Office for
Equity & Accessibility

2021-2022 Annual Report

EQUITY & ACCESSIBILITY
VIRGINIA TECH.

From the Associate Vice President

As members of the Virginia Tech community, we are entrusted with the responsibility of creating and protecting our culture of inclusivity, safety, and care. Our university's core values and motto, *Ut Prosim* (That I May Serve), are essential in sustaining the university's rigorous scholarship, professional development, and commitment to a climate of respect. The Office for Equity and Accessibility (OEA) leads the charge to cultivate an educational and professional setting free from harassment, discrimination, and retaliation – one in which all employees and students can thrive and achieve their most ambitious goals.

OEA directs the university's efforts pertaining to Americans with Disabilities Act (ADA), Section 504 and Section 508 compliance; affirmative action and Section 503 compliance; response to discrimination, harassment, and sexual misconduct, including Title IX reports; prohibited conduct prevention; and civil rights and conflict resolution training.

This is not work we do alone. These efforts require continuous engagement and collaboration with institutional partners. We are thankful for our campus colleagues in Student Affairs; Services for Students with Disabilities; Human Resources; Faculty Affairs; the Women's Center; Inclusion and Diversity; Campus Planning, Infrastructure, and Facilities; Information Technology; Technology-enhanced Learning and Online Strategies; Communications and Marketing; and others. Our joint efforts shape a community of belonging for us all.

Through outreach and prompt attention to requests and reports, OEA enables Virginia Tech to maintain equitable access and service as well as mitigate risks. Accordingly, we offer the following 2021-2022 annual report to illustrate the important work of our office and document trends, including those that emerged during the COVID-19 pandemic. With the exception of the affirmative action and search exemption information, which is based on the federal fiscal year of October 1, 2021, to September 30, 2022, the data in this report reflect the academic year from August 1, 2021, to July 31, 2022.

It is my hope that this report provides insight into our current campus climate and the opportunities for each of us to continue building the welcoming community of knowledge, discovery, and creativity that is central to our mission and collective success.

Sincerely,

Kelly Oaks
Associate Vice President
Office for Equity and Accessibility

Contents

Our Office's Role

OEA engages in the following activities to further Virginia Tech's commitment to learning and working environments that protect against harassment and discrimination, consistent with our Principles of Community:

- Develop a strong and viable affirmative action program for the university and assess the university's progress toward full equal employment opportunity for women, minorities, protected veterans, and individuals with disabilities.

- Review requests for search exemptions to determine if there are compelling justifications to limit equal employment opportunity in our hiring practices.

- Provide reasonable accommodations to employees with disabilities and oversee institutional practices to ensure physical and programmatic accessibility for students, employees, and visitors.

- Develop and deliver training programs to inform members of our campus community of their rights and responsibilities under university Policy 1025: Harassment, Discrimination, and Sexual Assault and Policy 1026: Title IX Sexual Harassment and Responsible Employee Reporting.

- Respond promptly and fairly to allegations of conduct prohibited by the university's anti-discrimination and anti-harassment policies when the alleged misconduct involves a university employee or university-operated program or activity.

- Fulfill our institutional commitment to respond to reports of sexual and gender-based misconduct.

- Serve on campus, community, state, and national committees and boards focused on civil rights, equity, affirmative action, accessibility, and inclusion.

In addition to our response efforts, we focus heavily on strategic partnerships, community engagement, and professional association leadership to ensure the campus fulfills its commitment to equity and accessibility. OEA team members:

- Coordinate and provide administrative guidance to the Campus Accessibility Working Group (CAWG), an initiative of the Executive Vice President and Chief Operating Officer, to ensure accessibility is an institutional priority.

- Partner with the Division of Information Technology to lead campus efforts supporting digital accessibility in all university communications.

- Chair and advise the President's Sexual Violence Culture and Climate Work Group (SVCC) to develop a sustainable model for sexual violence prevention.

- Serve in regional and national leadership positions with the Industry Liaison Group to champion effective relationships between federal contractors and the federal agency that oversees contractor compliance.

- Engage in campus governance activities via roles in the Commission on Equal Opportunity and Diversity, Administrative and Professional Faculty Senate, and Commission on Administrative and Professional Faculty Affairs.

- Contribute to the development of universitywide protocols, including those for the COVID-19 pandemic response and return to campus for the Fall 2021 semester.

COVID-19 Pandemic Response

As for all higher education institutions, the COVID-19 pandemic presented several challenges for Virginia Tech. As the university prepared for the Fall 2021 semester, OEA teams and campus partners developed strategies to fulfill our institutional commitment to an in-person semester that maintained the hallmarks of the Hokie experience and ensured employees and students received support as necessary to continue their work and studies in unprecedented circumstances.

Americans with Disabilities Act (ADA) and Accessibility and Civil Rights Compliance

Approximately 22 percent of accommodation requests submitted to the ADA and Accessibility team during the reporting year were for COVID-19 vaccine exemptions requested in August 2021 following the announcement of Virginia Tech's vaccine requirement. While the university later eliminated the requirement, the response to the initial requests required deliberate but swift development of revised university protocols to authorize exemptions based on documented medical reasons. The ADA and Accessibility team also worked in conjunction with the Civil Rights Compliance team to respond to and authorize COVID-19 vaccine exemption requests for sincerely held religious beliefs.

The ADA team adjusted its approach to meet revised guidance from the Equal Employment Opportunity Commission and engaged in trainings with Human Resources to ensure universitywide alignment.

Further details on the ADA team's pandemic response are provided on page 11.

Title IX

To continue the essential work of conducting meetings with students during the pandemic, the Title IX team transitioned to virtual sessions. The new process reshaped the office's perspective on in-person interviews and demonstrated students' increased comfort with meetings facilitated by technology.

Affirmative Action

As part of our responsibility as a federal contractor, Virginia Tech is committed to ensuring equal employment opportunity for women, minorities, covered veterans, and individuals with disabilities. We continually evaluate our personnel processes, analyze our recruiting efforts, and develop action-oriented programs to succeed in our efforts.

In 2020, OEA received approval from the U.S. Department of Labor Office of Federal Contract Compliance Programs (OFCCP) to implement a functional affirmative action plan (FAAP) structure for the university thus allowing senior management areas with 50 or more employees to develop individual affirmative action plans. Nationally, Virginia Tech leads the charge within higher education to implement this format and serves as a resource to other higher education institutions considering this FAAP structure.

For OEA, affirmative action plans are not just documents on shelves but viable programs that produce intended results. The Affirmative Action team:

- Works collaboratively with Human Resources and college diversity leaders to develop plans that address barriers to equal employment opportunity.

- Conducts senior management briefings with the 26 leaders of our FAAPs to ensure they understand their successes, challenges, and opportunities in diversifying the workforce.

- Provides training to aid search committees in conducting equitable and fair hiring processes.

- Sponsors and provides specialized training to assist the campus community in understanding our affirmative action obligations.

Members of OEA's Affirmative Action team held leadership positions with the National Industry Liaison Group (NILG) and in a regional industry liaison group. These groups comprise a consortium of federal contractors and subcontractors who work in partnership with federal agencies to achieve equal employment opportunity for all employees. Their efforts are critical to strengthening the relationships federal contractors have with the OFCCP and ensuring contractors have a voice in regulatory changes.

Through involvement in these national and regional organizations, the Affirmative Action team hosted various national webinars focused on compensation equity, disability inclusion, veteran inclusion, and the intersection of race and disability; served on the committee to plan the annual conference for the NILG; and developed partnerships with disability-focused organizations to remove barriers to recruiting and retaining individuals with disabilities.
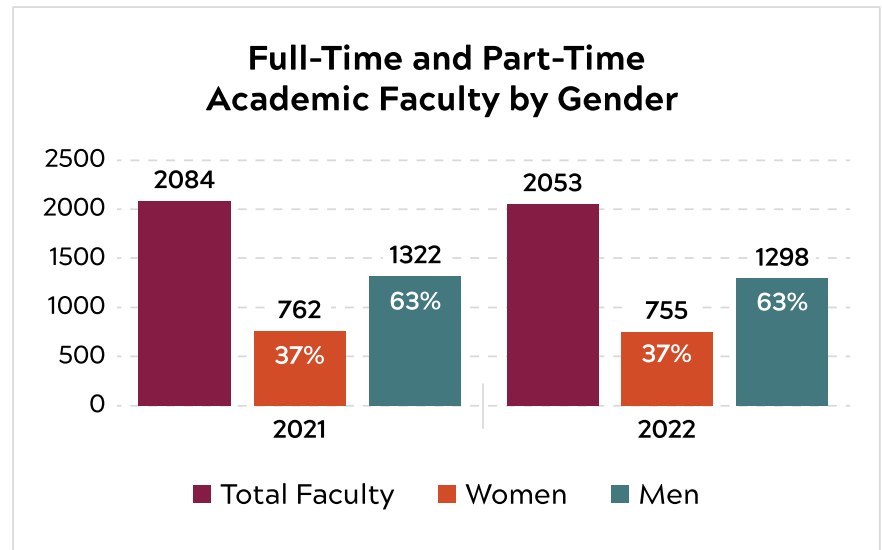
University Workforce Data

The Affirmative Action team takes a snapshot of the university's workforce annually on October 1 to evaluate successes and challenges in diversifying the campus as well as to track our progress toward full alignment with the core values and priorities as outlined in the 2020 strategic plan: The Virginia Tech Difference: Advancing Beyond Boundaries.

As of the 2022 snapshot date, the overall gender distribution at Virginia Tech was 49.7 percent men and 50.0 percent women, with 0.2 percent of employees identifying in other categories. Men represented majorities in the teaching, research, and part-time faculty categories whereas women represented 56 percent of administrative and professional (A/P) faculty. For overall race and ethnicity distribution, 66.7 percent of employees identified as white. Among populations of color, individuals identifying as Asian represented a majority at nearly 52 percent (Workforce and Diversity Metrics, CY 2022 Quarter 3, Division of Human Resources).
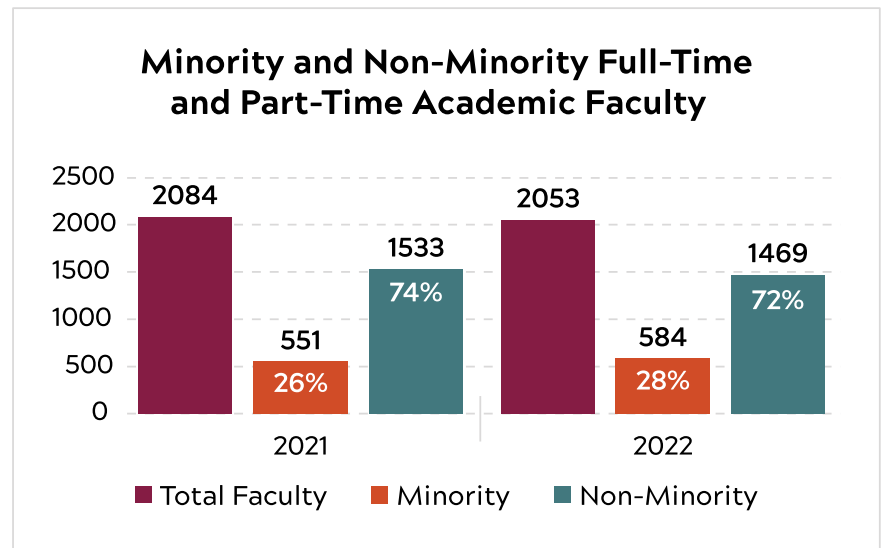
In 2021 and 2022, the percentage of women in tenure track, tenured, non-tenure track, and research faculty positions remained constant at 37 percent (**Figure 1**). The percentage of minorities in those categories increased slightly year over year (**Figure 2**).

Note: Data include tenure-track and tenured faculty, non-tenure track faculty, and research faculty.

Figure 1

Full-Time and Part-Time Academic Faculty by Gender

- Total Faculty
- Women
- Men

2021: 2084, 762 (37%), 1322 (63%)
2022: 2053, 755 (37%), 1298 (63%)

Figure 2

Minority and Non-Minority Full-Time and Part-Time Academic Faculty

- Total Faculty
- Minority
- Non-Minority

2021: 2084, 551 (26%), 1533 (74%)
2022: 2053, 584 (28%), 1469 (72%)

Figure 3

Staff and A/P Faculty Workforce by Gender
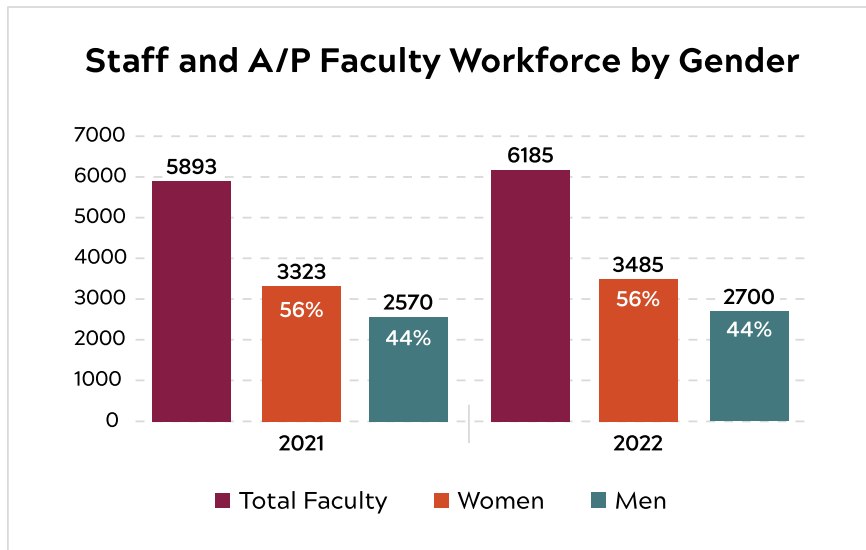

Within A/P faculty and staff job categories, percentages remained constant at 56 percent for women (**Figure 3**) and increased slightly for minorities (**Figure 4**).

While the overall representation of veterans in the workforce across all employment categories remained constant at 3 percent, the number of veterans who self-reported increased due to several factors, including the Affirmative Action team's attention to developing outreach and recruitment activities and Vietnam Era Veterans' Readjustment Assistance Act plans in conjunction with FAAP partners. Additionally, as a Virginia Values Veterans (V3 Program) certified employer for the Commonwealth of Virginia, one of the university's in-house recruiters attends workshops, hosts virtual job fairs, and visits military installation bases in a proactive approach to recruiting and communicating with the Veterans Caucus and the veteran community about the importance of self-identification.

Figure 4

Minority and Non-Minority Staff and A/P Faculty Workforce
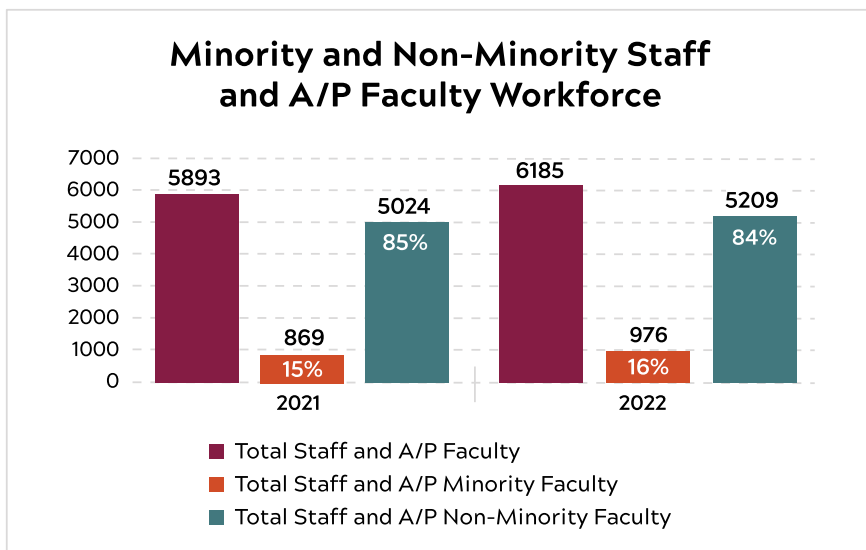
Note: The data include university staff, classified staff, and A/P faculty.

Source: Snapshot of workforce Oct. 1, 2021, and Oct. 1, 2022, Virginia Tech Main Campus Functional Affirmative Action Plan, using data from Banner Human Resources Information System.

Working in collaboration with colleagues in Human Resources, the Office for Inclusion and Diversity, and the Office of the Executive Vice President and Provost, the Affirmative Action team will continue to evaluate our efforts to improve the demographic representation of our workforce.
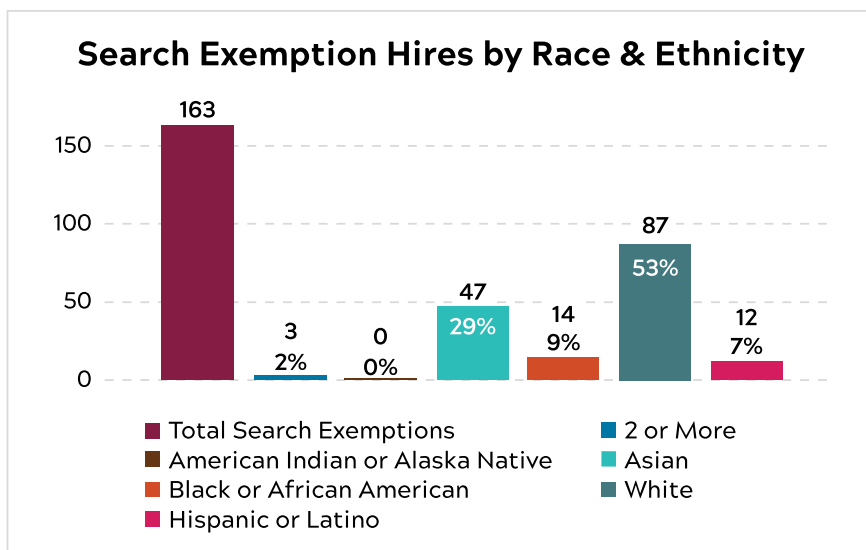
Search Exemptions

Virginia Tech is committed to providing equal employment opportunity for all qualified individuals. In support of this commitment, competitive searches are conducted to fill many of our vacancies. There are some instances in which the competitive process is not used, and the positions are filled using the search exemption process when specific criteria are met.

During the 2021 affirmative action plan year of October 1, 2021, to September 30, 2022, 163 search exemptions were processed by OEA. Most of these exemptions were for individuals who self-identify as men in the category of gender (**Figure 5**) and as white in the category of race and ethnicity (**Figure 6**). The majority of requests were for research faculty roles at 63 percent, followed by A/P faculty at 21 percent; at 17 percent, teaching and research (T&R) faculty had the fewest search exemption requests.

Figure 5

Search Exemption Hires by Gender

## Figure 6

Search Exemption Hires by Race & Ethnicity
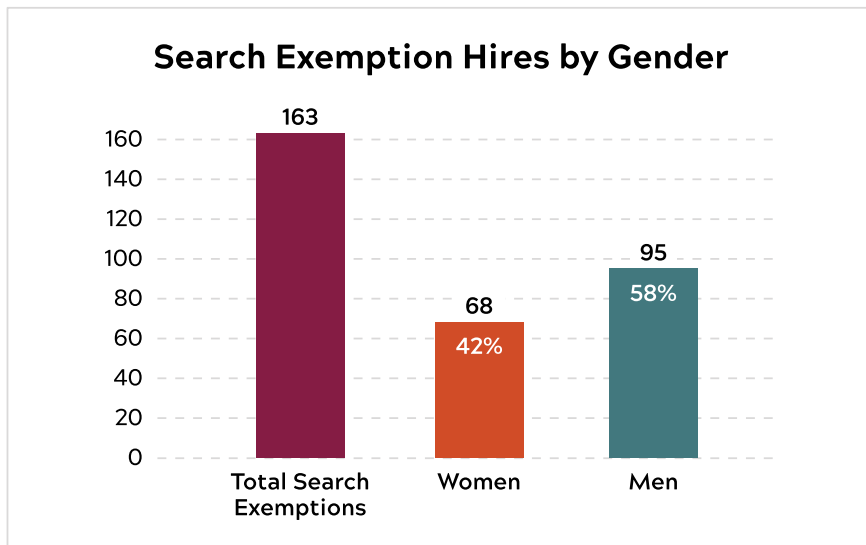
Note: No Native Hawaiian/Pacific Islanders were hired via the search exemption process during the reporting year.

Americans with Disabilities Act (ADA) and Accessibility

Virginia Tech is committed to equal employment and education opportunity for individuals with disabilities and complies with the Americans with Disabilities Act (ADA), as amended; the Rehabilitation Act, as amended; and other state and local laws that apply to individuals with disabilities. The ADA and Accessibility team handles Title I employee accommodation requests and authorizes reasonable accommodations per Policy 4075: University Accommodations of Persons with Disabilities for qualified employees with disabilities.

In the reporting year, the team received 634 requests for accommodations. Of those requests, 141 were COVID-19 vaccine exemption requests received in August 2021, coinciding with the university's announcement that all employees would be required to receive the vaccine by October 2021. The number of accommodation requests peaked in August 2021 and January 2022 at the start of the fall and spring semesters, respectively (**Figure 7**).

Figure 7

Number of Accommodation Requests
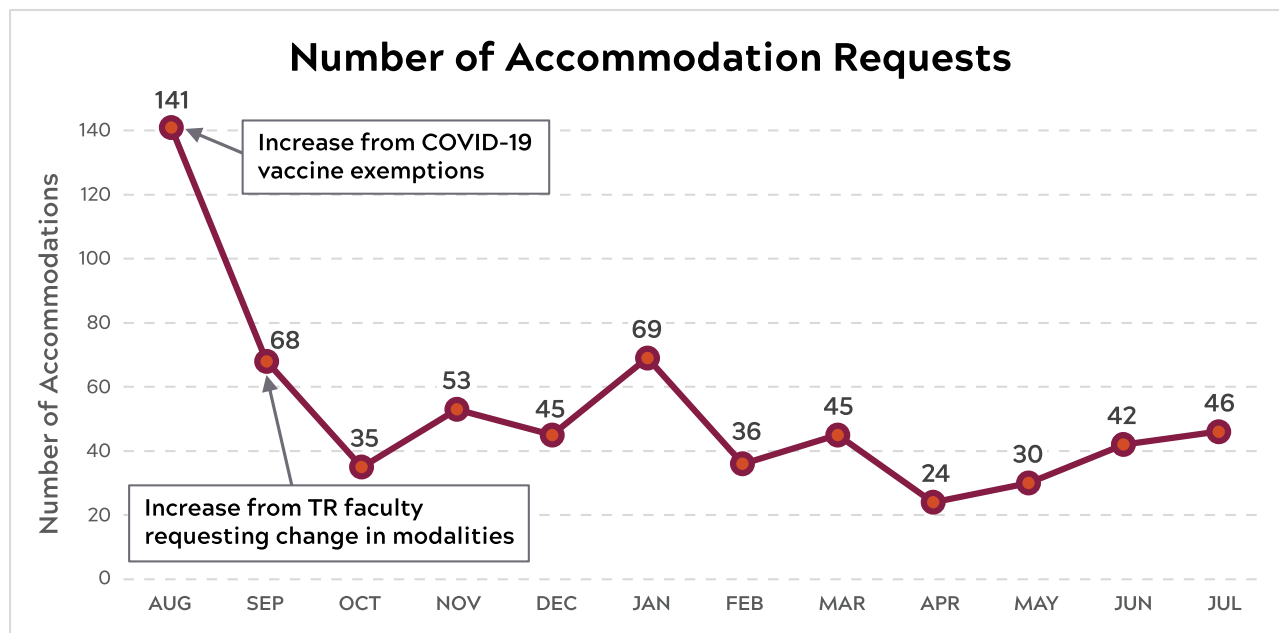
The majority of authorizations (129) were for workplace accommodations. There were 127 COVID-19-related accommodations resulting from requests to continue previously authorized accommodations or provide new accommodations due to high-risk medical conditions in the midst of COVID-19 variants. Additionally, as shown in **Figure 8**, the team processed 118 authorized accommodations for return-to-work with restrictions, six for long-term disability work (LTDW), four for travel, and two for reassignment.

Figure 8

Authorized Accommodations by Request Type
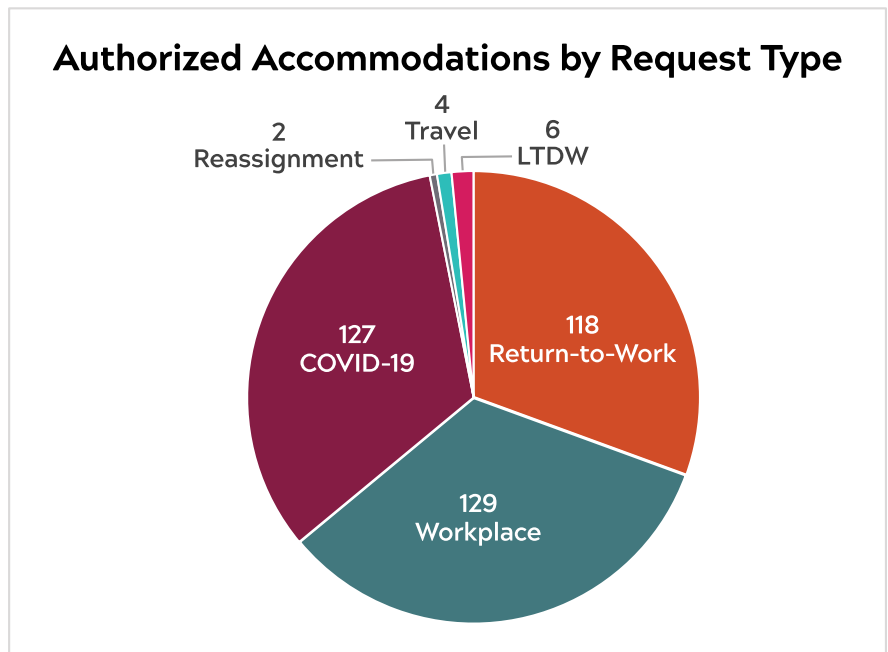
Outreach and Training

The ADA and Accessibility team also offers educational activities regarding accessibility to the university community. During the reporting period, the director and the ADA team provided ADA training for 1,126 graduate students, 80 Dining Services employees – including supervisors and managers – and 73 supervisors in coordination with Human Resources.

Outreach events included Employee Appreciation Day in May 2022, with more than 3,000 employees in attendance. The October 2021 celebration of National Disability Employment Awareness Month featured three separate virtual events and drew an audience of 73 employees.

Physical and Digital Accessibility

Fulfilling our commitment to accessibility for all requires collaborative initiatives that address both physical access on Virginia Tech campuses and digital access to the institution's online and electronic resources. In addition to the unit's director, case manager, and accommodations specialists, the ADA and Accessibility team includes a campus ADA accessibility architect responsible for campus infrastructure compliance, and a Section 508 and digital accessibility officer who ensures compliance for content served via technology.

The team engaged in various digital and physical accessibility projects during the reporting year, including the redevelopment of the interactive campus map, which now features accessible navigation, integrates real-time closure information, and aids users in identifying accessible pathways. Launched in August 2022, the new map is a joint success for the Division of Information Technology's Enterprise GIS group; Division of Campus Planning, Infrastructure, and Facilities GIS group; Communications and Marketing; the Disability Alliance and Caucus; and OEA's campus architect and digital accessibility officer.

Campus ADA Accessibility Architect

The campus ADA accessibility architect is responsible for reviewing all design and building plans for compliance with the 2010 ADA Standards for Accessible Design and the ADA Accessibility Guidelines regarding alterations, renovations, and capital and non-capital construction plans for the university.

The accessibility architect evaluates barrier reports and engages in numerous built environment consultations regarding facilities, buildings, pathways, ramps, parking, signage, and maps. In addition to the interactive campus map, the accessibility architect served as ADA consultant for numerous campus projects, including the Presidents Quad Redesign Project, Derring elevators, and Squires Hall ramps, during the reporting year.

Barrier Reports

OEA offers the Virginia Tech community an easy way to report physical and digital campus barriers through the Report a Barrier website. In the reporting year, the campus ADA accessibility architect responded to 47 physical barrier reports. The architect promptly investigated each report and delivered notification of barrier resolutions to build confidence and rapport with users. Active monitoring of the website and rapid response to barrier reports by the architect and the maintenance, housekeeping, and other service teams facilitates safety and promotes increased enjoyment of the campus environment.

The types of barriers reported were distributed across the following categories: accessible restrooms (4), interior accessible routes (3), exterior accessible routes (13), interior and exterior door controls (12), elevator operation (5), accessible parking (7), and miscellaneous (3). In most cases, the barriers were investigated and mitigated within approximately one day. In some cases, resolution took several days or weeks due to complexity of the repairs, availability of parts, or scheduling the work to coincide with student breaks.

A recently implemented campuswide elevator monitoring system that automatically alerts management personnel when an elevator needs maintenance has allowed for swift resolution of elevator operation barriers – oftentimes before they can be investigated. Barriers involving doors are typically caused by faulty door operators or other hardware, and maintenance personnel is consulted for adjustments, repairs, and replacements as needed. Exterior accessibility barriers – ranging from uneven surfaces to blockage by debris – are addressed by the pathway enhancement crew, grounds crew, and maintenance personnel as appropriate. More significant exterior route issues are resolved by coordinating capital construction projects. Transportation Services is notified of barriers pertaining to the quantity and distribution of spaces across campus as well as the unauthorized use of accessible spaces. The ADA architect studies the existing conditions and inventory of accessible parking spaces and determines methods to increase the number of accessible spaces or improve their distribution.

Section 508 Compliance and Digital Accessibility Officer

The Section 508 compliance and digital accessibility officer serves as a bridge between OEA and the university's Accessible Technologies group in the Technology-enhanced Learning and Online Strategies (TLOS) team.

The digital accessibility officer leads the university's efforts to evaluate and recommend accessibility policies, procedures, and best practices for electronic and information technology (EIT). The officer assists with the development of strategic roadmaps to ensure university operations align with Section 508 accessibility requirements; collaborates with university stakeholders to provide compliance guidance, training, and educational opportunities on accessible websites, design strategies, and documents; promotes appropriate support resources; and establishes accountability plans that foster accessibility compliance and inclusivity.

Additionally, the officer collaborates with Virginia Tech's procurement teams to establish and continuously improve processes for purchasing and deploying Section 508-aligned EIT and is actively involved with the Procurement Efficiency Committee – a group that ensures the university purchases IT software that is accessible to individuals with disabilities. In the reporting year, the office conducted a review of the information technology procurement process concerning Section 508 requirements and proposed plans to implement our legal obligations.

As an institution, it is a legal requirement that all information that is conveyed electronically be accessible to individuals with disabilities in accordance with Section 504, the Americans with Disabilities Act, as amended, and Section 508. To promote compliance, the digital accessibility officer provided numerous targeted trainings to the campus community and led the process to update Policy 7215: Information Technology Accessibility, aligning it with Web Content Accessibility Guidelines (WCAG) 2.1 AA as the standard for all university information technologies.

In addition to participating in the redevelopment of the campus map, the digital accessibility officer:

- Collaborated with university partners to select an automated and guided cloud-based tool to test websites and web apps for conformance and compliance with TLOS.

- Reviewed university websites, prioritized remediations, and implemented immediate accessibility improvements.

- Developed programs to address the two largest digital barrier report categories – email newsletters and PowerPoint presentations – and worked with university partners to train staff and remediate problems.

- Worked with industrial systems engineering students on a graduate student study regarding blind pedestrians.

- Taught a dozen classes through TLOS' Professional Development Network and directly to administrative departments.

- Provided training on topics such as accessible HTML for communicators and meaningful alternative text to more than 140 participants from the university community.

- Presented at two national conferences: VERA Research Conference 2022 and IDEAx 2022 at Selu Observatory.

- Participated in CAWG as well as the Procurement Efficiency Committee, VT SURE Research Platform Committee, Ensemble Core Web Team, and Accessibility Network.

Civil Rights Compliance and Conflict Resolution

OEA's civil rights compliance and conflict resolution team guides the university's efforts to maintain working and learning environments free from harassment, discrimination, and retaliation. In addition to programs regarding the scope and application of Policy 1025 and Policy 1026, the team provides assistance, training, resources, and supportive measures to students and employees, and university offices and departments.

Response to Reports of Prohibited Conduct

As part of its core responsibility to provide a prompt and fair response to reports of prohibited conduct, the compliance team resolves reports via four methods: outreach, consultation, facilitated or informal resolution, or formal complaint and resolution. Reports may – but need not – result in complaints. A complaint is a formal request for the team to resolve an allegation of prohibited conduct through investigation.

Statistics Regarding Reports

In the 2021-2022 academic year, the team received 181 reports of potential prohibited conduct and 54 complaints containing allegations of prohibited conduct – a 55 percent increase in reports and a 170 percent increase in complaints received compared to the 2020-21 academic year.

The team tracked the reports and grouped them into major categories of classes that receive protection under Policy 1025 (**Figure 9**). Reports about discrimination based on race, color, and national origin are grouped into a single category ("race, color, origin") that accounts for about a quarter of reports. Reports about discrimination based on sex, sexual orientation, gender, gender identity, and gender expression ("sex") account for over a third of reports. Other statistically significant categories include disability and retaliation.

Figure 9

Reports by Protected Class

- 34% Sex
- 18% Race/Color/Origin
- 21% Disability
- 4% Retaliation
- 9% Other
- 14% Unknown
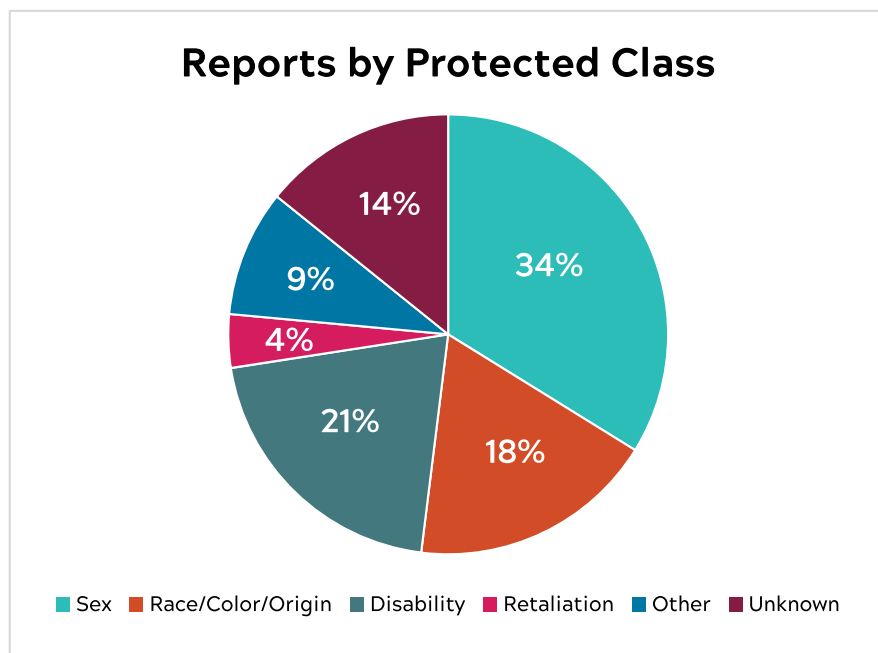
The "other" category includes reports of discrimination based on age, genetic information, political affiliation, and military status. A single report can – and often does – include multiple bases of discrimination. In such cases, the reports count in all applicable categories.
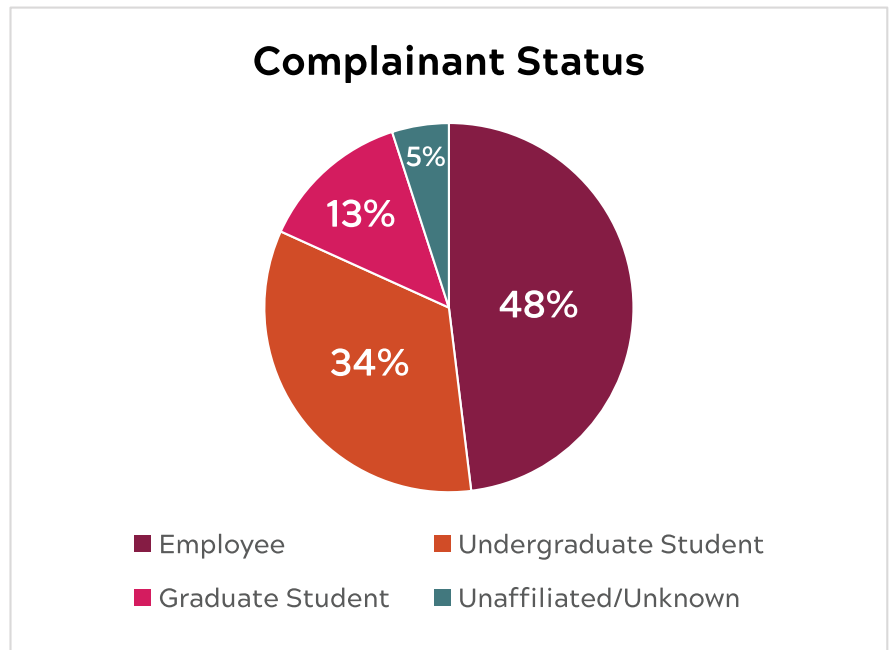
Additionally, as shown in **Figure 10**, the compliance team tracked whether parties impacted by alleged prohibited conduct were undergraduate students, graduate or professional students, employees, or members of other categories (i.e., unaffiliated with the university or identity unknown). Most complainants – 48 percent – were employees, followed by undergraduate students at 34 percent.

Figure 11 illustrates how reports of potential prohibited conduct were resolved. More than 40 percent concluded with consultation.
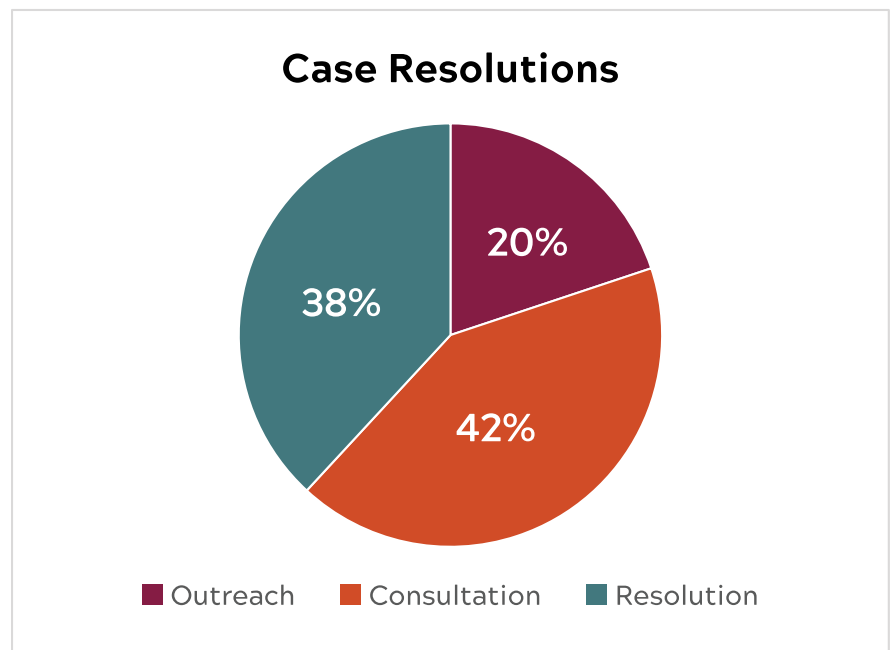
Statistics Regarding Complaints

The goal for every complaint received is to reach a resolution within 75 calendar days from the date of filing. In the interest of ensuring an equitable and thorough process, an investigation may take longer.

Figure 10

Complainant Status

- Employee
- Undergraduate Student
- Graduate Student
- Unaffiliated/Unknown

Figure 11

Case Resolutions

- Outreach
- Consultation
- Resolution

Therefore, the team starts every year with the goal of resolving 80 percent of complaints within 75 days or fewer. In the reporting year, it took an average of 26 days for complaints to resolve; the median complaint resolved in fewer than 16 days.

Compliance Training

The team also engages in outreach and education, including compliance training. Each year, the team sets a goal to increase the rate of employees who have taken the training within the last two years or, for new hires, within 90 days of their first day. **Figure 12** shows how many employees completed compliance training in 2021-2022 in comparison to the two previous academic years. In the coming year, the team will continue its work to ensure that at least 75 percent of employees meet institutional expectations for completing compliance training and identify key partners whose roles frequently intersect with OEA's work for engagement in new training or workshop modules tailored to their positions.

Figure 12

Compliance Trainings

- 2019-2020: 3157
- 2020-2021: 6046
- 2021-2022: 7887
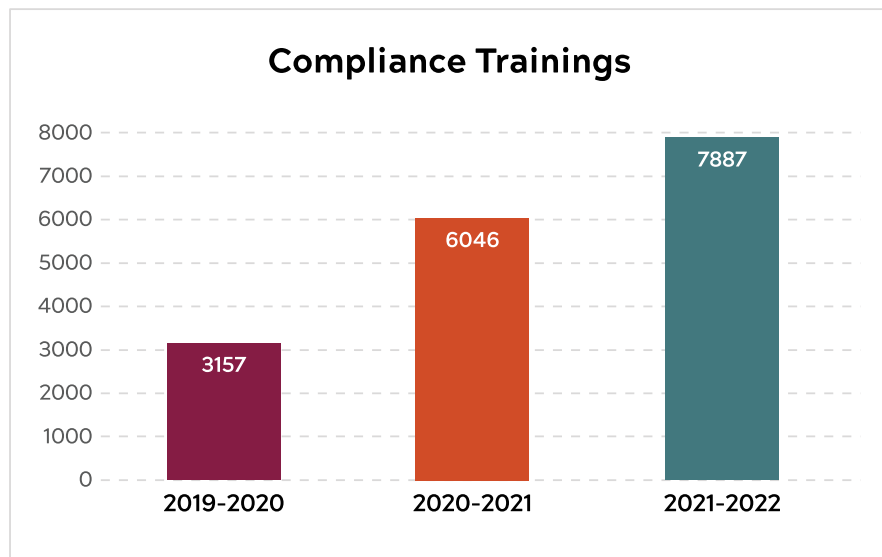
Conflict Resolution

OEA engages multiple departments, units, and teams in efforts to identify and address climate concerns related to fostering inclusive working and learning environments. The office offers informal conflict resolution processes and trainings for individuals, small groups, and university departments to strengthen communication and increase collaboration in the workplace, with particular attention to matters of identity, equity, inclusion, and accessibility. In the reporting year, 47 students, faculty, and staff members participated in individual conflict coaching sessions. More than 400 members of the university community received training in effective conflict resolution and communication skills.

Equity Services in the Washington, D.C., Region

Reporting to the director of compliance and conflict resolution, OEA's equity manager is based in the Washington, D.C., region and serves as a regional, in-person point of contact for questions and concerns related to the university's anti-discrimination and anti-harassment policies. The equity manager works with OEA's partners, such as the Cook Counseling Center, Human Resources, and the university ombuds and graduate ombuds offices, to create a robust network of support for students, faculty, and staff in the capital region.

During the reporting year, in addition to hosting regular office hours across Virginia Tech's campuses in the Washington, D.C., region, the equity manager co-facilitated numerous events for students and employees, including an in-person training on Policy 1025 and Policy 1026, a workshop on conflict resolution, and a "Grad School Survival Guide" event which provided resources to the area's graduate students.

Title IX

OEA's Title IX team works so that all members of the Virginia Tech community can fully participate in university activities free from discrimination on the basis of sex, sexual orientation, gender identity, or gender expression, including sexual harassment and violence. This work is done in partnership with departments across the university and focuses on compliance with Title IX and its regulations, promoting a culture that protects against harassment and violence, and responding to reported sexual harassment and violence with seriousness and care.

Compliance with Title IX and Related Regulations

The Title IX team regularly reviews university policy and process related to Title IX. During the reporting period, the university's Title IX Advisory Council worked to both monitor the response to reported harassment and violence for compliance, as well as ensure that appropriate systems are in place and working well. The Title IX coordinator also hosted a Student Title IX Advisory Group to gather perspective on how students experience those systems. Finally, the team assisted partners across the university as they underwent extensive audits from federal agencies monitoring compliance with Title IX in programs receiving federal grants.

Promoting a Culture that Protects Against Harassment and Violence

Collaborations and partnerships are critical to fulfilling the spirit and intent of Title IX, especially in a highly decentralized university like Virginia Tech. In 2021, President Sands established the Sexual Violence Culture and Climate Work Group (SVCC) to further the institution's commitment to preventing sexual violence and building a collaborative, sustainable model for prevention programming on campus. The Title IX coordinator serves as chair and the associate vice president serves as an advisor of SVCC. In its inaugural year, the work group was charged with focusing on sexual violence culture and climate issues for residential students. The accomplishments of SVCC include:

- Launching the SAFE at VT website.

- Revising timely warning communications.

- Socializing a model for cultural transformation.

- Sponsoring a student engagement forum.

- Developing an assessment tool.

- Collaborating with Residential Well-Being to infuse sexual violence prevention programming into the on-campus living model.

Information about sexual assault prevention and the resources available to those who experience it is especially important in the earliest days and weeks of students' experiences in higher education. Title IX staff administered online training for every incoming first-year, transfer, and first-year graduate and professional student at the start of both the fall and spring academic semesters.

Responding to Sexual Harassment and Violence

Institutional response efforts are also a significant part of our work. While this work is shared with campus partners, the Title IX team serves as the initial point of contact for students reporting sexual harassment and violence, providing support and resources as well as options for filing formal complaints. To provide a full picture of these issues impacting the Virginia Tech community, we provide data on all official reports of sexual harassment and violence regarding students via a separate Title IX annual report.

Looking Forward

In the 2022-2023 academic year, OEA will continue its work to cultivate an educational and professional setting free from harassment, discrimination, and retaliation. Goals for the office include:

- Increasing education and outreach to ensure the university community understands our institution's commitment to an environment free from harassment and discrimination.

- Continuing leadership in campuswide initiatives to improve campus accessibility.

- Conducting a student sexual violence campus climate survey to assess the culture and climate on campus as well as the prevalence rates of gender-based violence.

- Developing sustainable models for gender-based violence prevention.

- Assessing service models to ensure the Washington, D.C., area; Roanoke; and other non-Blacksburg locations have access to the OEA team and services.

- Expanding communications and outreach to inform the university community about OEA's services and achievements.

Resources

Accessibility Portal	vt.edu/accessibility
Accessible Technologies	assist.vt.edu
Cook Counseling Center	ucc.vt.edu
OEA Glossary	oea.vt.edu/about/glossary
Report a Barrier	vt.edu/accessibility/barrier
SAFE at VT	safe.vt.edu
Services for Students with Disabilities	ssd.vt.edu

Scan the QR code or click the link below for the Gender-Based Harassment and Violence Reporting form.

bit.ly/TitleIX_Reporting_Form

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