



Virginia Tech is committed to providing a learning and working environment free from harassment and discrimination.

[University Policy No. 1025](#) prohibits discrimination and harassment against employees and students on the basis of age, color, disability, sex (including pregnancy), gender, gender identity, gender expression, genetic information, national origin, political affiliation, race, religion, sexual orientation, military status, or any other basis protected by law. The university also prohibits retaliation for reporting discrimination or harassment on any of these bases.

Title IX Responsible Employee Reporting to the University

[University Policy No. 1026](#) specifies that any responsible employee who receives a report of behavior that might be construed as sexual harassment or violence, or sex or gender-based violence must report the behavior. “Responsible employees” are those who serve as administrators, supervisors, academic advisors; give instruction; or have responsibilities for on-campus student activities, or student or employee discipline.

Scan this code to report gender based harassment and violence.



Office for Equity and Accessibility

220 Gilbert Street, Suite 5200
540-231-2010
equityandaccess@vt.edu

Virginia Tech Police Department

911 ▪ 540-382-4343
police.vt.edu

Harrison Blythe, Interim Title IX Coordinator

540-231-0448 ▪ hblythe@vt.edu

Employee Reporting of Discriminatory Workplace Conduct

Resources are also available for employees that wish to report discriminatory behavior or conduct in the workplace under [University Policy No. 1025](#).

Scan this code to report discriminatory conduct.



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Employees may also speak with their department or college leadership, [HR representative](#), or [Employee Relations](#).

Confidential Resources for Employees

Confidential resources cannot share identifying information about you without your consent. They can support and advise you as you make decisions.

University Ombuds Office
ombuds.vt.edu

TimelyCare Virtual Mental Health Counseling
timelycare.com/virginiatech

Women’s Center at Virginia Tech
womenscenter.vt.edu



Additional Employee Services and Benefits

ADA and Accessibility Services
Office for Equity and Accessibility

adaaccess@vt.edu

Hokie Wellness

hokiewellness@vt.edu

hokiewellness.vt.edu/Employees

Employee Assistance Program

* For benefitted employees enrolled in the university's health care plan. Benefit is also available to family members covered under the employee's health care plan.

COVA CARE and COVA HDHP

Anthem: 1-855-223-9277

anthemEAP.com

(Password: Commonwealth of Virginia)

COVA HealthAware Employee Assistance Program

Aetna: 1-888-238-6232

covahealthaware.com

(Username: COVA, Password: COVA)

Kaiser Permanente HMO Behavioral Health and Employee Assistance Program

1-866-517-7042

Optima Health Advantage

1-866-846-2682