



**Office for Civil Rights Compliance and Prevention Education**

220 Gilbert Street, Suite 5200 (0150)

Blacksburg, VA 24060

P: 540-231-0448

[civilrights@vt.edu](mailto:civilrights@vt.edu) | [civilrights.vt.edu](http://civilrights.vt.edu)

**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 aliation, 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.

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### **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**



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220 Gilbert Street, Suite 5200  
540-231-2010  
[civilrights@vt.edu](mailto:civilrights@vt.edu)

**Angela Catena**  
*Title IX Coordinator*  
540-231-1824  
[angelamc@vt.edu](mailto:angelamc@vt.edu)

**Virginia Tech Police Department**  
911 | 540-382-4343  
[police.vt.edu](http://police.vt.edu)

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### **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**



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## 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**

[ombuds.vt.edu](http://ombuds.vt.edu)

**TimelyCare Virtual Mental  
Health Counseling**

[timelycare.com/virginiatech](http://timelycare.com/virginiatech)

**Women's Center at  
Virginia Tech**

[womenscenter.vt.edu](http://womenscenter.vt.edu)

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## Additional Employee Services and Benefits

**ADA and Accessibility Services**

*Office for Civil Rights Compliance and Services*

[adaaccess@vt.edu](mailto:adaaccess@vt.edu)

**Hokie Wellness**

[hokiewellness@vt.edu](mailto:hokiewellness@vt.edu)

[hokiewellness.vt.edu/employees](http://hokiewellness.vt.edu/employees)

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## Employee Assistance Program

\*For benefitted employees enrolled in the university's health care plan. Benefits are 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](http://anthemEAP.com)

*(Password: Commonwealth of Virginia)*

**COVA HealthAware**

*Employee Assistance Program*

Aetna: 1-888-238-6232

[covahealthaware.com](http://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