarks by the complainant and/or respondent. The chair of the Review Panel has the discretion to determine the specific Hearing/Meeting format.

e) Participation in Hearing/Meeting

I. Parties. Both the complainant and the respondent have a right to be present at the Hearing/Meeting. Either party may represent themselves, or may be represented by an advisor of their choosing. Participation in 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 rules and procedures will be applied. 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 deemed 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
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 by a preponderance of the evidence, such decision will be forwarded to 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, rehabilitative and punitive actions. Some conduct, however, is so egregious in nature, harmful to the individuals involved or deleterious 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 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 violence (if applicable) of the Prohibited Conduct
- The effect of the Prohibited Conduct on the complainant
- The effect or implications of the Prohibited Conduct within the University community
- Prior misconduct by the respondent, including the respondent’s relevant prior disciplinary history, at the University or elsewhere, and any criminal convictions
- Whether the respondent has accepted responsibility for the Prohibited Conduct
- 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
- 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 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 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 finding of responsibility under the 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
- Progressive disciplinary action
- No-contact directive
- Transfer of position
- Removal of administrative appointment
- Demotion
- Suspension
- Termination 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 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; arrange 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 effects of that Prohibited Conduct on the complainant and the 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. 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 in cases involving sexual assault and/or 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
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; (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 of EOP; (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 broad-based educational programming or training for relevant individuals or groups; academic and/or University housing modifications for student complainants; workplace modifications for employee complainants; one or more of the restorative remedies or other sanctions described in these procedures, including suspension and termination, in accordance with relevant disciplinary procedures; and/or any other remedial or protective measures that can be tailored to the involved individuals to achieve the goals of the 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 UVP, Office of the Dean of Students, Division of Student Affairs, Student Health, Human Resources, Health System, 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, during educational, extracurricular, athletic, entertainment or student residence buildings, child care or dining facilities, or the University Medical Center, or while attending sporting, entertainment or educational activities.

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 firework or other explosive or any lethal combustible chemical or combination of chemicals on University property or while attending sporting, entertainment or educational activities is prohibited.

5. **Persons Lawfully in Charge**

In addition to University personnel responsible for the management or supervision of University property and activities, University law enforcement officers are lawfully in charge of University property for purposes of forbidding entry upon or within, or prohibiting remaining upon or within University property while possessing weapons or other devices, instruments, fireworks, explosives or combustible chemicals in violation of this chapter.

University personnel or students who violate the weapons policy also may be subject to disciplinary action. The provisions of this policy apply regardless of whether a person has a concealed weapon permit.
The University Judiciary Committee hears cases of alleged misconduct by a student or student group brought to its attention by any member of the academic or civic community. Anyone can file a case. The committee has no jurisdiction over cases under consideration by the Department of Student Health or other departments; such matters are handled by the Department of Student Health or cases involving alleged violations of Prohibited Conduct as defined by policy, violation of University motor vehicle regulations, contractual disputes between local students and the University, and violations of the Honor Code.

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

**PARENTAL NOTIFICATION POLICY**

**Substance Abuse**

The University strives to educate all students on the risks associated with substance abuse and the illegal use of alcohol or other drugs. If ODOs becomes aware of a University of Virginia student's arrest for an alcohol- or drug-related violation, and the student is a dependent (for federal tax purposes) of the University, family or other circumstances make such notifications incompatible with the student's best interests. If UVA cannot notify family, we will immediately refer the student to the University's professional counseling resources.

**MISSING STUDENT NOTIFICATIONS FOR STUDENTS RESIDING IN 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 resident student is missing from the UVA community, University staff, in collaboration with local law enforcement, will be guided by this Missing Student Notification Policy and related procedures.

**Provisions**

The University of Virginia 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 ever the University determines that the resident student is reported missing. Missing student contact information provided by a student will be registered confidentially, accessible only to authorized University officials. UVA may not disclose it except to law enforcement personnel in furtherance of a missing-person investigation.

**Procedure**

Any individual who believes a student living in 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 434-924-7166. 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, Crime Prevention and Safety Awareness Programs.
EDUCATIONAL SEMINARS

Educational seminars conducted on Grounds and at UVA’s other campus locations are available to both students and staff. While UVA provides most programs at the request of an individual or organization, there are certain programs scheduled in advance by UPD that are open to the community. Seminars are available on the following safety and security topics:

General Safety/Security
- Safety tips to reduce the risk of larceny 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 offices/dorm rooms are unoccupied
- Reporting suspicious people/circumstances
- Being observant

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

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 Officer Benjamin Rexrode.

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 Officer 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 Officer 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 Officer Benjamin Rexrode to request a survey.

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

In addition to the information below, students can get more information from the Gordie Center’s website: http://gordiecenter.studenthealth.virginia.edu. Employees can find more information at: http://www.hr.virginia.edu/hr-for-you/university-staff/university-staff-policies-and-procedures/university-staff-employee-relations-policies-and-procedures/drugandalcoholuse/

For the University’s full compliance with the Safe and Drug-Free Schools and Communities Act, please visit: http://gordiecenter.studenthealth.virginia.edu/sites/gordiecenter.studenthealth.virginia.edu/files/2012.14%20annuaile%20report.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 §1011 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 Organization Agreement are obliged to conduct themselves in accordance with the laws of the Commonwealth of Virginia and to assume full responsibility for their activities and events.

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

To view this entire policy, please visit http://uvapolicy.virginia.edu/policy/STU-002.

2. Drugs

The unauthorized manufacture, distribution, use and/or possession of “controlled substances” (illegal drugs), including prescription drugs, marijuana and cocaine, are prohibited, 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:

<table>
<thead>
<tr>
<th>University Police Department Victim/Witness Representative</th>
<th>Officer Benjamin Rexrode</th>
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<tbody>
<tr>
<td>UVA Health System Emergency Room</td>
<td>434-924-2231</td>
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<tr>
<td>Elson Student Health Center</td>
<td>434-924-3882</td>
</tr>
<tr>
<td>UVA Women’s Center</td>
<td>434-924-5362</td>
</tr>
<tr>
<td>Albemarle County Victim/Witness Program</td>
<td>434-296-5830</td>
</tr>
<tr>
<td>Charlottesville Victims/Witness Program</td>
<td>434-970-3176</td>
</tr>
<tr>
<td>Sexual Assault Resource Agency (SARA)</td>
<td>434-977-7273 (rape crisis)</td>
</tr>
<tr>
<td>Shelter for Help in Emergency (SHE)</td>
<td>434-293-8509</td>
</tr>
<tr>
<td>Family Violence &amp; Sexual Assault Virginia Hotline</td>
<td>1-800-838-8238 (24 hours)</td>
</tr>
<tr>
<td>Gordie Center for Substance Abuse Prevention</td>
<td>434-924-5276</td>
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**Resources for Faculty and Staff**

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ANNUAL DISCLOSURE OF CRIME STATISTICS

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC §1092(f)) requires colleges and universities across the United States to disclose information about crime on and around their campuses that occurred on Clery geography. The 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.

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 narcotic drugs.

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

Referred for campus disciplinary action (Liquor Laws, Drugs and Weapons Violations) — The referral of any person to any campus official who initiates a disciplinary action of which a record is kept and which may result in the imposition of a sanction.

Dating Violence — Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence or nonexistence of a relationship shall be determined based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. It does not include acts covered under the definition of domestic violence.

Domestic Violence — A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim, a person with whom the victim shares a child in common, a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Stalking — Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person’s safety or the safety of others, or to suffer substantial emotional distress. For the purpose of this definition “course of conduct” means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly or through third parties, by any action, method, device or means, follows, monitors, observes, surveils, threatens or communicates to or about a person, or interferes with a person’s property. “Substantial emotional distress” means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. “Reasonable person” means a reasonable person under similar circumstances and with similar identities to the victim.

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

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

A. Race — A preformed negative attitude toward a group of persons who possess common physical characteristics, e.g., color of skin, eyes, and/or hair; facial features, etc., genetically transmitted by descent and heredity which 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.

CD. 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 impairment, 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.
## Violence Against Women Act (VAWA):

<table>
<thead>
<tr>
<th>Crime</th>
<th>2018</th>
<th>2015</th>
<th>2014</th>
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</thead>
<tbody>
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<td>Dating Violence</td>
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<td>Stalking</td>
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### Arrests:

<table>
<thead>
<tr>
<th>Crime</th>
<th>2018</th>
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<th>2014</th>
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<tbody>
<tr>
<td>Drug Abuse Violation</td>
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### Referred for Disciplinary Action:

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<th>Crime</th>
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<th>2014</th>
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<tr>
<td>Illegal Weapons Possession</td>
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</tr>
</tbody>
</table>

2016—Seven hate crimes: intimidation based on ethnicity—on-Grounds; intimidation based on sexual orientation—Student Housing; intimidation based on ethnicity—Public Property; intimidation based on religion—Public Property; vandalism based on ethnicity—Student Housing; vandalism based on ethnicity—non-Grounds

2015—One hate crime: simple assault based on racial bias—non-Grounds

2014—No hate crimes
### MOUNTAIN LAKE Biological Station — Crime Statistics (continued)

<table>
<thead>
<tr>
<th>OFFENSE</th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>On-Campus Property</strong></td>
<td><strong>Total On-Campus</strong></td>
<td><strong>Non-Campus Building or Property</strong></td>
<td><strong>Public Property</strong></td>
</tr>
<tr>
<td>Student Housing</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Non-Campus Building or Property</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Public Property</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Unfounded Crimes</strong></td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

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

Access to Mountain Lake, including all buildings, is by permission of the Giles County Sheriff’s Office or security company. The Giles County Sheriff’s Office has a memorandum of understanding with a local law enforcement agency or security company.

### 2014

- **Violence Against Women Act (VAWA):**
  - Dating Violence: 0
  - Domestic Violence: 0
  - Stalking: 0

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

### 2015

- **Violence Against Women Act (VAWA):**
  - Dating Violence: 0
  - Domestic Violence: 0
  - Stalking: 0

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

### 2016

- **Violence Against Women Act (VAWA):**
  - Dating Violence: 0
  - Domestic Violence: 0
  - Stalking: 0

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

**2016—No hate crimes**

**2015—No hate crimes**

Mountain Lake Biological Station was not a separate campus in 2014.

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### 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.

Giles County Sheriff’s Office
503 Wenonah Avenue, Pearisburg, VA 24134
Phone: 540-921-3842
UNIVERSITY OF VIRGINIA RICHMOND CENTER
School of Continuing and Professional Studies

POLICE AND SECURITY

The Richmond Center, School of Continuing and Professional Studies, does not have a memorandum of understanding with a police department or security company. A private security agency is on location during nights and weekends. The security company is hired by building management and is under their direct supervision.

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.–5:00 p.m. Monday through Friday and 8:00 a.m.–6:00 p.m. for emergencies or 804-501-5000. The building is open at other times by appointment.

The building has exterior electronic access through 10:00 p.m. The building has exterior electronic access. Staff can access the secured building after hours with swipe keys. Students and faculty can access the secured building after hours by appointment only.

Admiral Security Services
2117 Lake Avenue, Richmond, VA 23230
Phone: 804-253-1800

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

OFFENSE

<table>
<thead>
<tr>
<th>Year</th>
<th>Drug Abuse Possession</th>
<th>Robbery</th>
<th>Incest</th>
<th>Statutory Rape</th>
<th>Rape</th>
<th>Fondling</th>
<th>Burglary</th>
<th>Murder and Non-negligent Manslaughter</th>
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</thead>
<tbody>
<tr>
<td>2016</td>
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<table>
<thead>
<tr>
<th>Year</th>
<th>Unfounded Crimes</th>
<th>Total On Campus Property</th>
<th>Non-Campus Building or Property</th>
<th>Public Property</th>
<th>TOTAL</th>
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<tbody>
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<td>0</td>
<td>0</td>
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<td>2014</td>
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</table>

Violence Against Women Act (VAWA):

<table>
<thead>
<tr>
<th>Year</th>
<th>Dating Violence</th>
<th>Domestic Violence</th>
<th>Stalking</th>
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</thead>
<tbody>
<tr>
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</tr>
<tr>
<td>2015</td>
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<td>2014</td>
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Arrests:

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<thead>
<tr>
<th>Year</th>
<th>Liquor Law Violation</th>
<th>Drug Abuse Violation</th>
<th>Illegal Weapons Possession</th>
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</thead>
<tbody>
<tr>
<td>2016</td>
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<tr>
<td>2015</td>
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Referred for Disciplinary Action:

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<th>Year</th>
<th>Liquor Law Violation</th>
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<th>Illegal Weapons Possession</th>
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</thead>
<tbody>
<tr>
<td>2016</td>
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</tr>
<tr>
<td>2015</td>
<td>0</td>
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</tr>
<tr>
<td>2014</td>
<td>0</td>
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</tbody>
</table>

2016—No hate crimes
2015—No hate crimes
2014—No hate crimes
**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.

**SecTech Security**

1930 Isaac Newton Square, Suite 100, Reston, VA 20190
Phone: 571-234-4654

**Fairfax County Police Department**

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

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### Crime Statistics (continued)

#### Offense

<table>
<thead>
<tr>
<th>OFFENSE</th>
<th>On-Campus Property</th>
<th>Total On-Campus</th>
<th>Non-Campus Building or Property</th>
<th>Public Property</th>
<th>TOTAL</th>
<th>Unfounded Crimes</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Unfounded Crimes</td>
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</tr>
<tr>
<td>Murder and Non-negligent Manslaughter</td>
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<td>Unfounded Crimes</td>
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### Violence Against Women Act (VAWA):

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<tr>
<th>Offense</th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
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</thead>
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<tr>
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<td>Dating Violence</td>
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<tr>
<td>Domestic Violence</td>
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</tr>
<tr>
<td>Stalking</td>
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### Arrests:

<table>
<thead>
<tr>
<th>Offense</th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Liquor Law Violation</td>
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<tr>
<td>Drug Abuse Violation</td>
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<tr>
<td>Illegal Weapons Possession</td>
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### Referred for Disciplinary Action:

<table>
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<tr>
<th>Offense</th>
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<th>2015</th>
<th>2014</th>
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<tr>
<td>Illegal Weapons Possession</td>
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</table>

2016—No hate crimes
2015—No hate crimes
2014—No hate crimes
POLICE AND SECURITY

The Roanoke Center, School of Continuing and Professional Studies, does not have a memorandum of understanding with a police department or security company. The Roanoke Center employs 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 Roanoke Police Department is available by calling 911 for emergencies or 540-853-2211.

Security of and Access to Campus Facilities

The administrative building at the Roanoke Center is open 7:00 a.m.–10:00 p.m. Monday through Friday, and 7:00 a.m.–8:00 p.m. on Saturday. The building has exterior electronic access doors. Students, staff and faculty are not able to access the secured building after hours.

Roanoke City Police Department
348 Campbell Avenue, SW, Roanoke, VA 24016
Phone: 540-777-1195 or 540-767-6001

<table>
<thead>
<tr>
<th>OFFENSE</th>
<th>2014</th>
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</thead>
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<td>MANSLAUGHTER BY NEGLIGENCE</td>
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<td>RAPE</td>
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Arrests:

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<tr>
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</table>

The Roanoke Center was not a separate campus location in 2015 or 2016. 2014—No hate crimes
Security of and Access to Campus Facilities

The Abingdon Higher Education Center is one building, with the administrative suite within it. The entire building is open from 7:30 a.m. – 10:00 p.m., for events and classes, and the administrative suite is open from 8:00 a.m. – 5:00 p.m. The administrative suite has separate access doors. The building has exterior electronic access doors. Students may not access the building after hours. Staff and faculty are issued keycards to access the building after hours.

Abingdon Police Department
425 W. Main Street, Abingdon, VA 24210
276-628-3111

The Abingdon Police Department is available by calling 911 for emergencies or 276-628-3111.

The Abingdon Police Department, in partnership with the Virginia Highlands Community College and Abingdon Higher Education Center, Campus Police enforce Virginia law, parking and traffic regulations, and assist local, state and federal law enforcement agencies. Campus Police can be reached at 276-614-8282 (cell) and 276-739-2448 (office), and their office is located at Instruction and Service Center 130A, 130 VHCC Drive, Abingdon VA 24212.

OFFENSE

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<td>Non-Campus Building or Property</td>
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<tr>
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Murder and Non-negligent Manslaughter: 

Manslaughter by Negligence: 

Rape: 

Fondling: 

Incest: 

Statutory Rape: 

Robbery: 

Aggravated Assault: 

UVA Southwest Center, School of Continuing and Professional Studies — Crime Statistics (continued)

<table>
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<tr>
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<td>Non-Campus Building or Property</td>
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Burglary: 

Motor Vehicle Theft: 

Arson: 

Violence Against Women Act (VAWA): 

Arrests: 

Liquor Law Violation: 

Drug Abuse Violation: 

Illegal Weapons Possession: 

Referred for Disciplinary Action: 

Liquor Law Violation: 

Drug Abuse Violation: 

Illegal Weapons Possession: 

The Southwest Center was not a separate campus location in 2015 or 2016. 2014 — No hate crimes
### POLICE AND SECURITY

The Hampton Roads 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 and Access to Campus Facilities

The administrative suite at the Hampton Roads Center is open 7:00 a.m.–7:00 p.m. Monday through Friday, 8:00 a.m.–4:00 p.m. on Saturday, and by special arrangement. The building has exterior electronic access doors equipped with an electronic access system. Entry in the Hampton Roads Center requires a swipe key after hours.

Newport News Police Department
9110 Jefferson Avenue, Newport News, VA 23605
757-247-2500

### Crime Statistics (continued)

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

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#### Arrests:

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#### Referred for Disciplinary Action:

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<tr>
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#### Notes:

- 2016—No hate crimes
- 2014—No hate crimes

The Hampton Roads Center was not a separate campus location in 2015.
### 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 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 8:00 a.m. – 6:30 p.m. Monday through Friday. The building has multiple locks on exterior doors which are locked after hours, and on Saturdays by special arrangement. The building has exterior electronic access doors equipped with an electronic access system.

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

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

### Crime Statistics

#### 2014

<table>
<thead>
<tr>
<th>Offense</th>
<th>On-Campus Property</th>
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#### 2015

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#### Arrests:

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

#### Referred for Disciplinary Action:

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

#### 2016 — No hate crimes

The UVA Architecture in Italy: Venice site was not a separate campus location in 2014 or 2015.
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.

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 391 drills in housing during the last calendar year. These drills were planned, supervised and required mandatory building evacuations. Pages 74 and 75 contain a chart listing information on fire drills in University-owned housing locations.

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

Policy ID — Topic:
- SEC-017 — Attic Storage
- SEC-016 — Prohibition of Cut Trees in All State-Owned and Leased University Facilities (e.g., Christmas trees)
- SEC-015 — Extension Cord Use
- SEC-018 — Fireworks Display
- SEC-014 — Hallway Storage or Other Hallway Use
- SEC-032 — Open Burn and Open Flame Operations at the University of Virginia
- SEC-013 — Tent Use on University Property
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<th>NAME - ADDRESS</th>
<th>LOCATION</th>
<th>DATE/TIME</th>
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<th>INJURIES</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-powered 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.
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)

** Dillard 385, 386, 387, 388 and 389 were undergoing renovations and, thus, each building only had 1 fire drill

*** Gooch 383 and 384 were undergoing renovations and, thus, each building only had 3 fire drills

<table>
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<tr>
<th>BUILDING</th>
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### Fire Safety Education and Training Programs for Students, Faculty and Staff

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

At the beginning of each school year, the Residence Life Office in cooperation with the Office of Environmental Health & Safety, Housing, University Police and the Office of Safety and Emergency Preparedness conducts training for all student resident advisors (SRAs). The University provides SRAs information and training on how to respond properly to emergency situations such as natural disasters, fires, evacuations, assaults, crime, etc. It also provides evacuation training and information to all students living within the residence hall system. UVA also provides additional training to the students residing in on-Grounds residences through various programs such as the Courtesy Inspection program, fire drills, etc. We publish policies for fire safety education and training programs for students and employees at [http://ehs.virginia.edu/Fire-Safety.html](http://ehs.virginia.edu/Fire-Safety.html).

### Fire Incident Reporting

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

- Facilities Management Systems Control 434-924-1777
- Environmental Health & Safety 434-243-1111
- Fire Safety Division 434-924-7166
IN FIRE SAFETY

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

PROCEDURES FOR STUDENT HOUSING EVACUATION
According to University of Virginia Housing & Residence Life

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

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

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

If you CAN leave the room
- 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.
- Do not re-enter the building until the fire is quickly extinguished.

In the event you are unable to exit the building:
- Remain calm, do not panic.
- 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.

If you discover a fire, do not endanger yourself
1. PULL THE NEAREST ALARM BOX.
2. Shout a warning. Repeat it.
3. Leave the building and CALL 911, even if a small fire has been quickly extinguished.
4. Close all doors—especially those leading into stairwells, which should NEVER be left open.
5. Move at least 200 feet away from the building. Keep clear of driveways, sidewalks and access pathways.
6. Proceed to your assembly point.

EVACUATION ROUTES AND ASSEMBLY POINTS
Responsibilities of Residents
Residents are defined as students, guests or faculty/staff who reside in Housing & Residence Life-owned properties.

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

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

In the event you are unable to exit the building:
- Remain calm, do not panic.
- Remain low; crawl if necessary.
- Place a cloth over your mouth/nose to serve as a filter.
- 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.
ALDERMAN ROAD • Always use stairs to evacuate the building. Do not use the elevator for a fire escape.

Balz-Dobie, Kellogg, Lile-Maupin and Watson-Webb
Assemble in front entrance side of Em Commons (facing toward the stadium) → Em Commons

Cauthen, Tuttle-Dunnington and Shannon
Assemble in the grassy area between Shannon and Tuttle-Dunnington → Em Commons

Gibbons and Woody
Assemble in the grassy area between Gibbons and Woody → Em Commons

Courtenay, Dunglison and Fitzhugh
Assemble in the Gooch Quad → Gooch Lounge

BICE HOUSE • Always use stairs to evacuate the building. Do not use the elevator for a fire escape.

Apartments on First Floor 101, 102, 103 and 107
Move out the front stairway and away from the building → South Lawn Commons

Apartments on First Floor 104, 105 and 106
Move out the back door and to the end of the lot toward the railroad → South Lawn Commons

Apartments on 2nd–8th Floors 01, 02, 03, and 08 on each floor
Move out the front door and to the opposite end of the parking lot away from the building → South Lawn Commons

Apartments on 2nd–8th Floors 04, 05, 06, and 07 on each floor
Move out the back door and to the end of the lot toward the railroad → South Lawn Commons

BROWN RESIDENTIAL COLLEGE • Residents should exit using the fastest and safest available route.

Peters, Rogers and Holmes
Assemble at the Hume Fountain → Newcomb Hall 3rd Floor/ Ballroom

Tucker, Harrison, McGuffey, Gildersleeve and Venable
Assemble at the Newcomb Plaza → Newcomb Hall 3rd Floor/ Ballroom

Mallet, Long, Smith and Davis
Assemble by the Monroe Hill outdoor elevator → Newcomb Hall 3rd Floor/ Ballroom

COPELEY HILL APARTMENTS • Residents should exit their suites using the most direct and appropriate route.

Copeley 3 & 4 Apartments
Assemble on the grass area between the parking lot and Massie Road → North Grounds Recreation Center

GOOCH/DILLARD • Residents should exit their suites using the most direct and appropriate route.

Cross the pedestrian bridge and assemble near Courtenay → Student Activities Building

BICE HOUSE • Always use stairs to evacuate the building. Do not use the elevator for a fire escape.

Apartments on First Floor 101, 102, 103 and 107
Move out the front stairway and away from the building → South Lawn Commons

Apartments on First Floor 104, 105 and 106
Move out the back door and to the end of the lot toward the railroad → South Lawn Commons

Apartments on 2nd–8th Floors 01, 02, 03, and 08 on each floor
Move out the front door and to the opposite end of the parking lot away from the building → South Lawn Commons

Apartments on 2nd–8th Floors 04, 05, 06, and 07 on each floor
Move out the back door and to the end of the lot toward the railroad → South Lawn Commons

BROWN RESIDENTIAL COLLEGE • Residents should exit using the fastest and safest available route.

Peters, Rogers and Holmes
Assemble at the Hume Fountain → Newcomb Hall 3rd Floor/ Ballroom

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Mallet, Long, Smith and Davis
Assemble by the Monroe Hill outdoor elevator → Newcomb Hall 3rd Floor/ Ballroom

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Assemble on the grass area between the parking lot and Massie Road → North Grounds Recreation Center

GOOCH/DILLARD • Residents should exit their suites using the most direct and appropriate route.

Cross the pedestrian bridge and assemble near Courtenay → Student Activities Building

continued on p. 79
INTERNATIONAL RESIDENTIAL COLLEGE (IRC) • (continued)

Munford - Rooms 332–338, 360–369
Leave by the south exit door on the corridor and exit through the south emergency door on the first floor, walk on the right side of the stairway. Assemble in the front Alumni Hall parking lot or Memorial Gym

Munford - Rooms 339–359
Leave by the north exit door on the corridor; go down the steps and exit by the north emergency door on the first floor, walk on the right side of the stairway. Assemble in the front of the Alumni Hall parking lot or Memorial Gym

Gwathmey (east side of main stairwell, nearest Emmet Street; first, second and third floors)
Move out of the building via the fire exit adjacent to the breezeway; assemble on the grass area overlooking Emmet Street

Gwathmey (west side of main stairwell; first, second and third floors)
Move out of the building via the front door; assemble in the front Alumni Hall parking lot

LAMBERT FIELD APARTMENTS • Residents should exit using the fastest and safest available route.
Assemble on Lambert Field

LAWN AND RANGE • Residents should exit using the fastest and safest available route.

Lawn and Range Rooms
Assemble in front of the University Chapel

French, Spanish and Shea Houses
Cross Monroe Lane and assemble in the area adjacent to the Elson Student Health Center

Lambeth Commons or U-Hall

University Chapel

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

Bonncastle, Dahone, Echols, Emmet, Hancock, Humphreys, Kent, Lefevre, Metcalf and Page
If conditions permit, assemble in the McCormick Quad area away from buildings and roadways. If conditions require residents to move outside the McCormick Road area, gather on the Dell basketball courts.

Newcomb Hall Theater

ELECTRICAL APPLIANCES USAGE
University of Virginia Housing & Residence Life

Electrical Appliances

- Power strips and surge protectors (including bed risers with built-in power extenders) must have a U.L. rating and must be fused with a reset switch. U.V.A 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. U.V.A 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 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 microwave with a power allocator that allows only one appliance to run at a time or an outlet strip with surge protection is permissible. Compliant microwave and surge suppressors can be purchased from Cavalier Computers at the UVA Bookstore.
- The following appliances are approved for use in residence halls:
  - television sets
  - popcorn poppers
  - rice cookers
  - hot water kettles or coffee makers (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
- 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.

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 entrancesways. 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.

FLAME AND FLAMMABLE MATERIALS
University of Virginia Housing & Residence Life

- No occupant or visitor can collect and/or assemble material that would constitute a fire hazard anywhere within the residence area. This includes excess trash, clutter or combustibles on the floor.
- No occupant or visitor will be allowed to kindle any type of fire within the residence area other than a match or lighter for the purpose of lighting a grill or to light a fireplace on the Lawn or Range.
- Before fireplace use, residents must attend fireplace training. Residence staff will distribute training dates and times.
- No lighter fluid, gasoline, propane or other flammable liquids may be used.
- 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: http://housing.virginia.edu/fire-prevention.

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 fish)
- 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
- exterior aerials or satellite dishes
- cooking and heating appliances (except microwaves, popcorn poppers, rice cookers, electric kettles and coffee pots)
- 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
- hoverboards
- live and artificial decorative trees
- firearms and weapons
- B.B. guns
- 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

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

<table>
<thead>
<tr>
<th>Service</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Virginia Clery Act Compliance</td>
<td>434-297-6462</td>
</tr>
<tr>
<td>Policy</td>
<td></td>
</tr>
<tr>
<td>O’Neil Hall, 445 Rugby Rd, Charlottesville,</td>
<td></td>
</tr>
<tr>
<td>VA 22904</td>
<td></td>
</tr>
<tr>
<td>Gabriel Gates, Assistant Vice President for</td>
<td></td>
</tr>
<tr>
<td>Clery Compliance</td>
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</tr>
<tr>
<td>Counseling and Psychological Services</td>
<td>434-297-4261</td>
</tr>
<tr>
<td>(CAPS) Emergency Line</td>
<td></td>
</tr>
<tr>
<td>Dean on Call (Call UVA Police and ask for</td>
<td>434-924-7166</td>
</tr>
<tr>
<td>the Dean on Call)</td>
<td></td>
</tr>
<tr>
<td>UVA Emergency Department/Sexual Assault</td>
<td>434-924-2231</td>
</tr>
<tr>
<td>Nurse Examiners</td>
<td></td>
</tr>
<tr>
<td>UVA Fire Safety</td>
<td>434-982-4914</td>
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<tr>
<td>UVA Fire Safety After Hours Emergencies</td>
<td>434-243-1111</td>
</tr>
<tr>
<td>Fairfax County Domestic &amp; Sexual Violence</td>
<td>800-838-8238</td>
</tr>
<tr>
<td>Services</td>
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<tr>
<td>Women’s Resource Center of the New River</td>
<td>800-788-1123</td>
</tr>
<tr>
<td>Valley (Giles County)</td>
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</tr>
<tr>
<td>YWCA Richmond</td>
<td>804-612-6126</td>
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<tr>
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<tr>
<td>Ongoing Support from Confidential Resources</td>
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<tr>
<td>CAPS</td>
<td>434-243-6150</td>
</tr>
<tr>
<td>Maxine Platter Lynn Women’s Center Counselors</td>
<td>434-982-2252</td>
</tr>
<tr>
<td>Ongoing Support (Non-Confidential) and</td>
<td></td>
</tr>
<tr>
<td>Guidance, including academic and housing</td>
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</tr>
<tr>
<td>accommodations</td>
<td></td>
</tr>
<tr>
<td>Office of the Dean of Students</td>
<td>434-924-7133</td>
</tr>
</tbody>
</table>

### FIRE SAFETY REPORT

**MOUNTAIN LAKE BIOLOGICAL STATION HOUSING FACILITIES**

**Calendar Year 2016**

### RESIDENCE HALL FIRE DRILLS

Each year, Mountain Lake Biological Station conducts fire drills to increase familiarity for occupants and to allow them to practice their evacuation skills. The University conducted two drills at Mountain Lake in 2016. These drills were planned, supervised and required mandatory building evacuations. Below is a chart listing information on fires at Mountain Lake.

### FIRE STATISTICS

**For Mountain Lake Biological Station Housing Facilities for Calendar Year 2016**

**NAME - ADDRESS**

<table>
<thead>
<tr>
<th>Fire Safety System</th>
<th>Total Fires</th>
<th>Fire SAFETY SYSTEM*</th>
<th>Fire Extinguishers</th>
<th>No. of Fires</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lang Hall - 240 Salt Pond Circle</td>
<td>4</td>
<td>Y</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Murray Hall - 240 Salt Pond Circle</td>
<td>4</td>
<td>Y</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Elliot Hall - 240 Salt Pond Circle</td>
<td>4</td>
<td>Y</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Chapman Hall - 240 Salt Pond Circle</td>
<td>4</td>
<td>Y</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Audubon Hall - 240 Salt Pond Circle</td>
<td>4</td>
<td>Y</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>de Schweinitz Hall - 240 Salt Pond Circle</td>
<td>4</td>
<td>Y</td>
<td>0</td>
<td></td>
</tr>
</tbody>
</table>

### 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)
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.

PROCEDURES FOR STUDENT HOUSING EVACUATION
According to University of Virginia Housing & Residence Life

In Case of Fire
For your safety and protection, remember, in case of fire, get out as quickly as possible, and leave the firefighting to the professionals.

All residents and guests must evacuate when building fire alarm systems sound.

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

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

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

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

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

If you discover a fire, do not endanger yourself
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.

<table>
<thead>
<tr>
<th>RESIDENCE AREA</th>
<th>POST-EVACUATION ASSEMBLY LOCATION</th>
<th>POST-EVACUATION RECOVERY LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Laing Hall</td>
<td>Assemble on the Main Lawn in front of Lewis Hall</td>
<td>Main Lawn in front of Lewis Hall</td>
</tr>
<tr>
<td>Murray Hall</td>
<td>Assemble on the lawn between the Pavilion and Riopel Pond</td>
<td>Lawn between Pavilion and Riopel Pond</td>
</tr>
<tr>
<td>Elliot Hall</td>
<td>Assemble on the Main Lawn in front of Lewis Hall</td>
<td>Main Lawn in front of Lewis Hall</td>
</tr>
<tr>
<td>Chapman Hall</td>
<td>Assemble on the Main Lawn in front of Lewis Hall</td>
<td>Main Lawn in front of Lewis Hall</td>
</tr>
<tr>
<td>Audubon Hall</td>
<td>Assemble on the Main Lawn in front of Lewis Hall</td>
<td>Main Lawn in front of Lewis Hall</td>
</tr>
<tr>
<td>de Schweinitz Hall</td>
<td>Assemble on the Main Lawn in front of Lewis Hall</td>
<td>Main Lawn in front of Lewis Hall</td>
</tr>
</tbody>
</table>