

TITLE IX ANNUAL REPORT

2017-18

Office for Equity &
Accessibility





Office for Equity and Accessibility

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Dear Community,

The 2017-18 academic year brought many changes to our work. Internally, we saw staff and organizational changes that led to the consolidation of the university's Title IX Office into the Office for Equity and Accessibility. In that transition, we found new ways to work with our colleagues across the university. Externally, we saw the landscape of Title IX shift, as previous guidance was set aside and new rules were proposed. We spent time thoughtfully examining our policies and seeking opinions and expertise.

What remains unchanged is this: We continue to see a yearly increase in students reporting their experiences of gender based violence and harassment and seeking help. We continue to understand that, at its most basic, our work is about our students and employees- providing each one care, support, and equity. We continue to strive toward a Title IX process that is both compassionate and fair. We remain committed to working towards a campus free of discrimination where all members of the Virginia Tech community can learn, grow, and thrive.

Warmly,

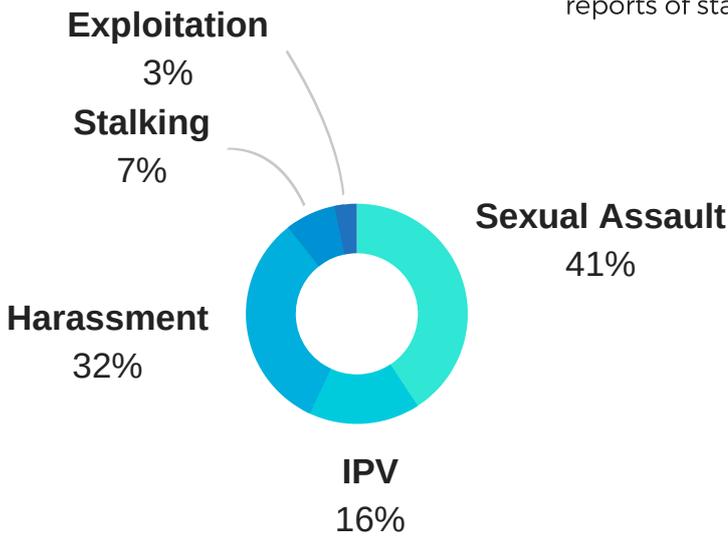
Dr. Kelly Oaks
Assistant Vice President for Equity & Accessibility

214

Student Reports

The Title IX Office received 214 reports of gender based violence and harassment involving our students.

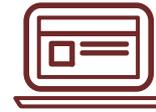
We received 88 Reports of Sexual Assault, 70 reports of gender based harassment, 35 reports of Intimate partner violence, and 7 reports of stalking.



83 incidents occurred on campus



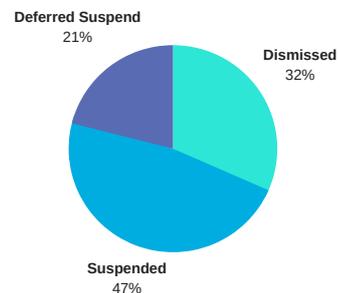
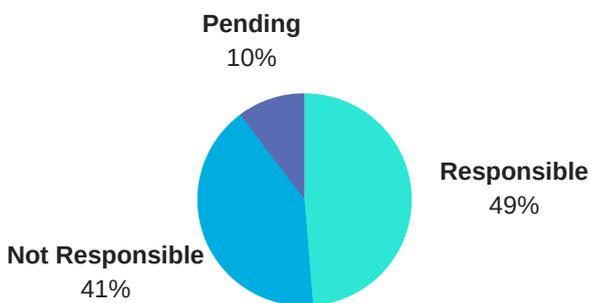
51 occurred in residence halls



11 incidents occurred online

Resolutions

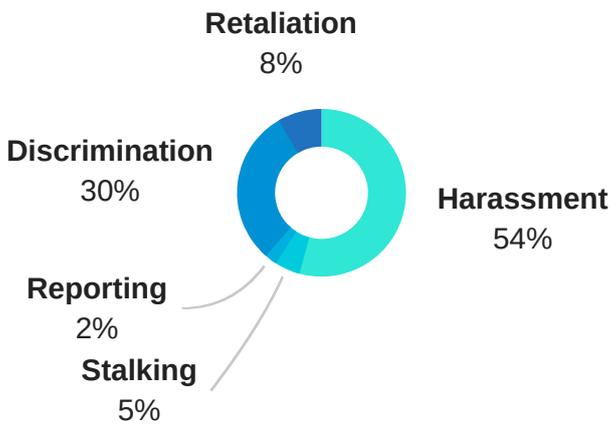
The Title IX Office referred 37 cases to the office for student conduct for adjudication. 19 students were found to be responsible for code of conduct violations, 16 students were found not responsible, and 4 cases are still pending .



76

Employee Reports

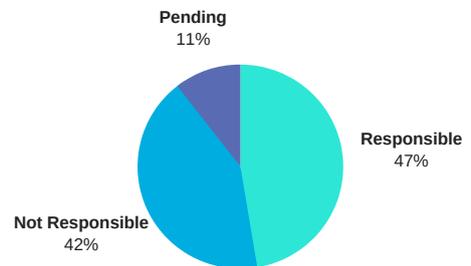
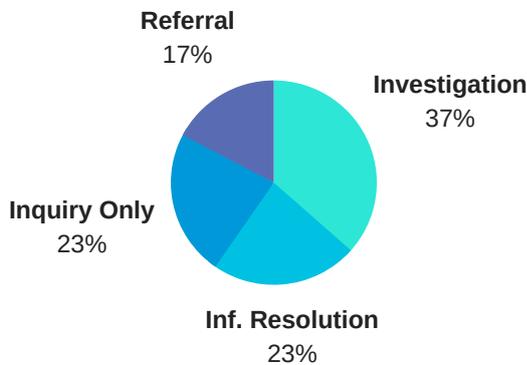
The Title IX Office handles complaints of sexual harassment involving employees. We received 76 such reports during the 2017-18 academic year. These reports included 45 reports of sexual harassment, 25 reports of gender based discrimination, seven reports of retaliation, four reports of stalking, and two reports that employees failed to report known instances of harassment. In 46% of these cases, students were complainants.



With few exceptions, all faculty and staff are Responsible Employees, required by university policy to report incidents of sexual harassment and violence that they are aware of to the university's Title IX Coordinator to ensure that those who experience harassment have access to resources and information.

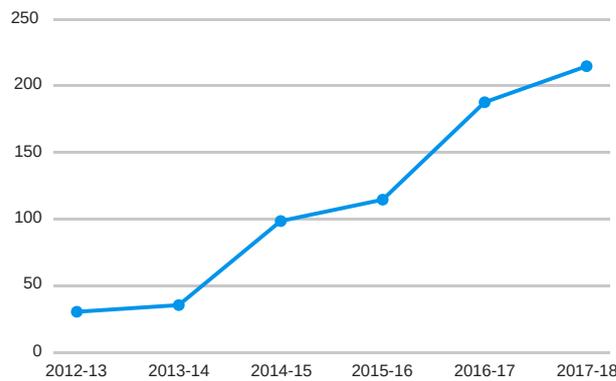
Resolutions

Of the reports we received, 19 led to formal investigations, and 12 were closed after an inquiry- most often in accordance with the wishes of the reporting party. Nine employee cases were referred to other university offices for resources, including the office for student conduct, mediation and conflict resolution, employee relations, fraud, waste & abuse, and the Virginia Tech Police Department. Of the reports that moved forward to a formal investigation, 47% resulted in an employee being found responsible for violating university anti-discrimination policy. The remainder were resolved informally, through the provision of supportive remedies, including no contact orders.



Virginia Tech's Title IX Office

At the start of the 2017-18 academic year, Virginia Tech consolidated its Title IX programs into the Office for Equity and Accessibility. The university continued to see increases in reporting, with an approximate 14% increase in student reports from the previous academic year. However, the number of cases that received full investigations remained approximately the same. This increase in reports follows a several year trend. Since 2012, student reports have increased significantly each year.



In most instances, students reporting gender based violence or harassment declined to move forward with, or participate in, formal investigations. Nonetheless, many students received support and resources from the university outside of a formal investigation, including no contact orders, housing assistance, academic assistance, and referrals to counseling services. In addition to the 50 full investigations conducted by our office, staff met with and provided these services to an additional 92 students.

We also saw an increase in reports from employees. Responsible employee reports grew by 9% from the 2016-2017 school year. The number of employee related matters resolved informally or formally also increased by 20%. This continues a trend of increased reporting and increased participation in university resolution options.

Our work this year included training and prevention education efforts. During the 2017-18 academic year, training was provided to over 7000 new students, including freshmen, transfer, graduate, and professional students. Further, in person training was provided to new student athletes, new graduate students, the Virginia Tech Corps of Cadets, and study abroad programs, as well as student staff in housing and residence life, orientation leaders, and peer educators. Title IX staff maintained a presence at resource fairs for new undergraduate, graduate, and international students.

Every employee is required to participate in training related to Title IX at least once every two years. This year, our office provided training to 3,587 employees. These trainings were made available in a variety of ways-- via on on-line module, in person training, and live via video conference.

Title IX Staff assisted with the coordination of the campus wide, multidisciplinary Sexual Violence Prevention Council, which met 5 times during the academic year to strategize around prevention education efforts.

In an effort to be more strategic and collaborative in our prevention work, the Title IX Office partnered with the women's center, Virginia Tech Police Department, housing and residence life, and hokie wellness, to form the Culture of Respect Campus Leadership Team. This year, that team conducted an assessment of our existing programs and created a detailed plan for improving our work. We are looking forward to put that work into action in the upcoming year.

Title IX at VT

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in educational programs or activities by the university. Failing to respond to sexual harassment, which includes acts of sexual violence, is a form of sex discrimination prohibited by Title IX.

For more information on Title IX and Virginia Tech's policies, visit: oea.vt.edu or stopabuse.vt.edu. If you want to learn more about your rights, or believe the university is violating Title IX, you may contact the U.S. Department of Education, Office for Civil Rights at 800-421-3481 or visit www2.ed.gov.

To find out more information about filing a report of sexual harassment with the university, contact:

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 Employees
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CAMPUS RESOURCES

Virginia Tech Police Department
 540-382-4343
 Emergencies: 911

Virginia Tech Women's Center*
 540-231-7806

Dean of Students Office
 540-231-3787

Cook Counseling Center*
 540-231- 6557

Shiffert Health Center*
 540-231-6444

COMMUNITY RESOURCES

Blacksburg Police Department
 540-961-1150
 Emergencies: 911

**Women's Resource Center
 of the New River Valley**
 540-639-1123

Carilion Medical Center (Radford)
 540-731-2000
 (also provides forensic evidence collection)

LewisGale Hospital at Montgomery
 540-953-5122

*Confidential Resource