



UNIVERSITY
of VIRGINIA

2026 ANNUAL FIRE SAFETY & SECURITY REPORT

Charlottesville
Darden Sands Family Grounds
Mountain Lake Biological Station
Morven Sustainability Lab
Richmond Center
UVA-Inova Fairfax Campus
Valmarana Center

Notice of Non-Discrimination and Equal Opportunity

The University of Virginia ("UVA") does not discriminate on the basis of age, color, disability, gender identity or expression, marital status, military status (which includes active duty service members, reserve service members, and dependents), national or ethnic origin, political affiliation, pregnancy (including childbirth and related conditions), race, religion, sex, sexual orientation, veteran status, and family medical or genetic information, in its programs and activities as required by Title IX of the Education Amendments of 1972, Americans with Disabilities Act of 1990, as amended, Section 504 of the Rehabilitation Act of 1973, Titles VI and VII of the Civil Rights Act of 1964, Age Discrimination Act of 1975, Governor's Executive Order Number One (2018), Governor's Executive Order Number Forty-Eight (2025), and other applicable statutes and University policies. UVA prohibits sexual and gender-based harassment, including sexual assault, and other forms of interpersonal violence.

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

ADA Coordinator
Office for Equal Opportunity and Civil Rights
2420 Old Ivy Road, Suite 121
P.O. Box 400144 Charlottesville, VA 22904
434-924-3295
ADACoordinator@virginia.edu

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

Associate Vice President
Office for Equal Opportunity and Civil Rights
P.O. Box 400144, 2420 Old Ivy Road, Suite 121
Charlottesville, VA 22904
434-924-3200
UVAEOCR@virginia.edu

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

Title IX Coordinator
O'Neil Hall, 445 Rugby Rd, Suite C023
P.O. Box 400219 Charlottesville, VA 22904
434-297-7988
TitleIXOffice@virginia.edu

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

O'Neil Hall, 445 Rugby Rd, Suite C023
P.O. Box 400219 Charlottesville, VA 22904
434-297-7988
TitleIXOffice@virginia.edu

Complaints of discrimination, harassment, other forms of interpersonal violence, and retaliation may be submitted to the UVA Office for Equal Opportunity and Civil Rights ("EOCR"). Complaint resolution procedures, which include information on how to submit a complaint, are available on EOCR's website. Complaints may also be filed with external agencies, such as the [Department of Education Office for Civil Rights](#), the [U.S. Equal Employment Opportunity Commission](#), the [Commonwealth of Virginia Office of Civil Rights](#), and the [Department of Human Resources Management](#).

2026 ANNUAL FIRE SAFETY & SECURITY REPORT

FROM THE PRESIDENT	1
FROM THE ASSOCIATE VICE PRESIDENT FOR SAFETY AND SECURITY AND CHIEF OF POLICE	2
ANNUAL SECURITY REPORT	3
REPORTING CRIMES AND OTHER EMERGENCIES	5
VOLUNTARY, CONFIDENTIAL REPORTING	5
REPORTING TO UNIVERSITY POLICE IN CHARLOTTESVILLE	6
REPORTING TO OTHER CAMPUS SECURITY AUTHORITIES	6
LOCAL AND NATIONAL RESOURCES	9
ABOUT THE UNIVERSITY POLICE DIVISION	10
ROLE, AUTHORITY AND TRAINING	10
SAFETY, OUR TOP PRIORITY	11
WORKING RELATIONSHIP WITH LOCAL, STATE AND FEDERAL LAW ENFORCEMENT AGENCIES	11
CRIMES INVOLVING STUDENT ORGANIZATIONS AT OFF-GROUNDS LOCATIONS	12
SECURITY OF AND ACCESS TO UNIVERSITY FACILITIES	13
SPECIAL CONSIDERATIONS FOR RESIDENCE HALL ACCESS	13
SECURITY CONSIDERATIONS FOR THE MAINTENANCE OF UNIVERSITY FACILITIES	14
TIMELY WARNING REPORTS	15
CONTENT OF A SAFETY ADVISORY:	16
ISSUANCE OF A SAFETY ADVISORY FOR INCIDENTS NOT OCCURRING IN UVA CLERY GEOGRAPHY:	16
EMERGENCY RESPONSE AND EVACUATION PROCEDURES	17
EMERGENCY MANAGEMENT AT UVA	17
EVACUATION AND RELOCATION	17
DRILLS, EXERCISES AND TRAINING	17
EMERGENCY NOTIFICATION	17
THE UNIVERSITY OF VIRGINIA'S RESPONSE TO SEXUAL AND GENDER-BASED VIOLENCE	22
PROHIBITED CONDUCT DEFINITIONS RELATED TO VAWA OFFENSES	23
REPORTING AN INCIDENT	28
PROCEDURES VICTIMS SHOULD FOLLOW	30
PRESERVATION OF EVIDENCE	30
ON- AND OFF-GROUNDS SUPPORT RESOURCES	31
LEGAL RESOURCES	34
STUDENT HEALTH AND WELLNESS	34
SUPPORTIVE MEASURES	35
STUDENTS	35
EMPLOYEES	36
PROTECTIVE ORDERS	37
VICTIM CONFIDENTIALITY	39

PRIVACY AND CONFIDENTIALITY	39
EDUCATION PROGRAMS	41
GRIEVANCE PROCEDURES FOR INVESTIGATING AND RESOLVING REPORTS AGAINST STUDENTS AND EMPLOYEES	49
EXPECTATIONS OF COMPLAINANTS AND RESPONDENTS	49
INITIAL ASSESSMENT	50
THREAT ASSESSMENT	51
COMMENCEMENT OF A FORMAL COMPLAINT BY THE TITLE IX COORDINATOR	53
NOTICE TO COMPLAINANT AND RESPONDENT OF UNIVERSITY ACTIONS	54
NOTICE OF POTENTIAL UNIVERSITY ACTIONS AGAINST STUDENT GROUPS OR ORGANIZATIONS	54
UNIVERSITY RESOLUTIONS	55
SEX OFFENDER REGISTRATION - CAMPUS SEX CRIMES PREVENTION ACT	76
UNIVERSITY SECURITY POLICIES, CRIME PREVENTION AND SAFETY AWARENESS PROGRAMS ...	77
THREAT ASSESSMENT TEAM	77
WEAPONS POLICY	77
COMBATING HUMAN TRAFFICKING POLICY	78
VICTIM RIGHTS	79
UNIVERSITY JUDICIARY COMMITTEE	79
PARENTAL NOTIFICATION POLICY	80
MISSING STUDENT NOTIFICATIONS FOR STUDENTS RESIDING IN UNIVERSITY STUDENT HOUSING	81
EDUCATIONAL SEMINARS	82
UNIVERSITY POLICIES GOVERNING ALCOHOL AND OTHER DRUGS	85
UVA ALCOHOL AND DRUG POLICY	85
DRUG AND ALCOHOL ABUSE EDUCATION PROGRAMS	89
UVA PROHIBITION ON HAZING POLICY	92
UVA CAMPUS HAZING TRANSPARENCY REPORT	96
HAZING PREVENTION, EDUCATION, AND INTERVENTION EFFORTS	96
ANNUAL DISCLOSURE OF CRIME STATISTICS	101
UNIVERSITY OF VIRGINIA CHARLOTTESVILLE	106
UNIVERSITY OF VIRGINIA: DARDEN SANDS FAMILY GROUNDS	109
POLICE AND SECURITY	109
SECURITY AND ACCESS TO CAMPUS FACILITIES	109
CRIME PREVENTION AND SECURITY AWARENESS PROGRAMS AND RESOURCES	109
ACTIVE ATTACKER TRAINING AND RESPONSE VIDEO	110
TIMELY WARNING PROCESS	111
EMERGENCY RESPONSE AND EVACUATION POLICY	111
UNIVERSITY OF VIRGINIA MOUNTAIN LAKE BIOLOGICAL STATION	118
POLICE AND SECURITY	118
SECURITY OF AND ACCESS TO CAMPUS FACILITIES AND SPECIAL CONSIDERATION FOR RESIDENCE HALL ACCESS	118
CRIME PREVENTION AND SECURITY AWARENESS PROGRAMS AND RESOURCES	118
TIMELY WARNING PROCESS	119
EMERGENCY RESPONSE AND EVACUATION POLICY	119
STUDENT/EMPLOYEE RESOURCES	121

UNIVERSITY OF VIRGINIA RICHMOND CENTER: SCHOOL OF NURSING	126
POLICE AND SECURITY	126
SECURITY OF AND ACCESS TO CAMPUS FACILITIES	126
CRIME PREVENTION AND SECURITY AWARENESS PROGRAMS AND RESOURCES	126
ACTIVE ATTACKER TRAINING AND RESPONSE VIDEO	127
TIMELY WARNING PROCESS	127
EMERGENCY RESPONSE AND EVACUATION POLICY	128
STUDENT/EMPLOYEE RESOURCES	130
UNIVERSITY OF VIRGINIA: INOVA FAIRFAX CAMPUS	135
POLICE AND SECURITY	135
SECURITY OF AND ACCESS TO CAMPUS FACILITIES	135
CRIME PREVENTION AND SECURITY AWARENESS PROGRAMS AND RESOURCES	136
DAILY CRIME LOG	137
TIMELY WARNING PROCESS	137
EMERGENCY RESPONSE AND EVACUATION POLICY	138
STUDENT/EMPLOYEE RESOURCES	139
UNIVERSITY OF VIRGINIA: MARIO DI VALMARANA CENTER FOR STUDIES IN VENICE AND VICENZA	152
POLICE AND SECURITY	152
SECURITY OF AND ACCESS TO CAMPUS FACILITIES AND SPECIAL CONSIDERATION FOR RESIDENCE HALL ACCESS	152
MISSING STUDENT NOTIFICATION PROCEDURES FOR STUDENTS RESIDING IN UNIVERSITY HOUSING	152
CRIME PREVENTION AND SECURITY AWARENESS PROGRAMS AND RESOURCES	153
ACTIVE ATTACKER TRAINING AND RESPONSE VIDEO	153
VIOLATIONS OF LAW: VIOLENCE AGAINST WOMEN ACT (VAWA) OFFENSES (ITALY)	154
TIMELY WARNING PROCESS	154
EMERGENCY RESPONSE AND EVACUATION POLICY	155
STUDENT/EMPLOYEE RESOURCES	156
FIRE SAFETY REPORT	161
ON-GROUNDS STUDENT HOUSING FACILITIES FIRE STATISTICS	163
DESCRIPTION OF ON-GROUNDS STUDENT HOUSING FIRE SAFETY SYSTEMS — RESIDENCE HALLS/APARTMENTS	169
DESCRIPTION OF ON-GROUNDS STUDENT HOUSING FIRE SAFETY SYSTEMS — RESIDENCE HALLS/APARTMENTS	172
FIRE SAFETY & PREVENTION EDUCATION AND TRAINING PROGRAMS FOR STUDENTS, FACULTY, AND STAFF	173
FIRE INCIDENT REPORTING	173
FIRE INCIDENT RESPONSE	174
PLANS FOR FUTURE IMPROVEMENTS IN FIRE SAFETY & PREVENTION	174
PROCEDURES FOR STUDENT HOUSING EVACUATION	174
EVACUATION ROUTES AND ASSEMBLY POINTS	175
ELECTRICAL APPLIANCES USAGE	178
SMOKE-FREE RESIDENCE AREAS	178
FLAME AND FLAMMABLE MATERIALS	178
PROHIBITED ITEMS	179
FIRE SAFETY REPORT: MARIO DI VALMARANA CENTER FOR STUDIES IN VENICE AND VICENZA HOUSING	180
RESIDENCE HALL FIRE DRILLS	180

FIRE STATISTICS	180
DESCRIPTION OF MARIO DI VALMARANA CENTER FOR STUDIES IN VENICE AND VICENZA HOUSING FIRE SAFETY SYSTEMS RESIDENCE HALL	181
PLANS FOR FUTURE IMPROVEMENTS IN FIRE SAFETY	181
RULES ON PORTABLE ELECTRICAL APPLIANCES, SMOKING, AND OPEN FLAMES IN STUDENT HOUSING	181
FIRE INCIDENT RESPONSE	181
FIRE SAFETY EDUCATION AND TRAINING PROGRAMS FOR STUDENTS, FACULTY AND STAFF	181
PROCEDURES FOR STUDENT HOUSING EVACUATION	182
ASSEMBLY POINTS	182
FIRE SAFETY REPORT: MOUNTAIN LAKE BIOLOGICAL STATION HOUSING FACILITIES	184
RESIDENCE HALL FIRE DRILLS	184
FIRE STATISTICS	184
DESCRIPTION OF MOUNTAIN LAKE BIOLOGICAL STATION HOUSING FIRE SAFETY SYSTEMS RESIDENCE HALL	185
PLANS FOR FUTURE IMPROVEMENTS IN FIRE SAFETY	186
RULES ON PORTABLE ELECTRICAL APPLIANCES, SMOKING, AND OPEN FLAMES IN STUDENT HOUSING	186
FIRE INCIDENT RESPONSE	186
FIRE SAFETY EDUCATION AND TRAINING PROGRAMS FOR STUDENTS, FACULTY AND STAFF	186
PROCEDURES FOR STUDENT HOUSING EVACUATION	186
EVACUATION ROUTES AND ASSEMBLY POINTS	187





FROM THE PRESIDENT

TO THE UNIVERSITY COMMUNITY

I would like to thank each of you for the important role you play in helping make the University of Virginia a safe place to live, work, learn, and visit. Safety is a shared responsibility, and it requires all of us to speak up when we observe suspicious or criminal activity.

This report outlines the measures that we take at the University to safeguard our students, faculty, staff, patients, and visitors. It also provides information about crime statistics in and around the University community, as well as our efforts to prevent and address drug and alcohol abuse.

I encourage you to review this report and learn more about the resources and initiatives that support safety on Grounds. Thank you for your continued commitment to helping keep UVA a safe and welcoming community.

Best regards,

Scott C. Beardsley

President, University of Virginia

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

TO THE UNIVERSITY COMMUNITY

The University of Virginia Department of Safety and Security (DSS) encompasses the offices of *Clery Act* Compliance and Youth Protection, Emergency Management, Safety and Security Technology, Threat Assessment, Fire Safety & Prevention, and the University Police Division. Collectively, these teams work collaboratively to provide the University community with a safe environment conducive to the goals of education, research, and patient care.

The University Police Division (UPD) is the largest department within DSS and is nationally accredited by the Commission on Accreditation for Law Enforcement Agencies. UPD offers our community a full range of services, including 24-hour patrol, investigations, and crime prevention activities. The dedicated women and men of the University of Virginia Police Division stand with our community for justice and peace, and are fully committed to fair, equitable, and transparent policing strategies. The department supports the safety and security of our community and well-being for approximately 50,000 people who occupy our Grounds each day. Together, the Department of Safety and Security identifies, deescalates, prevents, plans for, addresses, and responds to the safety-related needs of the University community. However, this does not mean that the University is immune to the kinds of unfortunate circumstances that arise in all communities. Our community continues to work together to help protect ourselves and one another.

The Department of Safety and Security, in concert with our local, state, and federal law enforcement partners, will continue to focus on the reduction of violent crime as our top priority. The Charlottesville, Albemarle and University of Virginia community was designated as a Project Safe Neighborhood (PSN), a designation granted by the U.S. Department of Justice in 2023 to focus on these public safety challenges.

Regionally, reported shots fired incidents in 2025 versus the three year average are down 38%.

Here at UVA, I have increased police presence and patrols, and we are extending the presence of unarmed security officers affiliated with the Ambassador Program on and near Grounds. In addition to providing a sound infrastructure to support our strategic initiatives to combat gun violence, PSN opens potential funding streams to advance opportunities for community engagement and collaboration. There is nothing more important than the safety of our community. While our best efforts will never make up for tragic losses, this community remains caring and resilient even in the face of tragedy.

We encourage students, faculty, and staff to download the [UVA Ready](#) safety app and view the “Active Attacker Training and Response Video” on how to respond in an active attacker situation. Please go to <https://safetyandsecurity.virginia.edu/> for more information.



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

Timothy J. Longo, Sr.

Associate Vice President for Safety and Security
and Chief of Police

2026 ANNUAL SECURITY REPORT

Charlottesville
Darden Sands Family Grounds
Mountain Lake Biological Station
Morven Sustainability Lab
Richmond Center
UVA-Inova Fairfax Campus
Valmarana Center

Preparation of the Annual Security Report and Disclosure of Crime Statistics

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

This report contains information on policies and programs for the 2026-2027 academic year. This report contains three years of crime statistics (calendar years 2025, 2024, and 2023) related to incidents that occurred on the University Grounds and campuses, in certain off-Grounds buildings or property owned or controlled by the University of Virginia, and on public property immediately adjacent to and accessible to Grounds. The AFSSR also contains institutional policies concerning University security, such as sexual assault, crime reporting, safety, and crime prevention information. All policies and policy statements within this document apply to all campus locations except where noted.

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

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

Separate Campus Information

Each year, the Assistant Vice President for Clery Compliance reviews each UVA location away from main Grounds to determine if it meets the criteria to be considered a separate campus. For the 2025 calendar year, it was determined that in addition to main Grounds, UVA separate campus locations included Darden Sands Family Grounds, Mountain Lake Biological Station, UVA-Inova Fairfax Medical Campus, UVA Richmond Center, and the Morven Sustainability Lab. All policies and policy statements within this document apply to all campus locations except where noted. New in calendar year 2026, the Mario di Valmarana Center for Studies in Venice and Vicenza began operating as a separate campus and is included in this report to publicize safety policies and procedures - no crime statistics will be available as crime statistics for the 2026 report cover 2025, 2024, and 2023, and the separate campus was not operating in those years.

Reporting Crimes and Other Emergencies

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

If crimes are not reported, the University is limited in its ability to help prevent other members of the community from becoming impacted. We encourage University community members to report crimes promptly and to participate in and support crime prevention efforts. All University community members should participate in safety and security initiatives.

VOLUNTARY, CONFIDENTIAL REPORTING

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

The University Police accept anonymous crime tips through TipSubmit (<https://uvapolice.virginia.edu/safety-security-resources/report-tips-through-uva-ready-and-tipsubmit>). Additionally, the University’s

safety app, UVA Ready, was developed by the Department of Safety and Security and is available from Google Play and the iTunes app store (safetyandsecurity.virginia.edu/mobile-safety-app). The University Police Division discloses reports filed in this manner, and statistics may be included in the Annual Security and Fire Safety Report. TipSubmit is administered by a third-party vendor. Please see their privacy policy at motorolasolutions.com/en_us/about/privacy-policy.html#privacystatement. UVA Ready is administered by a third-party vendor. Please see their privacy policy at <https://www.apparmor.com/About/Privacy/>.

Anonymous Reports Of Sexual Misconduct

As outlined in the [Resource and Information Guide](#) on UVA's Equal Opportunities and Civil Rights (EOCR) [website](#) (<https://eocr.virginia.edu/appendixC>), students may make an anonymous report to the University at any time. To submit an anonymous report to UVA, download or print the [Just Report It form](#) (https://justreportit.virginia.edu/sites/g/files/jsddwu901/files/2021-11/jri_reporting_form-8-21.pdf), complete it, and transmit or deliver it to the appropriate office. You may transmit that completed form to the Title IX Office from a restricted email address or phone number without revealing your identity. Written complaints may be mailed or delivered to the Title IX Office, O’Neil Hall, 445 Rugby Rd, Suite C023, P.O. Box 400219 Charlottesville, VA 22904. Anonymous reports may also be made by calling the Title IX Office at 434-297-7988 .

If reporting anonymously, please provide as much information as possible, including the time, date, and location of the incident and a detailed description of the incident. Note that consistent with University policy, **Responsible Employees may not report anonymously.**

REPORTING TO UNIVERSITY POLICE IN CHARLOTTESVILLE

We encourage all members of the University community to report all crimes and other emergencies to the University Police Division (UPD) in a timely manner. The UPD dispatch center is available by calling 911 for emergencies or 434-924-7166 for non-emergencies, or by reporting in person twenty-four hours a day at Zehmer Hall, located at Zehmer Hall, 104 Midmont Ln. Although there are many reporting resources available, you should notify UPD of any crime, whether or not an investigation continues, to ensure that the University can assess any and all security concerns and inform the community if there is a significant threat.

UVA Ready also allows for concerns to be reported directly to the UVA Police with the "Text a Concern" feature offered in the UVA Ready app (<https://safetyandsecurity.virginia.edu/mobile-safety-app>).

The "Text a Concern" feature allows users to attach photos and videos. UVA Ready is administered by a third-party vendor. Their privacy policy is available at <https://www.apparmor.com/About/Privacy/>.

Emergency Phones

There are about 478 emergency phones throughout UVA Grounds. These phones dial directly to the University Police Division, or the regional emergency communications center, depending on the location of the phone. If you need assistance, just activate the phone, state the problem, and a police officer will respond.

Anonymous Reporting

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

Additionally, the University Police Division accepts anonymous crime tips through both TipSubmit (see <https://uvapolice.virginia.edu/safety-security-resources/report-tips-through-uva-ready-and-tipsubmit>). TipSubmit is specifically designed for law enforcement agencies to anonymously collect tips from citizens. TipSubmit is administered by a third-

party vendor. Their privacy policy is available at motorolasolutions.com/en_us/about/privacy-policy.html#privacystatement.

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

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

REPORTING TO OTHER CAMPUS SECURITY AUTHORITIES

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

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

While there are more than 1,800 CSAs across Grounds, the University also officially designates the following as places where UVA members should report crimes or policy violations:

OFFICIAL	UNIVERSITY ADDRESS	PHONE NUMBER
University of Virginia Police	Zehmer Hall, 104 Midmont Ln	434-924-7166 Emergency 911
Vice President and Chief Student Affairs Officer	Rotunda, N.E. Wing	434-924-7984
University Human Resources	2420 Old Ivy Road, P.O. Box 400127, Charlottesville, VA 22903	434-243-3344
Vice President for Community Engagement and Equal Opportunity	Madison Hall, second level	434-243-2079
Student Affairs-Care and Support Services (CASS)	SHW, 550 Brandon Ave	434-924-7133
Title IX Coordinator	O'Neil Hall, 445 Rugby Rd, Suite C023	434-297-7988
Office for Equal Opportunity and Civil Rights	P.O. Box 400144, 2420 Old Ivy Road, Suite 121	434-924-3200
Just Report It	justreportit.virginia.edu	



Pastoral And Professional Counselors (And Other Confidential Employees)

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

Pursuant to the University's policy "Addressing Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence and Reporting Disclosures" (Sexual Misconduct Policy), pastoral and professional counselors are identified as "Confidential Employees."

A Confidential Employee is:

"(1) Any University Employee who is a licensed medical, clinical, mental-health, or other healthcare professional (e.g., physicians, nurses, physicians' assistants, psychologists, psychiatrists, professional counselors and social workers, and those performing services under their supervision (collectively, health care providers), when performing the duties of that professional role; (2) any University Employee when performing administrative, operational, and/or related support for such health care providers; (3) any University employee who is an athletic trainer working under the supervision of a licensed medical or healthcare professional when performing the duties of that professional role; (4) any University employee in the Office of Well-Being Services, within Student Health and Wellness, who actively provide advocacy support, as well as staff who supervise

trained advocates, when they are performing the responsibilities associated with that professional role; and (5) employees serving in an ombuds role within the University Ombuds Office, and staff acting under their supervision, when performing the official duties of that Office."

Confidential Employees will not disclose information about alleged Prohibited Conduct to the University's Title IX Coordinator without the reporter's permission (subject to exceptions set forth in the Sexual Misconduct Policy, Section V.B Confidentiality, for when an applicable law or court order requires or permits disclosure of such information). 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 lists Confidential Employees on Grounds.

UNIVERSITY CONFIDENTIAL EMPLOYEES	PHONE NUMBER
UVA Medical Center and Emergency Department*	434-924-2231
Student Health and Wellness:	after-hours urgent call line: 434-297-4261
Counseling and Psychological Services (CAPS)	434-243-5150
Women's Health	434-924-5362
Medical Services	434-924-5362

UNIVERSITY CONFIDENTIAL EMPLOYEES	PHONE NUMBER
Violence Prevention & Advocacy (VPA)	434-243-7337
Student Disability Access Center: Psychologists	434-243-5180
The Women's Center: Counseling Staff	434-982-2252 (Counseling) 434-982-2361 (Main line)
The McCue Center: Sports Medicine and Sports Psychology Clinical Staff (for student athletes)	434-982-5450
UVA Teen and Young Adult Health Center (provides health care for ages 12 to 25)	434-982-0090
Mary D. Ainsworth Psychological Clinic (clinical training program that generally does not see patients in crisis)	434-982-4737 ainsworth@virginia.edu
Sheila C. Johnson Center for Human Services (clinical training program that generally does not see patients in crisis)	434-924-7034
University Ombuds	434-924-7819 ombuds_support@virginia.edu

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

LOCAL AND NATIONAL RESOURCES

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

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

The chart below identifies several of these agencies:

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

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

NATIONAL RESOURCES	PHONE NUMBER
Rape, Abuse & Incest National Network (RAINN) Online Hotline	https://rainn.org/help-and-healing/hotline/
National Sexual Assault Hotline	800-656-4673
National Domestic Violence Hotline	24-hour Hotline: 800-799-7233



ABOUT THE UNIVERSITY POLICE DIVISION

ROLE, AUTHORITY AND TRAINING

The University Police Division (UPD) is a nationally accredited police department, providing the same level of service offered by a municipal police department, as well as other services unique to an academic institution. The department operates twenty-four hours a day, each day of the year. The average daily population served by the police division is 50,000 people, including students, faculty, staff and visitors both to our academic and health systems. The division partners with our community on- and off-Grounds to maximize safety for everyone. UPD has statutory arrest jurisdiction for property owned and controlled by the University as well as the streets and sidewalks adjacent to the property. Through a special agreement with the City of Charlottesville, UPD also exercises secondary jurisdiction in the community contiguous to Grounds. UPD patrols Grounds and the health

system by vehicle, bicycle, motorcycle, and on foot.

UPD consists of over 200 employees, including sworn police officers certified by the Commonwealth of Virginia, and unarmed community service officers, more commonly known as unarmed security officers, certified by the Virginia Department of Criminal Justice Services. Sworn police officers have arrest powers, and community service officers do not have arrest powers. The Division also employs unarmed civilian "ambassadors" through RMC, a private security contractor. Ambassadors patrol areas frequented by students that are located within a portion of the Charlottesville Police Department's primary jurisdiction and on Grounds. Ambassadors do not have arrest powers.

The University Police Division is the primary responder to all calls for service, emergency and otherwise, on Grounds. All criminal and alleged criminal incidents reported to the University Police Division are recorded on the UPD daily crime log. This record is made available to the public online at <https://uvapolice.virginia.edu/crime-log>. UVA also maintains a UVA-Security Incident Log, which is available to anyone, free of charge, upon request, during normal business hours. To request access to the UVA-Security Incident Log or UPD Daily Crime Log in person, visit the UVA Police Division at Zehmer Hall, 104 Midmont Lane, Charlottesville VA 22903 or contact clery@virginia.edu.

SAFETY, OUR TOP PRIORITY

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

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

WORKING RELATIONSHIP WITH LOCAL, STATE AND FEDERAL LAW ENFORCEMENT AGENCIES

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

UPD also has well-established and highly functioning relationships with Virginia law

enforcement agencies, such as the Virginia State Police, and the Department of Alcoholic Beverage Control, and several federal agencies, most commonly, the Federal Bureau of Investigation (FBI), the Drug Enforcement Agency (DEA), and the United States Secret Service.

The Charlottesville City Police and Albemarle County Police have arrest authority on Grounds, although they normally do not exercise this power without notifying or seeking the assistance of the University Police Division. Additionally, UPD often calls on the Charlottesville City Police, Albemarle County Police, Charlottesville City Sheriff's Office, Albemarle County Sheriff's Office, and Virginia State Police for assistance with large-scale events on Grounds. During these events, officers and deputies from these agencies have full arrest powers; however, they are required to notify UPD upon making an arrest.

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

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

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

The Charlottesville campus, or main Grounds, is the only UVA campus with mutual aid agreements and MOUs between the institution and other agencies for the investigation of alleged criminal offenses.

CRIMES INVOLVING STUDENT ORGANIZATIONS AT OFF-GROUNDS LOCATIONS

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

situation to Student Affairs and/or the Title IX Coordinator, as appropriate.

All student organizations must abide by federal, state and local laws, as well as University regulations (University of Virginia Standards of Student Conduct: <https://ujc.virginia.edu/standards-conduct>).

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

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



SECURITY OF AND ACCESS TO UNIVERSITY FACILITIES

SECURITY OF AND ACCESS TO UNIVERSITY FACILITIES

On the University's Grounds, administrative buildings are generally open from 8:00 a.m. until

5:00 p.m., Monday through Friday, and academic buildings are generally open from 7:00 a.m. until 10:30 p.m., Monday through Friday unless otherwise posted. Certain programs, schools and facilities may vary from these general times based on programs, unique needs, and other factors. Academic and administrative buildings are generally open to the public during business hours. The exterior doors on all recently constructed facilities are equipped with electronic access systems. Many of the University's older facilities are accessible with individual keys. The University operates under a master key system. University policy requires documentation of all key requests, approvals, and distribution.

Many cultural and athletic events held in University facilities are open to the public. Other facilities, such as the bookstore, libraries, and performance centers, are likewise open to the public unless otherwise posted.

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

Should a student, staff, or faculty member need access to a secured building after hours, they should call UVA Police Services at 434-924-7166. If approved, a security officer will unlock a specific door. Should this facility not be on the security rotation, UPD may dispatch an officer to assist with the request. In all cases, the person making the request will be required to

show a valid University of Virginia ID card or [mobile credential](#) to the responding officer before being given access to the facility.

SPECIAL CONSIDERATIONS FOR RESIDENCE HALL ACCESS

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

Students who are locked out of their residence hall should call the Facilities Management Systems Control Center at 434-924-3053. A Facilities Management staff member will be dispatched to their location.



SECURITY CONSIDERATIONS FOR THE MAINTENANCE OF UNIVERSITY FACILITIES

The University of Virginia is committed to safety and security on Grounds. UVA designs security and safety into systems for locks, landscaping, and outdoor lighting. Sidewalk designs and illumination of sidewalks and building entrances provide well-traveled, lighted routes from parking areas to buildings and from building to building.

The Crime Prevention through Environmental Design security protocols govern the planning phase of all new construction and renovation. Facility and landscape maintenance happens in a manner that minimizes hazardous conditions. UPD tests emergency phones and lights, which are maintained/repairs by University Facilities Management. The University evaluates exterior lighting on a prescribed schedule, and Facilities Management changes/repairs components as needed. We encourage community members to report promptly any security concern, including concerns about locking mechanisms, lighting or landscaping to UVA Police.

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



TIMELY WARNING REPORTS

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

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

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

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

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

The Associate Vice President for Safety and Security and Chief of Police, and/or the Assistant Vice President for Clery Compliance, or their designee(s), are responsible for making a Safety Advisory consideration using the criteria previously listed. If the Safety Advisory criteria are met, a notice will be drafted using crime-specific templates and issued by the Associate Vice President for Safety and Security and Chief of Police, and/or the Assistant Vice President for Clery Compliance, or their designee, as soon as pertinent information is available. Safety Advisories are issued via email. The University may also share a Safety Advisory via press release, text message, poster, desktop alert, website, social media, or other means

when appropriate. The University may not use all distribution methods for every Safety Advisory.

Note: the University also has a comprehensive system for warning the community about an immediate threat via UVA Alerts, which are separate from Safety Advisories. More information on UVA Alerts can be found in the following section on emergency response.

A listserv was created for persons without a UVA email address, including family members of students, faculty, and staff, who also wish to receive UVA-issued Safety Advisories. Anyone may opt into this uva_safety_notifications listserv by subscribing at https://lists.virginia.edu/sympa/subscribe/uva_safety_notifications. You will receive an email from Sympa and must click on the link in that email to activate your subscription. You may unsubscribe at any time

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

CONTENT OF A SAFETY ADVISORY:

The following information is typically included in a Safety Advisory, 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. Description of the suspect(s)
- iv. Location, date, and time of incident
- v. Other relevant and important information (e.g., whether weapons were used)
- vi. Appropriate resources and safety tips

When issuing a Safety Advisory, some specific information may be withheld if there is a possible risk of compromising law enforcement efforts to investigate and/or solve the crime. Additionally, a Safety Advisory will not be issued if issuance could impede law enforcement activities.

ISSUANCE OF A SAFETY ADVISORY FOR INCIDENTS NOT OCCURRING IN UVA CLERY GEOGRAPHY:

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



EMERGENCY RESPONSE AND EVACUATION PROCEDURES

EMERGENCY MANAGEMENT AT UVA

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

EVACUATION AND RELOCATION

The University's [Office of Fire Safety](#) recommends the complete evacuation of most buildings in an alarm situation. Building Emergency Action Plans provide detailed information about the evacuation procedures for individual academic division buildings, and Red Books provide the information for most UVA Health buildings. Building evacuation locations are listed at uvaemergency.virginia.edu/building-evacuation-locations. If necessary, transportation of persons is coordinated with appropriate University Police Division and Parking and Transportation personnel for the purpose of evacuation and relocation of persons threatened by or displaced by the incident. Responding emergency personnel will identify a temporary shelter or facility such as the North Grounds Rec Center or other facility as needed.

The University's emergency response procedures are available at <https://uvaemergency.virginia.edu/emergency-procedures>. Emergency response procedures for most UVA Health buildings are located in the Red Books which are placed throughout each building.

DRILLS, EXERCISES AND TRAINING

To ensure the University's emergency management plans remain current and actionable, the University of Virginia conducts an emergency management exercise on its Grounds and at each separate campus at least once per year. These exercises may include tabletop drills, emergency operations center exercises, or full-scale emergency response exercises. The University conducts after-action reviews of all emergency management exercises and many emergency responses.

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



EMERGENCY NOTIFICATION

Detailed information regarding the University's Emergency Notification System, known as UVA Alerts, is available at <https://uvaemergency.virginia.edu/uva-alerts>.

UVA is committed to ensuring that its community receives timely, accurate and useful information in the event of an emergency or dangerous situation that poses an immediate threat to the health or safety of UVA community members on Grounds, at UVA separate campuses, or in the local area. The University has implemented a multi-layered Emergency Notification System (ENS) employing various means for communicating information quickly. The University's ENS utilizes: a siren/public address system for active attacker incidents and tornado warnings; text messaging; email; LED and LCD screens; computer screen notifications; UVA's home page, Emergency Management's [website](#), and the University Police Division's [website](#); social media; the mobile safety app, [UVA Ready](#); and the Medical Center's paging system. Traditionally, UVA uses all of these methods of communication in the event an emergency notification is needed.

Information related to a specific ongoing incident may be available at uvaemergency.virginia.edu/active-alert-information.

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

Members of the UVA community with active UVA email accounts are automatically enrolled to receive email alerts, as well as a text message to those who have registered their mobile phone number with the University during orientation or onboarding. Members can also select receiving alerts for separate campuses via the opt-in lists at <https://uvaemergency.virginia.edu/uva-alerts>.

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

mobile phone company may charge for text messages. Please refer to your mobile phone's service plan for more information.

Confirming The Existence Of A Significant Emergency Or Dangerous Situation And Initiating The Emergency Notification System

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

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

If, in the professional judgment of first responders, issuing a notification potentially compromises efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency, the University may elect to delay issuing an emergency notification. As soon as the condition that may compromise response or mitigation efforts is no longer present, the University will issue the emergency notification to the University community.

Procedures for confirming an emergency or dangerous situation at a separate campus and initiating an emergency notification, along with the list of authorized senders for each separate campus location, are maintained within the emergency procedure for each site. The following personnel, in addition to the UVA Director and Associate Director of Emergency Management, at University separate campus locations have the authority to confirm a threat and initiate an emergency notification:

– **Darden Sands Family Grounds:**

Associate Dean for Washington D.C. Area Initiatives, Assistant Dean of Student Engagement for Professional Degree Programs & Managing Director of Strategic D.C. Initiatives, General Manager, UVA Darden Sands Family Grounds and UVA Darden DC Metro Executive Meeting Center, Managing Director, Admissions & Strategic Initiatives Professional Degree Programs, Senior Program Coordinator, Assistant Director of Student Services UVA McIntire, Director of Conference Services, Administrative Coordinator

– **Mountain Lake:**

Director, Associate Director, and Station Manager

– **Richmond Center:**

On Site Virginia Tech staff

– **UVA-Inova Fairfax Campus:**

Inova Director of Public Safety and Emergency Management, Allied Security Director, Allied Security Manager, Inova Emergency Management Coordinator, Media Relations Manager on-call, any senior director or higher position, telecommunications manager, (while Inova's security control center dispatchers and/or media relations distribute the message)

– **Morven:**

Faculty Director, Director of Morven Programs, Operations & Outreach Manager, and Morven Asset Manager

– **Valmarana Center:**

Director, or their designee, Emergency Coordinator



Determining The Appropriate Segment(s) Of The University Community To Receive An Emergency Notification

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

Determining The Content Of The Emergency Notification

The office responsible for issuing the emergency notification (usually UPD) will determine the contents of the notification. This may be done in concert with University representatives of the Critical Incident Management Team and/or local first responders. The University has developed a wide range of template messages addressing several types of emergencies. The individual authorizing the alert will select the template message most appropriate to the ongoing

situation and modify it to address the specifics of the incident. In those cases where there are no predetermined template messages in the system, the individual authorizing the alert will develop a succinct message to convey the appropriate information to the community. The goal is to notify individuals of the situation and the steps to take to safeguard personal and community safety. Messages are typically composed of predetermined text that requires minor modification (e.g., address).

When circumstance requires a custom message, the following authorized University officials create message content: Associate Vice President for Safety and Security; Executive Vice President and Chief Operating Officer; Director and Associate Director of the Office of Emergency Management; Director of Medical Center Emergency Management; command staff personnel of the University Police Division; the UPD shift commander; or a UPD services clerk when they receive a notice of natural forces emergency such as a tornado on the weather radio, computer, or other authoritative source.

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

Templates Or Customized Messages Used To Notify The University Community Are Actionable And Targeted

Messages may direct individuals to evacuate, shelter in place, avoid an area or contain other information pertinent to the situation. The University may send follow-up messages to update or change the actions individuals should take, or provide other pertinent information. In all cases, UVA will provide a "situation clear" or a "situation stable, no further updates" message when the incident no longer poses a threat.

Procedures For Disseminating Emergency Information To The Larger Community

During critical incidents, emergencies, or dangerous situations, University Communications will work with the Critical Incident Management Team and each organizational unit, as necessary, to gather accurate and substantial information regarding the situation and details of the University's response. The University's public information officer, working with city and county public information officers as appropriate, will provide information to the public on progress toward resolution, utilizing one or several of the following methods: radio, television, newspaper, social media, and websites.

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

Managing Accounts In The University's Emergency Notification System

We encourage members of the University community to manage their accounts in UVA Alerts by visiting:

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

Alert Directives

Below is a list of common alert directives associated with Safety Advisories and UVA Alerts. We ask that everyone within the UVA Community listen and adhere to these directives to best support UVA Emergency Management and our colleagues within the UVA Department of Safety and Security during emergency situations.

- Shelter in Place (SIP) alerts are used for any incident where police and emergency responders need members of the UVA community to go inside and stay inside, such as during a dangerous situation on or near Grounds, a HAZMAT or other

environmental hazard, or severe weather conditions. Remaining inside is not only vital for your safety, but it enables emergency responders to manage a SIP situation more effectively. The following 'Shelter-in-Place Directive' allows the community to continue operations, while remaining safe indoors:

- If inside, please stay inside and remain calm.
 - Move away from external doors and windows, if possible.
- Inside, patrons of a building may move around to use the restroom, eat, and continue to work, teach, or study.
- If outside, get to the nearest building immediately. If that is not an option, move away from the area to safety as quickly as possible. Alternatively, if unable to get away, find a secure structure to hide behind or under.
- Student Shelter in Place Resources are available at: <https://studentaffairs.virginia.edu/subsite/pace/emergency-response>.
- An emergency response resource for Faculty and Instructors is available at: <https://faculty-affairs.provost.virginia.edu/emergency-response>.

- **Run-Hide-Fight (RHF)** directives are specifically for active attacker incidents.
 - If in the immediate vicinity of the attacker:
 - Run: Evacuate if there is a safe route available
 - Hide: If it is unsafe to escape, hide. When possible lock the door and block entry, turn off lights and silence electronic devices.
 - Fight: Prepare to defend yourself if necessary.

For more information or to request in-person Run-Hide-Fight training, contact safety@virginia.edu.

- **Avoid the Area** directives are often associated with UVA Alerts where it is imperative that, for the safety of you and others, you do not enter or approach an area under distress.
 - If you are currently near the area of alert, leave the area.
 - If you are not in the area of the alert, continue to avoid the area.

Additional information related to specific ongoing incidents and directives is available at uvaemergency.virginia.edu/active-alert-information.

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

For more information regarding the University's Sexual Misconduct Policy, processes, and related efforts and response, please visit the comprehensive website <https://eocr.virginia.edu/about-us/title-ix-and-sexual-misconduct>.

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 (VAWA) and the Jeanne Clery Campus Safety Act (Clery Act).

The University of Virginia has adopted its policy [HRM-041: Addressing Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence and Reporting Disclosures \(Sexual Misconduct Policy\)](#), with a commitment to the following:

1. eliminating, preventing and addressing the effects of Title IX Prohibited conduct, which includes quid pro quo harassment, sexual harassment, sexual assault, dating violence, domestic violence, and sex-based stalking, and Sexual and Gender-Based Prohibited Conduct, which includes quid pro quo harassment, sexual and/or gender-based hostile environment harassment, non-consensual sexual contact and non-consensual sexual intercourse, sexual exploitation, intimate partner violence, stalking (not on the basis of sex), complicity in the commission of any act prohibited by the Sexual Misconduct Policy, and retaliation

against a person for the purpose of interfering with any right or privilege secured by Title IX, or because an individual has made a report and/or participated or refused to participate in a resolution process under the Sexual Misconduct Policy (collectively, Prohibited Conduct)

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

Employees (faculty and staff) or students who violate the Sexual Misconduct Policy may face disciplinary action up to and including termination or expulsion; third parties who violate this policy may have their relationships with the University terminated and/or their privileges of being on University premises withdrawn. The University will take prompt and equitable action to eliminate Prohibited Conduct, prevent its recurrence and remedy its effects. The University conducts ongoing prevention, awareness and training programs for employees and students to facilitate the goals of the Sexual Misconduct Policy.

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

Conduct included under the Sexual Misconduct Policy is prohibited regardless of the sex, sexual orientation and/or gender identity/expression of the complainant or respondent. Prohibited Conduct includes the following specifically defined forms of behavior: Quid Pro Quo Harassment, Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, Stalking, Sexual and/or Gender-Based Hostile Environment Harassment, Sexual Exploitation, Intimate Partner Violence, Complicity, and Retaliation. Dating Violence and Domestic Violence are defined by the Sexual Misconduct Policy consistent with VAWA, and Intimate Partner Violence includes "dating violence" and "domestic violence" as defined by VAWA. Consistent with VAWA, the University will evaluate the existence of an intimate relationship based upon the Complainant's statement and taking into consideration the length of the relationship, the type of relationship and the frequency of interaction between the persons involved in the relationship.

PROHIBITED CONDUCT DEFINITIONS RELATED TO VAWA OFFENSES

1. Sexual Assault

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

A. Rape: Rape is defined as penetration, however slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person or by a sex-related object.

This definition also includes instances in which the complainant is incapable of giving consent because of temporary or permanent mental or physical incapacity (including due to the influence of drugs or alcohol) or because of age. Physical resistance is not required on the part of the complainant to demonstrate lack of consent.

B. Sexual Contact: Sexual contact is the intentional touching of the clothed or unclothed body parts without consent of the complainant for the purpose of sexual degradation, sexual gratification, or sexual

humiliation. The forced touching by the complainant of the actor's clothed or unclothed body parts, without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation.

This definition includes instances where the complainant is incapable of giving consent because of age or incapacity due to temporary or permanent mental or physical impairment or intoxication for the purpose of sexual degradation, sexual gratification, or sexual humiliation.

C. Incest: Incest is non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by Virginia law ([see Va. Code Ann. § 18.2-366](#)).

D. Statutory Rape: Statutory rape is non-forcible sexual intercourse with a person who is under the statutory age of consent in the Commonwealth of Virginia, which is 17.

2. Non-consensual Sexual Contact And Non-consensual Sexual Intercourse

A. Non-Consensual Sexual Contact: Non-consensual sexual contact is any intentional (not incidental or accidental), sexual touching, however slight, with any object or body part (as described below), performed by a person upon another such person, without Affirmative Consent.

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

B. Non-Consensual Sexual Intercourse: Non-consensual sexual intercourse is any penetration, however slight, with any object or body part (as described below), performed by a person upon another person, without Affirmative Consent.

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

For purposes of **Prohibited Conduct**, consent refers to Affirmative Consent, as defined below:

C. Affirmative Consent: Affirmative Consent is informed (knowing), voluntary (freely given), and active (not passive). This means that, through the demonstration of clear words or actions, a person has indicated permission to engage in mutually agreed-upon sexual activity.

Affirmative Consent cannot be obtained by force. Force includes (a) the use of physical violence, (b) threats, (c) intimidation, and/or (d) coercion.

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

(b) Threats are words or actions that would compel a reasonable person to engage in unwanted sexual activity. Examples include threats to harm a person physically, to reveal private information to harm a person's reputation, or to cause a person academic or economic harm.

(c) Intimidation is an implied threat that menaces or causes reasonable fear in another person. A person's size, alone, does not constitute intimidation; however, a person's size may be used in a way that constitutes intimidation (e.g., blocking access to an exit).

(d) Coercion is the use of an unreasonable amount of pressure to gain sexual access. Coercion is more than an effort to persuade, entice, or attract another person to have sex. When a person makes clear a decision not to participate in a particular form of sexual contact or sexual intercourse, a decision to stop, or a decision

not to go beyond a certain sexual interaction, continued pressure can be coercive. In evaluating whether coercion was used, the University will consider: (i) the frequency of the application of the pressure, (ii) the intensity of the pressure, (iii) the degree of isolation of the person being pressured, and (iv) the duration of the pressure.

Affirmative Consent cannot be gained by taking advantage of the incapacitation of another, where the person initiating sexual activity knew or reasonably should have known that the other was incapacitated. Incapacitation means that a person lacks the ability to make informed, rational judgments about whether 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. A person may also lack capacity to give Affirmative Consent if they are under the statutory age of consent in the Commonwealth of Virginia, which is 17.

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

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

clarify a mutual willingness to continue that activity.

Affirmative Consent to one form of sexual activity does not, by itself, constitute Affirmative Consent to another form of sexual activity. For example, one should not presume that Affirmative Consent to oral-genital contact constitutes Affirmative Consent to vaginal or anal penetration.

Affirmative Consent to sexual activity on a prior occasion does not, by itself, constitute Affirmative Consent to future sexual activity. In cases of prior relationships, the manner and nature of prior communications between the parties and the context of the relationship may have a bearing on the presence of Affirmative Consent.

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

Affirmative Consent will be considered within the context of the relationship at issue. For example, consensual BDSM¹ or other power-exchange activities do not, by themselves constitute prohibited conduct. However, all participants remain subject to the Affirmative Consent standards prior to engaging in such activities and must also comply with established boundaries, safe words, or other mechanisms that revoke Affirmative Consent.

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 warning signs that show that a person may be incapacitated or approaching incapacitation. Although every individual may manifest signs of incapacitation differently, typical signs include slurred or incomprehensible speech, unsteady gait, combativeness, emotional volatility, vomiting, or incontinence. A person who is incapacitated may not be able to understand some or all of the following questions: “Do you know where you are?” “Do you know how you got here?” “Do you know what is happening?” “Do you know whom you are with?”

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

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

3. Sexual Exploitation

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

- Causing the incapacitation of another person (through alcohol, drugs or any other means) for the purpose of compromising that person’s ability to give Affirmative Consent to sexual activity;
- Allowing third parties to observe private sexual activity from a hidden location (e.g., closet) or through electronic means

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

(e.g., Zoom or livestreaming of images) without consent;

- Engaging in voyeurism (e.g., watching private sexual activity without the consent of the participants or viewing another person's intimate parts [including genitalia, groin, breasts or buttocks] in a place where that person would have a reasonable expectation of privacy);
- Recording or photographing private sexual activity and/or a person's intimate parts (including genitalia, groin, breasts or buttocks) without consent;
- Disseminating or posting images of private sexual activity and/or a person's intimate parts (including genitalia, groin, breasts or buttocks) without consent;
- Prostituting another person; or
- Exposing another person to a sexually transmitted infection without the other's knowledge.

4. Intimate Partner Violence

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

Physical violence means that a person is exerting control over another person through the use of physical force. Examples of physical violence include hitting, punching, slapping, kicking, restraining, strangling, and brandishing or using any weapon. Physical Assault is defined as threatening or causing physical harm or engaging in other conduct that threatens or endangers the health or safety of any person.

Physical Assault will be addressed under this policy if it involves Sexual or Gender-Based Harassment, Intimate Partner Violence, or is part of a course of conduct under the Stalking definition.

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

5. Dating Violence

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

6. Domestic Violence

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

7. Stalking

Title IX Prohibited Conduct Stalking² is conduct on the basis of sex defined as engaging in a course of conduct directed at a specific person (e.g., the Complainant) that would cause a reasonable person to (A) fear for their safety or

² The Title IX regulation at 34 C.F.R. § 106.30(a) defines Stalking as defined in 34 U.S.C. 12291(a)(36).

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

Sexual and Gender-Based Prohibited Conduct Stalking³ occurs when a person engages in a course of conduct directed at a specific person, on the basis of sex that is not covered under the definition of Title IX Stalking but occurs under circumstances that would cause a reasonable person to fear bodily injury or to experience substantial emotional distress.

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

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

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



Violations Of Law

Behavior that violates the Sexual Misconduct Policy may also constitute a crime under the laws of the jurisdiction in which the incident occurred. For example, the Commonwealth of Virginia criminalizes and punishes some forms of Sexual Assault, Intimate Partner Violence,

Sexual Exploitation, Stalking and Physical Assault. The criminal statutes that may apply in cases of Physical Assault and Intimate Partner Violence are found in various sections of Chapter 4, Articles 1 (Homicide) and 4 (Assaults and Bodily Woundings), of Title 18.2 of the Code of Virginia. The criminal statutes relating to Sexual Assault are found in Sections 18.2-61 through 18.2-67.10 of the Code of Virginia. Section 18.2-61 states "if any person has sexual intercourse with a complaining witness, whether or not his or her spouse, or causes a complaining witness, whether or not his or her spouse, to engage in sexual intercourse with any other person and such act is accomplished (i) against the complaining witness's will, by force, threat or intimidation of or against the complaining witness or another person; or (ii) through the use of the complaining witness's mental incapacity or physical helplessness; or (iii) with a child under age 13 as the victim, he or she shall be guilty of rape." Dating Violence is not defined by the Code of Virginia, however, the term Sexual Violence is defined in Section 23.1-806 as "physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent." Domestic Violence is not defined by the Code of Virginia, however, Family Abuse is described in Section 16.1-228 as "any act involving violence, force, or threat that results in bodily injury or places one in reasonable apprehension of death, sexual assault, or bodily injury and that is committed by a person against such person's family or household member. Such act includes, but is not limited to, any forceful detention, stalking, criminal sexual assault in violation of Article 7 (§ 18.2-61 et seq.) of Chapter 4 of Title 18.2, or any criminal offense that results in bodily injury or places one in reasonable apprehension of death, sexual assault, or bodily injury." Section 18.2-60.3 of the Code of Virginia defines and identifies the penalty for criminal stalking. Stalking is described in Section 18.2-60.3 as on more than one occasion engaging "in conduct directed at another person with the intent to place, or when he knows or reasonably should know that the conduct places that other person in reasonable fear of death, criminal sexual assault, or bodily injury to that other person or to that other person's family or household member.

³ This definition is consistent with VAWA.

If the person contacts or follows or attempts to contact or follow the person at whom the conduct is directed after being given actual notice that the person does not want to be contacted or followed, such actions shall be prima facie evidence that the person intended to place that other person, or reasonably should have known that the other person was placed, in reasonable fear of death, criminal sexual assault, or bodily injury to himself or a family or household member." Sections 18.2-386.1 and 18.2-386.2 of the Code of Virginia provide for criminal penalties in some cases of Sexual Exploitation. This compilation of criminal statutes is not exhaustive, but is offered to notify the University community that some forms of Prohibited Conduct may also constitute crimes under Virginia law, which may subject a person to criminal prosecution and punishment in addition to any sanctions under the Sexual Misconduct Policy. There is no statutory definition of consent in Virginia, but the definition for rape in Section 18.2-61 describes the concept of unwillingness in the context of rape, and Section 18.2-67.1 describes "mental incapacity" and "physical helplessness" in the context of sexual violence.

REPORTING AN INCIDENT

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

Police Emergency	911
Albemarle County Police	434-977-9041
City of Charlottesville Police	434-970-3280
University of Virginia Police	434-924-7166
Giles County Sheriff's Office	540-921-3842
Fairfax County Police Department	703-691-2131
Henrico County Police Department	804-501-5000
Arlington County Police Department	703-558-2222
Vicenza Police	112
Just Report It https://justreportit.virginia.edu/sexual-and-gender-based-harassment-violence	
<i>Title IX Coordinator</i>	
O'Neil Hall, 445 Rugby Rd, Suite C023	
P.O. Box 400219 Charlottesville, VA 22904	
434-297-7988	
TitleIXOffice@virginia.edu	

Police can be reached by calling 911 (or one of the other numbers listed) or 112 in Vicenza, Italy. Individuals seeking medical attention at an emergency department can ask that police be called on their behalf.

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

Students and employees may report Prohibited Conduct to the police, to the University, to both or to neither (employees who receive reports of crime may have responsibilities to report the conduct as described elsewhere in the

University's policies or state laws). These reporting options are not exclusive. Complainants may simultaneously pursue criminal and formal University action. The University will support complainants in understanding and assessing their reporting options.

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

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

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

Students and employees looking for quick access to information about support options and resources, please visit the University's "[Support and Resources](https://eocr.virginia.edu/about-us/title-ix-and-sexual-misconduct/support-and-resources)" website at <https://eocr.virginia.edu/about-us/title-ix-and-sexual-misconduct/support-and-resources>.



UVA Medical Center Emergency Department

1215 Lee Street, Charlottesville, VA

434-924-2231

Student Health and Wellness

550 Brandon Avenue, Charlottesville, VA

During Business Hours: 434-924-5362

After-Hours Urgent Call Line: 434-297-4261

Inova Fairfax Hospital

3300 Gallows Road, Falls Church, VA 22042

703-776-4001

St. Mary's Hospital

5801 Bremon Road, Richmond, VA 23226

804-285-2011

Carilion New River Valley Medical Center

2900 Lamb Circle, Christiansburg, VA 24073

540-731-2000

Ospedale San Bortolo di Vicenza

Viale Ferdinando Rodolfi, 37, 36100 Vicenza VI, Italy

+390444753111

PROCEDURES VICTIMS SHOULD FOLLOW

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

PRESERVATION OF EVIDENCE

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

The University's Medical Center and Student Health and Wellness are the only facilities in Charlottesville where an individual can receive a forensic sexual assault examination by a Sexual Assault Nurse Examiner (also known as a "SANE nurse"). The hospitals listed on the previous page have a SANE nurse or a forensic nurse and are in close proximity to UVA's other campuses. Forensic sexual assault examinations are available at the Student Health and Wellness for students during business hours only. Business hours are 8 a.m. - 5 p.m. Monday through Friday during the academic year and 8 a.m. - 4:30 p.m. Monday through Friday during summer and breaks. SANE nurses can assess injuries related to physical trauma; evaluate for sexually transmitted infections and possible pregnancy; provide medical care (including medications to prevent infections and pregnancy); and can, **within 120 hours (five days) but as soon as possible** after a sexual assault, administer a "forensic exam."⁴ During the forensic exam, the SANE nurse documents and collects evidence of sexual contact and/or physical trauma (including injuries to the body and genitals), trace evidence, biological fluids and identifiable DNA. When there is reason to

believe that an assault may have been facilitated by the use of drugs or alcohol, the forensic exam may also include the collection of urine and blood samples for toxicology testing. ***Patients are not required to report an incident to law enforcement or the University in order to receive medical attention or a forensic exam.***⁵

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

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

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

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

- A forensic sexual assault examination (within 120 hours)
- Any clothing, sheets or other materials (items containing bodily fluids should be stored in cardboard boxes or paper bags)

⁴ Detailed information about obtaining a forensic exam at the Student Health Center can be accessed at <https://www.studenthealth.virginia.edu/sexualassault> and about obtaining a forensic exam at the UVA Medical Center can be accessed at uvahealth.com/services/transport-emergency/forensic-services

⁵ 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.

- Electronic exchanges (e.g., text messages, emails and Facebook, Instagram, Snapchat or other social media posts, to the extent that they can be captured or preserved)
- Photographs (including photographs stored on smartphones and other devices)
- Voice mail messages and other physical, documentary and/or electronic data that might be helpful or relevant in an investigation.



ON- AND OFF-GROUNDS SUPPORT RESOURCES

Students and employees are urged to seek immediate emotional support after any incident of Prohibited Conduct. There are a number of confidential sources and "hotlines" for crisis counseling, both at the University and in the local community. Confidential counselors can provide trauma-informed support and offer information about reporting options.

Students:

UNIVERSITY CONFIDENTIAL RESOURCES		
Student Health and Wellness:	During Business Hours: 434-924-5362	After-Hours Urgent Call Line: 434-297-4261
Counseling and Psychological Services (CAPS)	434-243-5150	
Women's Health	434-924-5362	
Medical Services	434-924-5362	
Student Disability Access Center: Psychologists	434-243-5180	sdac@virginia.edu
Violence Prevention & Advocacy (VPA)	434-243-7337	
UVA Medical Center and Emergency Department:	434-924-2231	
The Women's Center: Counseling Staff	434-982-2252 (Counseling)	
	434-982-2361 (Main line)	
The McCue Center: Sports Medicine and Sports Psychology Clinical Staff (for student athletes)	434-982-5450	
UVA Teen and Young Adult Health Center (provides health care for ages 12 to 25)	434-982-0090	
Mary D. Ainsworth Psychological Clinic (clinical training program that generally does not see patients in crisis)	434-982-4737	ainsworth@virginia.edu
Sheila C. Johnson Center for Human Services (clinical training program that generally does not see patients in crisis)	434-924-7034	
University Ombuds	434-924-7819	ombuds_support@virginia.edu

COMMUNITY CONFIDENTIAL RESOURCES

Charlottesville:

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

Arlington:

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

Fairfax:

Fairfax County Domestic & Sexual Violence Services	703-324-5730	24-hour Hotline: 703-360-7273
---	--------------	-------------------------------

Giles County:

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

Richmond:

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

Italy:

L'Associazione Artemisia	+055601375	www.artemisiacentroantiviolenza.it/
---------------------------------	------------	--

Statewide:

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

NATIONAL RESOURCES

Rape, Abuse & Incest National Network (RAINN) Online Hotline	https://rainn.org/help-and-healing/hotline/
National Sexual Assault Hotline	800-656-4673
National Domestic Violence Hotline	800-799-7233



Employees:

UNIVERSITY CONFIDENTIAL RESOURCES		
Faculty and Employee Assistance Program		434-243-2643
University Medical Associates		434-924-1931
UVA Health System General Gynecology		434-924-1955
The Women's Center: Counseling Staff		434-982-2252 (Counseling) 434-982-2361 (Main line)
UVA Teen and Young Adult Health Center (provides health care for ages 12 to 25)		434-982-0090
Mary D. Ainsworth Psychological Clinic (clinical training program that generally does not see patients in crisis)	ainsworth@virginia.edu	434-982-4737
University Ombuds	434-924-7819	ombuds_support@virginia.edu

COMMUNITY CONFIDENTIAL RESOURCES		
Charlottesville:		
Sexual Assault Resource Agency (SARA)	434-295-7273	24-hour Hotline: 434-977-7273
Shelter for Help in Emergency (SHE)	434-963-4676	24-hour Hotline: 434-293-8509
Fairfax:		
Fairfax County Domestic & Sexual Violence Services		703-324-5730 24-hour Hotline: 703-360-7273
Giles County:		
Women's Resource Center of the New River Valley	540-639-9592	24-hour Hotline: 540-639-1123
Richmond:		
Safe Harbor	804-249-9470	24-hour Helpline: 804-500-2755
YWCA Richmond	804-643-6761	24-hour Hotline: 804-612-6126
Arlington:		
Doorways for Women and Families	703-504-9400	24-hour Hotline: 703-237-0881
Statewide:		
Family Violence and Sexual Assault Virginia Hotline		24-hour Hotline: 434-654-7150
Italy:		
L'Associazione Artemisia	+055601375	www.artemisiacentroantiviolenza.it/

NATIONAL CONFIDENTIAL RESOURCES	
Rape, Abuse, & Incest National Network (RAINN) Online Hotline	https://hotline.rainn.org/online
National Sexual Assault Hotline	800-656-4673
National Domestic Violence Hotline	800-799-7233

LEGAL RESOURCES

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

Student Legal Services	Newcomb Hall, Room 460 Phone: 434-924-7563
Virginia Legal Aid	www.virginialawhelp.org/
Central Virginia Legal Aid Society	103 East Water Street, Suite 201 & 202 Charlottesville, VA 22902 Phone: 434-296-8851 cvlas.org
Legal Aid Justice Center	1000 Preston Avenue, Suite A Charlottesville, VA 22903 Phone: 434-977-0553 www.justice4all.org

STUDENT HEALTH AND WELLNESS

Student Health and Wellness (SHW)	550 Brandon Avenue, Charlottesville, VA
Counseling and Psychology Services (CAPS)	434-243-5150
Medical Services	434-924-5362
Well-Being Services	434-924-1509
Violence Prevention & Advocacy (VPA)	434-243-7337
Student Disability Access Center (SDAC)	434-243-5180



Student Health and Wellness (SHW), formerly known as the Elson Student Health Center, is home to a UVA Health satellite Pharmacy and Laboratory, Counseling and Psychological Services, Medical Services, Well-Being Services, the Student Disability Access Center, Student Health Office of Research Excellence, the Gordie Center, the Fried Center for the Advancement of Potential, and Care and Support Services (CASS), and the SHW Radiology office. SHW is located at 550 Brandon Avenue.

SUPPORTIVE MEASURES

Detailed information about Supportive Measures available to Students and Employees can be found in the Resource and Information Guide, which can be found at: <https://eocr.virginia.edu/appendixc>.

STUDENTS

The Title IX Coordinator

O'Neil Hall, 445 Rugby Rd, Suite C023
434-297-7988
TitleIXOffice@virginia.edu

Deputy Title IX Coordinator

O'Neil Hall, 445 Rugby Rd, Suite C023
434-297-7988
TitleIXOffice@virginia.edu

Student Affairs Care & Support Services

SHW, 550 Brandon Ave
434-924-7133
After hours: 434-924-7166,
CASS@virginia.edu

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

The Formal Grievance Procedure for Investigating and Resolving Reports of Title IX and/or Sexual and Gender-Based Prohibited Conduct (Grievance Procedure) provides additional guidance about how the University will evaluate such requests. The University will maintain the privacy of any Supportive Measures provided under the Sexual Misconduct Policy to the extent practicable and will promptly address any violation of the protective measures. Additional resources can be found in the Resource and Information Guide (Appendix C), which can be found at: <https://eocr.virginia.edu/appendixc>.

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

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

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

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

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

The Title IX Coordinator will ensure students receive written notification of all their rights and

options, regardless of whether a student chooses to report Prohibited Conduct to the University or to the police. This notification will describe options for, available assistance in and how to request changes to academic, living, transportation and working situations or protective measures. Students are entitled to receive information, assistance and a broad range of support and remedial measures, as reasonably available, regardless of whether they choose to pursue criminal and/or University disciplinary resolution of Prohibited Conduct.

EMPLOYEES

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

Title IX Office

O'Neil Hall, 445 Rugby Rd, Suite C023
 TitleIXOffice@virginia.edu
 434-297-7988

The specific circumstances of each case will determine the availability of Supportive Measures. The Title IX Coordinator, in consultation with Human Resources and/or the Office of the Provost, will consider a number of

factors in determining which measures to take, including the needs of the employee seeking Supportive Measures; the overall structure and work needs of the relevant unit or department; the severity or pervasiveness of the alleged Prohibited Conduct; as appropriate, any continuing effects on the complainant; whether the complainant and the respondent share the same employment assignment or parking location; and whether other judicial measures have been taken (e.g., protective orders). When implementing such measures the University will seek to minimize the burden imposed by such measures as appropriate to the specific circumstances of each case.

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

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

safety and well-being of an employee who has been affected by Prohibited Conduct

- Assistance in seeking legal assistance within the community
- Assistance in seeking relevant information on visa and/or immigration status

In some cases, an employee may choose to seek leave to attend court proceedings or meet other legal obligations. The University will endeavor to approve reasonable leave for employees who have experienced Prohibited Conduct to seek protective orders, attend court, make custody arrangements or relocate to a safe living environment. Employees should direct any such requests for leave to their supervisor. Employees and/or supervisors should direct any questions or concerns related to such requests to the Title IX Coordinator.

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

PROTECTIVE ORDERS

Where Prohibited Conduct is reported, it may be possible to obtain a court-ordered emergency or preliminary protective order. These protective orders may be issued if the judge or magistrate believes that there is an immediate threat to health or safety. Later, after a full hearing, the court may agree to issue a "permanent" protective order, in appropriate cases. A permanent protective order may remain in place for up to two years under Virginia law and, in some cases, may be extended for an additional two years. "Protective orders" are separate and distinct from "no-contact directives" (described above). Protective orders may be obtained only

from a court of law and are enforceable anywhere in the United States; their violation may result in criminal charges. In contrast, Student Affairs and/or Title IX/EOCR arranges no-contact directives, which are enforceable through the University. Students or employees may speak with the University Police Division's Victim/Witness Assistance Coordinator, who can explain the process for seeking a protective order and can escort a student or employee to the appropriate office to initiate a petition seeking a protective order.



PRIVACY AND CONFIDENTIALITY

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

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

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

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

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

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

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

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

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

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



EDUCATION PROGRAMS

The University aims to prevent all forms of Prohibited Conduct by offering a comprehensive menu of prevention, early intervention and recovery support services and programs. Incoming students and new employees receive primary prevention and awareness programming as part of orientation and onboarding, and returning students and current employees continue to receive ongoing training and related programming. Program content includes: (1) statements that the University prohibits Prohibited Conduct, as defined by the Sexual Misconduct Policy, and related crimes under Virginia law; (2) the definitions of such conduct and crimes under Virginia law; (3) the definition of "Affirmative Consent" for purposes of the policy; (4) safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of Prohibited Conduct against another person; (5) information on risk reduction to recognize warning signs of abusive behavior; (6) required online training regarding all forms of sexual misconduct for all faculty, staff, students and Medical Center employees; and/or (7) information about the procedures that the University will follow after an incident of Prohibited Conduct has occurred.

The University's education and prevention programs reflect programming, initiatives, strategies, and campaigns intended to end Prohibited Conduct. These programs are culturally relevant and inclusive of diverse communities and identities. These programs are also designed to consider environmental risk and protective factors as they affect individuals, relationships, institutions, communities, and society.

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

1. Awareness Programs

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

Sexual and Relationship Violence Specific:

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

Returning students are also required to complete an online module regarding sexual assault prevention and healthy

relationships every two years. Student athletes are required to complete an additional online module annually.

Faculty and staff are required to complete an online module every two years to learn about preventing sexual and gender-based harassment and other forms of interpersonal violence, as well as reporting requirements of such disclosures.

- **Denim Day:** The Well-Being Services Violence Prevention & Advocacy (VPA) team hosts an event focused on honoring "Denim Day," an annual international campaign held on the last Wednesday of April during Sexual Assault Awareness Month, where people wear denim to protest victim-blaming myths in sexual violence cases.
- **Red Flag Campaign:** Well-Being Service's Violence Prevention & Advocacy's (VPA) Red Flag Campaign places red and green flags in the UVA Amphitheater in January to raise awareness about warning signs of harmful relationship behaviors alongside characteristics of healthy, supportive ones. The display and accompanying educational materials help students recognize patterns of coercion or control, connect with campus resources, and seek support early.
- **Violence Prevention & Advocacy (VPA):** The Well-Being Services VPA team hosts several one-time programs designed to promote skill-building in the area of giving and receiving consent, communicating boundaries, and understanding the impacts of interpersonal violence.
- **"What Were You Wearing?":** This exhibit is an international survivor art installation that challenges rape myths by displaying re-creations of clothing survivors were wearing when they were assaulted, demonstrating that clothing does not determine consent. Well-Being Service's Violence Prevention & Advocacy (VPA) team organizes and hosts in April during Sexual Assault Awareness Month outside of the Newcomb Dining Hall.

Related Issues:

- **Online Alcohol Education Module:** All first-year, transfer, and new graduate students are required to take a one-time online alcohol education and awareness program. At the School of Continuing and Professional Studies campus locations, degree-seeking students are required to complete the program. Certificate and non-degree-seeking students are exempt from completing this education, though links to information from the education are provided via email.
- **National Hazing Prevention Week/ National Gordie Day:** Student Health and Wellness' Gordie Center hosts National Gordie Day events each year to raise awareness of the risks and symptoms of alcohol overdose and to encourage students to be active bystanders.
- **Hoos Against Hazing (Adam's Law) Education:** All new undergraduate students attend an in-person, evidence-informed educational program during summer orientation on the prevalence and risks of hazing, the role of alcohol in hazing, hazing laws, UVA policies, reporting procedures, active bystander intervention strategies, and information explaining that the UVA disciplinary process is not to be considered a substitute for the criminal legal process. Student organizations and leaders with a new member process receive annual refresher training around hazing prevention.

Visit the Hoos Against Hazing website at www.virginia.edu/hazing for more information about the University's hazing policy, and reporting and prevention initiatives.
- **Community of Care 5k:** The Peer Health Educators (PHE) coordinate an annual 5K to raise awareness of normative health behaviors and provide a positive tradition for students to participate in as part of the UVA community.
- **Grounds for Discussion Peer Theater:** This is a student-directed and student-performed theatrical production held every year for first-year students. Skits focus on

the issues and decisions facing first-year students, which include roommate disagreements, high-risk drinking, the honor code, eating disorders, and sexual assault. Residence hall discussions with resident assistants follow the performance.

- **Training for New Faculty and Teaching Assistants:** Counseling and Psychological Services (CAPS) offers a variety of resources for faculty concerned about students in distress due to substance misuse or other concerns. CAPS staff speak at New Faculty Orientation to ensure faculty are aware of mental health resources for students, including for substance misuse. Courses that explore substance misuse issues include Concepts in Peer Health Education, Substance Abuse, Drug Abuse, Contemporary Health Issues, Peer Alcohol Education, and Personal Development.
- **Training for Study Abroad Faculty and Students:** Specific training on substance misuse prevention and intervention strategies is provided to faculty leading study abroad trips prior to their departure.
- **Ambassadors:** In an effort to enhance safety options for the University community, Ambassadors serve as additional eyes and ears to the University Police Division 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 are looking for or in need of assistance. Ambassadors provide personal safety escorts and make requests for medical and police assistance on behalf of our community members every day.
- **Transportation Options:** While not specifically focused on sexual and relationship violence prevention, the following transportation programs assist UVA community members in their late-night transportation needs:
 - **Safe Walk:** Ask an Ambassador to walk you home. Ambassadors are stationed in areas around the Corner, including at 14th St., Rugby Rd., and Wertland St. If

you would like to request a walking escort, walk up to an Ambassador on patrol, drop in to the Public Safety Substation on University Ave (Corner), or call 434-984-7622 extension 406.

- **Night Pilot:** This specific bus service will provide transportation to and from the high-demand areas such as Clemons and Shannon (formerly Alderman) Libraries, McCormick Road/Central Grounds, First-Year Residence Halls, Hereford, JPA, Brandon Ave, and The Corner at Madison Hall. This service will work in tandem with UVA Ride during the hours of 10PM-2AM. Students can see live service predictions using the [TransLoc Rider app](#) or [TransLoc online](#).
- **UVA Ride:** (Previously known as Safe Ride or UTS OnDemand) is an on-demand van shuttle service intended to provide UVA students, faculty, staff and contractors safe transportation home in lieu of walking alone during the overnight hours (typically 10PM-5AM). UVA Ride operates within a specific service area to maximize van availability and minimize wait times. Rides may be requested via the Transloc app: <https://transloc.com/app/>. If there are any problems using the app or there is a question/concern, the rider can reach the UVA Ride dispatcher during operating hours by calling 434-924-7711.
- **Health System Transportation Services:** Beginning at 8PM and ending at 6AM, Health System team members may utilize fixed-route and on demand shuttles to return to close-in or remote parking areas. Employees should call 434-982-1600 or 434-243-0027 or visit the Health System website for more information.
- **UVA FlexRide:** (Previously known as DART) is an on-demand, fare-free, curb-to-curb paratransit service for UVA students and employees, who, due to a disability, are not able to use UVA Transit. Developed with the Office for

Equal Opportunity and Civil Rights and operated by Yellow Cab of Charlottesville, UVA FlexRide operates Monday-Friday, 7:00AM - 7:00PM, when the UVA Transit academic routes are also in service. Learn how to submit a UVA FlexRide application at: <https://parking.virginia.edu/flexride>.



2. Active Bystander Intervention

Active 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 concerning behavior or Prohibited Conduct. It also includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene. The University's specific active bystander intervention program includes:

- **Hoos Got Your Back:** An active bystander intervention education program that engages students as leaders and presenters on intervention strategies around interpersonal violence with the goal of reducing sexual violence, relationship violence, hazing, substance related medical emergencies, and stalking. The training focuses on giving students skills to intervene, and builds a community of care where (1) violence will not be tolerated, and (2) everyone has a role in preventing harm.

3. Ongoing Prevention And Awareness Campaigns

Ongoing prevention and awareness campaigns consist of sustainable programming, services, and strategies that increase understanding of topics relevant to, and skills for addressing, concerning behavior and/or Prohibited Conduct using a range of strategies with audiences throughout the University.

Sexual and Relationship Violence Specific:

- **The Women's Center: Education and Outreach:** The Women's Center offers an educational workshop, "Supporting a Friend".
- **Reel vs. Real: Interpersonal Violence in the Media:** The Well-Being Services Violence Prevention & Advocacy (VPA) team collaborated with the University Programs Council to hold a monthly series of evening programs for students, aimed at unpacking how relationship dynamics and violence appear on screen and in the media versus real life.

Related Issues:

- **Alcohol Risk Management Training:** Alcohol Risk Management Training is required for any event on Grounds or University-sponsored activity where alcohol is served and underage guests may be in attendance. This online education program provides information regarding UVA policies and Virginia law concerning alcohol service and principles of risk management.
- **Hoos Aware Bear Cannabis Education Campaign:** Social marketing campaign out of Well-Being Services to address the impacts of cannabis on mental well-being, risks related to driving under the influence, and clarify current on-Grounds cannabis policies.

4. Primary Prevention Programs

Primary prevention programs consist of programming, initiatives, and strategies informed by research and assessed for value, effectiveness, or outcome that are intended to prevent unhealthy behaviors through the

promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions. The University's specific primary prevention programs include those presented by the following organizations:

Sexual and Relationship Violence Specific:

- **Sexual Health Education Programs:** Peer Health Educators (PHEs) in Well-Being Services provide a variety of programs on (1) collaborative consent, (2) bystander intervention, (3) sexual health education, and (4) cultural norms and gender stereotypes.
- **Violence Prevention & Advocacy (VPA):** The Well-Being Services VPA team offers a menu of educational workshops on interpersonal violence prevention available to student groups, leaders, faculty, and staff. Current offerings include "Understanding Interpersonal Violence" and "Healthy Relationships," with additional programs in development.

Related Issues:

- **Peer Health Educators (PHEs):** This diverse group of students is trained to educate their peers about college health and well-being issues (substance misuse, sexual health, and bystander intervention) in a positive, interactive, and nonjudgmental manner. PHEs facilitate dynamic outreach programs; encourage physical and mental health; create informative awareness events; and promote community support to create a culture of personal and community well-being on Grounds.
- **Recovery Ally Trainings:** Faculty, staff, and students can request training through the Collegiate Recovery Program on how to be an ally and support individuals impacted by substance use disorders and other process addictions.

- **Gordie Club:** This CIO hosts events and activities to educate peers on the risks of hazing and works to ensure students know the signs of alcohol overdose.
- **Substance Use Prevention Education:** Well-Being Services offers comprehensive prevention programming to prevent negative consequences related to substance use and reinforce a healthy majority of students who choose to abstain. Events throughout the year include: Does it Fill up Your Cup?, REVIVE! Opioid Overdose Prevention and Naloxone Education, and substance-free alternative programming.

5. Indicated Prevention Programs

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

Sexual and Relationship Violence Specific:

- **Greek Member Education Programming:** In order to maintain status as a Fraternal Organization, the University requires all social Greek letter organizations to complete certain programming requirements for their chapters. All chapters must complete a total of four educational programs each year on the topics of alcohol and other drug education, sexual respect education, hazing prevention education, and diversity/inclusion and respect. Most chapters request a presentation from one of the many peer advocacy organizations on Grounds.

Related Issues:

- **Counseling and Psychological Services (CAPS):** CAPS offers services for students who have experienced sexual trauma, as well as those in recovery or those struggling with substance use, including individual and group counseling, care management, and medication assistance. CAPS is also available to consult with staff, faculty, family members and friends who may be concerned about a student's mental health and substance use (434-243-5150).

- **Wahoo Welcome ‘Hoos Got Your Back: Creating a Community of Care’ Presentation:** The weekend prior to the start of Fall semester, all incoming First Year students are required to attend this program presented by peer educators trained by Well-Being Services. Using social norms theory and promoting a community of care, topics covered include introduction to substance abuse prevention, consent, introduction to active bystander intervention strategies and skills, and promotion of personal and community well-being.
- **Fall Alcohol 1:** The Peer Health Educators offer basic substance misuse education in the First-Year residence halls by request throughout the academic year, with an emphasis on the first 6 weeks of the Fall semester.
- **Early Intervention Services (Well-Being Coaching/BASICS):** Formerly known as WahooWell, covering specific topics such as stress, sleep, connection, and social health (including substance use), this evidence-based resource is designed to provide a free and confidential environment for students to explore their strengths, goals, and motivations related to well-being. Students complete a confidential online survey and receive results in person through two one-hour meetings.
- **Student-Athlete Mentors (SAMs):** The Department of Athletics and Student Health and Wellness' Gordie Center employ a peer helper model to train student-athletes to educate teammates on substance use issues and serve as internal resources on health and wellness issues. The student-athlete developed SAMs Say poster series provides health information specific to student-athletic concerns including alcohol and other drugs.
- **Collegiate Recovery Program:** The CRP supports, values, and celebrates UVA students, faculty, staff, and alumni in recovery as well as recovery allies. Program components include weekly Hoos in Recovery meetings, a non-credit recovery seminar class offered each semester, recovery coaching, community events and social support, a dedicated physical meeting space in the Student Health and Wellness building.
- **Stall Seat Journal:** The Stall Seat Journal program uses social norms theory to educate and create behavior change around health behaviors, targeting all first-year students. Monthly posters are placed in stalls of first-year residence hall bathrooms, as well as common area bathrooms around Grounds (e.g., Newcomb Hall, libraries, Student Health and Wellness, Women's Center). Posters consists of education and resources related to college health issues such as substance use, consent, active bystander intervention, healthy relationships, disordered eating, and sexual health.

6. Risk Reduction

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

- **Trust your intuition** — it's right most of the time:
 - If someone is behaving disrespectfully or making you feel uncomfortable, use the 3Ds (Direct, Distract, or Delegate) to address the behavior. Take steps to remove yourself from the situation early if you are concerned it may become violent.

- If you feel as though someone may be stalking you, ask someone who understands these issues, like police, Violence Prevention & Advocacy (VPA), Student Affairs, the Women's Center, or CAPS to help you clarify what's going on and develop a safety plan. If you are being stalked, tell everyone you know. Ask your friends to keep an eye out for your stalker.
- If you feel afraid, call 911 or use transportation resources.
- If you feel threatened on Grounds or in nearby areas, call 911 or look for an Ambassador or blue-light emergency phone.
- You have the right to defend your body, your personal integrity, yourself. Do not second-guess yourself or the intentions of the person harming you. If you have indicated that you do not want to engage in a particular sexual activity and your partner ignores you, take this as a sign that they have no intention of taking your feelings into consideration. This will help you decide what to do next.
- There is no shame in being victimized. Talk to someone who has knowledge of community and University resources. There are many people on Grounds and in the community who can help you identify resources and options and who may be able to reduce the impact on your well-being and help you end the abuse.

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

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

- **UPD Self-Defense Training Classes:** UPD offers self-defense training classes free of charge:
 - Basic Self-Defense Course - A one-hour- or two -hour course offered throughout the year, and is often popular with student organizations and first year dorms. These self-defense classes empower individuals to escape a threat if confronted. Interested first year students should ask their resident advisor to set up a class for their hall. Other students, faculty, or staff should contact Sgt. Beckett Thelen at upd_ceu@virginia.edu.
- UPD also offers the following: classes for students, employees, and surrounding community members; personal safety presentations; de-escalation presentations; awareness and prevention presentations for Greek organizations focused on gender-based violence, hazing, and alcohol/drugs; violent incident and threat assessment training; Resident Advisor training on emergency response.
- **UPD Safe Sips Program:** UPD provides students with coasters that test drinks for tampering in real time. These coasters currently detect GHB and ketamine and can be used in any setting where you feel your drink may have been compromised. While these tools are helpful, alcohol-facilitated assault remains the most common form of drug-facilitated assault. If you ever feel unsure about your safety or suspect a drink has been tampered with, check in with a friend, call 911, or seek medical help immediately. Safe Sips test coasters are available from UVA Police officers or by contacting the Police Division at police@virginia.edu.

7. Coalition Building

- **Coalition to End Sexual Misconduct:** The Coalition to End Sexual Misconduct is an umbrella organization that helps bring together the various groups invested in sexual assault prevention and education. This coalition is comprised of representatives from the College of Arts and Sciences, the School of Engineering and Applied Science, the Office of Equal Opportunity & Civil Rights, the Title IX Office, University Police Division, the Department of Student Health and Wellness, the Women's Center, and Student Affairs. Representatives also meet with student leaders monthly for programming and strategic planning purposes.
- **Substance Use Disorder Treatment and Consultation Team:** This is a multi-disciplinary team of Student Health and Wellness staff who coordinates the provision of holistic care and support for UVA students navigating assessment and treatment for substance use concerns and recovery maintenance, including co-occurring issues.
- **Hoos Against Hazing Council:** This group of students and administrators employs the socio-ecological framework for hazing prevention and works to identify and advocate ways to engage the UVA community in evidence-informed hazing prevention, intervention, and response. For more information about the University's Hoos Against Hazing Council, please visit <https://studentaffairs.virginia.edu/subsite/hoos-against-hazing/prevention/council>.



GRIEVANCE PROCEDURES FOR INVESTIGATING AND RESOLVING REPORTS AGAINST STUDENTS AND EMPLOYEES

The procedures for resolving reports against students, employees, and third parties involving Prohibited Conduct can be found in Appendix A to UVA's Sexual Misconduct Policy. The Sexual Misconduct Policy is available at eocr.virginia.edu/about-us/title-ix-and-sexual-misconduct/title-ix-policies-and-procedures.

Appendix A of the Sexual Misconduct Policy contains the Grievance Procedure for resolving reports of Prohibited Conduct against students, employees, and third parties. Most of the Grievance Procedure's provisions involving initial assessment, use of an evaluation panel, threat assessment and investigation are the same for students, employees, and third parties. The role of the Decision Maker, imposition of sanction and the types of sanctions available for students, employees, and third parties differ based on whether the respondent is a student, employee, or third party.

EXPECTATIONS OF COMPLAINANTS AND RESPONDENTS

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

- A.** Prompt and equitable resolution of allegations of Prohibited Conduct
- B.** Privacy in accordance with the Sexual Misconduct Policy and any legal requirement
- C.** Reasonably available Supportive Measures, provided without fee or charge, as described in these procedures and in the applicable Resource Guide
- D.** Freedom from retaliation for making a good faith report of Prohibited Conduct or participating in any proceeding under the Sexual Misconduct Policy
- E.** The responsibility to refrain from retaliation directed against any person for making a good faith report of Prohibited Conduct or participating in or declining to participate in any proceeding under the Sexual Misconduct Policy
- F.** The responsibility to provide truthful information in connection with any report, investigation or resolution of Prohibited Conduct under the Sexual Misconduct Policy or these procedures
- G.** The opportunity to request and receive reasonable accommodations for a disability or necessary language translation or interpreter services to ensure meaningful participation in any step of the proceedings under the Sexual Misconduct Policy
- H.** The ability to articulate concerns or issues about proceedings under the Sexual Misconduct Policy and these procedures
- I.** Timely notice of any meeting or proceeding at which the party's presence is contemplated by these procedures
- J.** The opportunity to choose an advisor, including the right to have that advisor attend any meeting or proceeding at which the party's presence is contemplated by these procedures
- K.** The ability to have an advisor of the University's choice appointed at no cost to any party to Formal Resolution, to assist in cross-examination during the Hearing, if a party has not selected an advisor for the Hearing
- L.** Written notice of a Formal Complaint, including notice of potential Sexual Misconduct Policy violations and the nature of the alleged Prohibited Conduct
- M.** The opportunity to challenge the Title IX Coordinator, Investigator, or Decision Maker for bias or conflict of interest
- N.** The opportunity to offer information, present evidence, and identify witnesses during an investigation and Formal Resolution

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

INITIAL ASSESSMENT

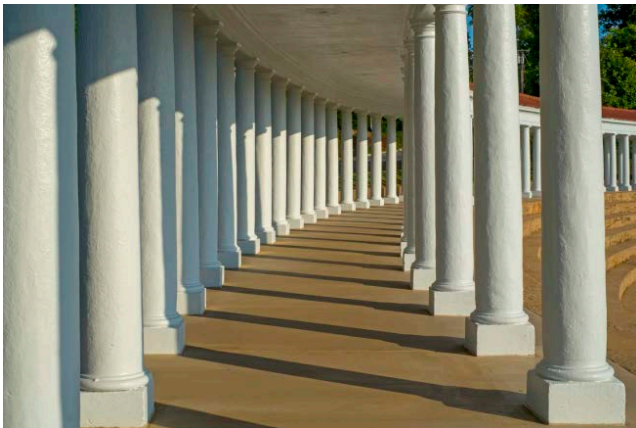
On receipt of a report of Prohibited Conduct, the Title IX Coordinator will make an initial assessment of the reported information and respond to any immediate health or safety concerns raised by the report. In this initial assessment, the Title IX Coordinator or designee will contact the complainant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

- A. Assess the complainant's safety and well-being and offer the University's immediate support and assistance
- B. Inform the complainant of the right to seek medical treatment, and explain the importance of obtaining and preserving forensic and other evidence
- C. Inform the complainant of the right to contact law enforcement, decline to contact law enforcement, and/or seek a protective order
- D. Inform the complainant about University and community resources, the right to seek appropriate and available Supportive Measures and how to request those resources and measures
- E. Inform the complainant of the right to seek Alternative Resolution (where available) or Formal Resolution under these the Grievance Procedures; ascertain the complainant's expressed preference (if the complainant has, at the time of the initial assessment, expressed a preference) for pursuing Alternative Resolution, Formal Resolution or neither; and discuss with the complainant any concerns or barriers to participating in any University investigation and resolution under these procedures
- F. Explain the University's prohibition against retaliation and that the University will take prompt action appropriate to the known circumstances in response to any act of retaliation
- G. Assess the nature and circumstances of the report, including whether it provides the names and/or any other information that personally identifies the complainant, the respondent, any witness and/or any other third party with knowledge of the reported incident
- H. Ascertain the ages of the complainant and the respondent, if known, and, if either of the parties is a minor (under 18), contact the appropriate child protective service agency
- I. Communicate with appropriate University officials to determine whether the report triggers any *Clery Act* obligations, including entry of the report in the daily crime log and/or issuance of a timely warning, and take steps to meet those obligations

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

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

The Title IX Coordinator will ensure that, whether the offense occurred on or off Grounds, the complainant receives a written explanation of all available Supportive Measures and resolution options and is offered the opportunity to meet to discuss those Supportive Measures and options. When a decision is reached to initiate an investigation or to take any other action under the Grievance Procedures that impacts a respondent, the Title IX Coordinator will ensure that the respondent is notified, receives a written explanation of all available Supportive Measures and resolution options and is offered the opportunity to meet to discuss those Supportive Measures and options.



THREAT ASSESSMENT

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

respondent, any witnesses and/or any other third parties with knowledge of the reported incident.

Evaluation Panel

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

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

Health And Safety Threat Assessment

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

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

Disclosure(s) Of Information To Law Enforcement

Pursuant to the Virginia Reporting Statute, the evaluation panel is required to disclose in-

formation about alleged Prohibited Conduct to law enforcement in the following circumstances:

- a) If the evaluation panel (or, in the absence of consensus within the evaluation panel, the UPD representative) concludes that there is a significant and articulable threat to the health or safety of the complainant or to any other member of the University community and that disclosure of available information (including the names and any other information that personally identifies the complainant, the respondent, any witnesses and/or any other third parties with knowledge of the reported incident) is necessary to protect the health or safety of the complainant or other individuals, the UPD representative will immediately disclose the information to the law enforcement agency that would be responsible for investigating the alleged act of Prohibited Conduct. The evaluation panel will make this determination based on a review of the totality of the known circumstances and consideration of the list of risk factors, as described in these procedures. The Title IX Coordinator or designee will promptly notify the complainant whenever such disclosure has been made.
- b) If the alleged act of Prohibited Conduct constitutes a felony violation of the Code of Virginia, the UPD representative will so inform the other members of the evaluation panel and will, within twenty-four hours, (i) consult with the appropriate commonwealth's attorney or other prosecutor who would be responsible for prosecuting the alleged act of Prohibited Conduct (the prosecuting authority), and (ii) disclose to the prosecuting authority the information then known to the evaluation panel. The Virginia Reporting Statute requires this disclosure where the alleged act of Prohibited Conduct would violate Article 7 (§18.2-61 et seq.) of Chapter 4 of Title 18.2 of the Code of Virginia. Such disclosure will exclude the names and any other information that personally identifies the complainant, the respondent, any witnesses and/or any other third parties with knowledge of the reported incident (the identifying information), unless the

identifying information was disclosed to law enforcement under the health and safety exception described in paragraph (a) above, in which case the identifying information also will be disclosed to the prosecuting authority. If the UPD representative declines to consult with the prosecuting authority, any member of the evaluation panel who individually concludes that the alleged act of Prohibited Conduct would constitute such a felony violation may consult with the prosecuting authority and make the required disclosure(s) in the manner and within the time frame set forth above.

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

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

COMMENCEMENT OF A FORMAL COMPLAINT BY THE TITLE IX COORDINATOR

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

Upon receipt of a report of Prohibited Conduct, the Title IX Coordinator will seek to honor the resolution preference of the Complainant whenever possible. In limited circumstances, the Title IX Coordinator may determine it is necessary to sign a Formal Complaint despite a Complainant's preference. In assessing whether the Complainant's resolution preference may be

honored, the Title IX Coordinator will consider the following factors in evaluating such request(s): (1) whether the Complainant has expressed a preference that Formal Resolution is not initiated, or has shared information about their willingness or availability to participate in the Formal Resolution process; (2) whether the Complainant has any reasonable safety concerns regarding the initiation of Formal Resolution; (3) whether there is a risk that additional acts of Prohibited Conduct may occur if Formal Resolution is not initiated; (4) the severity of the alleged Prohibited Conduct; (5) the age and relationship of the parties, including whether the Respondent is an employee of the University; (6) the scope of the alleged Prohibited Conduct, including whether there is information suggesting a pattern of Prohibited Conduct, ongoing Prohibited Conduct, or Prohibited Conduct that is alleged to have impacted multiple individuals; (7) the availability of evidence to assist the Investigator in determining whether Prohibited Conduct occurred; and (8) any other relevant information that is reasonably available.

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

At any time, the Complainant may choose to file a Formal Complaint under the Grievance Procedure and request Alternative Resolution (if available) or Formal Resolution. A Complainant may not pursue Alternative Resolution or Formal Resolution anonymously. The Title IX Coordinator will evaluate the Formal Complaint to determine whether it constitutes Prohibited Conduct. If the Title IX Coordinator determines that the Formal Complaint does not constitute Prohibited Conduct, Alternative Resolution or Formal Resolution will not be available to the Complainant; however, the Title IX Coordinator will continue to offer appropriate Supportive Measures to the Complainant or engage in

targeted training or prevention efforts.

Determination that a Complainant's Request(s) **Cannot** be Honored. Where the Title IX Coordinator has determined that a Complainant's resolution request(s) (e.g., not to file a Formal Complaint) cannot be honored, the Title IX Coordinator may file a Formal Complaint.

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

Where a Complainant declines to participate in an investigation, the University's ability to meaningfully investigate and respond to a report may be limited. In such cases, the Title IX Coordinator may pursue the report if it is possible to do so without the Complainant's participation (e.g., where there is other relevant evidence of the Prohibited Conduct, such as recordings from security cameras, corroborating reports from other witnesses, physical evidence, or any evidence showing that the Respondent made statements of admission or otherwise accepted responsibility for the Prohibited Conduct). In the absence of such other evidence, the University may only be able to respond to the report in limited and general ways that are non-punitive and non-disciplinary (i.e., through the provision of Supportive Measures, targeted training or prevention programs, or other remedies tailored to the circumstances). Further, if specific circumstances prevent the University from gathering evidence sufficient to

reach a determination as to the Formal Complaint or allegations therein, the University may dismiss the Formal Complaint under the Grievance Procedure.

NOTICE TO COMPLAINANT AND RESPONDENT OF UNIVERSITY ACTIONS

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

NOTICE OF POTENTIAL UNIVERSITY ACTIONS AGAINST STUDENT GROUPS OR ORGANIZATIONS

If, upon completion of the health and safety threat assessment, the evaluation panel determines that a report of Prohibited Conduct reveals involvement of, or a pattern of behavior by, a particular student group or organization (e.g., agency group, special status organization, fraternity, sorority, contracted independent organization, club sport and/or athletic team), the Title IX Coordinator will also consult with relevant University officials regarding any appropriate University action directed at the student group or organization, including, but not limited to, training or prevention programs or modification,

suspension or termination of the student group's or organization's agreement or status with the University.



UNIVERSITY RESOLUTIONS

The University offers two forms of resolution of reports of Prohibited Conduct: (1) Formal Resolution (*i.e.*, the Grievance Procedure, Appendix A to the Sexual Misconduct Policy), which involves an investigation, hearing, remedy and sanction (if applicable) by Decision Maker, appeal (if requested), and (2) Alternative Resolution (Appendix B to the Sexual Misconduct Policy) which includes a variety of informal options for resolving formal complaints.

The Grievance Procedure is commenced when:

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

The Title IX Coordinator initiates a Formal Complaint, as defined. At the conclusion of the threat assessment process described in the Grievance Procedure, the Title IX Coordinator may determine, based upon a review of the totality of the circumstances and guided by a consideration of the Risk Factors, that resolution of the reported conduct through the Grievance Procedure is necessary to ensure the health and safety of the Complainant and/or other members of the University community, notwithstanding the absence of Complainant filing a Formal Complaint. In such circumstances, the Title IX

Coordinator may file a Formal Complaint. The Title IX Coordinator is not considered the Complainant when the Title IX Coordinator files the Formal Complaint.

A. DISMISSALS AND APPEAL OF DISMISSALS

The University does not have the discretion to dismiss a Formal Complaint if its allegation(s) could constitute Prohibited Conduct under the Sexual Misconduct Policy, even if the allegation(s) initially appear unsubstantiated or lacking merit. When a Complainant files a Formal Complaint and Formal, the University must investigate those allegations; determinations about the merits of the allegations must be reached only by following the process set forth in the Grievance Procedure. Dismissal under Formal Resolution may occur only in the following circumstances.

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

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

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

- a. A Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw

the Formal Complaint or any allegations therein;

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

Specific circumstances may include, but are not limited to, instances where:

- The Formal Complaint is made a significant period of time after the Title IX Prohibited Conduct allegedly occurred;
- A Complainant elects not to participate in the Formal Resolution process; or
- A Formal Complaint contains allegations that are the same as allegations the University has already investigated and adjudicated.

3. **Mandatory Dismissal — Sexual and/or Gender-Based Prohibited Conduct.** The University shall dismiss a Formal Complaint, or any allegation(s) therein, from the Formal Resolution or Alternative Resolution process at any time during the Investigation or Hearing when the alleged conduct, even if proved:

- a. Would not constitute Sexual or Gender Based Prohibited Conduct as defined in the Sexual Misconduct Policy;

4. **Discretionary Dismissal — Sexual and/or Gender-Based Prohibited Conduct.** The University may dismiss the Formal Complaint, or any allegations therein, of Sexual and/or Gender-Based Prohibited Conduct from the Grievance Procedures if at any time in the Formal Resolution, Alternative Resolution, or Hearing:

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

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

Specific circumstances may include, but are not limited to, instances where:

- The Formal Complaint is made a significant period of time after the Sexual and Gender-Based Prohibited Conduct allegedly occurred;
- A Complainant elects not to participate in the Formal Resolution process; or
- A Formal Complaint contains allegations that are the same as allegations the University has already investigated and adjudicated.

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

6. **Effect of Dismissal.** Any dismissal under the Grievance Procedure does not preclude the University from taking action under other applicable policies with respect to the Formal Complaint, or any allegations therein. Any action taken under such circumstances will not require Complainant to submit an additional Formal Complaint, as defined, but may require Complaint to express a preference regarding the use of Formal and/or Alternative Resolution under such related policies.

7. **Appeal of Dismissal Decision.** The “Dismissal Appeals Officer” reviews all Appeals of dismissals. Appeals may be

submitted by any party, for any of the following reasons.

a. Bases for Appeal.

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

- b. Appeal Filing Timeline. An Appeal must be submitted to the Title IX Coordinator within five (5) business days from the date of the Dismissal Notification. All Appeals must be in writing and clearly cite the reasons for the appeal and provide the evidence supporting the Appeal. The Title IX Coordinator will promptly provide the Formal Complaint, any information gathered during the investigation prior to the Dismissal, Dismissal Notification, and Appeal and any supporting documentation to the Dismissal Appeals Officer. The Appeal and any supporting documentation will be provided to the non-appealing party, if applicable, with an opportunity to respond. Any response to the Appeal must be submitted to the Dismissal

Appeals Officer within five (5) business days of the non-appealing party's receipt of the Appeal.

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

- c. Appeal Outcome. The Dismissal Appeals Officer will issue a written determination within ten (10) business days of the expiration of the deadline for the non-appealing party's written submission, if applicable, unless the Dismissal Appeals Officer notifies the parties in writing that additional time is needed for good cause. The written dismissal Appeal determination will provide an explanation of the basis of the appeal and the rationale for the decision. The written notice will be provided simultaneously to the parties and the Title IX Coordinator. The Appeal determination is final, not subject to further appeal or review, and concludes the applicable process. Regardless of any dismissal or the outcome of any subsequent Appeal, Supportive Measures will remain available to the parties, and the Title IX Coordinator will identify and pursue any other appropriate and prompt effective steps to ensure that Prohibited Conduct does not continue or recur within the University's education program or activity.

7. Advisors

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

Choosing an advisor who is also a witness in the process creates potential for bias and conflict-of-interest. A party who chooses an advisor who is also a witness can anticipate that issues of potential bias and conflict-of-interest will be explored by the Investigator and/or Decision Maker.

b. Role of advisor. The parties may be accompanied by their respective advisors at any meeting or proceeding related to the Investigation and resolution of a report under the Grievance Procedures. While the advisors may provide support and advice to the parties at any meeting and/or proceeding, they may not speak on behalf of the parties, submit written statements not attributed to the party, or otherwise participate in, or in any manner disrupt, such meetings and/or proceedings, except to conduct cross-examination as permitted under the Grievance Procedures at a Hearing in a matter involving alleged Title IX Prohibited Conduct. The University will not unduly delay the scheduling of meetings or proceedings based on the advisor's unavailability.

c. University-appointed advisors.

- i. All parties have the right to be accompanied at the Hearing/Meeting by an advisor of their choosing. If a party does not have an advisor present at a Hearing in a matter involving alleged Title IX Prohibited Conduct, the University will provide, without fee or charge to the party, an advisor of the University's choice for the purpose of conducting cross-examination. This University-appointed advisor may be, but is not required to be, an attorney.
- ii. A Hearing in a matter involving alleged Title IX Prohibited Conduct may not proceed without the presence of an advisor for each party who is present at the Hearing. If the party's chosen advisor will not conduct cross-examination, the University will appoint an advisor who will do so, regardless of the participation or non-participation of the party in the Hearing itself.
- iii. Communication with advisors. The Investigator, Title IX Coordinator, Decision Maker, Dismissal Appeals Officer, and Appeals Officer will communicate directly with the party through their University-provided email address and copy the advisor on all communications.

8. Investigation

Whenever Formal Resolution is commenced, the Title IX Coordinator will designate one or more Investigators from the EOCR team and/or an experienced external investigator to conduct a prompt, thorough, and impartial investigation. All Investigators will receive annual training on issues related to Prohibited Conduct, the scope of the University's education program or activity, relevancy and how to create an investigative report that fairly summarizes relevant evidence, and on how to conduct an investigation and Grievance Procedures that is fair and impartial, including information regarding hearings, appeals, and alternative resolution process, while avoiding prejudgment of the facts at issue, conflicts of interest, and bias.

- a. Other Forms of Discriminatory and/or Harassing Conduct. If a Formal Complaint of Prohibited Conduct also implicates other forms of discriminatory and/or harassing conduct prohibited by the University's [Addressing Discrimination, Harassment, and Retaliation](#) (DHR) policy, any other violation(s) of the University's Standards of Conduct, and/or any relevant policies (Faculty Conflicts of Interest Policy), the Title IX Coordinator will evaluate all reported allegations to determine whether the alleged conduct may be appropriately investigated together without unduly delaying the resolution of the Formal Complaint. Where a single investigation is appropriate, the alleged conduct will be evaluated under the applicable policy (e.g., the Sexual Misconduct Policy, the DHR policy, the [Standards of Conduct](#), [PROV-033: Restrictions on Certain Romantic or Sexual Relationships at the University](#)), but the investigation and resolution will be conducted in accordance with the Grievance Procedure and will not be subject to additional proceedings.
- b. Presumption of Non-Responsibility. The investigation is a neutral fact-gathering process. The Respondent is presumed to be not responsible for engaging in Prohibited Conduct; this presumption may be overcome only where the Decision Maker concludes that there is sufficient evidence, by a Preponderance of the Evidence, to support a

finding that the Respondent violated the Sexual Misconduct Policy.

- c. Participation by the Parties and Witnesses. No party or witness is required to participate in Formal Resolution; the Investigator, Decision Maker, and Appeals Officer will not base a finding of responsibility solely on a party's decision not to participate. If a party or witness declines to participate or limits the extent of their participation, including a party or witness not appearing or responding to relevant questions at a Hearing when credibility is at issue, it may limit the ability of the University to thoroughly investigate and resolve the Formal Complaint. Coercing any party or witness not to participate in Formal Resolution may constitute prohibited retaliation under the Sexual Misconduct Policy.

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

Generally, the statements of any witness who could have been reasonably identified to the Investigator prior to the issuance of the Final Investigation Report, or who declined to participate in the Investigation prior to the issuance of the Final Investigation Report will not be considered by the Decision Maker. If a witness is identified following the issuance of the Final Investigation Report or a previously identified witness agrees to participate following the issuance of the Final Investigation Report, the Title IX Coordinator may allow statements for good cause. In the event a statement by a witness is submitted following the issuance of the Final Investigation Report, the Investigator will provide the statement to the parties in advance of the Hearing with a condensed

opportunity to respond if the statement is submitted more than ten (10) business days from the Hearing. If the statement is submitted less than ten (10) days from the Hearing, the Decision Maker may allow the parties to respond to the statement at the Hearing.

- d. Submission of additional evidence following issuance of the Final Investigation Report: Generally, following the issuance of the Final Investigative Report, no additional witness testimony, evidence, or other information may be submitted for consideration by the Decision Maker. A request to submit additional evidence must demonstrate the information is newly discovered, was not reasonably available during the investigation, and is likely to materially affect the outcome of the matter, as determined by the Title IX Coordinator. If such a request is granted, the matter may be remanded to the Investigator to consider the additional information, conduct any necessary follow-up investigative measures, and issue a revised Final Investigative Report. The parties will be provided an opportunity to review and respond to any revised report.
- e. Time Frame for Completion of Investigation; Extension for Good Cause. Typically, Investigation phases will be completed within the following estimated timeframes:
- The period from commencement of an Investigation through issuance of the Evidence Review Packet: Sixty (60) business days.
 - The period from issuance of the Evidence Review Packet to the issuance of the Final Investigation Report: Forty-five (45) business days.
 - The period from issuance of the Final Investigation Report and the Hearing: Twenty (20) business days.
 - The period from Hearing to the issuance of the Written Determination: Fifteen (15) business days.

Business days may be calculated by referring to the University's [Academic Division Holiday Calendar](#), and may be modified as appropriate by the University's

[Operations Status Board](#) due to an emergent event or inclement weather.

Any of these timeframes may be extended for good cause, which may exist if additional time is necessary to ensure the integrity and completeness of the Investigation. Investigations involving student parties will be paused during academic reading days and final examination periods. Investigations may be delayed: to comply with a request by external law enforcement for temporary delay to gather evidence for a criminal investigation; for a need for language assistance or accommodation of disabilities; to account for complexities of a case, including the number of witnesses and/or volume of information provided by the parties; the availability of parties or witnesses; or, for other legitimate reasons. The Investigator will notify the parties in writing of any extension of this time frame and the reason for such extension. This time frame may also be impacted if a Formal Complaint is resolved through a combination of both Formal and Alternative Resolution.

- f. Overview of Investigation. During the Investigation, the parties will have an equal opportunity to be heard, to submit information and corroborating evidence, to identify witnesses who may have relevant information, and to identify topics about which they believe the Investigator should question the other party or any witness. The Investigator will notify and seek to meet separately with the Complainant(s), the Respondent(s), and witnesses, and will gather other relevant, permissible, and available evidence and information, including, without limitation, electronic or other records of communications between the parties or witnesses (via voicemail, text message, email, and social media sites), photographs (including those stored on computers and smartphones), and medical records (subject to the consent of the applicable party). The Investigator will subsequently provide each interviewee with an opportunity to review and comment on their respective transcript.

An interviewee may object to being recorded for good cause. Objections to recording will be considered at the sole discretion of the Title IX Coordinator. In the event the Title IX Coordinator determines good cause exists, an interview summary will be generated and provided to the interviewee who will have an opportunity to review and comment on their summary. In the event the Title IX Coordinator determines good cause does not exist, the interviewee may determine if they would like to continue their participation in the Investigation.

- g. Prior or Subsequent Conduct. Prior or subsequent conduct of the Respondent may be considered in determining pattern, knowledge, intent, motive, or absence of mistake. Evidence of a pattern of Title IX Prohibited Conduct or Sexual and Gender-Based Prohibited Conduct by the Respondent — either before or after the incident in question, and regardless of whether there has been a prior finding of a Sexual Misconduct Policy violation — may be deemed relevant to the determination of responsibility for the Prohibited Conduct under investigation. The determination about the relevancy of pattern evidence will be based on an assessment of whether the previous or subsequent conduct was substantially similar to the conduct under Investigation or indicates a pattern of similar Title IX Prohibited Conduct or Sexual and Gender-Based Prohibited Conduct. Such prior or subsequent conduct may also constitute a violation of the DHR policy and/or the University's Standards of Conduct, which may subject the Respondent to additional sanctions. The Investigator will determine the relevance of this information and the parties will be informed if evidence of prior or subsequent conduct is deemed relevant.
- h. Prior Sexual History. The sexual history or sexual predisposition of a Complainant or Respondent will never be used to prove character or reputation. Moreover, evidence related to the prior sexual history of Complainant is generally not relevant to the determination of a Sexual Misconduct Policy violation and will be considered only when offered to prove that someone other than the

Respondent committed the conduct described in the Formal Complaint, or to prove consent in light of specific incidents of prior sexual history between the parties. If the existence of Affirmative Consent is at issue, the sexual history between the parties may be relevant to help understand the manner and nature of communications between the parties and the context of the relationship, to aid in determining whether Affirmative Consent was sought and given during the incident in question. However, even in the context of a relationship, Affirmative Consent to one sexual act does not, by itself, constitute Affirmative Consent to another sexual act, and Affirmative Consent on one occasion does not, by itself, constitute Affirmative Consent on a subsequent occasion. In addition, prior sexual history may be relevant to explain the presence of a physical injury or to help resolve another question raised by the report. The Investigator will determine the relevance of this information and the parties will be informed if evidence of prior sexual history is deemed relevant.

- i. Relevance. The Investigator has the discretion to determine the relevance of any proffered evidence and to include or exclude certain types of evidence from the Evidence Review Packet and the Final Investigation Report; however, information that is not deemed relevant by the Investigator must still be shared with the parties and the Decision Maker and may be considered at the Hearing. In general, the Investigator will not consider statements of personal opinion, rather than direct observations or reasonable inferences from the facts, or statements as to any party's general reputation for any character trait.
- j. Privileged Information. Any information used by the Investigator that is protected by a recognized privileged relationship, such as that pertaining to attorney-client communications or medical care, may not be shared or relied upon by the Investigator without written permission of the party about whom the record pertains. Such information includes any evidence provided to a Confidential Employee, and records that are made or maintained by a physician,

psychologist, or other recognized professional or paraprofessional in connection with the provision of treatment to the privilege holder. Medical records obtained with the written permission of the party will be maintained in the Title IX office and not be provided directly to the parties. The parties may view medical records during normal business hours by arranging a time with the Investigator or Title IX Coordinator.

- k. Site Visit(s). The Investigator may visit relevant sites or locations and record observations through written, photographic, or other means
- l. University Provided Information. The Investigator may seek relevant information from other University offices, such as course evaluations, course syllabi and schedules, course materials, personnel records, housing records, swipe card data, etc., as appropriate for the Investigation.
- m. Expert Consultation(s). The Investigator may consult medical, forensic, technological, or other experts when expertise on a topic is needed to achieve a fuller understanding of the issues under investigation. This section does not limit a party's ability to provide expert reports so long as such information is provided to the Investigator prior to the issuance of the Final Investigation Report and the party makes the expert available for an interview by the Investigator.
- n. 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 Title IX Coordinator may delay the University Investigation temporarily while an external law enforcement agency is gathering evidence.
- o. Evidence Review Packet. At the conclusion of the Investigation, the Investigator will prepare an Evidence Review Packet summarizing all relevant, permissible information that has been gathered, to be

provided to the parties. The parties will have an opportunity to review the Evidence Review Packet and all materials gathered by the Investigator that are not otherwise protected by a privileged relationship; meet with the Investigator; submit additional comments and information to the Investigator; identify any additional witnesses or evidence for the Investigator to pursue; and identify any further topics that they believe the Investigator should address with the other party or to any witness. Any such response by the parties must be submitted to the Investigator within ten (10) business days of transmission of the Evidence Review Packet and accompanying materials.

While extensions for good cause may be granted to the parties, upon request, such an extension may cause University resolution to exceed the timeframe specified in the Grievance Procedure. Upon receipt of the parties' responses to the Evidence Review Packet, the Investigator will identify additional investigative steps requested by the parties or identified by the Investigator. The Investigator has the discretion to determine the relevance of any such steps and the appropriate investigative strategy for conducting any such steps. Information or evidence provided to or collected by the Investigator following the issuance of the Evidence Review Packet may be provided to the parties prior to the Final Investigation Report, at the Investigator's discretion, with an opportunity to submit a limited response. In the absence of good cause, information discoverable through the exercise of due diligence that is not provided to or collected by the Investigator during the designated review and response period will not be considered in the determination of responsibility for a violation of the Sexual Misconduct Policy by the Decision Maker, and will not be considered by an Appeals Officer.

- p. Final Investigation Report. Following the conclusion of such additional investigative steps, if any, the Investigator will prepare a Final Investigation Report, which will summarize all relevant and permissible information gathered in relation to the specific allegations under the Sexual Misconduct Policy (and, where applicable, other relevant policies). The Investigator will deliver the Final Investigation Report and all

attached materials to the Title IX Coordinator. The Title IX Coordinator, or their designee will simultaneously transmit the Final Investigation Report and all attached materials, including all information submitted by the parties in response to the Evidence Review Packet and all information and materials gathered as additional investigative steps, which are not otherwise privileged, to all parties in an electronic format or hard copy. The Title IX Coordinator will also include in this transmission information about the Hearing process and may begin the process of scheduling a Hearing for a Decision Maker to make an independent determination of responsibility.

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

- q. Sanctioning Statements. Within ten (10) business days of transmission of the Final Investigation Report, all parties may submit a statement to the Title IX Coordinator for consideration by the Decision Maker in determining an appropriate sanction. This statement will be provided to the Decision Maker only if a decision of responsibility has been entered following the Hearing. A Complainant may submit a written statement describing the impact of the reported Prohibited Conduct on a Complainant, expressing a preference about the sanction(s) to be imposed, and describing any other information a Complainant believes relevant to the issue of remedies and sanctions. A Respondent may submit a written statement explaining any factors that a Respondent believes should mitigate or otherwise be considered in determining the

sanctions(s) imposed and any other information a Respondent believes relevant to the issue of remedies and sanctions. Neither party may present witnesses or witness statements regarding impact or mitigation without prior written approval from the Title IX Coordinator. The Title IX Coordinator will provide the parties' written impact and mitigation submissions to the Decision Maker at the appropriate time, if applicable.

9. Acceptance of Responsibility

The Respondent may, at any time before the Hearing, elect to resolve the Formal Resolution process by accepting responsibility for the Prohibited Conduct (and, where applicable, violations of other University policies as described in the Notices of Investigation). The Title IX Coordinator will refer the matter to the Decision Maker to determine an appropriate sanction, or to Alternative Resolution at the parties' requests. If the Respondent subsequently retracts this acceptance or Alternative Resolution is unsuccessful, Formal Resolution will be resumed.

10. Hearing

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

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

- b. Information Provided to Decision Maker. Prior to the Hearing, the Title IX Coordinator

will provide the Decision Maker with the Final Investigation Report and all evidence collected by the Investigator, which is not protected by privilege.

- c. Purpose of the Hearing. The Hearing is an opportunity for the parties to address the Decision Maker about issues relevant to the determination of responsibility to be made by the Decision Maker. Each party has the opportunity to be heard in opening and closing statements; to respond to questions posed by the Decision Maker or another party; and to pose questions to any other party or any witness present. Pursuant to the 2020 Title IX Regulations, for matters involving Title IX Prohibited Conduct, the party's advisor will have the opportunity to question the other party and any witnesses; for matters that do not involve any allegation(s) of Title IX Prohibited Conduct, the parties will have the opportunity to submit questions for the Decision Maker to pose to the other party and any witnesses.

The Decision Maker will objectively evaluate all relevant and permissible evidence to independently reach a determination regarding responsibility and, if applicable, any appropriate sanction(s) under the Grievance Procedure, and whether remedies are appropriate.

- d. Standard of Review. The Respondent is presumed to be not responsible by the Decision Maker; this presumption may be overcome only where the Decision Maker concludes that there is sufficient evidence, by a Preponderance of the Evidence, to support a finding that the Respondent violated the Sexual Misconduct Policy. Under this standard, a determination of responsibility will be made if the information establishes that it is more likely than not that the alleged Prohibited Conduct occurred and constituted a violation of the Sexual Misconduct Policy. Decision Makers are limited by the express presumptions and elements contained within the Sexual Misconduct Policy and the Grievance Procedure.
- e. Notice of Hearing. The Title IX Coordinator will notify the parties in writing of the date, time, and location of the Hearing; the name of the Decision Maker; and how to challenge the participation by the Decision Maker for

bias or actual conflict of interest. The Rules of Order and Decorum will be provided to the parties and advisors with the Notice of Hearing.

- f. Timing of Hearing. The Hearing will usually be scheduled as soon as possible after the date of issuance of the Notice of Hearing, but not less than ten (10) business days after the date of issuance of the Final Investigation Report and typically within ten (10) business days from the Notice of Hearing, subject to extension for good cause at the discretion of the Title IX Coordinator. Parties and their advisors are expected to make themselves reasonably available for the hearing and to cooperate in scheduling needs. The University will make reasonable efforts to accommodate legitimate scheduling conflicts that are timely communicated. Parties and advisors are expected to provide prompt notice of any scheduling conflicts by the deadline communicated by the University. If a party or advisor fails to timely communicate scheduling needs or respond to scheduling requests, the University may schedule the hearing based on the information available. Good cause for extension may include the need for language assistance or accommodation of disabilities, or other extenuating circumstances. Any extension will be provided to the parties in writing.
- g. Location of Hearing. Hearings will be conducted with all parties virtually, with technology enabling participants simultaneously to see and hear each other. Parties may request an in-person Hearing with the parties, advisors, witnesses, and Decision Maker physically present in the same geographic location. Such a request should be submitted to the Title IX Coordinator in writing at least ten (10) business days prior to the Hearing. The format of the hearing (e.g., in person or virtual) is at the discretion of the Title IX Coordinator.

To protect the privacy and integrity of the hearing process, parties and advisors are required to attend the hearing from a private location where they cannot be overheard or interrupted by individuals who are not authorized participants. Parties and advisors are responsible for ensuring confidentiality of their participation, including preventing

others from observing, listening to, or otherwise accessing the hearing. The Decision Maker may require participants to verify that they are in a private location and may take appropriate action, including pausing or rescheduling the hearing or removing a participant until confidentiality can be ensured.

- h. Rules of Order and Decorum. The University may adopt Rules of Order and Decorum for Hearings, which will apply equally to both parties, and to any witnesses, advisors, or other participants. The Rules of Order and Decorum will be maintained in the Title IX office, published on the Title IX website, and provided to the parties with the Notice of Hearing.
- i. Pre-Hearing Conference. The Decision Maker will convene a Pre-Hearing Conference during which preliminary matters related to the Hearing are discussed and/or resolved. The parties will be provided advance written notice of the date, time, and location of the pre-hearing conference.
- j. Participation in Hearing.
 - i. Parties and Witnesses. The Decision Maker will request the presence of any witness they deem necessary to their determination. The parties also may request the presence of any witness they deem relevant to the determination by the Decision Maker. If neither a party nor the Decision Maker request the presence of a witness at the Hearing, then any information submitted by that witness during the Investigation may be considered by the Decision Maker without questioning.

Because the most accurate and fair review of the facts can best be accomplished when parties and witnesses are present, the parties and any requested witnesses are strongly encouraged to attend and participate in the Hearing. If a party or witness does not submit to questioning at the Hearing, the Decision Maker may exercise their judgment in evaluating whether their statements to the Investigator(s) have a sufficient indicia of reliability to be admissible, and if so, in evaluating what

weight, if any, to give to the statements of a party or witness not subject to questioning. In determining relevance, admissibility, and weight, the Decision Maker may consider longstanding principles of jurisprudence and evidence. The Decision Maker may not draw an adverse inference based solely on a party's or a witness's absence the Hearing or refusal to answer questions posed during the Hearing. However, if the credibility of a Complainant is central to a finding of responsibility the University must provide for relevant questioning of the Complainant in order for the Decision Maker to consider the Complainant's statements to the Investigator(s) in reaching a finding of responsibility.

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

iii. Investigator. The Decision Maker will request the presence of the Investigator if they deem necessary to their determination. The parties also may request the presence of the Investigator if they believe it may be relevant to the determination by the Decision Maker.

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

Maker); and brief concluding remarks by the parties.

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

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

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

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

and similar records unless the party has given voluntary, written consent; information about the Complainant's sexual predisposition or sexual behavior (subject to the exceptions discussed above).

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

- i. Cross-Examination.

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

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

- ii. Relevance of cross-examination questions. Before a Complainant, Respondent, or witness answers any question, the Decision Maker must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. The University may specify a process for making objections to the relevance of

questions and evidence in its Rules of Order and Decorum. Where a question is relevant, but concerns a party's character or prior bad acts, the Decision Maker cannot exclude or refuse to consider the relevant evidence but may proceed to objectively evaluate that relevant evidence by analyzing the weight or credibility that should be ascribed to that statement.

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

- n. New Evidence Offered at Hearing. In the absence of good cause, information, including the identification of witnesses, that is discoverable through the exercise of due diligence, that is not provided to the Investigator during the investigation phase, in response to the Evidence Review Packet, or as part of the supplemental statements submitted in response to the Final Investigation Report, will not be considered during the Hearing. The Decision Maker may delay the Hearing and instruct the investigation be re-opened to consider any new evidence. Any party or witness scheduled to submit to questioning at the Hearing must have first been interviewed, or otherwise proffered a statement, to the Investigator.
 - o. Recording of Hearing. An audio or audiovisual recording, or transcript, will be created for each Hearing and made available to the parties for inspection and review upon request.

p. Determination by the Decision Maker. After the Hearing, the Decision Maker will objectively evaluate all permissible, relevant evidence, both inculpatory and exculpatory, and independently reach a determination regarding whether there is sufficient evidence, by a Preponderance of the Evidence, to support a finding of responsibility on the part of Respondent for each allegation under investigation (e.g., Title IX Prohibited Conduct, Sexual and/or Gender-Based Prohibited Conduct, the DHR policy, Standards of Conduct, and/or other relevant University policies), and, if applicable, any appropriate sanction(s) under the Grievance Procedure, and whether remedies are appropriate.

i. If the Decision Maker finds that additional investigative steps should be conducted, they will remand the matter to the Title IX Coordinator with instructions for further investigation or other action. The instructions may include guidance regarding the scope of information to be further investigated and any appropriate stipulations, including the appointment of a new Investigator.

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

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

q. Sanctions and Remedies. Where there is a finding of responsibility, the Decision Maker may impose one or more disciplinary sanctions on the Respondent and/or provide remedies to the Complainant designed to

restore or preserve equal access to the University's education program or activity.

The Sexual Misconduct Policy prohibits a broad range of conduct, all of which is serious in nature. The purpose of sanctions is to end Prohibited Conduct, prevent its recurrence, remedy its effects where possible, protect the safety of the University community, and uphold the educational mission and standards of the University. Sanctions are intended to be fair, individualized, and proportionate to the nature and severity of the found violation. Sanctions may include educational, restorative, rehabilitative, and punitive components. Some conduct, however, is so egregious in nature, harmful to the individuals involved or so deleterious to the educational process that it requires severe sanctions, including suspension or expulsion from the University.

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

- The severity, persistence, or pervasiveness of the Prohibited Conduct and any related conduct under other University policy;
- The degree of violence (if any) associated with the Prohibited Conduct and any related conduct under other University policy;
- The impact of the Prohibited Conduct and any related conduct under other University policy on the Complainant;
- The impact or implications of the Prohibited Conduct and any related conduct under other University policy 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 or any related conduct under other University policy;

- The maintenance of a safe, nondiscriminatory, and respectful living, learning, and working environment; and
- Any other mitigating, aggravating, or compelling factors.

Student Sanctions

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

- Expulsion: Termination of student status for any indefinite period. Expulsion should be imposed only when the seriousness of the misconduct demonstrates that the Respondent can no longer remain a member of the University community or when no lesser sanction would sufficiently address the violation.
- Suspension: Exclusion from classes and other privileges or activities or from the University for a definite period of time.
- Suspension Held in Abeyance: Exclusion from classes and other privileges or activities or from the University for a definite period of time, but whose execution is stayed unless another violation occurs.
- Restitution: Reimbursement for damages or misappropriation of property.
- Disciplinary Probation: A formal warning that the student has violated University policy and remains enrolled under specific conditions including exclusion from participation in privileged or extracurricular activities for a definite period of time.
- Reprimand: A written reprimand for violation of the Sexual Misconduct Policy (and, if applicable, the DHR policy, the Standards of Conduct, and/or other University policy) placed in the Student's record, including the possibility of more severe disciplinary sanctions should

another violation occur within a stated period of time.

- Alternative or Formal Coaching: A coaching session conducted by a trained staff member in the Office for Equal Opportunity and Civil Rights (EOCR), Student Affairs, or other relevant University office.
- Training: An individualized training session regarding specific topic(s) relevant to the conduct at issue conducted by a trained staff member in EOCR, Student Affairs, and/or other relevant University office.
- Warning Notice: A notice, in writing, that continuation or repetition of conduct found wrongful, within a period of time stated in the warning, may be cause for more severe disciplinary action.
- Withholding Diploma: Withholding a student's diploma for a specified period of time and/or denying a student participation in commencement activities.
- Limitations on Access to or Participation in University Programs or Activities.
- Revocation of Degree: Revocation of a degree previously awarded for serious violations committed by a student prior to graduation.
- Organizational Sanctions: Deactivation, loss of recognition, loss of some or all privileges for a specified period of time.

Employee Sanctions

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

- Termination of Employment: The Permanent separation of employment from the University.
- Suspension: The temporary suspension of employment from the University.

- Demotion: The demotion of the Respondent from their current position to another position.
 - Removal of Administrative Appointment: The removal of an administrative appointment at the University.
 - Transfer of Position: The transfer of a position from one Department, School, etc. to another.
 - Progressive Disciplinary Action: The imposition of a sanction consistent with the University's Standards of Conduct for Employees and progressive discipline process. See <https://www.dhrm.virginia.gov/docs/default-source/hrpolicy/pol1-60--standards-of-conduct-eff-1-1-2025.pdf>.
 - Alternative or Formal Coaching: A coaching session conducted by a trained staff member in EOCR, Human Resources/Employee Relations, the Office of the Provost, or other relevant University office.
 - Training/Education: An individualized training/education session regarding specific topic(s) relevant to the conduct at issue conducted by a trained staff member in EOCR, Human Resources/Employee Relations, the Office of the Provost, or other relevant University office.
- r. Written Determination. The Decision Maker will simultaneously issue a written decision (the "Written Determination") to both the parties with a copy to the Title IX Coordinator, within fifteen (15) business days following the Hearing. The Decision Maker may extend this period for good cause and upon written notification to the parties. The Written Determination will include the following:
- identification of the allegations potentially constituting Prohibited Conduct and any related conduct under other University policy
 - a description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather evidence, and hearings held;
 - findings of fact supporting the Written Determination;
 - conclusions regarding the application of the Sexual Misconduct Policy (and, if applicable, the PADHR policies, the Standards of Conduct, and/or other University policy) to the facts;
 - a description of any sanctioning statements, or other information obtained and/or considered in determining the appropriate disciplinary sanctions and/or remedies;
 - a statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions imposed on the Respondent, and whether remedies designed to restore or preserve equal access to the University's education program or activity will be provided by the University to the Complainant; and
 - the University's procedures and permissible bases for the parties to appeal.
- s. Transcript Notations. If the Decision Maker imposes a sanction of expulsion or suspension, upon the conclusion of any Appeal, the Title IX Coordinator will notify the University Registrar to place a prominent notation on the Respondent's transcript.
- t. Effective Date of Disciplinary Sanctions. The determination regarding responsibility becomes final, and any sanctions imposed are effective, as of the date of the Final Outcome Letter. The Title IX Coordinator will notify the parties on this date and coordinate the implementation of any disciplinary sanctions and/or remedies. Any sanction or combination of sanctions imposed upon a Respondent will be documented in such Respondent's personnel file, if an employee, or such Respondent's student records, if a student.

- u. **Release of Documents.** Under federal privacy laws, the Final Investigation Report, statements of one party that are shared with the other party in the resolution process, and any documents prepared by the University, including documents by or for the Investigator or by or for the Decision Maker in advance of the Hearing, constitute education records which may not be disclosed outside of the proceedings, except as may be required or authorized by law. The University does not, however, impose any restrictions on the parties regarding re-disclosure of the incident, their participation in proceedings under the Grievance Procedures, the Written Determination, or any Final Outcome Letter.

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

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

- a. **Appeals Officer(s).** All Appeals Officer(s) and their designees will receive annual training on issues related to Title IX Prohibited Conduct and Sexual and Gender-Based Prohibited Conduct, the scope of the University's education program or activity, relevancy, and on how to conduct a process that is consistent with the Grievance Procedure and is fair and impartial, including information regarding investigations, hearings, appeals, and the Alternative Resolution Process, while avoiding prejudgment of the facts at issue, conflicts of interest, and bias.

- i. Where the Respondent is a Student, the Appeals Officer is the Vice President for Student Affairs and Chief Student Affairs Officer or their designee.
- ii. Where the Respondent is Academic Faculty, the Appeals Officer is the Executive Vice President Provost, or their designee.
- iii. Where the Respondent is a staff member in the Academic Division, the Appeals Officer is the Executive Vice President and Chief Operating Officer, or their designee.
- iv. Where the Respondent is a staff member in the Medical Center, the Appeals Office is Executive Vice President for Health Affairs, or their designee.

The Title IX Coordinator will maintain and publish a list of Appeals Officers and their designees. Where the Appeals Officer delegates their responsibility, they must inform the Title IX Coordinator of their designees on an annual basis prior to the start of the academic year to ensure adequate time to provide training.

Appeals Officers are limited by the express presumptions and elements contained within the Sexual Misconduct Policy and the Grievance Procedure. The Appeals Officer's review is limited to determining whether one or more appeal grounds have been established and whether any identified error materially affected the outcome. The Appeals Officer shall not conduct or direct a *de novo* review, receive new testimony except as necessary to resolve the stated grounds for Appeal, reweigh the evidence, or reassess witness credibility absent a demonstrated defect that materially undermined the reliability of the original findings. The Appeals Officer shall not substitute their judgment for that of the Decision Maker regarding findings of fact, conclusions regarding the application of the Sexual Misconduct Policy to

the facts, the determination of responsibility or sanctions, or relevancy or credibility determinations. Even when reviewing whether specific findings, decisions, or conclusions were the result of a procedural error, or bias or a conflict of interest, the Appeals Officer's review is limited to whether the required grounds for an appeal are present. The Appeal Officer shall not substitute their judgment for that of the Title IX Coordinator, Investigator(s), or Decision Maker merely because they would have reached a different conclusion based on the same evidence.

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

- i. Procedural irregularity that affected the outcome of the Written Determination. The Appeal must specify the procedural provision(s) that were violated and how it affected the outcome of the Written Determination. Procedural or technical irregularities will not be sufficient to sustain an appeal unless found to have affected the outcome of the Written Determination. Examples of procedural irregularity that may be sufficient to sustain an appeal include: (1) the Decision Maker's failure to objectively evaluate all relevant evidence, including inculpatory and exculpatory evidence, or, (2) any erroneous relevance determinations made by the Decision Maker if the relevance determination affected the outcome of the Written Determination. Procedural irregularity does not exist to allow the Appeals Officer to substitute their own judgment for that of the Title IX Coordinator, Investigator(s), or Decision Maker.
- ii. New evidence that was not reasonably available at the time the Written Determination was made, that would change the outcome of the

Written Determination. An Appeal on this basis is limited to new evidence that was not reasonably available at the time the determination regarding responsibility was made that would change the outcome of the Written Determination. The appeal must specify the new evidence that was not reasonably available at the time of the determination, why the evidence was unknown or unavailable, and how the new evidence would change the outcome of the Written Determination. The following **does not** constitute new evidence for purposes of an appeal:

- Evidence submitted in response to the Evidence Review Packet or Final Investigation Report;
 - The identification of individuals as potential witnesses whose identities and roles were known to the parties prior to the issuance of the Final Investigation Report; and
 - A party's statement that was not provided prior to the issuance of the Written Determination.
- iii. The Title IX Coordinator, Investigator(s), or Decision Maker had bias or actual conflict of interest for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the Written Determination. The Appeal must specify the basis on which the party believes the Title IX Coordinator, Investigator(s), or Decision Maker had an actual conflict of interest or bias and how it affected the outcome of the Written Determination. Decisions made by the Title IX Coordinator, Investigator(s), or Decision Maker that benefit and/or disadvantage one party, absent more, are not examples of bias or an actual conflict of interest.

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

- whether the disciplinary sanction(s) imposed by the Decision Maker are authorized under the Sexual Misconduct Policy;
- whether the disciplinary sanction(s) identified by the Decision Maker are sufficient to prevent recurrence of similar conduct by the Respondent or others; and
- whether the disciplinary sanction(s) are commensurate with the conduct that occurred.

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

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

d. **Appeal Process.** All Appeals must be in writing and clearly cite the base(s) for the appeal and the evidence supporting the appeal. Except for the basis of New Evidence, an appealing party is prohibited from submitting evidence that was not

previously submitted to the Investigator or Decision Maker. If the party files an appeal, the Title IX Coordinator will promptly notify the other party and the Appeals Officer in writing and provide the non-appealing party with a copy of the appeal. The non-appealing party has five (5) business days to provide a written response to the appeal; the non-appealing party is not required to submit a response to the appeal.

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

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

e. **Appeal Outcome.** The Appeals Officer may deny the Appeal, grant the Appeal and modify the assigned sanction(s) (if reviewing the assigned sanction), or grant the Appeal in whole or in part and remand the matter for additional proceedings. The Appeals Officer shall not grant an appeal to reverse or vacate a Written Determination unless required by applicable law or unless the identified error cannot be remedied through remand and renders the determination fundamentally unreliable.

Where a remand is the outcome of an Appeal, the Appeals Officer should direct the Title IX Coordinator to determine the specific proceedings necessary, consistent with the findings of the Appeal, to address the deficiency identified. Such proceedings may include, as appropriate:

- Reopening the investigation to gather or consider specified evidence, including material that was determined to be new evidence that was not reasonably available by the Appeals Officer;
- Conducting additional investigative interviews or follow-up;
- Correcting identified procedural deficiencies;
- Reconsideration of specified findings or sanctions by the original Decision Maker or another appropriately designated Decision Maker; or
- Any other limited action necessary to cure the identified error.

The Appeals Officer shall provide written instructions identifying the specific issue(s) to be addressed on remand. The remand shall be limited to those issues identified in the appeal decision, and all findings or determinations not affected by the remand shall remain in effect.

- f. **Final Outcome Letter.** The Appeals Officers will issue a determination within (15) business days of receiving the Appeal Packet unless the Appeals Officer requests an extension of the timeline from the Title IX Coordinator for good cause. The Title IX Coordinator will inform the parties that the Appeals Officer has requested additional time for good cause and provided an updated response time. The Appeals Officer will provide the written notice of the appeal determination (Final Outcome Letter), which will explain the result of the appeal and the rationale for the decision, simultaneously to both parties, and provide a copy to the Title IX Coordinator.
- g. **Final Decision.** The Final Outcome Letter is final under the Sexual Misconduct Policy and is not subject to further University Appeal or grievance. Nothing in the Grievance Procedure abrogates post-adjudication rights as provided by state and federal law (i.e., State Grievance Procedure, under Chapter 30 (§2.2-3000 et. seq.) of Title 2.2 of the Code of Virginia; the [Office for Civil Rights](#); and the [Equal Employment Opportunity Commission](#)).

B. ALTERNATIVE RESOLUTION

1. **Initiation.** At any point following receipt of the Written Notice of Allegations and Investigation and before a Hearing, the parties may submit written requests to engage in Alternative Resolution in place of an investigation and Formal Resolution. The University, however, has the discretion to determine whether Alternative Resolution is appropriate in light of the nature of the conduct alleged in the specific Formal Complaint, the type of Alternative Resolution that may be appropriate in a specific Formal Complaint, and to refer a Formal Complaint for Formal Resolution at any time. Prior to the initiation of Alternative Resolution, the Title IX Coordinator or Alternative Resolution Facilitator will obtain written consent from both parties to proceed with Alternative Resolution. **However, Alternative Resolution is not available where an employee is alleged to have engaged in Prohibited Conduct directed at a student. Forms of Alternative Resolution that involve face-to-face or virtual meetings between the Complainant and the Respondent, such as mediation, may not be available in cases involving Sexual Assault, Dating Violence, Domestic Violence, Non-Consensual Sexual Contact, Non-Consensual Sexual Intercourse, or Intimate Partner Violence. The Title IX Coordinator or Alternative Resolution Facilitator hold ultimate authority to determine the appropriateness of Alternative Resolution based upon the specific circumstances of the Formal Complaint.**
2. **Voluntary.** Participation in Alternative Resolution (including any specific form of Alternative Resolution) is voluntary. Participation in Alternative Resolution will not be a condition of enrollment, continued enrollment, employment, or require the waiver of the right to an investigation and adjudication of a Formal Complaint consistent with the Grievance Procedures. The University will not compel a Complainant or Respondent to engage in Alternative Resolution, will not compel a Complainant to directly confront the Respondent, and will allow a Complainant or Respondent to withdraw from Alternative Resolution at any time prior to resolution.

The University may decline the request for Alternative Resolution in any particular Formal Complaint and may terminate an ongoing Alternative Resolution process at any time. Pursuing Alternative Resolution does not preclude later use of Formal Resolution if the Alternative Resolution fails to achieve a resolution acceptable to the parties and the University. Where the Complainant or the Respondent withdraws from Alternative Resolution or Alternative Resolution is otherwise terminated for any reason, the Investigator will resume the Formal Resolution and any statements or disclosures made by the parties during the course of the Alternative Resolution that are not independently revealed during the course of the Formal Resolution investigation may not be considered by the Decision Maker.

3. Alternative Resolution Facilitators and Training.

All individuals who facilitate Alternative Resolution will receive annual training on issues related to Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, Sex-Based Stalking, the scope of the University's education program or activity, relevancy, and on how to conduct Grievance Procedures that are fair and impartial, including information regarding investigations, hearings, appeals, and the Alternative Resolution Process, while avoiding prejudgment of the facts at issue, and free from conflicts of interest and bias. The Alternative Resolution Facilitator will not be the Investigator assigned to investigate the Formal Complaint.

4. Advisors. With any form of Alternative Resolution, each party has the right to choose and consult with an advisor, or request that one be provided to them by the University, if available. The advisor may be any person, including an attorney, who is not otherwise a party or witness to the reported incident(s). The parties may be accompanied by their respective advisors at any meeting or proceeding held as part of 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 or otherwise

participate in, or in any manner disrupt, such meetings and/or proceedings.

5. Methods and Resolution. 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. The Title IX Coordinator or designee will monitor the implementation of the agreement as appropriate. If an agreement between the parties and subject to the Title IX Coordinator's approval is not reached or if a Respondent fails to comply with the terms of the Alternative Resolution, the Formal Complaint may be referred for an investigation and Formal Resolution under the Grievance Procedures. Alternative Resolution may include, but is not limited to:

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

tailored to the involved individuals to achieve the goals of the Sexual Misconduct Policy.

- 6. Recordkeeping and Time Frame.** The Title IX Coordinator will maintain records of all reports and conduct referred for Alternative Resolution, which typically will be completed

within thirty (30) business days. This period may be extended to account for attempt(s), if any, at Formal Resolution, or for other good cause. Any extension and the reason for the extension, will be timely shared with the parties in writing.



SEX OFFENDER REGISTRATION - CAMPUS SEX CRIMES PREVENTION ACT

The Virginia State Police maintain the registered sex offender database that can be accessed at vpsor.com/.

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



UNIVERSITY SECURITY POLICIES, CRIME PREVENTION AND SAFETY AWARENESS PROGRAMS

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

THREAT ASSESSMENT TEAM

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

WEAPONS POLICY

UVA promotes the safety of the community by the reasonable regulation of weapons, fireworks, and explosives. The full policy can be found at: <https://uvapolicy.virginia.edu/policy/SEC-030>.

1. Members of the University Community

UVA prohibits the possession, storage, or use of any weapon by any University student, faculty, employee, contractor, trainee, or volunteer on University property. This prohibition also applies regardless of whether a person has a concealed weapon permit. This prohibition shall not apply to a law-enforcement officer who is on duty or who

is contracted with the University to provide services within the University's territorial

jurisdiction and who is providing contracted services to the University at that time.

Note: University-owned 3-D printers shall not be used to create any kind of weapon.

2. General Public and Visitors

UVA prohibits the possession, storage, or use of any weapon by the general public or visitors on University property in academic, administrative, athletic, entertainment, or student residence buildings; child care or dining facilities; within the Academical Village (including the Lawn); at University memorial sites; or the University Medical Center, or while attending sporting, entertainment, or educational activities. This prohibition applies regardless of whether a person has a concealed weapon permit. This prohibition shall not apply to a law-enforcement officer who is on duty or who is contracted with the University to provide services within the University's territorial jurisdiction and who is providing contracted services to the University at that time.

3. Enhanced Safety and Security Protocols

Occurrences may necessitate the use of enhanced safety and security protocols. Enhanced safety and security protocols may include but are not limited to:

- the use of metal detection equipment;
- prohibition of items as selected from the prohibited items during an occurrence lists (either limited or expanded); and
- implementation of a clear bag protocol (Small clutch bags/wallets, no larger than 4.5" x 6.5" (with or without a handle or strap), are allowed and will be subject to search. An exception will be made for items necessary for medical reasons after proper inspections at a point of entry.)

Enhanced safety and security protocols may require ticketing or displaying a photo I.D. for entry.

The use and extent of enhanced safety and security protocols to be implemented on University property, in the Academical Village, or at an occurrence shall be determined by those persons lawfully in charge.

4. Exceptions

In the following circumstances, the Chief of the University Police Division, or designee, may authorize in writing a person to possess, store, or use a weapon in the following circumstances: (i) educational, research, 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 (ROTC) 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.

A request for permission pursuant to one of the exceptions in this subsection shall be addressed in advance to the Chief of the University Police Division where 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.

5. 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.

6. 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, combustible chemicals, or other prohibited items in violation of this policy.

University personnel or students who violate the weapons policy may be subject to disciplinary action. In addition, possession of a firearm or explosive material inside a University building is a criminal offense and punishable as a Class 1 misdemeanor regardless of whether the individual has a lawful concealed weapon permit. (Va. Code § 18.2-283.2).



COMBATING HUMAN TRAFFICKING POLICY

UVA is committed to an environment free from human trafficking, sex trafficking, and forced labor. The University has a zero-tolerance policy on any form of human trafficking and will comply with foreign, federal, and state laws regarding human trafficking and provide means for reporting and investigating suspected human exploitation or coercion.

University faculty, staff and students, agents, and independent contractors must immediately notify UVA HR – Employee Relations at phone: 434-243-3344 or email: respect@virginia.edu to report an incident of suspected human trafficking activity or other conduct that appears to involve force, fraud, or coercion. As it pertains to sex trafficking (of which sexual exploitation is a component), faculty and staff must adhere to the reporting requirements stipulated in [HRM-041](#) by reporting to the Title IX Coordinator via [Just Report It](#).

All persons, regardless of employer, providing patient care or other services within or for the benefit of the Medical Center shall report any suspicions involving patients in accordance with applicable Medical Center policies and procedures.

Students are encouraged to report an incident of suspected human trafficking activity, sex trafficking (of which sexual exploitation is a component), or forced labor through [Just Report It](#) as explained in policy HRM-041 noted above. Students may also report directly to the Department of Homeland Security at 1.866.DHS.2.ICE.

Direct questions about this policy to the [Office of Sponsored Programs](#) when related to federal contracts (direct or flow-through) and to [Student Affairs](#) when related to the required human trafficking awareness and prevention training program to be completed by all first-year students.

The full policy can be found at: <https://uvapolicy.virginia.edu/policy/SEC-031>.



VICTIM RIGHTS

Your Rights As A Crime Victim

As the victim of or witness to a crime, you have rights under Virginia's Crime Victim and Witness Rights Act. Among other rights, you have the right to request information on protective orders, information on obtaining warrants, and information on the criminal justice process. You have the right to be notified of changes in court dates, significant case developments, the defendant's custody status and bond conditions, and the opportunity to prepare a Victim Impact Statement. You have a right to receive

assistance with obtaining a protective order, referrals to local resources and receiving intercession services with your employer. A summary of the Virginia Crime Victim and Witness Rights Act can be found at

dcjs.virginia.gov/sites/dcjs.virginia.gov/files/publications/victims/victims-witness-rights-act-brochure-english.pdf.

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

RESOURCES AND CONTACTS

University Police Division Victim/Witness Representative

Sergeant Benjamin Rexrode
434-924-7166

Albemarle County Victim/Witness Program

434-296-5830

Charlottesville Victim/Witness Assistance Program

434-970-3176

Arlington Victim/Witness Program

703-228-4410

Giles County Victim/Witness Program

540-921-2553

Fairfax County Domestic & Sexual Violence Services

703-324-5730

Henrico County Victim/Witness Assistance Program

804-501-4218

Family Violence & Sexual Assault Virginia Hotline

800-838-8238

National Sexual Assault Hotline

800-656-4673

L'Associazione Artemisia (Italy)

+055601375

UNIVERSITY JUDICIARY COMMITTEE

The University Judiciary Committee (UJC) is the student-run judiciary body at the University of Virginia, and is authorized to investigate and

adjudicate alleged violations of the University's Standards of Conduct. The UJC consists of eight representatives from the College of Arts and Sciences, three representatives from the School of Engineering and Applied Sciences, and at least two representatives from each of the other separate schools of the University as determined by the UJC's Constitution and Bylaws. Representatives serve as judges during UJC trials and are responsible for committee policy and procedure.

The UJC hears cases of alleged misconduct by a student or student group brought to its attention by any member of the academic or civic community. Anyone can file a case. The committee has no jurisdiction over cases under consideration by the Department of Student Health and Wellness, cases involving allegations of Prohibited Conduct as defined by policy, violation of University motor vehicle regulations, contractual disputes between students and the University, and violations of the Honor Code. More information about the UJC can be found at <https://ujc.virginia.edu/>.

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. More information about the Honor Committee can be found at <https://honor.virginia.edu/>.

PARENTAL NOTIFICATION POLICY

Substance Abuse

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

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

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

More information and the full policy can be found at uvapolicy.virginia.edu/policy/STAF-005.

Mental Health

In accordance with Virginia state law, Va. Code §23.1-1303 and University Policy BOV-005 (<https://uvapolicy.virginia.edu/policy/BOV-005>), the University of Virginia will notify a parent or guardian of any student who is a dependent (for federal tax purposes) and receives mental health treatment at Student Health and Wellness when there exists a substantial likelihood that, as a result of mental illness, the student will, in the near future, (a) cause serious physical harm to himself or herself or others as evidenced by recent behavior or any other relevant information; or (b) suffer serious harm due to his or her lack of capacity to protect himself or herself from harm or to provide for his or her basic human needs.

A treating health professional will inform Care and Support Services (CASS) in Student Health and Wellness whenever notification is required in these instances. Care and Support Services will then notify the parent or guardian. UVA may withhold parental notification if a licensed health professional treating the student determines, in the exercise of his or her professional judgment, that notification would be reasonably likely to cause substantial harm to the student or another person.

MISSING STUDENT NOTIFICATIONS FOR STUDENTS RESIDING IN UNIVERSITY STUDENT HOUSING

The Higher Education Opportunity Act of 2008 requires the University to establish a missing student notification policy and related procedures for students living in On-Grounds student housing.

Policy Statement

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

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

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

Procedure

Any individual who believes a student living in On-Grounds student housing may be missing should immediately contact the University Police Division (UPD) at Zehmer Hall, 104 Midmont Ln, Charlottesville, VA 22903 or by phone at 434-924-7166. UPD will notify Student Affairs upon receipt of a missing-student report. When receiving such report, both Student Affairs and

UPD will attempt to determine whether the student is, in fact, missing.

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

- Student Affairs will attempt to contact the student through all reasonable and available means
- UPD will investigate the validity of the missing-person report and manage the information according to its established investigative standards
- UPD may notify appropriate University personnel and seek their aid in the investigation (e.g., Housing and Residence Life staff, Counseling and Psychological Services staff, etc.)
- UPD will notify local law enforcement agencies within 24 hours of the determination that the student is missing, unless the local law enforcement agency was the entity that made the determination that the student is missing.

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

- Student Affairs 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, Student Affairs staff also will notify the student's custodial parent or guardian and document the date and time of the notification

UPD and Student Affairs will coordinate their efforts to locate the missing student. Student Affairs staff 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, Student Affairs staff 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. Student Affairs staff will decide what further action, if any, should be taken.

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

EDUCATIONAL SEMINARS

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

General Safety/security

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

Alcohol/ Drug Awareness

- Law explained for underage possession, drunk in public and fake ID
- "Safe Sips" Program
- 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 Instruction

University Police conduct classes for any group of individuals interested in learning basic self-defense that includes practicing escape techniques, physical attacks, learning about personal awareness, and risk avoidance, contact. These one to two-hour basic self-defense classes empower individuals to escape a threat if confronted (hands on).

For more information on these seminars, contact UPD's Community Engagement Unit Sgt. Beckett Thelen.

Sergeant Beckett Thelen

434-924-7166

upd_ceu@virginia.edu

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 the Community Engagement Unit to request a survey.

Active Attacker Training And Response Video

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

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

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

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

Sergeant Benjamin Rexrode

br7u@virginia.edu

Increase In Property Crimes: Prevention And Safety & Security Response

The Department of Safety and Security recognizes the significant increase in property related crimes, specifically motor vehicle thefts, as reported in the crime statistics section of this Annual Security Report. For Clery Act reporting purposes, the Uniform Crime Reporting (UCR) definition of motor vehicle theft is used. This includes electric or motorized scooters, electric or motorized bicycles, mopeds, and other self-propelled vehicles that run on land surfaces. The increase in motor vehicle thefts in calendar year 2025, 2024, and 2023 was related to an increase in e-bike and motorized scooter thefts.

The University Police Division (UPD) engages in a crime prevention model of a community-based initiative to reduce crime, build awareness, develop partnerships and technical solutions. Property crimes, such as motor vehicle theft and larcenies, are often crimes of opportunity. Regardless of which motor vehicle (including electric bicycles, scooters, and mopeds), UPD recommends following the following tips to help keep vehicles and property safe:

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

accessible in the event your vehicle is stolen

- Report criminal activity to police for investigation

UPD officers proactively patrol the University's Grounds and nearby communities to identify and prevent criminal activity. The department's efforts are enhanced by the active involvement of UVA's community members. Do not hesitate to call 9-1-1 or the UPD non-emergency number (434-924-7166) to report suspicious activity.

Reach out to UPD's Community Engagement Unit for additional crime prevention resources and/or to schedule an educational seminar.



UNIVERSITY POLICIES GOVERNING ALCOHOL AND OTHER DRUGS

For the University's full compliance with the Drug-Free Schools and Communities Act, please visit: <https://daapp.virginia.edu/biennial-review>.

UVA ALCOHOL AND DRUG POLICY

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

Reason For Policy

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

Policy Statement

The University of Virginia prohibits the illegal or otherwise irresponsible use of alcohol and other drugs. It is the responsibility of every member of the University community to know the risks associated with substance use and misuse. This responsibility obligates students and employees to know relevant University policies as well as federal, state, and local laws, and to conduct

themselves in accordance with these laws and policies. To these ends, the University publishes the following information regarding University policies and sanctions, laws, and penalties concerning substance use and misuse, health and behavioral risks of substance use, and resources for treatment and educational programming.

1. Alcohol

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

- Any sale of an alcoholic beverage requires a license from the Virginia Alcoholic Beverage Control (ABC) Board
- Alcoholic beverages are not to be given, sold, or served to persons under 21 years of age
- Alcoholic beverages are not to be given, sold, or served to persons who are intoxicated
- Virginia law prohibits: drinking in unlicensed public places; possession, consumption or purchase of alcoholic beverages by a person under 21 years of age; falsely representing one's age for the purpose of procuring alcohol; purchasing, giving, providing, or assisting in providing an alcoholic beverage for a person who is under 21 years of age; public intoxication; and providing alcohol to an intoxicated person.

Members of the University community living in University Property and their invited guests who are lawfully permitted to purchase, possess, and use alcohol may do so in the residence or on any immediately adjacent area devoted to residential use; they should not do so, however, in public places or in any area on University Property devoted to common use. The presence of underage family members, employees, or guests does not preclude the serving of alcohol in a residence that is University Property, provided an appropriate of-age family member

and/or host is willing to assume the legal responsibility for complying with Virginia and federal law and University policy.

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



2. Alcohol at University Functions or on University Property:

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

- Function sponsors are responsible for following all federal and Virginia laws and University policies that apply to the serving and/or selling of alcoholic beverages.
- University functions with underage guests in attendance must have an Event Manager present at all times. The Event Manager(s) must successfully complete the University's free online Alcohol Risk Management class ([see course details and registration](#)) prior to the function. The Event Manager(s) must supervise all alcohol service and check for proper age

identification of individuals attending the function. (Note that this does not apply to functions occurring at properly state licensed food and beverage establishments outside of University property as the establishment will bear this responsibility).

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

Additional requirements for alcohol service on University property:

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

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

and may prohibit, limit, or condition the service of alcohol in spaces they manage:

- President's Office (including the Office of Major Events)
- Executive Vice President/Provost (EVP/Provost)
- Executive Vice President/Chief Operating Officer (EVP/COO)
- Executive Vice President for Health Affairs (EVP/HA)
- Senior Vice President for External Relations. The Senior VP for External Relations also reviews and approves all UAO events with alcohol that occur on University Property
- Vice President & Chief Student Affairs Officer (VPCSAO). The VPCSAO also reviews and approves all functions sponsored by student agency or special status organizations (acting within their delegated functions) on or off University property, and all events sponsored by special status organizations, Contracted Independent Organizations, or fraternal organizations occurring on University property
- Department of Athletics. Athletics also reviews and approves all functions occurring in University athletic facilities including Scott Stadium, John Paul Jones Arena, and Disharoon Park. Functions subject to review include non-athletic activities such as concerts and other artistic performances.

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

For University functions occurring outside of University property but not in a properly state-licensed food and beverage establishment, function sponsors must receive approval from

the appropriate alcohol approval authority and adhere to the requirements in this section.

For purposes of this section, University property that is the subject of a separate lease or management agreement which establishes the terms and conditions of use (including but not limited to the Forum Hotel (licensed), the Colonnade Club (non-licensed), and John Paul Jones Arena (licensed)) shall be subject to those terms and conditions of use and otherwise shall be treated as similar-type establishments outside University property for purposes of review and approval, as stated above.

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

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

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



4. Other Drugs

Unauthorized manufacture, distribution, use and possession of "controlled substances" (illegal drugs), including prescription drugs, cannabis, and cocaine, are prohibited by both Virginia and federal law and are punishable by severe

penalties. This includes the purchase or possession of any hemp product intended for smoking by anyone under 21 years of age. 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 criminal charges are brought, all students and employees are subject to University discipline for illegally manufacturing, distributing, possessing, or using any controlled substance (i) on University property, (ii) at University functions, or (iii) under other circumstances involving a direct and substantial connection to the University. Any student found to have engaged in such conduct is subject to the entire range of University Judiciary Committee sanctions described in the Statement of Students' Rights and Responsibilities, including suspension and expulsion. University personnel found in violation of this policy are subject to appropriate personnel sanctions.

A. Federal and Commonwealth of Virginia

(Virginia) Penalties: Federal and Virginia law penalize the unlawful manufacturing, distribution, use, and possession of controlled substances, including prescription drugs. Synthetic designer drugs such as "bath salts," "plant food," and "carpet cleaner," contain mixtures of many different chemicals, including those that resemble cocaine, methamphetamine, MDMA, or "ecstasy." Federal law makes the distribution of "analogue" substances marketed for human consumption illegal if those substances are chemically similar to a scheduled illegal drug and have the same pharmacological effect on a user. The penalties vary based on many factors, including the type and amount of the drug involved, and whether there is intent to distribute. Federal law holds that any person who distributes, possesses with the intent to distribute, or manufactures a controlled substance on or within 1,000 feet of an educational facility is subject to doubling of the applicable maximum punishments and fines. A similar Virginia law carries sanctions of between one- and five-years imprisonment and up to a \$100,000 fine for similar first-time violations.

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

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

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

C. Drug-Free Workplace Policy:

The use of alcohol or illegal drugs by all employees while on University property, including during meal periods and breaks, is absolutely prohibited. The use of alcohol may be authorized in advance by the University for approved University functions. No employee will report to work while under the influence of alcohol or illegal drugs. Violations of these rules by an employee will be reason for evaluation/treatment for a substance use disorder or for disciplinary action, up to and including dismissal. For more information, please see policy HRM-014: Standards of Conduct for University Staff Employees at <https://uvapolicy.virginia.edu/policy/HRM-014> or DHRM Policy 1.60, Standard of Conduct for Classified Employees at https://www.dhrm.virginia.gov/docs/default-source/hrpolicy/pol1-60--standards-of-conduct-eff-1-1-2025.pdf?sfvrsn=7c0d724e_0.

5. Compliance with Policy: Failure to comply with the requirements of this policy (including but not limited to prohibitions surrounding tobacco, alcohol, cannabis, and illegal drugs/controlled substances as

specified above) and the requirements as an event sponsor may result in disciplinary action up to and including termination or expulsion in accordance with relevant University policies. Certain violations may be referred by University authorities for criminal prosecution. In addition, there may be consequences imposed under local, state, and federal laws and regulations.

UVA Support For Reporting Alcohol And Other Drug Emergencies:

The University community encourages calling Emergency Medical Services (911) for an alcohol or other drug emergency. Parties or witnesses may be hesitant to call 911 because they fear that they themselves may be in violation of certain policies, such as underage drinking, drunk in public, or illicit drug use at the time of the incident. To encourage calling Emergency Medical Services under this policy, the University will not pursue disciplinary action for personal consumption of alcohol or other drugs against the person who called 911 or the person for whom 911 was called provided such disclosures are made in connection with a good faith call to Emergency Medical Services for an alcohol or other drug emergency, and the parties remain on scene and cooperate with first responders. This policy also covers reaching out for assistance to other University officials for an alcohol or other drug emergency (including Resident Advisors, Senior Residents, and University police/Ambassadors). While there will be no formal disciplinary actions or imposed sanctions from the University, individuals may be provided with resources on drug and alcohol education, as appropriate. This provision does not apply to more serious allegations such as physical assault or abuse of another, driving under the influence of alcohol or other drugs, damage to property, or sales/distribution of drugs. Students may continue to be held responsible for these additional policy violations.

If the individual who calls for help is doing so on behalf of a student organization that hosted the precipitating event, this act of seeking medical help may serve as a mitigating factor in determining outcomes for the organization. Organizations that have a pattern of behavior related to alcohol and drug incidents may be subject to disciplinary action.

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



DRUG AND ALCOHOL ABUSE EDUCATION PROGRAMS

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

Alcohol/ Drug Awareness

- Law explained for underage possession, drunk in public and fake ID
- "Safe Sips" Program
- Date-rape drugs and their effects
- Marijuana/cocaine/Adderall usage and consequences
- Comprehensive substance use education programming with Well-Being Services: REVIVE! Opioid Overdose Prevention and Naloxone Education, Recovery Ally Trainings, and Does it Fill up Your Cup? substance use education

Resources For Students

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

University Police Division Victim/Witness Representative	
Sergeant Benjamin Rexrode	434-924-7166
University Police Division Community Engagement Unit	
Lieutenant Daniel Stuart	434-924-7166
UVA Health System Emergency Department	434-924-2231
Student Health and Wellness	During Business Hours: 434-924-5362
UVA Women's Center	434-982-2252 (Counseling) 434-982-2361 (Main line)
Collegiate Recovery Program	434-924-1509
Charlottesville Victim/Witness Assistance Program	434-970-3176
Albemarle County Victim/Witness Program	434-296-5830
Sexual Assault Resource Agency (SARA)	24-hour Hotline: 434-977-7273
Shelter for Help in Emergency (SHE)	24-hour Hotline: 434-293-8509
Family Violence & Sexual Assault Virginia Hotline	24-hour Hotline: 800-838-8238
Well-Being Services	434-924-1509
WahooWell	434-924-1509
Counseling and Psychological Services (CAPS)	434-243-5150
National Alliance on Mental Illness (NAMI) Helpline	M-F 10am - 10pm (ET): 800-950-6264
National Domestic Violence Hotline	24-hour Hotline: 800-799-7233

Resources For Faculty And Staff

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

University Police Division Victim/Witness Representative	Sergeant Benjamin Rexrode 434-531-5600
University Police Division Community Engagement Unit	434-924-7166
UVA Health System Emergency Department	434-924-2231
Faculty & Employee Assistance Program (FEAP)	434-243-2643
Hoos Well	434-243-3344
Charlottesville Victim/Witness Assistance Program	434-970-3176
Albemarle County Victim/Witness Program	434-296-5830
Sexual Assault Resource Agency (SARA)	24-hour Hotline: 434-977-7273
Shelter for Help in Emergency (SHE)	24-hour Hotline: 434-293-8509
Family Violence & Sexual Assault Virginia Hotline	24-hour Hotline: 800-838-8238
National Alliance on Mental Illness (NAMI) Helpline	M-F 10am - 10pm (ET): 800-950-6264
National Domestic Violence Hotline	24-hour Hotline: 800-799-7233



UVA PROHIBITION ON HAZING POLICY

For the full text of this policy, please see <https://uvapolicy.virginia.edu/policy/STU-005>.

Reason For Policy

The University is committed to maintaining an educational environment that promotes the health and safety of its students and complies with federal and state law..

Definition Of Terms In Statement

Hazing: Any reckless, knowing, or intentional act committed by a person against another person or persons regardless of the willingness of such person or persons to participate that:

- Occurs on or off University Property.
- Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization including club and varsity sports or a student group with a new member process.
- Causes or creates a risk of physical or psychological injury, above the reasonable risk encountered in the course of participation in the University or organization (such as the physical preparation necessary for participation in an athletic team). Examples of physical or psychological injury include, but are not limited to, mental or physical harassment, humiliation, fatigue, degradation, ridicule, shock, or abuse.

Examples of actions and situations that may constitute hazing include, but are not limited to, the following*:

- Paddling, whipping, beating, striking, or similar physical abuse.
- Kidnapping;
- All forms of physical activity which are used to harass, punish, or harm an individual, including pushups,

calisthenics, running, or similar physical exercise;

- Forced excursions or road trips;
- Confinement;
- Spraying, painting, or pelting with any substance;
- Burying in any substance;
- Nudity with the intent to cause embarrassment;
- Acting as a personal servant;
- Exposure to uncomfortable elements, including putting irritating substances on body parts and sensory deprivation;
- Verbal abuse;
- Wearing of apparel that is conspicuous and/or indecent;
- Coerced consumption of alcohol or any other substance, legal or illegal;
- Being forced or coerced to engage in any kind of sexual activity, including but not limited to forced nudity, simulated sex acts, and touching of intimate body parts;
- Depriving students of basic hygiene or sufficient sleep (six consecutive hours per day is normally considered to be a minimum);
- Coerced burning, branding, or tattooing any part of the body;
- Psychological hazing, defined as any act which is likely to:
 - Compromise an individual's dignity.
 - Cause an individual embarrassment or shame.

- Cause an individual to be the object of malicious amusement or ridicule.
- Cause an individual emotional distress.
- Interrogating an individual in an intimidating or threatening manner;
- Misleading prospective members in an effort to convince them that they will not become members unless they engage in hazing activities;
- Misleading prospective members into believing that they will be hurt during induction or initiation.
- Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct.
- Carrying any items (shields, paddles, bricks, hammers, etc.) that serve no constructive purpose or that are designed to punish or embarrass the carrier;
- Blindfolding and parading individuals in public areas for amusement or embarrassment, blindfolding and transporting in a motor vehicle, or privately conducting blindfolding activities that serve no constructive purpose;
- Binding or restricting an individual in any way that would prohibit them from moving on their own;
- Requiring or suggesting that an individual obtain or possess an item(s) or complete an activity in an unlawful manner (e.g., stealing signs for a scavenger hunt).
- Obligating prospective members to clean up an organization house or similar facility beyond the normal and reasonable expectations for, and participation of, current members of the organization;
- Prohibiting an individual from social contact or from associating with other individuals or groups.

- Other actions that are likely to negatively impact academic performance or mental health.
- Hazing also includes soliciting, directing, aiding, or otherwise participating actively or passively in the above acts.

Note: *Examples included in the list have been adapted from the Commonwealth of Virginia's model hazing prevention policy as developed by the State Council of Higher Education for Virginia. Examples are also adapted from Section 485(f)(6)(A) of the Higher Education Act of 1965 (20 U.S.C. 1092(f)(6)(A)).

Retaliation: Adverse action, including but not limited to reprisal, interference, restraint, penalty, discrimination, intimidation, or harassment.

Student Organization: A general term that refers to all Contracted Independent Organizations (CIOs), Fraternal Organizations (FOs), Special Status Organizations, and Agency groups, and department-sponsored organizations and classes.

University Property: Land or buildings that the University owns or leases and that is under the control of the Board of Visitors. University property also includes premises the University uses for activities of its offices, departments, personnel, or students.

Policy Statement

Hazing is a crime in the Commonwealth of Virginia and is prohibited in accordance with this policy and the University's Standards of Conduct. The University does not condone hazing in any form. In addition to students, this Policy applies to employees with involvement in student organizations or groups, including those acting in an official capacity as an advisor, academic instructor, or coach.

1. **Retaliation:** The University prohibits retaliation directed against a person for making a good faith complaint under this policy or who testifies, assists, or participates in an investigation or adjudication process. Retaliation is prohibited even when the underlying complaint is without merit or not substantiated.

- 2. Support for Reporting Allegations of Hazing and Retaliation:** The University community encourages the reporting of hazing behavior or retaliation. Parties or witnesses may be hesitant to report this behavior or participate in an investigation because they fear that they themselves may be in violation of certain policies, such as underage drinking or illicit drug use at the time of the incident. To encourage reporting under this policy and participation in the investigation process, the University will not pursue disciplinary action against complainants, respondents, or witnesses for disclosure of minor policy violations — such as illegal personal consumption of drugs or alcohol — where such disclosures are made in connection with a good faith report or investigation of hazing or retaliation. This provision does not apply to more serious allegations such as physical abuse of another or illicit drug or alcohol distribution that contributed to the commission of a policy violation.

Consistent with [Virginia Code § 23.1-821](#), the University shall provide information about available resources qualified to provide the appropriate ongoing mental and behavioral health support to any student who reports to the University an act of hazing or an act of bullying experienced as the result of a report of an act of hazing for such student.

- 3. Investigations of Allegations of Hazing and Retaliation:** State and/or local law enforcement agencies investigate allegations of hazing under Virginia law. The Division of Student Affairs investigates allegations of hazing under University policy. (For more information regarding the Investigative Process, see [Procedures for Reporting Hazing](#).)
- 4. Duty to Report:** Consistent with University Policy [HRM-028: Preventing and Addressing Threats or Acts of Violence](#), faculty, staff, and students should report hazing behavior as defined above to Student Affairs at 434-924-7984 or through [UVA Just Report It](#). Confidential employees are not required

to report hazing behavior. Anyone with general concerns about hazing and/or the well-being of any student is also encouraged to contact Student Affairs. Anonymous reports are accepted; however, the University's ability to investigate anonymous reports may be limited. (For more information, see [Reporting Hazing](#).)

- 5. Prevention Training:** Consistent with [Virginia Code Section § 23.1-820](#), the University will conduct hazing prevention training for all current, new, and potential new members of each student organization whose new members have a period of time between invitation for membership and initiation into membership. This interval between invitation and initiation is often referred to as a "pledge period" or "new member period," and individuals in this period are not considered full members of the organization. The training must include extensive, current, and in-person education about hazing, the dangers of hazing, including alcohol intoxication, and hazing laws and policies. The training must also explain that the University's disciplinary process is not to be considered a substitute for the criminal legal process. For any student organization that has an advisor of record, the advisor must also receive hazing prevention training. Information regarding the University's prevention programs is located on the University's [Hoos Against Hazing website](#).
- 6. Public Reporting:** The University will report hazing policy or law violations in the following manner, in compliance with Virginia Code Section § 23.1-822, which states:
- A. Each institution shall maintain and publicly report actual findings of violations of the institution's code of conduct or of federal or state laws pertaining to hazing that are reported to campus authorities or local law enforcement. Investigations that do not result in findings of violations of codes of

conduct or convictions in a court of law shall not be included in the report. The report shall include:

- I. The name of the student organization recognized by an institution of higher education or local organization, as such name of the local organization is known to the institution;
 - II. When the student organization recognized by an institution of higher education or local organization was found responsible or convicted of misconduct pertaining to hazing;
 - III. The date on which such hazing misconduct occurred and the dates that the investigation was initiated and concluded by the institution or local law enforcement; and
 - IV. Subject to the limitations in subsection B, a comprehensive description of the incident, including the findings, charges, and sanctions placed on the organization.
- B. Any reports made pursuant to subsection A shall not include any personally identifiable information of any students involved in the hazing misconduct and shall be subject to the Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g.
- C. Each institution shall update the report described in subsection A at least 10 calendar days before the start of fall and spring academic semesters.
- D. Reports required pursuant to this section shall be available on each institution's homepage and Greek Life homepage, or its equivalent in a prominent location, and a hardcopy notice of the nature and availability of the reports, including the website address where they can be found, shall

be provided to all attendees at student orientations.

- E. Each institution shall publicly maintain reports for a minimum of 10 years from the date of the initial disclosure of a report.
- F. Each institution shall annually update and report actual findings of violations of the institution's code of conduct or of federal or state laws pertaining to hazing made pursuant to this section to the Timothy J. Piazza Center for Fraternity and Sorority Research and Reform at The Pennsylvania State University to update each organization's national card and provide easily accessible documentation of all hazing incidents and provide additional awareness and easily accessible information on hazing.

In accordance with Section 485(f) of the Higher Education Act of 1965 (20 U.S.C. 1092(f) (the "Act")), the University will publish a "[Campus Hazing Transparency Report](#)." See the following section for more information about the [Campus Hazing Transparency Report](#).

7. **State Statute:** The state statute on hazing, [Section § 18.2-56 of the Virginia Code](#), states:

"It shall be unlawful to haze so as to cause bodily injury, any student at any school, college, or university. Any person found guilty thereof shall be guilty of a Class 1 misdemeanor. Any person receiving bodily injury by hazing shall have a right to sue, civilly, the person or persons guilty thereof, whether adults or infants.

The president or other presiding official of any school, college or university receiving appropriations from the state treasury shall, upon satisfactory proof of the guilt of any student hazing another student, sanction and discipline such student in accordance with the institution's policies and procedures. The institution's policies and procedures shall provide for expulsions or other

appropriate discipline based on the facts and circumstances of each case and shall be consistent with the model policies established by the Department of Education or the State Council of Higher Education for Virginia, as applicable. The president or other presiding official of any school, college or university receiving appropriations from the state treasury shall report hazing which causes bodily injury to the attorney for the Commonwealth of the county or city in which such school, college or university is, who shall take such action as he deems appropriate.

For the purposes of this section, “hazing” means to recklessly or intentionally endanger the health or safety of a student or students or to inflict bodily injury on a student or students in connection with or for the purpose of initiation, admission into or affiliation with or as a condition for continued membership in a club, organization, association, fraternity, sorority, or student body regardless of whether the student or students so endangered or injured participated voluntarily in the relevant activity.”

8. **Compliance with Policy:** Failure to comply with the requirements of this policy may result in disciplinary action up to and including expulsion or termination in accordance with relevant University policies and the University’s Standards of Conduct. Additionally, such prohibited actions may also be in violation of state or federal law.

Direct questions about this policy to the [Office of the Vice President and Chief Student Affairs Officer](#).

UVA CAMPUS HAZING TRANSPARENCY REPORT

Pursuant to Virginia Code Section 23.1-822 (Adam’s Law) and Section 485(f) of the Higher Education Act of 1965 (20 U.S.C. 1092(f)), the University provides a report of past hazing misconduct involving student organizations. The information in the report includes the name of

the student organization, the dates (if known) of the hazing behavior, the date such behavior was reported to the University, the dates of investigation and when the organization was found responsible, and a description of the findings. Beginning in Spring 2025 and in accordance with Section 485(f) of the Higher Education Act of 1965 (20 U.S.C. 1092(f)), the information will also include any findings of hazing involved the abuse or illegal use of alcohol or drugs and the date(s) the University provided notice to the student organization that the incident resulted in a hazing violation. In addition a statement notifying the public of the annual availability of statistics on hazing in the University’s Annual Fire Safety and Security Report and a link to such report and information about the University’s policies relating to hazing and applicable state laws will also be included.

Reports of hazing that did not result in a finding of responsibility are not included. The University will update this information at least ten calendar days prior to the start of each fall and spring semester (i.e., twice each year), and typically within 14 days of a finding of responsibility for hazing behavior. The University will maintain the information for ten years following the date of initial disclosure.

The UVA Campus Hazing Transparency Report is located online at: <https://studentaffairs.virginia.edu/subsite/hoos-against-hazing/reports>.



HAZING PREVENTION, EDUCATION, AND INTERVENTION EFFORTS

Hazing and associated harms are a national concern and the University is committed to maintaining an educational environment that

promotes the health and safety of its students. In addition to risks of physical harm, hazing often involves humiliation, shame, and negative impacts on mental health. Hazing can happen to anyone, can occur in any organization with a hierarchy, and violates Virginia law and University policy, regardless of whether a person gave consent to the activity. UVA hazing prevention, education and intervention initiatives are evidence-informed, comprehensive, and coordinated across the University. The culture of student self-governance ensures that students are significantly engaged in the decision-making process. For more information related to the University's hazing prevention programming, please visit: <https://studentaffairs.virginia.edu/subsite/hoos-against-hazing/prevention/education-intervention>.

The University uses a public health approach to hazing and is based on Cornell University's [Hazing Prevention Model](#) that includes eight key areas:

1. Leadership Initiatives & Culture Change Strategies:

- a. **Visible leadership statements** that include clear messages from senior university officials and student leaders focus on the dangers of hazing and reporting strategies.
- b. [Hoos Against Hazing website](#): The site, coordinated by Student Affairs, is the central source for hazing education and prevention, and links to hazing policies and procedures, reporting options, and hazing misconduct reports.
- c. [Hoos Against Hazing Council \(HAHC\)](#): HAHC works to identify and advocate for ways to engage the UVA community in evidence-informed hazing prevention, intervention and response. The council meets twice per semester, with smaller working groups meeting every other week to identify issues, create initiatives, and advocate for change.

- d. **National Hazing Prevention Collaborative**: The University of Virginia participated in the inaugural National Collaborative for Hazing Prevention and Research from 2013 – 2016 led by Dr. Elizabeth Allan, Director of Stop Hazing.

2. Educational Initiatives:

- a. [Hoos Against Hazing](#): In compliance with Virginia's "Adam's Law," enacted July 1, 2022, all potential members of student organizations with a new member process are required to attend a one-hour, in-person program on hazing prevention, reporting, and response, including the role of alcohol. The mandatory program is part of new student orientation and is offered to upperclass students throughout the year. Current members of student organizations and their advisors also received this training.
- b. [There's No Honor in Hazing Campaign](#): This media campaign features quotes from University faculty, coaches, administrators, and students on the incompatibility of hazing with a community of trust. The campaign employs Instagram, posters on UVA Transit buses, and electronic message boards.
- c. [Fraternal Organization Agreement requirements](#): Every fraternity and sorority chapter is required to have at least one hour of hazing prevention education each year with at least 70% attendance.
- d. [Gordie Club](#): This student organization hosts events and activities to educate peers on the risks of hazing and works to ensure students know the signs of alcohol overdose and how to respond.

- e. [HAZE](#): The Gordie Center's HAZE documentary shares the story of Gordie Bailey's 2004 hazing-related alcohol overdose death at the University of Colorado. HAZE presentations are followed by a discussion focused on prevention and intervention.
- f. **Peer Leader Training**: Resident Assistants and Orientation Leaders are trained in hazing education issues, including identifying signs of hazing and an alcohol emergency, intervention techniques, and reporting requirements.
- g. **Stall Seat Journal**: Social norms marketing posters are updated monthly in the bathrooms of first-year residence halls and other University buildings. Information on hazing and reporting options is included at higher-risk times of the year.
- h. [UVA Police](#): Officers in the Crime Prevention Unit speak with student groups upon request.
- i. [Gordie Center Prevention Toolkit](#): Over 30 videos, Instagram campaigns, posters, and print materials on hazing prevention, bystander intervention, and response are available for free download to students and family members.
- j. [Mass communication](#): Via mass email to all students, the Vice President and Chief Student Affairs Officer sends periodic messages to students about safety, including information about hazing and alcohol misuse. Messages are reinforced over social media and in the weekly Connections newsletter.

3. Healthy Group-Building Activities:

- a. [Engaging New Members](#): The Hoos Against Hazing website offers resources tailored for fraternities and sororities, athletic teams, and other student organizations on the process of creating healthy new member programs through a five-step process, including links to University resources.
- b. [Gordie Center Videos](#): The UVA Gordie Center partnered with students to create short videos on how to create meaningful new member programs specific to athletic teams and other organizations.
- c. [Student Engagement](#): This office offers leadership development programs and online resources.
- d. [Rec Sports' Slaughter climbing center](#): Groups can schedule a climbing training class or their outdoor challenge course, where mental and physical team-builders are conducted by a trained facilitator. These activities develop team building, leadership, and conflict management.

4. Clear Reporting Options: The University provides multiple avenues for students, parents, faculty, staff, and community members to report hazing. If you see or hear something that concerns you, please report that concern or incident to support the health, safety, and well-being of students

- a. [Just Report It](#): Just Report It is the university's online system for reporting discrimination, bias, hazing, and other safety issues. The system requires University affiliation to access the system through Netbadge.
- b. **Hazing Hotline**: Anyone may anonymously report situations

involving suspected hazing by calling 434-243-HAZE (4293).

- c. [Reporting Procedures](#): A description explaining the University hazing investigation process, including potential sanctions for groups found responsible for hazing is posted to the Hoos Against Hazing website.

5. Consistent Enforcement and Firm Consequences:

The University carefully reviews all reports of hazing behavior to determine appropriate next steps. In cases where there is evidence of a potential ongoing threat to health or safety, the University may take interim protective measures including suspension of a student organization. Reports of hazing are reviewed by the Hazing Evaluation Panel (HEP) which determines if a report 1) is actionable, 2) presents a risk to health or safety, 3) requires additional reporting (e.g., Commonwealth's Attorney, Title IX), and 4) requires a response. Responses may

include an extended initial inquiry, investigation, expedited investigation, or no action (in situations where a report is not actionable).

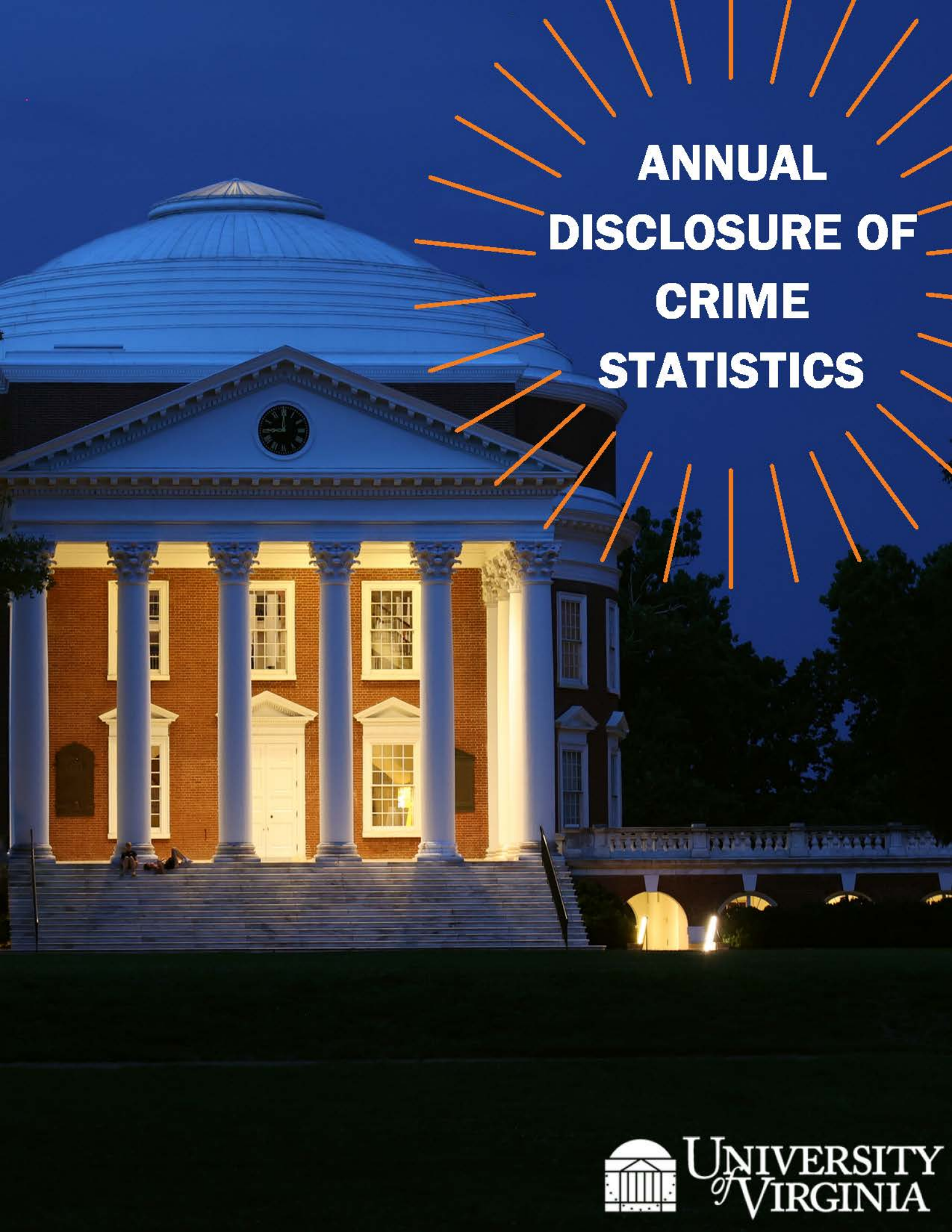
- a. [Policy, Accountability, and Critical Events \(PACE\)](#): This Student Affairs unit coordinates and supports student accountability processes, policy and compliance, and critical incident/event response, including conducting hazing investigations.
- b. [University Judiciary Committee \(UJC\)](#): This student-run committee adjudicates alleged violations of the student Standards of Conduct, including those involving hazing. The committee sanctions students and organizations relevant to the policy violation.

6. Support for Those Who Are Hazed:
The University offers a variety of support

options for students who have experienced hazing including [online educational resources](#).

- a. [Care and Support Services \(CASS\)](#): The Care and Student Support team provides 24-hour on-call crisis response services to University students who are in need of support or referrals.
- b. [Counseling and Psychological Services \(CAPS\)](#): Clinicians are available to counsel students on hazing and other concerns.
- c. [Student Health and Wellness Medical Services](#): Clinicians treat students with hazing-related injuries and refer to resources. The Medical Services Care Manager reviews all after-hours records and Emergency Department visit summaries related to medical issues, notifies the provider of records, and reaches out to the student with follow-up options as indicated.
- d. [Maxine Platzer Lynn Women's Center Counseling](#): The Women's Center offers free and flexible counseling, as well as digital resources, to help undergraduate students of all genders address any problems that they may be facing.
- e. [HELP Line](#): 434-295-TALK is a free, confidential 24/7 hotline run and staffed by UVA students. Anonymous volunteers provide callers a confidential, empathetic, and non-judgmental listener. Note: the HELP Line only operates during the academic year (September - May).
- f. [Violence Prevention & Advocacy \(VPA\)](#) provides confidential support to students impacted by interpersonal violence, including hazing.



A photograph of the University of Virginia Rotunda at night. The building is illuminated with warm yellow lights, highlighting its red brick facade and white columns. The large dome is visible against the dark blue night sky. Orange diagonal lines radiate from the top right corner, framing the title text.

ANNUAL DISCLOSURE OF CRIME STATISTICS



**UNIVERSITY
of VIRGINIA**

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

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

For purposes of the *Clery Act*, the locations on the crime statistics charts in this report are defined as:

1. On-Grounds/On-Campus (with a subset category of Student Housing);
2. Non-Grounds/Non-Campus Building or Property; and
3. Public Property. On-Grounds includes (i) any building or property owned or controlled by the University within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and (ii) any building or property that is within or

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

DEFINITIONS OF REPORTABLE CRIMES

Criminal Homicide —

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

Criminal Homicide —

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

Sex Offenses —

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

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.

A. 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.

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

C. Statutory Rape — Non-forcible sexual intercourse with a person who is under the statutory age of consent.

Robbery —

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

Aggravated Assault —

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

Burglary —

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

Motor Vehicle Theft —

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

Arson —

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

Liquor Law Violations —

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

Drug Abuse Violations —

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

Weapons: Carrying, Possessing, Etc. —

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

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

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

Dating Violence —

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship and the frequency of

interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. It does not include acts covered under the definition of domestic violence.

Domestic Violence —

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

Stalking — Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others, or to suffer substantial emotional distress. For the purpose of this definition "course of conduct" means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly or through third parties, by any action, method, device or means, follows, monitors, observes, surveils, threatens or communicates to or about a person, or interferes with a person's property.

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

Hate Crime — A crime reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For the purposes of this section, the categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin and

disability. The crimes of Larceny-Theft, Simple Assault, Intimidation, or Destruction/ Damage/ Vandalism of Property are also reported under *Clery Act* requirements if it is determined the victim was intentionally selected because of the perpetrator's bias against the victim.

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

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

common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry.

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

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

Larceny-Theft (Except Motor Vehicle Theft) —

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

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

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

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

Hazing — Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that —

- is committed in the course of an initiation into, an affiliation with, or the

maintenance of membership in, a student organization; and

- causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including —
 - whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - causing, coercing, or otherwise inducing another person to perform sexual acts;
 - any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

Student Organization — An organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.

UNIVERSITY OF VIRGINIA CHARLOTTESVILLE

Offense	2025						2024						2023					
	On-Campus Property		Non-Grounds/Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Grounds/Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Grounds/Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				
Murder/and Non-negligent Manslaughter ¹	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	24	29	3	0	32	2	17	19	0	0	19	0	12	17	3	0	20	1
Fondling ²	1	28	0	1	29	1	2	62	1	1	64	1	1	18	5	0	23	2
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	1	0	0	1	0	0	0	0	0	0	0	0	2	0	0	2	0
Aggravated Assault	3	25	3	7	35	2	0	17	5	5	27	0	2	16	2	3	21	0
Burglary	2	2	2	0	4	0	5	13	4	0	17	0	2	13	6	0	19	0
Motor Vehicle Theft ³	3	114	1	2	117	0	1	126	0	0	126	2	4	84	1	1	86	0
Arson	0	0	0	0	0	0	0	1	0	0	1	0	0	2	0	0	2	0

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

Dating Violence	6	12	2	1	15	1	8	14	0	0	14	0	10	16	0	0	16	0
Domestic Violence	0	15	1	1	17	0	0	7	7	0	14	1	0	9	3	0	12	0
Stalking	10	69	2	1	72	1	20	85	3	1	89	0	16	40	1	0	41	1

UNIVERSITY OF VIRGINIA CHARLOTTESVILLE

Offense	2025						2024						2023					
	On-Campus Property		Non-Grounds/Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Grounds/Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Grounds/Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				

Arrests:

Liquor Law Violation	0	5	0	1	6	0	0	4	0	3	7	0	0	3	0	1	4	0
Drug Abuse Violation	0	0	0	0	0	0	0	2	1	0	3	0	0	1	0	0	1	0
Illegal Weapons Possession	0	2	0	1	3	0	0	0	0	0	0	0	0	3	0	1	4	0

Referred for Disciplinary Action:

Liquor Law Violation	256	306	1	4	311	0	142	207	6	9	222	0	153	199	2	6	207	0
Drug Abuse Violation	27	31	1	0	32	0	23	38	3	1	42	0	20	28	0	0	28	0
Illegal Weapons Possession	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0

Stop Campus Hazing Act

Hazing	0	4	3	0	7	0	—	—	—	—	—	—	—	—	—	—	—	—
--------	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

2025 — Four hate crimes:

- 1) intimidation based on race — on-Grounds
- 2) intimidation based on race — on-Grounds
- 3) intimidation based on race — on-Grounds
- 4) intimidation based on race — on-Grounds

2024 — Five hate crimes:

- 1) intimidation based on religion — on-Grounds
- 2) intimidation based on race — non-Grounds property
- 3) vandalism based on national origin — on-Grounds
- 4) simple assault based on national origin — on-Grounds
- 5) simple assault based on national origin — non-Grounds property

2023 — Five hate crimes:

- 1) intimidation based on religion — on-Grounds
- 2) intimidation based on religion — on-Grounds
- 3) intimidation based on race — on-Grounds
- 4) intimidation based on religion — public property
- 5) simple assault based on race — public property

¹ In September 2023, a non-affiliated person at the 11th Street garage was stabbed during a physical altercation by someone with whom they had previously been in a dating relationship. This altercation resulted in their death. The assailant was taken into custody immediately following this incident, criminal charges were pursued, and the individual pled guilty to manslaughter and is currently serving their sentence. The calendar year 2023 crime statistics originating from this incident include one homicide and one dating violence.

² In CY2024, the UVA Police Division received one report from a single individual, who stated that there were many incidents of fondling perpetrated against them by a known, non-affiliated person. The individual stated that these fondlings by the known person occurred approximately 50 times on Grounds over the course of two years. For Clery statistical purposes, incidents are counted in the year in which they are reported to police - therefore, all 50 fondlings reported from this single report by the individual are included in calendar year 2024 statistics.

³ For *Clery Act* reporting purposes, the Uniform Crime Reporting (UCR) definition of motor vehicle theft is used. The UCR definition of motor vehicles includes electric or motorized scooters, electric or motorized bicycles, golf carts, "Gator" style work utility vehicles, mopeds, and other self-propelled vehicles that run on land surfaces. For CY2025, of the 117 motor vehicle thefts, three were passenger vehicles. The other motor vehicle thefts included 101 motorized/electric bikes or scooters, twelve mopeds, and one motorcycle. For more information about [DSS' crime prevention initiatives for property crimes](#), please see page [82](#) of this report.



POLICE AND SECURITY

The Darden Sands Family Grounds does not have a written Memorandum of Understanding (MOU) or any other type of written agreement with any law enforcement agencies for the investigation of alleged criminal offenses. UVA Security personnel are on duty during various hours throughout the semesters (or as requested for events) and patrol the Darden Sands spaces under direct supervision from UVA Police and Darden Sands leadership. A private security agency is also on location in the building 24/7. The private security company is hired by building management and is under their direct supervision. The security personnel do not have the authority to make arrests.

It is encouraged to report all crimes in an accurate and timely manner to the appropriate police agencies. **The Arlington County Police Department is available by calling 911 for emergencies or 703-558-2222 for non-emergencies.**

SECURITY AND ACCESS TO CAMPUS FACILITIES

The Darden Sands Family Grounds is accessible to students Monday to Friday from 7:00 a.m.– 10:30 p.m and Saturday to Sunday from 7:00 a.m. – 10:00 p.m.

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

The Darden Sands Family Grounds space is secured during all academic programs, including weekend residencies. Staff and students must use their "Kastle Card" or Kastle Prescence app to access the building elevators and suite. External guests must be escorted to the suite or provided Kastle access, if when appropriate, to access the space.

UVA Security

434-249-2040 (UVA Security Phone)

Kastle Security

6402 Arlington Blvd., Falls Church, VA 22042

Office Phone: 855-527-8534

24/7 Dispatch Phone: 703-247-0793

Arlington County Police Department

1425 N Courthouse Rd., Arlington, VA 22201

703-558-2222

CRIME PREVENTION AND SECURITY AWARENESS PROGRAMS AND RESOURCES

Educational seminars are virtually available to both students and staff. While UVA provides most programs at the request of the individual or organization, there are certain programs scheduled in advance by the University Police Division (UPD) that are open to the Darden Sands community. The objective is to promote security and crime prevention awareness among all students, faculty and staff. Seminars are available on the following safety and security topics:

General Safety/security

- Safety tips to reduce the risk of larcenies of personal property
- Safety while in a vehicle
- Safety while walking/jogging
- Transportation information as an alternative to walking alone
- Securing doors and desks when space (office/classroom) is unoccupied
- Reporting suspicious people/circumstances
- Being observant
- CPR & AED Training is available to community members at SFG

Metro Safety

- When waiting for a train, stand near other passengers. Do not stand on the platform's granite edge.
- Promptly leave platform after exiting the train.
- Beware of loud arguments or commotions that may be staged to distract while your pocket is being picked.
- Keep valuables secured and out of sight.
- Hold bags tightly . Avoid wrapping a purse strap around the hand and wrist.
- If your pocket is being picked, yell out immediately. Don't be afraid to shout.

Alcohol/drug Awareness

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

Sexual Assault Awareness

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

For more information on these seminars, contact UPD's Community Engagement Unit Sgt. Beckett Thelen.

Sergeant Beckett Thelen

434-924-7166

upd_ceu@virginia.edu

ACTIVE ATTACKER TRAINING AND RESPONSE VIDEO

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

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

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

Sergeant Benjamin Rexrode

434-924-7166

br7u@virginia.edu

TIMELY WARNING PROCESS

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

The Associate Vice President for Safety and Security and Chief of Police, the Assistant Vice President for Clery Compliance, and designated University officials will issue a Safety Advisory whenever the following criteria are met: 1) a Clery Act crime is reported; 2) the crime occurred in a Clery-reportable location; 3) the perpetrator has not been apprehended; 4) there is a serious or ongoing threat to the Darden Sands UVA community because of this crime.

Safety Advisory decisions for Darden Sands are centrally managed from the Charlottesville campus. The Associate Vice President for Safety and Security and Chief of Police, and/or the Assistant Vice President for Clery Compliance, or their designee(s), are responsible for making a Safety Advisory consideration using the criteria previously listed. Representatives of Darden Sands will contact the Associate Vice President for Safety and Security and Chief of Police, and/or the Assistant Vice President for Clery Compliance, or their designee(s) to determine if a Safety Advisory is warranted. If the Safety Advisory criteria are met, a notice will be drafted using crime-specific templates and issued by the Associate Vice President for Safety and Security and Chief of Police, and/or the Assistant Vice President for Clery Compliance, or their designee, as soon as pertinent information is available. If a Safety Advisory is necessary, a Darden Sands designee will issue the notification via email to their community

population. The Darden Sands community may also share a Safety Advisory via press release, text messages, poster, desktop alert, or social media when appropriate. The University may not use all distribution methods for every Safety Advisory.

The University has a comprehensive system for warning the community about an immediate threat. For information on UVA Alerts issued for immediate threats that are currently occurring, visit uvaemergency.virginia.edu/uva-alerts. Faculty, staff, and students are automatically enrolled to receive email alerts.



EMERGENCY RESPONSE AND EVACUATION POLICY

The University's Office of Fire Safety & Prevention recommends the complete evacuation of most buildings in an alarm situation. Departmental evacuation plans provide detailed information about the evacuation procedures for individual buildings.

Drills, Exercises, And Training

To ensure the University's emergency management plans remain current and actionable, the University of Virginia conducts an emergency management exercise at Darden Sands at least once a year. These exercises may include tabletop drills, emergency operations center exercises or full-scale emergency response exercises. The University conducts after-action reviews of all emergency management exercises and many emergency responses.

In conjunction with at least one emergency management exercise each year, UVA will

remind the Darden Sands community about publicly available information regarding emergency response and evacuation procedures.

Emergency Notification

UVA is committed to ensuring that its community receives timely, accurate and useful information in the event of an emergency or dangerous situation that poses an immediate threat to the health and safety of UVA community members. The University has a multitiered notification system employing various means for communicating information quickly. At Darden Sands, the University's Emergency Notification System (ENS) utilizes: text messaging and email. Traditionally, UVA uses all of these methods of communication in the event an emergency notification is needed.

UVA tests all components of the Darden Sands ENS once each year. When the test is completed, an "all-clear" message is issued. This test will be documented, to include a description of the ENS test, the date and time, and whether it was announced or unannounced.

Members of the UVA community with active UVA email accounts are automatically enrolled to receive main campus email alerts and can add a mobile number to their account to receive emergency text messaging at <https://uvaemergency.virginia.edu/uva-alerts>. At this sign up, members can select the Darden Sands Family campus to receive alerts for this campus.

Visitors interested in receiving Darden Sands Emergency Alerts via text can opt-in by texting "DSFG" to 226-787. This keyword subscription service automatically expires after 365 days. Subscribers can renew their subscription by replying with "START." To unsubscribe, subscribers may text "Leave DSFG" to 226-787.

Message and data rates may apply. Text messages are sent on an as-needed basis. This service is provided per the Terms of Use <https://www.getrave.com/help/Terms.action> and Privacy Policy <https://www.getrave.com/help/Privacy.action>. The University of Virginia does not charge for this service; however, your mobile phone company may charge for text messages. Please refer to your mobile phone's service plan for more information.

Operations Status Board

Sands Family Grounds will display essential information on their [Operations Status Board](https://www.darden.virginia.edu/about/locations/dc/sfg-operations-status-board) available at <https://www.darden.virginia.edu/about/locations/dc/sfg-operations-status-board>.

This site will provide information about temporary changes to Sands Family Grounds academic operations caused by an emergent event or inclement weather.

Confirming The Existence Of A Significant Emergency Or Dangerous Situation And Initiating The Emergency Notification System

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

- Darden Sands Family Grounds: Associate Dean for Washington D.C. Area Initiatives, Assistant Dean of Student Engagement for Professional Degree Programs & Managing Director of Strategic D.C. Initiatives, General Manager, UVA Darden Sands FamilyGrounds and UVA Darden DC Metro Executive Meeting Center, Managing Director, Admissions & Strategic Initiatives Professional Degree Programs, Senior Program Coordinator, Assistant Director of Student Services UVA McIntire, Director of Conference Services, Administrative Coordinator.

Managing Your Emergency Notification System Account

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

STUDENT/EMPLOYEE RESOURCES

Darden Sands Family Grounds:

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

OFFICIAL	UNIVERSITY ADDRESS	PHONE NUMBER
University of Virginia Police	Zehmer Hall, 104 Midmont Ln	434-924-7166 Emergency 911
Vice President and Chief Student Affairs Officer	Rotunda, N.E. Wing	434-924-7984
University Human Resources	2420 Old Ivy Road, P.O. Box 400127, Charlottesville, VA 22903	434-243-3344
Vice President for for Community Engagement and Equal Opportunity	Madison Hall, second level	434-243-2079
Student Affairs	SHW, 550 Brandon Ave	434-924-7133
Title IX Coordinator	O'Neil Hall, 445 Rugby Rd, Suite C023	434-297-7988
Office for Equal Opportunity and Civil Rights	P.O. Box 400144, 2420 Old Ivy Road, Suite 121	434-924-3200
Just Report It	justreportit.virginia.edu	

Students and employees are urged to seek immediate emotional support after any incident of Prohibited Conduct. Confidential counselors can provide trauma-informed support and offer information about reporting options. There are a number of local and national resource agencies that provide support and assistance to victims of sexual misconduct. These agencies are not subject to the University's reporting policy. They will not disclose identifiable information to the University's Title IX Coordinator. The chart below identifies several of these agencies in the Darden Sands area:

COMMUNITY CONFIDENTIAL RESOURCES		
Arlington:		
Doorways for Women and Families	703-504-9400	24-hour Hotline: 703-237-0881
Statewide:		
Family Violence and Sexual Assault Virginia Hotline		24-hour Hotline: 800-838-8238

NATIONAL RESOURCES	PHONE NUMBER
Rape, Abuse & Incest National Network (RAINN) Online Hotline	https://rainn.org/help-and-healing/hotline/
National Sexual Assault Hotline	800-656-4673
National Domestic Violence Hotline	800-799-7233

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

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

For more information on UVA's response to Sexual and Gender-Based Violence, go to the Response to Sexual and Gender-Based Violence section of this report. All University community members are encouraged to report Prohibited Conduct through *Just Report It*, UVA's website for online reporting, or by contacting the Title IX Coordinator or the Deputy Title IX Coordinator.

REPORTING AN INCIDENT	
Police Emergency	911
Arlington County Police Department	703-558-2222
Just Report It https://justreportit.virginia.edu/sexual-and-gender-based-harassment-violence	
<i>Title IX Coordinator</i> O'Neil Hall, 445 Rugby Rd, Suite C023 P.O. Box 400219 Charlottesville, VA 22904 434-297-7988 TitleIXOffice@virginia.edu	

There are several resources that may help students or employees explore and understand their legal rights and options — both both criminal and civil — following an incident of Prohibited Conduct. For more information, go to the Response to Sexual and Gender-Based Violence section of this report.

LEGAL RESOURCES	
Student Legal Services	Newcomb Hall, Room 460 Phone: 434-924-7563
Virginia Legal Aid	www.virginialawhelp.org/
Central Virginia Legal Aid Society	103 East Water Street, Suite 201 & 202 Charlottesville, VA 22902 Phone: 434-296-8851 cvlas.org
Legal Aid Justice Center	1000 Preston Avenue, Suite A Charlottesville, VA 22903 Phone: 434-977-0553 www.justice4all.org

Your Rights As A Crime Victim

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

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

RESOURCES AND CONTACTS

University Police Division Victim/Witness Representative

Sergeant Benjamin Rexrode

434-924-7166

Arlington Victim/Witness Program

703-228-4410

Family Violence & Sexual Assault Virginia Hotline

800-838-8238



UNIVERSITY OF VIRGINIA: DARDEN SANDS FAMILY GROUNDS

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

Offense	2025						2024						2023					
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				
Murder/ and Non-negligent Manslaughter	–	0	0	0	0	0	–	0	0	0	0	0	–	0	0	0	0	0
Negligent Manslaughter	–	0	0	0	0	0	–	0	0	0	0	0	–	0	0	0	0	0
Rape	–	0	0	0	0	0	–	0	0	0	0	0	–	0	0	0	0	0
Fondling	–	0	0	0	0	0	–	0	0	0	0	0	–	0	0	0	0	0
Incest	–	0	0	0	0	0	–	0	0	0	0	0	–	0	0	0	0	0
Statutory Rape	–	0	0	0	0	0	–	0	0	0	0	0	–	0	0	0	0	0
Robbery	–	0	0	0	0	0	–	0	0	0	0	0	–	0	0	0	0	0
Aggravated Assault	–	0	0	0	0	0	–	0	0	0	0	0	–	0	0	0	0	0
Burglary	–	0	0	0	0	0	–	0	0	0	0	0	–	0	0	0	0	0
Motor Vehicle Theft	–	0	0	0	0	0	–	0	0	0	0	0	–	0	0	0	0	0
Arson	–	0	0	0	0	0	–	0	0	0	0	0	–	0	0	0	0	0

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

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

UNIVERSITY OF VIRGINIA: DARDEN SANDS FAMILY GROUNDS

Offense	2025						2024						2023					
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				

Arrests: -----

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

Referred for Disciplinary Action-----

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

Stop Campus Hazing Act -----

Hazing	–	0	0	0	0	0	–	–	–	–	–	–	–	–	–	–	–	–
--------	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

2025 — No Hate Crimes

2024 — No Hate Crimes

2023 — No Hate Crimes

UNIVERSITY OF VIRGINIA: MOUNTAIN LAKE BIOLOGICAL STATION

POLICE AND SECURITY

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

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

Giles County Sheriff's Office

1 Taylor Ave Suite #3, Pearisburg, VA 24134

540-921-3842

SECURITY OF AND ACCESS TO CAMPUS FACILITIES AND SPECIAL CONSIDERATION FOR RESIDENCE HALL ACCESS

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

CRIME PREVENTION AND SECURITY AWARENESS PROGRAMS AND RESOURCES

Educational seminars are virtually available to both students and staff. While UVA provides most programs at the request of the individual or organization, there are certain programs scheduled in advance by the University Police Division (UPD) that are open to the community. The objective is to promote security and crime prevention awareness among all students, faculty and staff.

Training seminars are available on various safety and security topics, including general safety/security, alcohol/drug awareness, hazing, and sexual assault awareness classes.

For more information on these seminars, contact UPD's Community Engagement Unit Sgt. Beckett Thelen.

Sergeant Beckett Thelen

434-924-7166

upd_ceu@virginia.edu

Active Attacker Training And Response Video

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

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

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

and open to all students and faculty and to staff in the Academic and Medical Division.

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

Sergeant Benjamin Rexrode

434-924-7166

br7u@virginia.edu

TIMELY WARNING PROCESS

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

The Associate Vice President for Safety and Security and Chief of Police, the Assistant Vice President for Clery Compliance, and designated University officials will issue a Safety Advisory whenever the following criteria are met: 1) a *Clery Act* crime is reported; 2) the crime occurred in a Clery-reportable location; 3) the perpetrator has not been apprehended; 4) there is a serious or ongoing threat to the Mountain Lake community because of this crime.

Safety Advisory decisions and communications for Mountain Lake are centrally managed from the Charlottesville campus. The Associate Vice President for Safety and Security and Chief of

Police, and/or the Assistant Vice President for Clery Compliance, or their designee(s), are responsible for making a Safety Advisory consideration using the criteria previously listed. Representatives of Mountain Lake will contact the Associate Vice President for Safety and Security and Chief of Police, and/or the Assistant Vice President for Clery Compliance, or their designee(s) to determine if a Safety Advisory is warranted. If a Safety Advisory is necessary, a Mountain Lake designee will issue the notification via email to their community population. The Mountain Lake community may also share a Safety Advisory via press release, text messages, poster, the MLBS GroupMe, or social media when appropriate. The University may not use all distribution methods for every Safety Advisory.

EMERGENCY RESPONSE AND EVACUATION POLICY

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

MLBS staff use radios to facilitate communication and if ever needed, a landline is located in Ruth Patrick Hall rm. 102 (Main Office).

Drills, Exercises, And Training

To ensure the University's emergency management plans remain current and actionable, the University of Virginia conducts an emergency management exercise at Mountain Lake at least once a year. These exercises may include tabletop drills, emergency operations center exercises or full-scale emergency response exercises. The University conducts after-action reviews of all emergency management exercises.

Emergency Notification

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

MLBS community members are also invited to join the "MLBS Alerts" GroupMe messaging application with their MLBS reservation confirmations. QR codes are posted around MLBS for visitors and other community members on site to join as communications including

emergencies and important time sensitive messages are shared via GroupMe.

Confirming The Existence Of A Significant Emergency Or Dangerous Situation And Initiating The Emergency Notification System

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

- Mountain Lake Director, Associate Director, or Station Manager



STUDENT/EMPLOYEE RESOURCES

Mountain Lake Biological Station Campus:

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

OFFICIAL	UNIVERSITY ADDRESS	PHONE NUMBER
University of Virginia Police	Zehmer Hall, 104 Midmont Ln	434-924-7166 Emergency 911
Vice President and Chief Student Affairs Officer	Rotunda, N.E. Wing	434-924-7984
University Human Resources	2420 Old Ivy Road, P.O. Box 400127, Charlottesville, VA 22903	434-243-3344
Vice President for for Community Engagement and Equal Opportunity	Madison Hall, second level	434-243-2079
Student Affairs	SHW, 550 Brandon Ave	434-924-7133
Title IX Coordinator	O'Neil Hall, 445 Rugby Rd, Suite C023	434-297-7988
Office for Equal Opportunity and Civil Rights	P.O. Box 400144, 2420 Old Ivy Road, Suite 121	434-924-3200
Just Report It	justreportit.virginia.edu	

Students and employees are urged to seek immediate emotional support after any incident of Prohibited Conduct. Confidential counselors can provide trauma-informed support and offer information about reporting options. There are a number of local and national resource agencies that provide support and assistance to victims of sexual misconduct. These agencies are not subject to the University's reporting policy. They will not disclose identifiable information to the University's Title IX Coordinator. The chart below identifies several of these agencies in the Mountain Lake area:

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

NATIONAL RESOURCES	PHONE NUMBER
Rape, Abuse & Incest National Network (RAINN) Online Hotline	https://rainn.org/help-and-healing/hotline/
National Sexual Assault Hotline	800-656-4673
National Domestic Violence Hotline	800-799-7233

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

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

For more information on UVA's response to Sexual and Gender-Based Violence, please see the Response to Sexual and Gender-Based Violence section of this report. All University community members are encouraged to report Prohibited Conduct through *Just Report It*, UVA's website for online reporting, or by contacting the Title IX Coordinator or the Deputy Title IX Coordinator.

REPORTING AN INCIDENT	
Police Emergency	911
Giles County Sheriff's Office	540-921-3842
Just Report It https://justreportit.virginia.edu/sexual-and-gender-based-harassment-violence	
<i>Title IX Coordinator</i> O'Neil Hall, 445 Rugby Rd, Suite C023 P.O. Box 400219 Charlottesville, VA 22904 434-297-7988 TitleIXOffice@virginia.edu	

There are several resources that may help students or employees explore and understand their legal rights and options — both both criminal and civil — following an incident of Prohibited Conduct. For more information, go to the Response to Sexual and Gender-Based Violence section of this report.

LEGAL RESOURCES	
Student Legal Services	Newcomb Hall, Room 460 Phone: 434-924-7563
Virginia Legal Aid	www.virginialawhelp.org/
Central Virginia Legal Aid Society	103 East Water Street, Suite 201 & 202 Charlottesville, VA 22902 Phone: 434-296-8851 cvlas.org
Legal Aid Justice Center	1000 Preston Avenue, Suite A Charlottesville, VA 22903 Phone: 434-977-0553 www.justice4all.org

Your Rights As A Crime Victim

As the victim of or witness to a crime, you have rights under Virginia's Crime Victim and Witness Rights Act. Among other rights, you have the right to request information on protective orders, information on obtaining warrants and information on the criminal justice process. You have the right to be notified of changes in court dates, significant case developments, the defendant's custody status and bond conditions, and the opportunity to prepare a Victim Impact Statement. You have a right to receive assistance with obtaining a protective order, referrals to local resources and receiving intercession services with your employer.

A summary of the Virginia Crime Victim and Witness Rights Act can be found at dcjs.virginia.gov/sites/dcjs.virginia.gov/files/publications/victims/victims-witness-rights-act-brochure-english.pdf.

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

RESOURCES AND CONTACTS

University Police Division Victim/Witness Representative

Sergeant Benjamin Rexrode

434-924-7166

Giles County Victim/Witness Program

540-921-2553

Family Violence & Sexual Assault Virginia Hotline

800-838-8238

UNIVERSITY OF VIRGINIA: MOUNTAIN LAKE BIOLOGICAL STATION

Note: MLBS does not have non-campus property.

Offense	2025						2024						2023					
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				
Murder and Non-negligent Manslaughter	0	0	–	0	0	0	0	0	–	0	0	0	0	0	–	0	0	0
Manslaughter by Negligence	0	0	–	0	0	0	0	0	–	0	0	0	0	0	–	0	0	0
Rape	0	0	–	0	0	0	0	0	–	0	0	0	0	0	–	0	0	0
Fondling	0	0	–	0	0	0	0	0	–	0	0	0	0	0	–	0	0	0
Incest	0	0	–	0	0	0	0	0	–	0	0	0	0	0	–	0	0	0
Statutory Rape	0	0	–	0	0	0	0	0	–	0	0	0	0	0	–	0	0	0
Robbery	0	0	–	0	0	0	0	0	–	0	0	0	0	0	–	0	0	0
Aggravated Assault	0	0	–	0	0	0	0	0	–	0	0	0	0	0	–	0	0	0
Burglary	0	0	–	0	0	0	0	0	–	0	0	0	0	1	–	0	1	0
Motor Vehicle Theft	0	0	–	0	0	0	0	0	–	0	0	0	0	0	–	0	0	0
Arson	0	0	–	0	0	0	0	0	–	0	0	0	0	0	–	0	0	0

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

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

UNIVERSITY OF VIRGINIA: MOUNTAIN LAKE BIOLOGICAL STATION

Offense	2025						2024						2023					
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				

Arrests: -----

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

Referred for Disciplinary Action: -----

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

Stop Campus Hazing Act-----

Hazing	0	0	–	0	0	0	–	–	–	–	–	–	–	–	–	–	–	–
--------	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

2025 — No Hate Crimes

2024 — No Hate Crimes

2023 — No Hate Crimes

POLICE AND SECURITY

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

American Security Group

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

Office Phone: 804-355-2000

24/7 Dispatch Phone: 804-967-9400

Henrico County Police

7721 E. Parham Rd., Henrico, VA 23294

804-501-5000

SECURITY OF AND ACCESS TO CAMPUS FACILITIES

During times of normal operation, the administrative building at the Richmond Center is open from 8:30 a.m. – 5:00 p.m. Monday through Friday and 8:30 a.m. – 6:00 p.m. on Saturday if scheduled. The building is open at other times by appointment. Classes are held in the administrative building from 9:00 a.m. through 10:00 p.m. The building has exterior electronic access doors. Staff can access the secured building after hours with swipe keys. Students and faculty can access the secured building after hours by appointment only.

CRIME PREVENTION AND SECURITY AWARENESS PROGRAMS AND RESOURCES

Educational seminars are available to both students and staff. While UVA provides most programs at the request of the individual or organization, there are certain programs scheduled in advance by the University Police Division (UPD) that are open to the community. The objective is to promote security and crime prevention awareness among all students, faculty and staff. Seminars are available on the following safety and security topics:

General Safety/security

- Safety tips to reduce the risk of larcenies of personal property
- Safety while in a vehicle
- Safety while walking/jogging
- Transportation information as an alternative to walking alone
- Securing doors and desks when space (office/classrooms) is unoccupied
- Reporting suspicious people/circumstances
- Being observant

Alcohol/drug Awareness

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

Sexual Assault Awareness

- Personal safety tips to reduce the risk of becoming a victim of sexual assault
- Resources if someone is a victim of a sexual assault

- Resources if someone has a friend who is a victim
- Support system within the University and local community explained
- Court process if criminal charges filed

Self- Defense Instruction

University Police conduct classes for any group of individuals interested in learning basic self-defense that includes practicing escape techniques, physical attacks, learning about personal awareness, and risk avoidance, contact. These one to two-hour basic self-defense classes empower individuals to escape a threat if confronted (hands on).

For more information on these seminars, contact UPD's Community Engagement Unit Sgt. Beckett Thelen.

Sergeant Beckett Thelen

434-924-7166

upd_ceu@virginia.edu



ACTIVE ATTACKER TRAINING AND RESPONSE VIDEO

Run-Hide-Fight is a national model that has been adopted throughout Grounds in both the academic division and UVA Health. Thinking about what you would do in an active-attacker situation is one of the most effective things you can do to enhance your safety. A brief Department of Safety and Security training video is available that discusses Run-Hide-Fight

tactics, the UVA Alerts emergency notification process, and the importance of reporting concerning warning behaviors that can precede a violent attack.

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

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

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

Sergeant Benjamin Rexrode

434-924-7166

br7u@virginia.edu

TIMELY WARNING PROCESS

The Richmond Center, School of Nursing campus is in a shared location with Virginia Tech (VT). To provide timely notice to the Richmond Center UVA community in the event of a *Clery Act* crime that may pose a serious or ongoing threat to members of the community, the Associate Vice President for Safety and Security and Chief of Police, Assistant Vice President for Clery Compliance and designated University officials may issue a "Safety Advisory" (timely warning) for the following crimes: arson, aggravated assault, criminal homicide, robbery,

burglary, rape, fondling, incest, statutory rape, and hate crimes. Safety Advisories also may be issued for other *Clery Act* crimes as deemed necessary. The purpose of a Safety Advisory is to notify the UVA community of the incident and to provide information that may enable community members to better protect themselves from similar incidents.

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

Safety Advisory decisions for Richmond Center are centrally managed from the Charlottesville campus. The Associate Vice President for Safety and Security and Chief of Police, and/or the Assistant Vice President for Clery Compliance, or their designee(s), are responsible for making a Safety Advisory consideration using the criteria previously listed. Representatives of Richmond Center will contact the Associate Vice President for Safety and Security and Chief of Police, and/or the Assistant Vice President for Clery Compliance, or their designee(s) to determine if a Safety Advisory is warranted. If the Safety Advisory criteria are met, a notice will be drafted using crime-specific templates and issued by the Associate Vice President for Safety and Security and Chief of Police, and/or the Assistant Vice President for Clery Compliance, or their designee, as soon as pertinent information is available. If a Safety Advisory is necessary, a Richmond Center designee will issue the notification via email to their community population. The Richmond Center community may also share a Safety Advisory via press release, text messages, poster, desktop alert, or social media when appropriate. The University may not use all distribution methods for every Safety Advisory.

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

EMERGENCY RESPONSE AND EVACUATION POLICY

The University's Office of Fire Safety & Prevention recommends the complete evacuation of most buildings in an alarm situation. Departmental evacuation plans provide detailed information about the evacuation procedures for individual buildings. Building evacuation locations are located at uvaemergency.virginia.edu/building-evacuation-locations.

Drills, Exercises, And Training

To ensure the University's emergency management plans remain current and actionable, the University of Virginia in collaboration with Virginia Tech, conducts an emergency management exercise at Richmond Center at least once a year. These exercises may include tabletop drills, emergency operations center exercises or full-scale emergency response exercises. The University conducts after-action reviews of all emergency management exercises and many emergency responses.

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

Emergency Notification

UVA is committed to ensuring that its community receives timely, accurate and useful information in the event of an emergency or dangerous situation that poses an immediate threat to the health and safety of UVA community members. The University has a multitiered notification system employing various means for communicating information quickly. At Richmond Center the University's Emergency Notification System (ENS) utilizes: text messaging and email. Traditionally, UVA uses all of these methods of communication in the event an emergency notification is needed.

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

Members of the UVA community with active UVA email accounts are automatically enrolled to receive main campus email alerts and can add a mobile number to their account to receive emergency text messaging at <https://uvaemergency.virginia.edu/uva-alerts>. At this sign up, members can select the Richmond Center campus to receive alerts for this site.

Message and data rates may apply. Text messages are sent on an as-needed basis. This service is provided per the Terms of Use <https://www.getrave.com/help/Terms.action> and Privacy Policy <https://www.getrave.com/help/Privacy.action>. The

University of Virginia does not charge for this service; however, your mobile phone company may charge for text messages. Please refer to your mobile phone's service plan for more information.



Confirming The Existence Of A Significant Emergency Or Dangerous Situation And Initiating The Emergency Notification System

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

- On-Site Virginia Tech staff

Managing Your Emergency Notification System Account

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



STUDENT/EMPLOYEE RESOURCES

Richmond Center:

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

OFFICIAL	UNIVERSITY ADDRESS	PHONE NUMBER
University of Virginia Police	Zehmer Hall, 104 Midmont Ln	434-924-7166 Emergency 911
Vice President and Chief Student Affairs Officer	Rotunda, N.E. Wing	434-924-7984
University Human Resources	2420 Old Ivy Road, P.O. Box 400127, Charlottesville, VA 22903	434-243-3344
Vice President for for Community Engagement and Equal Opportunity	Madison Hall, second level	434-243-2079
Student Affairs	SHW, 550 Brandon Ave	434-924-7133
Title IX Coordinator	O'Neil Hall, 445 Rugby Rd, Suite C023	434-297-7988
Office for Equal Opportunity and Civil Rights	P.O. Box 400144, 2420 Old Ivy Road, Suite 121	434-924-3200
Just Report It	justreportit.virginia.edu	

Students and employees are urged to seek immediate emotional support after any incident of Prohibited Conduct. Confidential counselors can provide trauma-informed support and offer information about reporting options. There are a number of local and national resource agencies that provide support and assistance to victims of sexual misconduct. These agencies are not subject to the University's reporting policy. They will not disclose identifiable information to the University's Title IX Coordinator. The chart below identifies several of these agencies in the Richmond area:

COMMUNITY CONFIDENTIAL RESOURCES		
Richmond:		
Safe Harbor	804-249-9470	24-hour Helpline: 804-500-2755
YWCA Richmond	804-643-6761	24-hour Hotline: 804-612-6126
Statewide:		
Family Violence and Sexual Assault Virginia Hotline		24-hour Hotline: 800-838-8238

NATIONAL RESOURCES	PHONE NUMBER
Rape, Abuse & Incest National Network (RAINN) Online Hotline	https://rainn.org/help-and-healing/hotline/
National Sexual Assault Hotline	800-656-4673
National Domestic Violence Hotline	800-799-7233

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

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

For more information on UVA's response to Sexual and Gender-Based Violence, please go to page of 20 of this report. All University community members are encouraged to report Prohibited Conduct through *Just Report It*, UVA's website for online reporting, or by contacting the Title IX Coordinator or the Deputy Title IX Coordinator.

REPORTING AN INCIDENT	
Police Emergency	911
Henrico County Police Department	804-501-5000
Just Report It https://justreportit.virginia.edu/sexual-and-gender-based-harassment-violence <i>Title IX Coordinator</i> O'Neil Hall, 445 Rugby Rd, Suite C023 P.O. Box 400219 Charlottesville, VA 22904 434-297-7988 TitleIXOffice@virginia.edu	

There are several resources that may help students or employees explore and understand their legal rights and options — both both criminal and civil — following an incident of Prohibited Conduct. For more information, go to the Response to Sexual and Gender-Based Violence section of this report.

LEGAL RESOURCES	
Student Legal Services	Newcomb Hall, Room 460 Phone: 434-924-7563
Virginia Legal Aid	www.virginialawhelp.org/
Central Virginia Legal Aid Society	103 East Water Street, Suite 201 & 202 Charlottesville, VA 22902 Phone: 434-296-8851 cvlas.org
Legal Aid Justice Center	1000 Preston Avenue, Suite A Charlottesville, VA 22903 Phone: 434-977-0553 www.justice4all.org

Your Rights As A Crime Victim

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

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

RESOURCES AND CONTACTS

University Police Division Victim/Witness Representative

Sergeant Benjamin Rexrode

434-924-7166

Henrico County Victim/Witness Assistance Program

804-501-4218

Family Violence & Sexual Assault Virginia Hotline

800-838-8238



UNIVERSITY OF VIRGINIA: RICHMOND CENTER: School of Nursing

Note: The UVA Richmond Center location does not have residential housing facilities or non-campus property.

Offense	2025						2024						2023					
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				
Murder/ and Non-negligent Manslaughter	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Negligent Manslaughter	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Rape	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Fondling	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Incest	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Statutory Rape	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Robbery	–	1	–	0	1	0	–	0	–	0	0	0	–	0	–	0	0	0
Aggravated Assault	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Burglary	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Motor Vehicle Theft	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Arson	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0

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

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

UNIVERSITY OF VIRGINIA: RICHMOND CENTER: School of Nursing

Offense	2025						2024						2023					
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				

Arrests: -----

Liquor Law Violations	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Drug Abuse Violation	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Illegal Weapons Possession	–	0	–	0	0	0	–	0	–	0	0	0	–	1	–	0	1	0

Referred for Disciplinary Action-----

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

Stop Campus Hazing Act-----

Hazing	–	0	–	0	0	0	–	–	–	–	–	–	–	–	–	–	–	–
--------	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

2025 — No Hate Crimes

2024 — No Hate Crimes

2023 — No Hate Crimes

UNIVERSITY OF VIRGINIA: INOVA FAIRFAX CAMPUS

Note: The UVA–Inova site was established at the Inova Fairfax Medical Campus in Fairfax, Virginia in 2021. Across the street and expanding the UVA-Inova footprint, the UVA|Northern Virginia site, located in the Inova Center for Personalized Health (ICPH) complex, opened in February 2025.

POLICE AND SECURITY

The UVA–Inova Fairfax site does not have a written Memorandum of Understanding (MOU) or any other type of written agreement with law enforcement agencies for the investigations of alleged criminal offenses. There is a private security agency, Allied Security, at the Inova Fairfax Medical Campus and ICPH location at all times. The security company is hired by the Inova Fairfax Medical Campus and is under their direct supervision. The security personnel do not have the authority to make arrests. All individuals are encouraged to report crimes or emergencies to the Security Department. Inova Fairfax Medical Campus security officers are available by calling the Security Control Center at 703-776-3180 for routine service, or for emergency or critical incidents, by calling the center at 703-776-4911 (emergency). For Allied Security at ICPH, call 571-472-3115.

Criminal incidents are reported to the Fairfax County Police. **Fairfax County Police is available by calling 911 for emergencies or 703-691-2131.**

SECURITY OF AND ACCESS TO CAMPUS FACILITIES

The Inova Fairfax Medical Campus is open and accessible to patients, staff, physicians, students, contractors, and visitors. Certain entrances are controlled by swipe ID card or by means of a video intercom system controlled by security. Interior spaces are controlled with a combination of keys, cipher locks, swipe access cards, or the video intercom system. Access to designated staff, physician, student and contractor parking areas are controlled by the issued swipe ID cards.

Allied Security- Inova Medical Campus Security

Original Building, Second Floor, Inova Fairfax Medical Campus
3300 Gallows Road, Fairfax, VA 22042
703-776-3180
703-776-4911 (emergency)

Allied Security - ICPH Security

8095 Innovation Park Drive
571-472-3115 (24/7)

Fairfax County Police

12099 Government Center Pkwy, Fairfax, VA 22035
703-691-2131



UVA|Northern Virginia at the ICPH complex (8095 Innovation Park Drive) is accessible to students Monday to Friday from 7:00 a.m.– 8:00 p.m and Saturday to Sunday from 8:00 a.m. – 5:00 p.m.

Business hours are 9:00 a.m.– 4:00 p.m Monday to Thursday and 9:00 a.m. – 3:00 p.m on Friday. The campus is open during additional hours when there is programming.

Entrances are controlled by swipe ID card or by means of a video intercom system controlled by security. Interior spaces are controlled with a combination of swipe access cards, keys, cipher locks, or the video intercom system.



The UVA–Inova Fairfax Campus also has the following security features: panic alarm systems, security cameras, security officer patrols, emergency call boxes (24-hour boxes on campus grounds), and vehicle patrols conducted by security personnel.

Security Considerations Used In The Maintenance Of Campus Facilities

The Inova Fairfax Medical Campus employs The Safety Management Program, which is designed

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

CRIME PREVENTION AND SECURITY AWARENESS PROGRAMS AND RESOURCES

The Inova Fairfax Medical Campus provides education in safety and security concerns at the beginning of each school year for new students and new employees. The objective is to promote security and crime prevention awareness among

all students, faculty and staff. Additional training can be arranged by contacting the Security Director at 703-776-3557.

Educational seminars are also available to UVA students, faculty, and staff. While UVA provides most programs at the request of the individual or organization, there are certain programs scheduled in advance by the University Police Division (UPD) that are open to the UVA-Inova Fairfax Campus community. Seminars are available on the following safety and security topics:

General Safety/security

- Safety tips to reduce the risk of larcenies of personal property
- Safety while in a vehicle
- Safety while walking/jogging
- Transportation information as an alternative to walking alone
- Securing doors and desks when space (office/classroom) is unoccupied
- Reporting suspicious people/circumstances
- Being observant

Metro Safety

- When waiting for a train, stand near other passengers. Do not stand on the platform's granite edge.
- Promptly leave platform after exiting the train.
- Beware of loud arguments or commotions that may be staged to distract while your pocket is being picked.
- Keep valuables secured and out of sight.
- Hold bags tightly. Avoid wrapping purse straps around the hand and wrist.
- If your pocket is being picked, yell out immediately. Don't be afraid to shout.

Alcohol/drug Awareness

- Law explained for underage possession, drunk in public and fake ID

- Date-rape drugs and their effects
- Marijuana/cocaine/Adderall usage and consequences

Sexual Assault Awareness

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



DAILY CRIME LOG

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

TIMELY WARNING PROCESS

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

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

dispatchers and/or media relations distribute the message.

EMERGENCY RESPONSE AND EVACUATION POLICY

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

Confirming The Existence Of A Significant Emergency Or Dangerous Situation And Initiating The Emergency Notification System

In the event of an impending or actual emergency, an email, text alert, and/or page will be activated. Typically, the following individual(s) generate the messages for these systems: Inova Director of Public Safety and Emergency Management, Allied Security Director, Allied Security Manager, Inova Emergency Management Coordinator, Media Relations Manager on-call, any senior director or higher position, or telecommunications manager, while Inova's security control center dispatchers and/or media relations distribute the message.

Emergency Notification

The emergency alert system is tested once per shift, per quarter, per building during campus wide fire drills, and quarterly or semi-annually for other emergency plan activations (may be announced or unannounced). The Inova Fairfax Medical Campus and ICPH complex has a comprehensive system for warning the community about an immediate threat. For information on Inova's text message alert system that will notify students, faculty, and staff immediately about campus emergencies, visit <https://www.inova.org/for-employees/text-alert-system>.

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

STUDENT/EMPLOYEE RESOURCES

UVA-Inova Fairfax Campus:

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

OFFICIAL	UNIVERSITY ADDRESS	PHONE NUMBER
University of Virginia Police	Zehmer Hall, 104 Midmont Ln	434-924-7166 Emergency 911
Vice President and Chief Student Affairs Officer	Rotunda, N.E. Wing	434-924-7984
University Human Resources	2420 Old Ivy Road, P.O. Box 400127, Charlottesville, VA 22903	434-243-3344
Vice President for Community Engagement and Equal Opportunity	Madison Hall, second level	434-243-2079
Student Affairs	SHW, 550 Brandon Ave	434-924-7133
Title IX Coordinator	O'Neil Hall, 445 Rugby Rd, Suite C023	434-297-7988
Office for Equal Opportunity and Civil Rights	P.O. Box 400144, 2420 Old Ivy Road, Suite 121	434-924-3200
Just Report It	justreportit.virginia.edu	

Students and employees are urged to seek immediate emotional support after any incident of Prohibited Conduct. Confidential counselors can provide trauma-informed support and offer information about reporting options. There are a number of local and national resource agencies that provide support and assistance to victims of sexual misconduct. These agencies are not subject to the University's reporting policy. They will not disclose identifiable information to the University's Title IX Coordinator. The chart below identifies several of these agencies in the Inova area:

COMMUNITY CONFIDENTIAL RESOURCES		
Fairfax:		
Fairfax County Domestic & Sexual Violence Services	703-324-5730	24-hour Hotline: 703-360-7273
Statewide:		
Family Violence and Sexual Assault Virginia Hotline		24-hour Hotline: 800-838-8238

NATIONAL RESOURCES	PHONE NUMBER
Rape, Abuse & Incest National Network (RAINN) Online Hotline	https://rainn.org/help-and-healing/hotline/
National Sexual Assault Hotline	800-656-4673
National Domestic Violence Hotline	800-799-7233

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

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

For more information on UVA's response to Sexual and Gender-Based Violence, please go to page of 20 of this report. All University community members are encouraged to report Prohibited Conduct through *Just Report It*, UVA's website for online reporting, or by contacting the Title IX Coordinator or the Deputy Title IX Coordinator.

REPORTING AN INCIDENT	
Police Emergency	911
Fairfax County Police Department	703-691-2131
Just Report It https://justreportit.virginia.edu/sexual-and-gender-based-harassment-violence	
<i>Title IX Coordinator</i> O'Neil Hall, 445 Rugby Rd, Suite C023 P.O. Box 400219 Charlottesville, VA 22904 434-297-7988 TitleXOffice@virginia.edu	

There are several resources that may help students or employees explore and understand their legal rights and options — both both criminal and civil — following an incident of Prohibited Conduct. Please see UVA's Response to Sexual and Gender-Based Violence section.

LEGAL RESOURCES	
Student Legal Services	Newcomb Hall, Room 460 Phone: 434-924-7563
Virginia Legal Aid	www.virginialawhelp.org/
Central Virginia Legal Aid Society	103 East Water Street, Suite 201 & 202 Charlottesville, VA 22902 Phone: 434-296-8851 cvlas.org
Legal Aid Justice Center	1000 Preston Avenue, Suite A Charlottesville, VA 22903 Phone: 434-977-0553 www.justice4all.org

Rights As A Crime Victim

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

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

RESOURCES AND CONTACTS

University Police Division Victim/Witness Representative

Sergeant Benjamin Rexrode

434-924-7166

Fairfax County Domestic & Sexual Violence Services

703-324-5730

Family Violence & Sexual Assault Virginia Hotline

800-838-8238

UNIVERSITY OF VIRGINIA: INOVA FAIRFAX CAMPUS

Note: The UVA–Inova location does not have residential housing facilities or non-campus property.

Offense	2025						2024						2023					
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				
Murder/ and Non-negligent Manslaughter	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Negligent Manslaughter	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Rape	–	3	–	0	3	0	–	2	–	0	2	0	–	4	–	0	4	0
Fondling	–	3	–	0	3	0	–	6	–	0	6	0	–	7	–	0	7	0
Incest	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Statutory Rape	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Robbery	–	0	–	0	0	0	–	0	–	0	0	0	–	2	–	0	2	0
Aggravated Assault	–	3	–	0	3	0	–	7	–	0	7	0	–	8	–	0	8	0
Burglary	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Motor Vehicle Theft	–	2	–	0	2	0	–	1	–	0	1	0	–	2	–	0	2	0
Arson	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0

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

Dating Violence	–	2	–	0	2	0	–	3	–	0	3	0	–	4	–	0	4	0
Domestic Violence	–	7	–	0	7	0	–	0	–	0	0	0	–	3	–	0	3	0
Stalking	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0

UNIVERSITY OF VIRGINIA: INOVA FAIRFAX CAMPUS

Offense	2025						2024						2023					
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				

Arrests: -----

Liquor Law Violations	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Drug Abuse Violation	–	4	–	0	4	0	–	2	–	0	2	0	–	5	–	0	5	0
Illegal Weapons Possession	–	0	–	0	0	0	–	2	–	0	2	0	–	4	–	0	4	0

Referred for Disciplinary Action-----

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

Stop Campus Hazing Act-----

Hazing	–	0	–	0	0	0	–	–	–	–	–	–	–	–	–	–	–	–
--------	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

2025 — No Hate Crimes

2024 — No Hate Crimes

2023 — One hate crime:

1) simple assault based on race — on-campus

POLICE AND SECURITY

The Morven Sustainability Lab (Morven) does not have a written Memorandum of Understanding (MOU) or any other type of written agreement with any law enforcement agencies for the investigation of alleged criminal offenses. UVA Foundation gatehouse staff are on site Monday-Friday between the hours of 6:30AM-10:30PM, with extended hours for programming and events scheduled after 6:30PM. The gatehouse staff do not have the authority to make arrests. It is encouraged to report all crimes in an accurate and timely manner to the appropriate police agencies.

The Albemarle County Police Department is available by calling 911 for emergencies or 434-977-9041.

Albemarle County Police Department

1600 5th Street, Charlottesville VA 22902

434-977-9041

SECURITY OF AND ACCESS TO CAMPUS FACILITIES AND SPECIAL CONSIDERATION FOR RESIDENCE HALL ACCESS

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

CRIME PREVENTION AND SECURITY AWARENESS PROGRAMS AND RESOURCES

Educational seminars are available to both students and staff. While UVA provides most

programs at the request of the individual or organization, there are certain programs scheduled in advance by the University Police Division (UPD) that are open to the Morven community. The objective is to promote security and crime prevention awareness among all students, faculty and staff. Seminars are

available on the following safety and security topics:

General Safety/security

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

Alcohol/drug Awareness

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

Sexual Assault Awareness

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

For more information on these seminars, contact UPD's Community Engagement Unit Sgt. Beckett Thelen.

Sergeant Beckett Thelen

434-924-7166

upd_ceu@virginia.edu

Active Attacker Training And Response Video

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

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

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

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

Sergeant Benjamin Rexrode

434-924-7166

br7u@virginia.edu

TIMELY WARNING PROCESS

To provide timely notice to the Morven community in the event of a Clery Act crime that may pose a serious or ongoing threat to members of the community, the Associate Vice President for Safety and Security and Chief of Police, Assistant Vice President for Clery Compliance and designated University officials may issue a "Safety Advisory" (timely warning) for the following crimes: arson, aggravated assault, criminal homicide, robbery, burglary, rape, fondling, incest, statutory rape, and hate crimes. Safety Advisories also may be issued for other Clery Act crimes as deemed necessary. The purpose of a Safety Advisory is to notify the UVA community of the incident and to provide information that may enable community members to better protect themselves from similar incidents. The Associate Vice President for Safety and Security and Chief of Police, the Assistant Vice President for Clery Compliance, and designated University officials will issue a Safety Advisory whenever the following criteria are met: 1) a Clery Act crime is reported; 2) the crime occurred in a Clery-reportable location; 3) the perpetrator has not been apprehended; 4) there is a serious or ongoing threat to the Morven community because of this crime.

Safety Advisory decisions and communications for Morven are centrally managed from the Charlottesville campus. The Associate Vice President for Safety and Security and Chief of Police, and/or the Assistant Vice President for Clery Compliance, or their designee(s), are responsible for making a Safety Advisory consideration using the criteria previously listed. Representatives of Morven will contact the Associate Vice President for Safety and Security and Chief of Police, and/or the Assistant Vice President for Clery Compliance, or their designee(s) to determine if a Safety Advisory is warranted. If a Safety Advisory is necessary, a Morven designee will issue the notification via email to their community population. The Morven community may also share a Safety Advisory via press release, text messages, poster, desktop

alert, or social media when appropriate. The University may not use all distribution methods for every Safety Advisory.

EMERGENCY RESPONSE AND EVACUATION POLICY

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

Drills, Exercises, And Training

To ensure the University's emergency management plans remain current and actionable, the University of Virginia conducts an emergency management exercise at Morven at least once a year. These exercises may include tabletop drills, emergency operations center exercises or full-scale emergency response exercises. The University conducts after-action reviews of all emergency management exercises.

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

Emergency Notification

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

UVA tests all components of the Morven ENS once each year. When the test is completed, an "all-clear" message is issued. This test will be documented, to include a description of the ENS test, the date and time, and whether it was announced or unannounced.

Members of the Morven community with active UVA email accounts are highly encouraged to enroll to receive email alerts and can add a mobile number to their account to receive emergency text messaging at <https://uvaemergency.virginia.edu/uva-alerts>. We

encourage all community members to sign up for text messaging.

Visitors interested in receiving Morven Emergency Alerts via text can opt-in by texting "Morven" to 226-787. This keyword subscription service automatically expires after 365 days. Subscribers can renew their subscription by replying with "START." To unsubscribe, subscribers may text "Leave Morven" to 226-787.

Message and data rates may apply. This service is provided per the Terms of Use <https://www.getrave.com/help/Terms.action> and Privacy Policy <https://www.getrave.com/help/Privacy.action>. The University of Virginia does not charge for this service; however, your mobile phone company may charge for text messages. Please refer to your mobile phone's service plan for more information.

Confirming The Existence Of A Significant Emergency Or Dangerous Situation And Initiating The Emergency Notification System

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

- Morven: Faculty Director, Director of Morven Programs, Operations & Outreach Manager, and Morven Asset Manager

Managing Your Emergency Notification System Account

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

STUDENT/EMPLOYEE RESOURCES

Morven:

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

OFFICIAL	UNIVERSITY ADDRESS	PHONE NUMBER
University of Virginia Police	Zehmer Hall, 104 Midmont Ln	434-924-7166 Emergency 911
Vice President and Chief Student Affairs Officer	Rotunda, N.E. Wing	434-924-7984
University Human Resources	2420 Old Ivy Road, P.O. Box 400127, Charlottesville, VA 22903	434-243-3344
Vice President for Community Engagement and Equal Opportunity	Madison Hall, second level	434-243-2079
Student Affairs	SHW, 550 Brandon Ave	434-924-7133
Title IX Coordinator	O'Neil Hall, 445 Rugby Rd, Suite C023	434-297-7988
Office for Equal Opportunity and Civil Rights	P.O. Box 400144, 2420 Old Ivy Road, Suite 121	434-924-3200
Just Report It	justreportit.virginia.edu	

Students and employees are urged to seek immediate emotional support after any incident of Prohibited Conduct. Confidential counselors can provide trauma-informed support and offer information about reporting options. There are a number of local and national resource agencies that provide support and assistance to victims of sexual misconduct. These agencies are not subject to the University's reporting policy. They will not disclose identifiable information to the University's Title IX Coordinator.

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

NATIONAL RESOURCES	PHONE NUMBER
Rape, Abuse & Incest National Network (RAINN) Online Hotline	https://rainn.org/help-and-healing/hotline/
National Sexual Assault Hotline	800-656-4673
National Domestic Violence Hotline	800-799-7233

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

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

For more information on UVA's response to Sexual and Gender-Based Violence, please go to page of 20 of this report. All University community members are encouraged to report Prohibited Conduct through *Just Report It*, UVA's website for online reporting, or by contacting the Title IX Coordinator or the Deputy Title IX Coordinator.

REPORTING AN INCIDENT	
Police Emergency	911
Albemarle County Police	434-977-9041
Just Report It https://justreportit.virginia.edu/sexual-and-gender-based-harassment-violence	
<i>Title IX Coordinator</i> O'Neil Hall, 445 Rugby Rd, Suite C023 P.O. Box 400219 Charlottesville, VA 22904 434-297-7988 TitleIXOffice@virginia.edu	

There are several resources that may help students or employees explore and understand their legal rights and options — both both criminal and civil — following an incident of Prohibited Conduct. Please see UVA's Response to Sexual and Gender-Based Violence section.

LEGAL RESOURCES	
Student Legal Services	Newcomb Hall, Room 460 Phone: 434-924-7563
Virginia Legal Aid	www.virginialawhelp.org/
Central Virginia Legal Aid Society	103 East Water Street, Suite 201 & 202 Charlottesville, VA 22902 Phone: 434-296-8851 cvlas.org
Legal Aid Justice Center	1000 Preston Avenue, Suite A Charlottesville, VA 22903 Phone: 434-977-0553 www.justice4all.org

Rights As A Crime Victim

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

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

RESOURCES AND CONTACTS

University Police Division Victim/Witness Representative

Sergeant Benjamin Rexrode

434-924-7166

Albemarle County Victim/Witness Program

434-296-5807

Family Violence & Sexual Assault Virginia Hotline

800-838-8238



UNIVERSITY OF VIRGINIA: MORVEN SUSTAINABILITY LAB

Note: The Morven location does not have student residential housing facilities or non-campus property.

Offense	2025						2024						2023					
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				
Murder/ and Non-negligent Manslaughter	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Negligent Manslaughter	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Rape	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Fondling	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Incest	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Statutory Rape	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Robbery	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Aggravated Assault	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Burglary	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Motor Vehicle Theft	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0
Arson	–	0	–	0	0	0	–	0	–	0	0	0	–	0	–	0	0	0

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

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

UNIVERSITY OF VIRGINIA: MORVEN SUSTAINABILITY LAB

Offense	2025						2024						2023					
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				

Arrests: -----

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

Referred for Disciplinary Action-----

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

Stop Campus Hazing Act-----

Hazing	–	0	–	0	0	0	–	–	–	–	–	–	–	–	–	–	–	–
--------	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

2025 — No Hate Crimes

2024 — No Hate Crimes

2023 — No Hate Crimes

Note: The Valmarana Center site was established and operational in June 2026. This separate campus did not exist prior to 2025, therefore crime statistics are not included in this report.

POLICE AND SECURITY

The Mario di Valmarana Center for Studies in Venice and Vicenza (Valmarana Center) in Italy does not have a written Memorandum of Understanding (MOU) or any other type of written agreement with any law enforcement agencies for the investigation of alleged criminal offenses. It is encouraged to report all crimes in an accurate and timely manner to the appropriate police agencies.

The Vicenza Police Department (Questura di Vicenza) is available by calling 112 for emergencies or +0444337511.

Vicenza Police Headquarters

Viale Mazzini n.213 - 36100 Vicenza

+0444337511

SECURITY OF AND ACCESS TO CAMPUS FACILITIES AND SPECIAL CONSIDERATION FOR RESIDENCE HALL ACCESS

The exterior front entrance of the facility is equipped with an electric keypad. Access to the Valmarana Center is by permission only. No buildings at this site are open to the public unless a public event or gathering is taking place.

Special Considerations For Student Residence Access

Exterior doors in the residential building remain locked. Residents of the student residences and their escorted guests, as well as authorized persons, access their assigned spaces by utilizing individual keys.

Students who are locked out of their residence should call the on-site Emergency Coordinator for assistance.

MISSING STUDENT NOTIFICATION PROCEDURES FOR STUDENTS RESIDING IN UNIVERSITY HOUSING

The Higher Education Opportunity Act of 2008 (HEOA) requires the University to establish a missing student notification and related procedures for students living in student housing.

Procedure

Any individual who believes a student living in student housing may be missing should immediately contact the Emergency Coordinator and local authorities (Vicenza Police) by calling 112.

The Emergency Coordinator will notify the International Studies Office (ISO) upon receipt of a missing student report. When receiving such report, ISO will notify the Crisis Management Team.

If, within 24 hours of the report, law enforcement is unable to locate the missing student and the student is not known to have returned or otherwise located, ISO will notify Student Affairs and Student Affairs shall take the following action(s):

- Student Affairs will promptly notify the individual the student has designated as his/her missing person 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, Student Affairs staff also will notify the student's custodial parent or guardian and document the date and time of the notification.
- When the missing student is located, Student Affairs will contact the student to offer any appropriate support, as well the emergency contacts and/or parents to confirm the student has been located.

CRIME PREVENTION AND SECURITY AWARENESS PROGRAMS AND RESOURCES

Educational seminars are available virtually to both students and staff. While UVA provides most programs at the request of the individual or organization, there are certain programs scheduled in advance by the University Police Division (UPD) that are open to the Valmarana Center community. The objective is to promote security and crime prevention awareness among all students, faculty and staff. Seminars are available on the following safety and security topics:

General Safety/security

- Safety tips to reduce the risk of larcenies of personal property
- Safety while in a vehicle
- Safety while walking/jogging
- Transportation information as an alternative to walking alone
- Securing doors and desks when space (office/classroom) is unoccupied
- Reporting suspicious people/circumstances
- Being observant

Alcohol/drug Awareness

- Date-rape drugs and their effects
- Marijuana/cocaine/Adderall usage and consequences

Sexual Assault Awareness

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

For more information on these seminars, contact UPD's Community Engagement Unit Sgt. Beckett Thelen.

Sergeant Beckett Thelen

434-924-7166

upd_ceu@virginia.edu

ACTIVE ATTACKER TRAINING AND RESPONSE VIDEO

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

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

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

Participants will learn about Emergency Notifications, how to report concerning behavior, and easy-to-remember options for people who are faced with a violent situation.

VIOLATIONS OF LAW: VIOLENCE AGAINST WOMEN ACT (VAWA) OFFENSES (ITALY)

The applicable definitions include both the original Italian and translated English versions. For more information about UVA's Response to Sexual and Gender-Based Violence, please see this section available on page 22 of this report.

Domestic Violence/Dating Violence (Criminal Code, Article 572)

Note: Italy does not have a specific Domestic or Dating Violence Law, but there is a related law of "Abuse Against Family Members and Cohabitants".

"è il reato commesso da "chiunque maltratta una persona della famiglia o comunque convivente, o una persona sottoposta alla sua autorità o a lui affidata per ragioni di educazione, istruzione, cura, vigilanza o custodia, o per l'esercizio di una professione o di un'arte"

The offense committed by "anyone who mistreats a person within his or her family or in any way cohabiting with him or her, or a person subject to his or her authority or entrusted to him or her for purposes of education, instruction, care, supervision or custody, or for the practice of a profession or art"

Sexual Assault (Criminal Code, Article 609bis)

è il reato commesso da "chiunque con violenza o minaccia o mediante abuso di autorità, costringe taluno a compiere o subire atti sessuali"

The offense committed by "anyone who, by violence or threat, or by abuse of authority, compels someone to perform or submit to sexual acts"

Rape (Criminal Code, Article 609bis)

"chiunque, con violenza o minaccia o mediante abuso di autorità, costringe taluno a compiere o subire atti sessuali è punito con la reclusione da 6 a 12 anni,"

The offense is committed by "anyone who forces someone to perform or submit to sexual acts using violence or threat or through abuse of authority is punished with imprisonment from six to twelve years."

Stalking (Criminal Code, Article 612bis)

"è il reato commesso da "chiunque, con condotte reiterate, minaccia o molesta taluno in modo da cagionare un perdurante e grave stato di ansia o di paura ovvero da ingenerare un fondato timore per l'incolumità propria o di un prossimo congiunto o di persona al medesimo legata da relazione affettiva ovvero da costringere lo stesso ad alterare le proprie abitudini di vita"

The offense committed by "anyone who, by repeated conduct, threatens or molests someone in such a way as to cause a lasting and severe state of anxiety or fear, or to arouse a justified fear for their own safety or that of a near relation or a person associated with him or her by an affective relationship, or to compel that person to alter his or her own living habits"

Italy's definition of "Consent," in reference to sexual activity, is not defined by Italian law. However, violence, threat of violence, or abuse is an element of the crime of rape.

TIMELY WARNING PROCESS

To provide timely notice to the Valmarana Center community in the event of a Clery Act crime that may pose a serious or ongoing threat to members of the community, the Associate Vice President for Safety and Security and Chief of Police, Assistant Vice President for Clery Compliance and designated University officials may issue a "Safety Advisory" (timely warning) for the following crimes: arson, aggravated assault, criminal homicide, robbery, burglary,

rape, fondling, incest, statutory rape, and hate crimes. Safety Advisories also may be issued for other Clery Act crimes as deemed necessary. The purpose of a Safety Advisory is to notify the UVA community of the incident and to provide information that may enable community members to better protect themselves from similar incidents. The Associate Vice President for Safety and Security and Chief of Police, the Assistant Vice President for Clery Compliance, and designated University officials will issue a Safety Advisory whenever the following criteria are met: 1) a Clery Act crime is reported; 2) the crime occurred in a Clery-reportable location; 3) the perpetrator has not been apprehended; 4) there is a serious or ongoing threat to the Valmarana Center community because of this crime.

Safety Advisory decisions and communications for Valmarana Center are centrally managed from the Charlottesville campus. The Associate Vice President for Safety and Security and Chief of Police, and/or the Assistant Vice President for Clery Compliance, or their designee(s), are responsible for making a Safety Advisory consideration using the criteria previously listed. Representatives of Valmarana Center will contact the Associate Vice President for Safety and Security and Chief of Police, and/or the Assistant Vice President for Clery Compliance, or their designee(s) to determine if a Safety Advisory is warranted. If a Safety Advisory is necessary, a Valmarana Center designee will issue the notification via email to their community population. The Valmarana Center community may also share a Safety Advisory via press release, text messages, poster, desktop alert, or social media when appropriate. The University may not use all distribution methods for every Safety Advisory.

EMERGENCY RESPONSE AND EVACUATION POLICY

The University's Office of Fire Safety & Prevention recommends the complete evacuation of most buildings in an alarm situation. Valmarana Center evacuation plans provide detailed information about the evacuation procedures for individual buildings.

Drills, Exercises, And Training

To ensure the University's emergency management plans remain current and actionable, the University of Virginia conducts an emergency management exercise at the Valmarana Center site at least once a year. These exercises may include tabletop drills, emergency operations center exercises or full-scale emergency response exercises. The University conducts after-action reviews of all emergency management exercises.

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

Emergency Notification

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

The emergency notification will be issued via text message or other electronic message system such as "WhatsApp," along with any additional means of communication as determined by the personnel listed below. The emergency notification will be sent to any on-site faculty, staff, and student.

Confirming The Existence Of A Significant Emergency Or Dangerous Situation And Initiating The Emergency Notification System

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

- Director of the Valmarana Center, or their designee, Emergency Coordinator

STUDENT/EMPLOYEE RESOURCES

Valmarana Center:

While the University strongly encourages community members to promptly report all crimes and other emergencies directly to Vicenza Police by calling **112** in an emergency or **+0444337511** for non-emergencies, the University also recognizes that some may prefer to report to other individuals or University offices. The University officially designates the following as places where University community members should report crimes or policy violations:

OFFICIAL	UNIVERSITY ADDRESS	PHONE NUMBER
University of Virginia Police	Zehmer Hall, 104 Midmont Ln	434-924-7166 Emergency 911
Vice President and Chief Student Affairs Officer	Rotunda, N.E. Wing	434-924-7984
University Human Resources	2420 Old Ivy Road, P.O. Box 400127, Charlottesville, VA 22903	434-243-3344
Vice President for Community Engagement and Equal Opportunity	Madison Hall, second level	434-243-2079
Student Affairs	SHW, 550 Brandon Ave	434-924-7133
Title IX Coordinator	O'Neil Hall, 445 Rugby Rd, Suite C023	434-297-7988
Office for Equal Opportunity and Civil Rights	P.O. Box 400144, 2420 Old Ivy Road, Suite 121	434-924-3200
Just Report It	justreportit.virginia.edu	

Students and employees are urged to seek immediate emotional support after any incident of Prohibited Conduct. Confidential counselors can provide trauma-informed support and offer information about reporting options. There are a number of local and national resource agencies that provide support and assistance to victims of sexual misconduct. These agencies are not subject to the University's reporting policy. They will not disclose identifiable information to the University's Title IX Coordinator.

COMMUNITY CONFIDENTIAL RESOURCES		
Italy:		
L'Associazione Artemisia	+055601375	www.artemisiacentroantiviolenza.it/
Virginia:		
Family Violence and Sexual Assault Virginia Hotline	24-hour Hotline: 434-654-7150	

NATIONAL RESOURCES	PHONE NUMBER
Rape, Abuse & Incest National Network (RAINN) Online Hotline	https://rainn.org/help-and-healing/hotline/
National Sexual Assault Hotline	800-656-4673
National Domestic Violence Hotline	800-799-7233

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

Ospedale San Bortolo di Vicenza	
Viale Ferdinando Rodolfi, 37, 36100 Vicenza VI, Italy	
+390444753111	

For more information on UVA's response to Sexual and Gender-Based Violence, please go to page of 20 of this report. All University community members are encouraged to report Prohibited Conduct through *Just Report It*, UVA's website for online reporting, or by contacting the Title IX Coordinator or the Deputy Title IX Coordinator.

REPORTING AN INCIDENT	
Police Emergency	112
Vicenza Police Department	+0444337511
Just Report It https://justreportit.virginia.edu/sexual-and-gender-based-harassment-violence	
<i>Title IX Coordinator</i> O'Neil Hall, 445 Rugby Rd, Suite C023 P.O. Box 400219 Charlottesville, VA 22904 434-297-7988 TitleIXOffice@virginia.edu	

There are several resources that may help students or employees explore and understand their legal rights and options — both both criminal and civil — following an incident of Prohibited Conduct. Please see UVA's Response to Sexual and Gender-Based Violence section.

LEGAL RESOURCES	
Student Legal Services	Newcomb Hall, Room 460 Phone: 434-924-7563
Virginia Legal Aid	www.virginialawhelp.org/
Central Virginia Legal Aid Society	103 East Water Street, Suite 201 & 202 Charlottesville, VA 22902 Phone: 434-296-8851 cvlas.org
Legal Aid Justice Center	1000 Preston Avenue, Suite A Charlottesville, VA 22903 Phone: 434-977-0553 www.justice4all.org

UNIVERSITY OF VIRGINIA: MARIO DI VALMARANA CENTER FOR STUDIES IN VENICE AND VICENZA

Note: This separate campus did not exist prior to 2025, therefore no crime statistics are included in this report.

Offense	2025						2024						2023					
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				
Murder/ and Non-negligent Manslaughter	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Negligent Manslaughter	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rape	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fondling	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incest	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Statutory Rape	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Robbery	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Aggravated Assault	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Burglary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Motor Vehicle Theft	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Arson	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

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

UNIVERSITY OF VIRGINIA: MARIO DI VALMARANA CENTER FOR STUDIES IN VENICE AND VICENZA

Offense	2025						2024						2023					
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	Unfounded Crimes
	Student Housing	Total On Campus					Student Housing	Total On Campus					Student Housing	Total On Campus				

Arrests: -----

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

Referred for Disciplinary Action-----

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

Stop Campus Hazing Act-----

Hazing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
--------	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

2025 — The Valmarana Center was not a separate campus location in 2025

2024 — The Valmarana Center was not a separate campus location in 2024

2023 — The Valmarana Center was not a separate campus location in 2023



UNIVERSITY
of VIRGINIA



FIRE SAFETY REPORT

FIRE SAFETY REPORT

The *Higher Education Opportunity Act*, enacted August 14, 2008, requires institutions that maintain on-campus student housing to publish an annual fire safety report that contains information about campus fire safety practices and standards of the institution. The University's fire log can be accessed via safetyandsecurity.virginia.edu/fire-safety/clery-reporting. The following report details all information required by this Act for the University of Virginia. The University of Virginia maintains on-campus student housing at the Charlottesville, Mountain Lake Biological Station, and Valmarana Center campuses only. There is no on-campus student housing at the Darden Sands Family Grounds, UVA-Inova Fairfax, Morven, or Richmond campuses.

FIRE SAFETY & PREVENTION AT UVA

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

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

DEFINITIONS

We have provided definitions from the Higher Education Opportunity Act:

On-campus Student Housing —

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

Fire —

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

FIRE SAFETY INSPECTIONS

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

RESIDENCE HALL FIRE DRILLS

During each academic year, as required by the Code of Virginia, a minimum of four drills are conducted in dormitory residence facilities to increase familiarity for occupants and allow them to practice their evacuation skills. The University conducted 420 drills in on-campus student housing during the last calendar year. These drills were planned, supervised and required mandatory building evacuations. Pages 169-173 contain a chart listing information on fire drills in University-owned housing locations.

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

FIRE SAFETY POLICIES

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

Policy ID — Topic:

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



ON-GROUNDS STUDENT HOUSING FACILITIES FIRE STATISTICS

CALENDAR YEARS 2025, 2024, 2023

NAME - ADDRESS	Total Fires 2025	Total Fires 2024	Total Fires 2023	DATE/ TIME	LOCATION	CAUSE	#OF INJURIES	#OF DEATHS	VALUE OF PROPERTY
Abbott House 835 - 530 Buckler Dr	0	1	0	04/04/24 - 0051	2nd Fl.	Unintentional - Appliance fire (non-cooking)	0	0	\$100-999
Abbott House 836 - 534 Buckler Dr	0	0	0	NA	NA	NA	0	0	NA
Balz-Dobie House - 571 McCormick Rd	1	0	0	09/02/25 - 1532	Outside	Mulch Fire	0	0	\$0-99
Barringer Mansion/French House - 1404 Jefferson Park Ave	0	0	0	NA	NA	NA	0	0	NA
Bice House - 583 Brandon Ave	0	0	1	08/28/23 - 2112	3rd Fl.	Cooking fire, confined to container	0	0	\$0-99
Bond House - 600 Brandon Ave	0	0	0	NA	NA	NA	0	0	NA
Bonnycastle House - 10 Bonnycastle Dr	0	1	0	08/25/24 - 1526	Basement	Unintentional - Appliance fire (non-cooking)	0	0	\$100-999
Boyd House 831 - 504 Buckler Dr	0	0	0	NA	NA	NA	0	0	NA
Boyd House 832 - 500 Buckler Dr	0	0	0	NA	NA	NA	0	0	NA
Casa Bolivar/Spanish House - 1408 Jefferson Park Ave	0	0	0	NA	NA	NA	0	0	NA
Cauthen House - 450 Tree House Dr	0	0	0	NA	NA	NA	0	0	NA
Chi Phi-161 Rugby Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #1 - 210 Copeley Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #2 - 212 Copeley Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #3 - 412 Seymour Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #4 - 410 Seymour Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #5 - 433 Seymour Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #6 - 448 Seymour Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #7 - 474 Seymour Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #8 - 475 Seymour Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #9 - 510 Seymour Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #10 - 499 Seymour Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #11 - 517 Seymour Rd*	0	0	0	NA	NA	NA	0	0	NA

NAME - ADDRESS	Total Fires 2025	Total Fires 2024	Total Fires 2023	DATE/ TIME	LOCATION	CAUSE	#OF INJURIES	#OF DEATHS	VALUE OF PROPERTY
Copeley Apts #12 - 525 Seymour Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #13 - 520 Seymour Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #14 - 547 Seymour Rd*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #15 - 278 Peyton Ct*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #16 - 304 Peyton Ct*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #17 - 324 Peyton Ct*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #18 - 323 Peyton Ct*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #19 - 293 Peyton Ct*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #20 - 287 Peyton Ct*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #21 - 285 Peyton Ct*	0	0	0	NA	NA	NA	0	0	NA
Copeley Apts #22 - 488 Farrish Cir*	NA	0	0	NA	NA	NA	0	0	NA
Copeley Apts #23 - 476 Farrish Cir*	NA	0	0	NA	NA	NA	0	0	NA
Copeley Apts #24 - 470 Farrish Cir*	NA	0	0	NA	NA	NA	0	0	NA
Copeley Apts #25 - 454 Farrish Cir*	NA	1	0	05/28/24 - 1726	2nd Fl.	Cooking fire, confined to container	0	0	\$0-99
Copeley Apts #26 - 446 Farrish Cir*	NA	0	0	NA	NA	NA	0	0	NA
Copeley Apts #27 - 422 Farrish Cir*	NA	0	0	NA	NA	NA	0	0	NA
Copeley Apts #28 - 406 Farrish Cir*	NA	0	0	NA	NA	NA	0	0	NA
Courtenay House - 795 Alderman Rd	0	0	0	NA	NA	NA	0	0	NA
Crackerbox - 54 Rotunda Dr	0	0	0	NA	NA	NA	0	0	NA
Dabney House - 20 Bonnycastle Dr	0	0	1	04/30/23 - 2115	1st Fl.	Burnt material (ash) and smoke staining on windowsill and screen	0	0	\$0-99
Davis House - 82 Monroe Hill	0	0	0	NA	NA	NA	0	0	NA
Delta Kappa Epsilon-173 Culbreth Rd*	0	0	0	NA	NA	NA	0	0	NA
Dillard 385 - 508 Floyd Dr	0	0	0	NA	NA	NA	0	0	NA
Dillard 386 - 520 Floyd Dr	0	0	0	NA	NA	NA	0	0	NA
Dillard 387 - 526 Floyd Dr	0	0	0	NA	NA	NA	0	0	NA
Dillard 388 - 528 Floyd Dr	0	0	0	NA	NA	NA	0	0	NA
Dillard 389 - 532 Floyd Dr	0	0	0	NA	NA	NA	0	0	NA
Dunglison House - 775 Alderman Rd	0	0	0	NA	NA	NA	0	0	NA
East Lawn - 12 East Lawn	0	0	0	NA	NA	NA	0	0	NA
East Range - 48 Rotunda Dr	0	0	0	NA	NA	NA	0	0	NA
Echols House - 450 McCormick Rd	0	0	0	NA	NA	NA	0	0	NA
Emmet House - 432 McCormick Rd	0	0	0	NA	NA	NA	0	0	NA

NAME - ADDRESS	Total Fires 2025	Total Fires 2024	Total Fires 2023	DATE/ TIME	LOCATION	CAUSE	#OF INJURIES	#OF DEATHS	VALUE OF PROPERTY
Faulkner Cottage E - 478 Faulkner Dr	0	0	0	NA	NA	NA	0	0	NA
Faulkner Cottage W - 470 Faulkner Dr	0	0	0	NA	NA	NA	0	0	NA
Fitzhugh House - 735 Alderman Rd	0	0	0	NA	NA	NA	0	0	NA
Gaston House - 551 Brandon Ave	1	0	NA	03/04/25 - 1518	Outside	Mulch Fire	0	0	\$0-99
Gibbons House - 425 Tree House Ln	0	0	0	NA	NA	NA	0	0	NA
Gildersleeve House - 72 Monroe Hill	0	0	0	NA	NA	NA	0	0	NA
Glenn House 829 - 514 Buckler Dr	0	0	0	NA	NA	NA	0	0	NA
Glenn House 830 - 510 Buckler Dr	0	0	0	NA	NA	NA	0	0	NA
Gooch 381 - 478 Floyd Dr	0	0	0	NA	NA	NA	0	0	NA
Gooch 382 - 480 Floyd Dr	0	0	1	10/12/23 - 1155	3rd Fl.	Cooking fire, confined to container	0	0	\$0-99
Gooch 383 - 484 Floyd Dr	0	0	0	NA	NA	NA	0	0	NA
Gooch 384 - 496 Floyd Dr	0	0	0	NA	NA	NA	0	0	NA
Hancock House - 15 Hancock Dr	0	0	0	NA	NA	NA	0	0	NA
Harrison House - 72 Monroe Hill	0	0	0	NA	NA	NA	0	0	NA
Hench Apts - 472 Faulkner Dr	0	0	0	NA	NA	NA	0	0	NA
Holmes House - 60 Monroe Hill	0	0	0	NA	NA	NA	0	0	NA
Hoxton Apts - 205 Sprigg Ln	0	0	0	NA	NA	NA	0	0	NA
Humphreys House - 436 McCormick Rd	0	0	0	NA	NA	NA	0	0	NA
Johnson House - 195 Vaughan Dr	0	0	0	NA	NA	NA	0	0	NA
Kappa Sigma-165 Rugby Rd*	0	0	1	03/16/23 - 2150	Basement	Cold spark machine ignited packing peanuts	0	0	\$1,000 - 9,999
Kellogg House - 579 McCormick Rd	0	1	0	02/29/24 - 1124	4th Fl.	Cooking fire, confined to container	0	0	\$0-99
Kent House - 30 Bonnycastle Dr	0	0	0	NA	NA	NA	0	0	NA
Lambeth 450 - 50 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 451 - 51 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 452 - 52 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 453 - 53 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 454 - 54 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 455 - 55 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 456 - 56 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 457 - 57 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA

NAME - ADDRESS	Total Fires 2025	Total Fires 2024	Total Fires 2023	DATE/ TIME	LOCATION	CAUSE	#OF INJURIES	#OF DEATHS	VALUE OF PROPERTY
Lambeth 458 - 58 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 459 - 59 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 460 - 60 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 461 - 61 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 462 - 62 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 463 - 63 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 465 - 65 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 466 - 66 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 467 - 67 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 468 - 68 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 469 - 69 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 470 - 70 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 471 - 71 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 472 - 72 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 473 - 73 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 474 - 74 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lambeth 475 - 75 Lambeth Comm	0	0	0	NA	NA	NA	0	0	NA
Lefevre House - 35 Hancock Dr	1	0	0	02/22/25 - 0009	1st. Fl.	Cooking fire, confined to container	0	0	\$0-99
Lile-Maupin House - 555 McCormick Rd	1	0	0	03/26/25 - 0955	Outside	Mulch Fire	0	0	\$0-99
Long House - 84 Monroe Hill	0	0	0	NA	NA	NA	0	0	NA
Mallet House - 84 Monroe Hill	0	0	0	NA	NA	NA	0	0	NA
Malone House - 215 Hereford Dr	0	0	0	NA	NA	NA	0	0	NA
Mary Munford House - 201 Sprigg Ln	0	0	0	NA	NA	NA	0	0	NA
McGuffey House - 72 Monroe Hill	0	0	0	NA	NA	NA	0	0	NA
Metcalf House - 25 Hancock Dr	0	0	0	NA	NA	NA	0	0	NA
Mitchell Apts. - 474 Faulkner Dr	0	0	0	NA	NA	NA	0	0	NA
Norris House - 225 Hereford Dr	0	0	0	NA	NA	NA	0	0	NA
Page House - 420 McCormick Rd	1	0	0	01/19/25 - 1426	1st. Fl.	Cooking fire, confined to container	0	0	\$0-99
Peters House - 52 Monroe Hill	0	0	0	NA	NA	NA	0	0	NA
Piedmont Apartments-109 Mimosa Dr*	NA	0	0	NA	NA	NA	0	0	NA

NAME - ADDRESS	Total Fires 2025	Total Fires 2024	Total Fires 2023	DATE/ TIME	LOCATION	CAUSE	#OF INJURIES	#OF DEATHS	VALUE OF PROPERTY
Piedmont Apartments-110 Mimosa Dr*	NA	0	0	NA	NA	NA	0	0	NA
Piedmont Apartments-111 Mimosa Dr*	NA	0	0	NA	NA	NA	0	0	NA
Piedmont Apartments-113 Mimosa Dr*	NA	0	0	NA	NA	NA	0	0	NA
Piedmont Apartments-115 Mimosa Dr*	NA	0	0	NA	NA	NA	0	0	NA
Piedmont Apartments-117 Mimosa Dr*	NA	0	0	NA	NA	NA	0	0	NA
Piedmont Apartments-118 Mimosa Dr*	NA	0	0	NA	NA	NA	0	0	NA
Piedmont Apartments-121 Mimosa Dr*	NA	0	0	NA	NA	NA	0	0	NA
Piedmont Apartments-122 Mimosa Dr*	NA	0	0	NA	NA	NA	0	0	NA
Piedmont Apartments-123 Mimosa Dr*	NA	0	0	NA	NA	NA	0	0	NA
Piedmont Apartments-124 Mimosa Dr*	NA	0	0	NA	NA	NA	0	0	NA
Piedmont Apartments-134 Mimosa Dr*	NA	0	0	NA	NA	NA	0	0	NA
Piedmont Apartments-137 Mimosa Dr*	NA	0	0	NA	NA	NA	0	0	NA
Piedmont Apartments-138 Mimosa Dr*	NA	0	0	NA	NA	NA	0	0	NA
Piedmont Apartments-143 Mimosa Dr*	NA	0	0	NA	NA	NA	0	0	NA
Piedmont Apartments-144 Mimosa Dr*	NA	0	0	NA	NA	NA	0	0	NA
Piedmont Apartments-147 Mimosa Dr*	NA	0	0	NA	NA	NA	0	0	NA
Piedmont Apartments-148 Mimosa Dr*	NA	0	0	NA	NA	NA	0	0	NA
Piedmont Apartments-2504 Stadium Rd*	NA	0	0	NA	NA	NA	0	0	NA
Ramazani House - 499 Brandon Ave	0	0	NA	NA	NA	NA	0	0	NA
Ribble House 837 - 560 Buckler Dr	0	0	0	NA	NA	NA	0	0	NA
Ribble House 838 - 564 Buckler Dr	0	0	0	NA	NA	NA	0	0	NA
Ribble House 839 - 568 Buckler Dr	0	0	0	NA	NA	NA	0	0	NA
Roberta Gwathmey House - 203 Sprigg Ln	0	1	0	02/06/24 - 1410	1st Fl.	Cooking fire, confined to container	0	0	\$100-999
Rogers House - 60 Monroe Hill	0	0	0	NA	NA	NA	0	0	NA
Shannon House - 430 Tree House Dr	0	0	0	NA	NA	NA	0	0	NA
Shea House - 400 Monroe Ln	0	0	0	NA	NA	NA	0	0	NA
Sigma Nu-189 Culbreth Rd*	0	0	0	NA	NA	NA	0	0	NA
Sigma Phi-163 Rugby Rd*	0	0	0	NA	NA	NA	0	0	NA
Smith House - 92 Monroe Hill	0	0	0	NA	NA	NA	0	0	NA
Snavelly House 833 - 520 Buckler Dr	0	0	0	NA	NA	NA	0	0	NA
Snavelly House 834 - 524 Buckler Dr	0	0	0	NA	NA	NA	0	0	NA
Tucker House - 62 Monroe Hill	0	0	0	NA	NA	NA	0	0	NA

NAME - ADDRESS	Total Fires 2025	Total Fires 2024	Total Fires 2023	DATE/ TIME	LOCATION	CAUSE	#OF INJURIES	#OF DEATHS	VALUE OF PROPERTY
Tuttle-Dunnington House - 565 McCormick Rd	1	0	0	11/10/25 - 1733	1st Fl.	Cooking fire, confined to container	0	0	\$0-99
Venable House - 80 Monroe Hill	0	0	0	NA	NA	NA	0	0	NA
Watson-Webb House - 561 McCormick Rd	0	0	0	NA	NA	NA	0	0	NA
Weedon House - 235 Hereford Dr	0	0	0	NA	NA	NA	0	0	NA
West Lawn - 15 West Lawn	0	0	0	NA	NA	NA	0	0	NA
West Range - 197 McCormick Rd	0	0	0	NA	NA	NA	0	0	NA
Whyburn House - 245 Hereford Dr	0	1	0	06/18/24 - 1400	Roof	Unintentional Fire - Roofing material on fire	0	0	\$100-999
Woody House - 435 Tree House Dr	0	1	—	03/10/24 - 1934	Outside	Mulch fire	0	0	\$0-99
Woody House - 435 Tree House Dr	0	0	1	02/25/23 - 1632	1st Fl.	Phone charger cord burnt mattress	0	0	\$100-999
Yen House - 207 Sprigg Ln	0	0	0	NA	NA	NA	0	0	NA
Younger Apts - 476 Faulkner Dr	0	0	0	NA	NA	NA	0	0	NA
Zeta Psi- 169 Rugby Rd*	0	0	0	NA	NA	NA	0	0	NA

*These student residences do not fall under the same zoning occupancy classification as dormitories and are therefore not subject to dormitory fire drill requirements. Piedmont Apartments and several Copeley Hill Apartments are no longer assessed as student residences in CY2025.



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

Each of the following residential areas has the following type of fire safety system as reported by University of Virginia Housing & Residence Life. We have also included in this chart whether the facility has fire extinguishers, as well as the number of fire drills conducted. Please note that several on-Grounds student residences do not fall under the same zoning occupancy classification as dormitories and are not subject to dormitory fire drill requirements.

Fire Safety System Description:

1. Battery-operated smoke detectors in rooms; tunnels, ground-floor common spaces and landings have hard-wired central system with pull stations
2. Battery-operated smoke detectors with hallway pull stations to hard-wired central system and sprinkler system
3. Battery-operated smoke detectors with the remainder of the building on outside pull stations to hard-wired central system
4. Hard-wired central system with smoke detectors and pull stations
5. Hard-wired central system with smoke detectors, pull stations and sprinkler system
6. Hard-wired central system with smoke detectors and pull stations; boiler room sprinkler
7. Hard-wired central system with smoke detectors and sprinkler system
8. Hard-wired smoke detectors and the remainder of the building on outside pull stations to hard-wired central system
9. Residential grade smoke alarms hardwired together in each building with no central system, pull stations, or sprinkler system

Note in chart that follows:

Fire Safety System – see description above.

Fire Extinguishers – Yes (Y); No (N)

BUILDING-ADDRESS	FIRE SAFETY SYSTEM	FIRE EXTINGUISHERS	# OF FIRE DRILLS
Abbott House 835 - 530 Buckler Dr	4	N	4
Abbott House 836 - 534 Buckler Dr	4	N	4
Balz-Dobie House - 571 McCormick Rd	5	Y	4
Barringer Mansion/French House - 1404 Jefferson Park Ave	5	Y	4
Bice House - 583 Brandon Ave	5	Y	4
Bond House - 600 Brandon Ave	5	Y	4
Boyd House 831 - 504 Buckler Dr	4	N	4
Boyd House 832 - 500 Buckler Dr	4	N	4
Casa Bolivar/Spanish House - 1408 Jefferson Park Ave	5	Y	4
Cauthen House - 450 Tree House Dr	5	Y	4
Copeley Apts #1 - 210 Copeley Rd*	9	N	0
Copeley Apts #2 - 212 Copeley Rd*	9	N	0
Copeley Apts #3 - 412 Seymour Rd*	9	N	0
Copeley Apts #4 - 410 Seymour Rd*	9	N	0

BUILDING-ADDRESS	FIRE SAFETY SYSTEM	FIRE EXTINGUISHERS	# OF FIRE DRILLS
Copeley Apts #5 - 433 Seymour Rd*	9	N	0
Copeley Apts #6 - 448 Seymour Rd*	9	N	0
Copeley Apts #7 - 474 Seymour Rd*	9	N	0
Copeley Apts #8 - 475 Seymour Rd*	9	N	0
Copeley Apts #9 - 510 Seymour Rd*	9	N	0
Copeley Apts #10 - 499 Seymour Rd*	9	N	0
Copeley Apts #11 - 517 Seymour Rd*	9	N	0
Copeley Apts #12 - 525 Seymour Rd*	9	N	0
Copeley Apts #13 - 520 Seymour Rd*	9	N	0
Copeley Apts #14 - 547 Seymour Rd*	9	N	0
Copeley Apts #15 - 278 Peyton Ct*	9	N	0
Copeley Apts #16 - 304 Peyton Ct*	9	N	0
Copeley Apts #17 - 324 Peyton Ct*	9	N	0
Copeley Apts #18 - 323 Peyton Ct*	9	N	0
Copeley Apts #19 - 293 Peyton Ct*	9	N	0
Copeley Apts #21 - 285 Peyton Ct*	9	N	0
Courtenay House - 795 Alderman Rd	3	Y	4
Crackerbox - 54 Rotunda Dr	7	Y	4
Dabney House - 20 Bonnycastle Dr	5	Y	4
Davis House - 82 Monroe Hill	1	N	4
Dillard 385 - 508 Floyd Dr	5	N	4
Dillard 386 - 520 Floyd Dr	5	N	4
Dillard 387 - 526 Floyd Dr	5	N	4
Dillard 388 - 528 Floyd Dr	5	N	4
Dillard 389 - 532 Floyd Dr	5	N	4
Dunglison House - 775 Alderman Rd	3	N	4
East Lawn - 12 East Lawn	7	Y	4
East Range - 48 Rotunda Dr	7	Y	4
Echols House - 450 McCormick Rd	5	Y	4
Emmet House - 432 McCormick Rd	5	Y	4
Faulkner Cottage E - 478 Faulkner Dr	3	N	4
Faulkner Cottage W - 470 Faulkner Dr	3	N	4
Fitzhugh House - 735 Alderman Rd	3	N	4
Gaston House - 551 Brandon Ave	5	Y	4
Gibbons House - 425 Tree House Ln	5	Y	4
Gildersleeve House - 72 Monroe Hill	1	N	4
Glenn House 829 - 514 Buckler Dr	4	N	4
Glenn House 830 - 510 Buckler Dr	4	N	4
Gooch 381 - 478 Floyd Dr	5	N	4
Gooch 382 - 480 Floyd Dr	5	N	4
Gooch 383 - 484 Floyd Dr	5	N	4
Gooch 384 - 496 Floyd Dr	5	N	4
Hancock House - 15 Hancock Dr	5	Y	4
Harrison House - 72 Monroe Hill	1	N	4
Hench Apts - 472 Faulkner Dr	4	Y	4
Holmes House - 60 Monroe Hill	1	N	4
Hoxton Apts - 205 Sprigg Ln	5	Y	4
Humphreys House - 436 McCormick Rd	5	Y	4
Johnson House - 195 Vaughan Dr	2	Y	4
Kellogg House - 579 McCormick Rd	5	Y	4
Kent House - 30 Bonnycastle Dr	5	Y	4
Lambeth 450 - 50 Lambeth Comm	4	N	4
Lambeth 451 - 51 Lambeth Comm	4	N	4

BUILDING-ADDRESS	FIRE SAFETY SYSTEM	FIRE EXTINGUISHERS	# OF FIRE DRILLS
Lambeth 452 - 52 Lambeth Comm	4	N	4
Lambeth 453 - 53 Lambeth Comm	4	N	4
Lambeth 454 - 54 Lambeth Comm	4	N	4
Lambeth 455 - 55 Lambeth Comm	4	N	4
Lambeth 456 - 56 Lambeth Comm	4	N	4
Lambeth 457 - 57 Lambeth Comm	4	N	4
Lambeth 458 - 58 Lambeth Comm	4	N	4
Lambeth 459 - 59 Lambeth Comm	4	N	4
Lambeth 460 - 60 Lambeth Comm	4	N	4
Lambeth 461 - 61 Lambeth Comm	4	N	4
Lambeth 462 - 62 Lambeth Comm	4	N	4
Lambeth 463 - 63 Lambeth Comm	4	N	4
Lambeth 465 - 65 Lambeth Comm	4	N	4
Lambeth 466 - 66 Lambeth Comm	4	N	4
Lambeth 467 - 67 Lambeth Comm	4	N	4
Lambeth 468 - 68 Lambeth Comm	4	N	4
Lambeth 469 - 69 Lambeth Comm	4	N	4
Lambeth 470 - 70 Lambeth Comm	4	N	4
Lambeth 471 - 71 Lambeth Comm	4	N	4
Lambeth 472 - 72 Lambeth Comm	4	N	4
Lambeth 473 - 73 Lambeth Comm	4	N	4
Lambeth 474 - 74 Lambeth Comm	4	N	4
Lambeth 475 - 75 Lambeth Comm	4	N	4
Lefevre House - 35 Hancock Dr	5	N	4
Lile-Maupin House - 555 McCormick Rd	5	Y	4
Long House - 84 Monroe Hill	1	N	4
Mallet House - 84 Monroe Hill	1	N	4
Malone House - 215 Hereford Dr	2	Y	4
Mary Munford House - 201 Sprigg Ln	5	Y	4
McGuffey House - 72 Monroe Hill	1	N	4
Metcalfe House - 25 Hancock Dr	5	Y	4
Mitchell Apts. - 474 Faulkner Dr	6	N	4
Norris House - 225 Hereford Dr	2	Y	4
Page House - 420 McCormick Rd	5	Y	4
Peters House - 52 Monroe Hill	1	N	4
Ramazani House - 499 Brandon House	5	Y	4
Ribble House 837 - 560 Buckler Dr	4	N	4
Ribble House 838 - 564 Buckler Dr	4	N	4
Ribble House 839 - 568 Buckler Dr	4	N	4
Roberta Gwathmey House - 203 Sprigg Ln	5	Y	4
Rogers House - 60 Monroe Hill	1	N	4
Shannon House - 430 Tree House Dr	5	Y	4
Shea House - 400 Monroe Ln	5	Y	4
Smith House - 92 Monroe Hill	1	N	4
Snaveley House 833 - 520 Buckler Dr	4	N	4
Snaveley House 834 - 524 Buckler Dr	4	N	4
Tucker House - 62 Monroe Hill	1	Y	4
Tuttle-Dunnington House - 565 McCormick Rd	5	Y	4
Venable House - 80 Monroe Hill	1	Y	4
Watson-Webb House - 561 McCormick Rd	5	Y	4
Weedon House - 235 Hereford Dr	2	Y	4
West Lawn - 15 West Lawn	7	Y	4
West Range - 197 McCormick Rd	7	Y	4

BUILDING-ADDRESS	FIRE SAFETY SYSTEM	FIRE EXTINGUISHERS	# OF FIRE DRILLS
Whyburn House - 245 Hereford Dr	2	Y	4
Woody House - 435 Tree House Dr	5	Y	4
Yen House - 207 Sprigg Ln	5	Y	4
Younger Apts - 476 Faulkner Dr	4	Y	4

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



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

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

Fire Safety System Description:

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

8. Hard-wired smoke detectors and the remainder of the building on outside pull stations to hard-wired central system

Note in chart that follows:

Fire Extinguishers – Yes (Y); No (N)

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

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

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

At the beginning of each school year, Housing and Residence Life in cooperation with Fire Safety & Prevention and the Office of Emergency Management conducts training for all student resident advisors (RAs). This provides RAs with the knowledge and training needed to respond properly to emergency situations such as natural disasters, fires, evacuations, assaults, crime, etc. It also provides evacuation training and information to all students living within the residence hall system. UVA also provides additional training to

students residing in on-grounds residences through various programs such as the Courtesy Inspection program and mandatory fire drills.

Visit the website at safetyandsecurity.virginia.edu/fire-safety/training for more information.



FIRE INCIDENT REPORTING

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

Facilities Management Systems Control Center
University of Virginia Facilities Management

1450 Leake Drive

434-924-1777

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

Fire Safety & Prevention Division

One Morton Drive, Suite 320

434-243-1111

safetyandsecurity.virginia.edu/fire-safety/about-fire-safety

University Police Division

Zehmer Hall, 104 Midmont Ln

434-924-7166

uvapolice.virginia.edu

FIRE INCIDENT RESPONSE

Facilities Management Systems Control monitors the alarm and fire systems for all facilities at the Charlottesville campus of the University of Virginia. In the event of an alarm activation, operators notify the Charlottesville-Albemarle-UVA Emergency Communications Center (ECC). The ECC dispatches the Charlottesville Fire Department along with the University Police Division. Simultaneously, text messages alert members of the Fire Safety & Prevention Division. In the event of a confirmed fire, Systems Control uses a “confirmed fire” list to call the appropriate individuals associated with the area where the fire occurred. Additional contacts include the University Fire Safety & Prevention, University Police, Facilities Management and appropriate members of the University’s administration. Remember: in an emergency, dial 911 at any time.

PLANS FOR FUTURE IMPROVEMENTS IN FIRE SAFETY & PREVENTION

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

PROCEDURES FOR STUDENT HOUSING EVACUATION

According to University of Virginia Housing & Residence Life:

In Case Of Fire-

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

What To Do In Case Of A Fire-

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

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

If You Can Leave The Room-

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

If You Cannot Leave The Room-

- If possible, open the window at the top and the bottom to let out smoke and let in fresh air.

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

If You Discover A Fire, Do Not Endanger Yourself-

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



EVACUATION ROUTES AND ASSEMBLY POINTS

Responsibilities Of Residents

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

EVACUATION SHOULD BE THE RESIDENTS' ONLY CONCERN

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

Facility Evacuation Routes

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

In the event you are unable to exit the building:

- Remain calm, do not panic.
- Remain low, crawl if necessary.
- Place a cloth over your mouth/nose to serve as a filter. A wet cloth is best.
- Place clothing/towels around your doors to block smoke from entering your room. Wet clothing or towels are best.
- Use your phone to inform the fire department of your location. If the phone is not working you should signal for help from a window. Use a towel, clothing, sign, etc., to help alert emergency personnel to your location.

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

RESIDENCE AREA	POST-EVACUATION ASSEMBLY LOCATION	POST-EVACUATION RECOVERY LOCATION
ALDERMAN ROAD • Exit the building using the most direct and appropriate route. Always use stairs to evacuate the building. Do not use the elevator for a fire escape.		
Balz-Dobie, Kellogg, Lile-Maupin and Watson-Webb	Assemble in front entrance side of Ern Commons (facing toward the stadium)	Ern Commons
Cauthen, Tuttle-Dunnington and Shannon	Assemble in the grassy area between Shannon and Tuttle-Dunnington	Ern Commons
Gibbons and Woody	Assemble in the grassy area between Gibbons and Woody	Ern Commons
Courtenay, Dungleison and Fitzhugh	Assemble in the Gooch Quad	Gooch Lounge
BICE HOUSE • Always use stairs to evacuate the building. Do not use the elevator for a fire escape.		
Apartments on First Floor 101, 102, 103 and 107	Exit by the front door stairway and assemble in green space at end of Brandon Ave.	South Lawn Commons
Apartments on First Floor 104, 105 and 106	Exit by the back stairway through the back door to the end of the lot towards the railroad and assemble in green space at end of Brandon Ave.	South Lawn Commons
Apartments on 2nd – 8th Floors 01, 02, 03, and 08 on each floor	Exit by the front door and assemble in green space at end of Brandon Ave.	South Lawn Commons
Apartments on 2nd – 8th Floors 04, 05, 06, and 07 on each floor	Exit by the back stairway and back door to the end of the lot toward the railroad and assemble in green space at end of Brandon Ave.	South Lawn Commons
BOND HOUSE • Always use stairs to evacuate the building. Do not use the elevator for a fire escape.		
	Exit using the most direct and appropriate stairwell. Assemble in green space at end of Brandon Ave.	South Lawn Commons
BROWN RESIDENTIAL COLLEGE • Residents should exit using the fastest and safest available route.		
Peters, Rogers and Holmes	Assemble at the Whispering Wall	Newcomb Hall 3rd Floor/ Ballroom
Tucker, Harrison, McGuffey, Gildersleeve and Venable	Assemble in Newcomb Plaza	Newcomb Hall 3rd Floor/ Ballroom
Mallet, Long, Smith and Davis	Assemble by the Monroe Hill outdoor elevator	Newcomb Hall 3rd Floor/ Ballroom
COPELEY APARTMENTS • Residents should exit using the fastest and safest available route.		
Copeley Hill (1 - 2) Apartments	Assemble to the nearest open area that is at least 100 feet from the impacted building(s).	North Grounds Recreation Center
Copeley 3 & 4 Apartments	Assemble on the grassy area between the parking lot and Massie Road	North Grounds Recreation Center
FAULKNER APARTMENTS • Residents should exit using the fastest and safest available route.		
Hench	Assemble in the parking lot to the west of the building	North Grounds Recreation Center

RESIDENCE AREA	POST-EVACUATION ASSEMBLY LOCATION	POST-EVACUATION RECOVERY LOCATION
Mitchell	Assemble in the parking lot to the north of the building	North Grounds Recreation Center
Younger	Assemble in the parking lot south of the building	North Grounds Recreation Center
GASTON/RAMAZINI • Always use stairs to evacuate the building. Do not use the elevator for a fire escape.		
	Green space at the end of Brandon Ave.	South Lawn Commons
GOOCH/DILLARD • Residents should exit their suites using the most direct and appropriate route.		
	Assemble in the Gooch/Dillard quad	Student Activities Building
HEREFORD RESIDENTIAL COLLEGE • Residents should exit using the fastest and safest available route. JOHNSON, MALONE & WEEDON		
Norris House	Assemble on the grassy area away from the building	Runk Green Room
Whyburn House	Assemble at the front entrance of Runk Hall	Runk Green Room
Johnson House	Assemble in the upper-level parking lot	Runk Green Room
Malone House	Assemble on the grassy area away from the building	Runk Green Room
Weedon House	Assemble at the front entrance of Runk Hall	Runk Green Room
INTERNATIONAL RESIDENTIAL COLLEGE (IRC) • Residents should exit using the fastest and safest available route.		
Hoxton and Yen	Exit the East and West buildings by the nearest available exit; assemble in the back Alumni Hall parking lot	Alumni Hall or Memorial Gym
Munford and Gwathmey	Assemble in the Alumni Hall front parking lot	Alumni Hall or Memorial Gym
LAMBETH FIELD APARTMENTS • Residents should exit using the fastest and safest available route.		
	Assemble on Lambeth Field	Lambeth Commons
LANGUAGE HOUSES • Residents should exit using the fastest and safest available route.		
French, Spanish and Shea Houses	Cross Monroe Lane and assemble in the area adjacent to the Elson Building, 400 Brandon Ave	House First Floor or South Lawn Commons
LAWN AND RANGE • Residents should exit using the fastest and safest available route.		
	Assemble in front of the University Chapel	University Chapel
MCCORMICK ROAD • Residents should exit using the fastest and safest available route.		
Bonnycastle, Dabney, Echols, Emmet, Hancock, Humphreys, Kent, Lefevre, Metcalf and Page	If conditions permit, assemble in the McCormick Quad area away from buildings and roadways.	Newcomb Hall Theater

ELECTRICAL APPLIANCES USAGE

University of Virginia Housing & Residence Life

Electrical Appliances

- Power strips and surge protectors (including bed risers with built-in power extenders) must have a U.L. rating and must be fused with a reset switch. UVA prohibits fused power strips used in series to create a longer cord.
- Extension cords are not permitted.
- Multi-plug adapters or converters are not permitted.
- All electrical cords must be out of the way of foot traffic. No electrical cords across the middle of the floors, hallways, doorways, etc.
- Do not place any electrical cords underneath area rugs or clothing.
- No halogen lamps, lamps with plastic shades, or octopus lamps are allowed.
- No open flame or open burner appliances of any kind may be used; this includes George Foreman-type grills, toasters and toaster ovens and space heaters. Toasters are allowed in Graduate & Faculty/Staff Housing only.
- Each room may have one microwave no greater than 1200 watts and one or two small refrigerator(s) not exceeding 5.0 cubic feet total capacity. Alternatively, a microfridge with a power allocator that allows only one appliance to run at a time.
- Self-balancing electric wheeled boards (hoverboards), electric skateboards, electric scooters, and electric bikes are prohibited in residential buildings.
- The following appliances are approved for use in residence halls:
 - television sets
 - popcorn poppers
 - rice cookers

- hot water kettles (one per room)
- hair dryers
- electrical curling irons/heating curlers with enclosed heating coil
- computer equipment
- mobile devices
- music players
- lamps (except those prohibited above)
- fans
- single-serve pod-type coffee makers (one per room)
- video game systems
- irons
- alarm clocks

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

SMOKE-FREE RESIDENCE AREAS

University of Virginia Housing & Residence Life

Smoke-free Residence Areas

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

FLAME AND FLAMMABLE MATERIALS

University of Virginia Housing & Residence Life

- Possession of candles and incense is prohibited in the residence halls.

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

Information about open flames can be accessed by the following link from University of Virginia

Housing & Residence Life: housing.virginia.edu/fire-prevention.

PROHIBITED ITEMS

University of Virginia Housing & Residence Life Prohibited Items

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



DESCRIPTION OF MARIO DI VALMARANA CENTER FOR STUDIES IN VENICE AND VICENZA HOUSING FIRE SAFETY SYSTEMS RESIDENCE HALL

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

Fire Safety System Description:

1. Battery-operated smoke detectors in rooms; tunnels, ground-floor common spaces and landings have hard-wired central system with pull stations
2. Battery-operated smoke detectors with hallway pull stations to hard-wired central system and sprinkler system
3. Battery-operated smoke detectors with the remainder of the building on outside pull stations to hard-wired central system
4. Residential grade smoke alarms hardwired together in each building with no central system, pull stations, or sprinkler system
5. Hard-wired central system with smoke detectors, pull stations and sprinkler system
6. Hard-wired central system with smoke detectors and pull stations; boiler room sprinkler
7. Hard-wired central system with smoke detectors and sprinkler system
8. Hard-wired smoke detectors and the remainder of the building on outside pull stations to hard-wired central system

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

BUILDING-ADDRESS	FIRE SAFETY SYSTEM	FIRE EXTINGUISHERS	# OF FIRE DRILLS
Seminarietto Residences - Piazza del Duomo 12 in Vicenza	4	Y	0

PLANS FOR FUTURE IMPROVEMENTS IN FIRE SAFETY

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

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

The Valmarana Center does not allow smoking or open flames (other than the use of approved and inspected fireplaces) in the facility.

FIRE INCIDENT RESPONSE

Valmarana Center facilities staff monitors the alarm and fire systems for all facilities on site. In the event of an alarm activation, Valmarana Center staff respond to the alarm and notify the 112 Center if necessary. The 112 Center dispatches local law enforcement and fire department. Remember: in an emergency, dial 112 at any time.

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

UVA publishes fire safety education and training programs for students and employees at safetyandsecurity.virginia.edu/fire-safety/training.

PROCEDURES FOR STUDENT HOUSING EVACUATION

According to University of Virginia Office of Fire Safety

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 112, shout for help. Seal cracks around the door with towels or bed linens to keep out smoke. Stay near the floor when possible.

- Hang a sheet, jacket, shirt or other object in or outside the window to attract attention.

If You Discover A Fire, Do Not Endanger Yourself

- Shout a warning. Repeat it.
- Leave the building and CALL 112, even if a small fire has been quickly extinguished.
- Close all doors — especially those leading into stairwells, which should NEVER be left open.
- Move at least 200 feet away from the building. Keep clear of driveways, sidewalks and access pathways.
- Proceed to your assembly point.

ASSEMBLY POINTS

Responsibilities Of Residents

Residents are defined as students, guests or faculty/staff who reside in on site – owned properties.

EVACUATION SHOULD BE THE RESIDENTS' ONLY CONCERN

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

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

Facility Evacuation Routes

Student apartments at the Valmarana Center are located within a historic three-story above ground building. Students and visitors should be aware of all alternative routes in the event the primary routes are blocked.

In the event you are unable to exit the building:

- Remain calm, do not panic.
- Remain low; crawl if necessary.

- Place a cloth over your mouth/nose to serve as a filter.
- Place clothing/towels around your doors to block smoke from entering your room.
- Use your phone to inform the fire department of your location. If the phone is not working you should signal for help from a window. Use a towel, clothing, sign, etc., to help alert emergency personnel to your location.

RESIDENCE AREA	POST-EVACUATION ASSEMBLY LOCATION	POST-EVACUATION RECOVERY LOCATION
Seminarietto Residences	Assemble in the outdoor area in the central garden, near the well	Central garden, near the well

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

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

Fire Safety System Description:

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

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

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

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

PLANS FOR FUTURE IMPROVEMENTS IN FIRE SAFETY

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

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

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

FIRE INCIDENT RESPONSE

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

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

UVA publishes fire safety education and training programs for students and employees at safetyandsecurity.virginia.edu/fire-safety/training.

PROCEDURES FOR STUDENT HOUSING EVACUATION

According to University of Virginia Housing & Residence Life

In Case Of Fire

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

What To Do In Case Of A Fire:

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

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

If You Can Leave The Room

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

If You Cannot Leave The Room

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

If You Discover A Fire, Do Not Endanger Yourself

- Shout a warning. Repeat it.
- Leave the building and CALL 911, even if a small fire has been quickly extinguished.
- Close all doors — especially those leading into stairwells, which should NEVER be left open.

- Move at least 200 feet away from the building. Keep clear of driveways, sidewalks and access pathways.
- Proceed to your assembly point.

EVACUATION ROUTES AND ASSEMBLY POINTS

Responsibilities Of Residents

Residents are defined as students, guests or faculty/staff who reside in Mountain Lake – owned properties.

EVACUATION SHOULD BE THE RESIDENTS' ONLY CONCERN

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

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

Facility Evacuation Routes

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

In the event you are unable to exit the building:

- Remain calm, do not panic.
- Remain low; crawl if necessary.
- Place a cloth over your mouth/nose to serve as a filter.
- Place clothing/towels around your doors to block smoke from entering your room.
- Use your phone to inform the fire department of your location. If the phone is not working you should signal for help from a window. Use a towel, clothing, sign, etc., to help alert emergency personnel to your location.

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

IMPORTANT PHONE NUMBERS AND OTHER CONTACT INFORMATION

University of Virginia *Clery Act* Compliance Policy

uvapolicy.virginia.edu/policy/SEC-035

Assistant Vice President for Clery Compliance

Meghan Rapp

Zehmer Hall, 104 Midmont Lane, Charlottesville VA 22903

434-906-1160

Emergency/Crisis Resources (24/7)

Police	911
Vicenza Italy Police	112
Sexual Assault Resource Agency (Charlottesville)	24-hour Hotline: 434-977-7273
Shelter for Help in Emergency	24-hour Hotline: 434-293-8509
Counseling and Psychological Services (CAPS) Emergency Line	434-243-5150
CASS on Call (Call UVA Police and ask for the CASS on Call)	434-924-7166
UVA Emergency Department/Sexual Assault Nurse Examiners	434-924-2231
UVA Fire Safety & Prevention After Hours Emergencies	434-243-1111
Family Violence and Sexual Assault Hotline of Virginia	800-838-8238
Fairfax County Domestic & Sexual Violence Services	703-324-5730
YWCA Richmond	24-hour Hotline: 804-612-6126
National Sexual Assault Hotline	800-656-4673
Arlington Doorways for Women and Families	703-504-9400
	24-hour Hotline: 703-237-0881
Women's Resource Center of the New River Valley	540-639-9592
	24-hour Hotline: 540-639-1123
L'Associazione Artemisia (Italy)	+055601375

Ongoing Support from Confidential Resources

CAPS	434-243-5150
Violence Prevention & Advocacy (VPA)	434-243-7337
University Ombuds	434-924-7819
	434-982-2252 (Counseling)
Women's Center: Counseling Staff	434-982-2361 (Main line)

Ongoing Support (Non-Confidential) and Guidance

Student Affairs (CASS)	434-924-7133
Well-Being Services	434-924-1509