

## **2016-2017 Report on Response to Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence**

The University of Virginia (“University”) 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.

The University’s Policy on Sexual and Gender-based Harassment and Other Forms of Interpersonal Violence (“the Title IX Policy”), available at <http://uvapolicy.virginia.edu/policy/HRM-041>, went into effect in July 2015 and prohibits Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Sexual or Gender-Based Harassment, Complicity in the commission of any act prohibited by this policy, and Retaliation against a person for the good faith reporting of any of these forms of conduct or participation in any investigation or proceeding under this policy (collectively, “Prohibited Conduct”). These forms of Prohibited Conduct are unlawful, undermine the character and purpose of the University, and will not be tolerated. The Procedures for Reports Against Students – Appendix A (<https://eocr.virginia.edu/appendixa>) and the Procedures for Reports Against Employees – Appendix B (<http://eocr.virginia.edu/appendixb>) (collectively, “the Procedures”), provide further detail on the procedures for responding to a report of Prohibited Conduct.

This report presents data on the number of reports of Prohibited Conduct resolved during the 2016-2017 academic year.<sup>1</sup> The Procedures provide for two types of resolution under the University’s Title IX Policy – alternative resolution and formal resolution. This Report details the University’s responses to reports of Prohibited Conduct resolved under both of these procedures. While the University received additional reports of Prohibited Conduct during the 2016-2017 academic year, those reports were resolved either through alternative resolution, which is discussed in more detail below, or, due to the lack of jurisdiction over a Respondent or to honor a Complainant’s request for anonymity, University action may have been unavailable.

### **Formal Resolution**

Formal Resolution is a formal investigation by an assigned neutral investigator pursuant to the University’s Policy and Procedures.

During the 2016-2017 academic year, the Title IX Office resolved 40 reports of Prohibited Conduct through Formal Resolution under the University’s current Title IX Policy.<sup>2</sup> A report that

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<sup>1</sup> For purposes of this report, the 2016-2017 academic year began on the day courses began, August 23, 2016 and concluded on August 21, 2017, the day before the 2017-2018 academic year began.

<sup>2</sup> During the 2016-2017 academic year, the University resolved four reports of prohibited conduct under the Sexual Misconduct Policy. These investigations resulted in three findings of no responsibility following hearing before the Review Panel and no sanctions were imposed upon these students and one finding of responsibility, which resulted in a one semester suspension of the student.

is opened for formal resolution may implicate one or more policy violations under the Title IX Policy or other relevant University policies. For example, a single report of Intimate Partner Violence may also include additional prohibited conduct under the Title IX Policy, such as sexual or gender-based harassment, or policy violations under the Standards of Conduct. There were a total of 106 alleged policy violations in the 40 formal resolutions. The incident type/alleged policy violations investigated in these 40 reports are identified below in Figure 1.

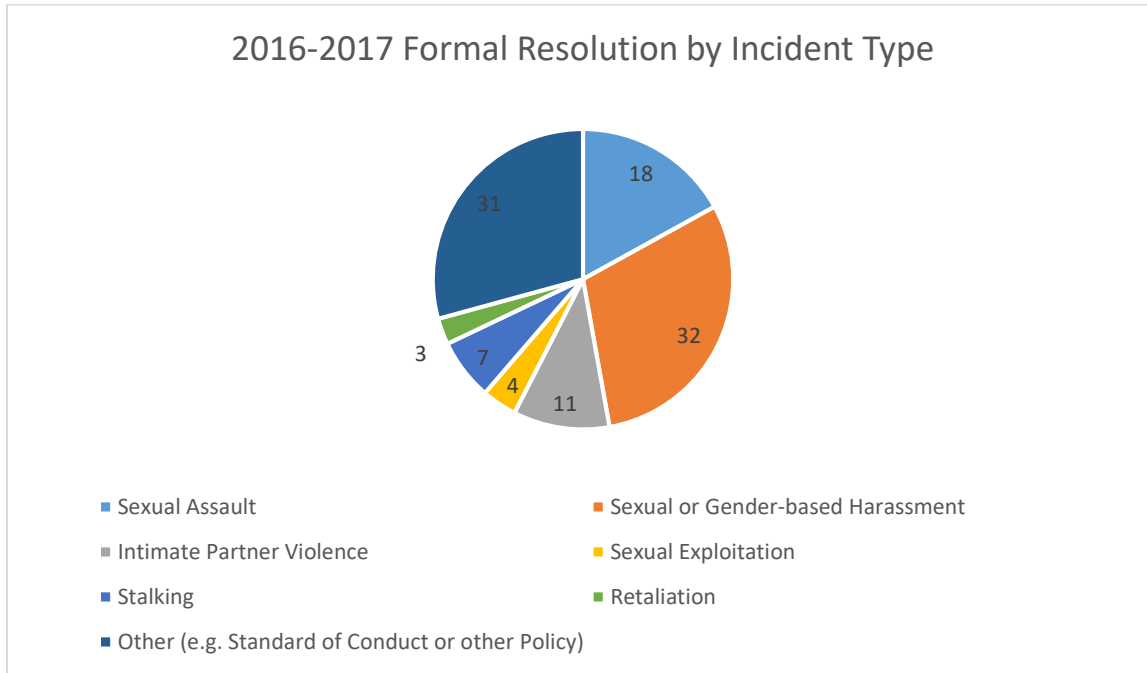


Figure 1.

The 40 formal resolutions resulted in 24 findings of no responsibility and 16 findings of responsibility. Review Panel Hearings/Meetings were convened pursuant to the Title IX Policy in 18 matters.<sup>3</sup> Sanctions ranged from written reprimand to expulsion or termination of employment and are outlined in Figure 2. Sanctions by policy violation are outlined in Figure 3.

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<sup>3</sup> Three hearings were convened pursuant to the Employee Procedures and thus they were Review Panel Meetings. The Employee Procedures are explained in detail at <http://eocr.virginia.edu/appendixb>.

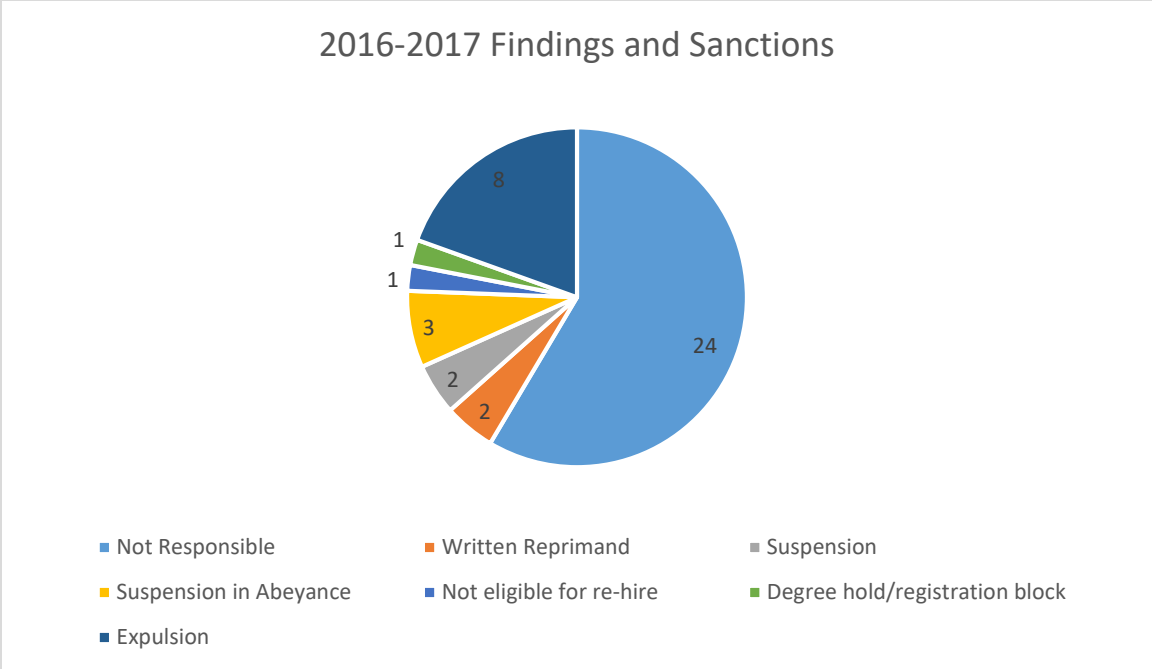


Figure 2.

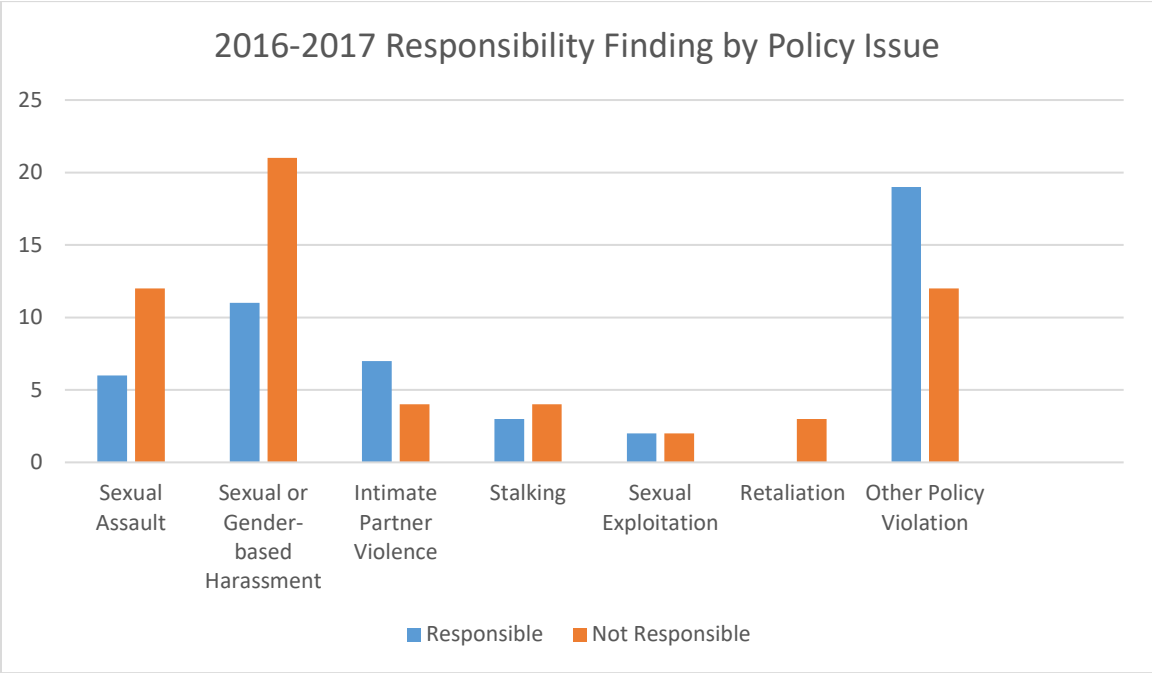


Figure 3.

The demographics of the Complainants and Respondents are outlined in Figures 4 – 7. Some matters involved multiple Complainants or Respondents and thus the total number of individuals exceeds the number of matters. Further, nine of the formal resolutions involved respondents who were employees and were conducted pursuant to the University’s Procedures for Reports Against Employees.

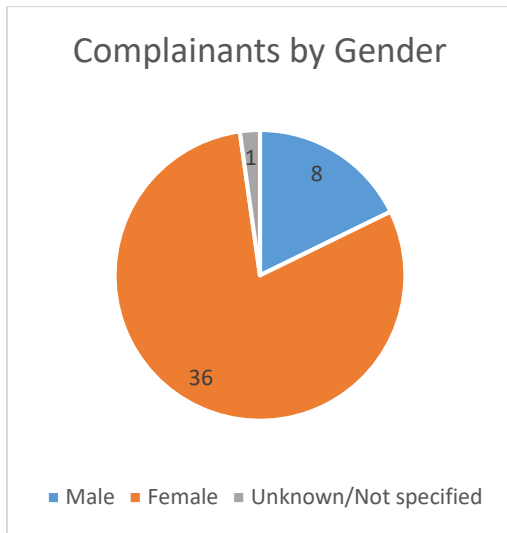


Figure 4.

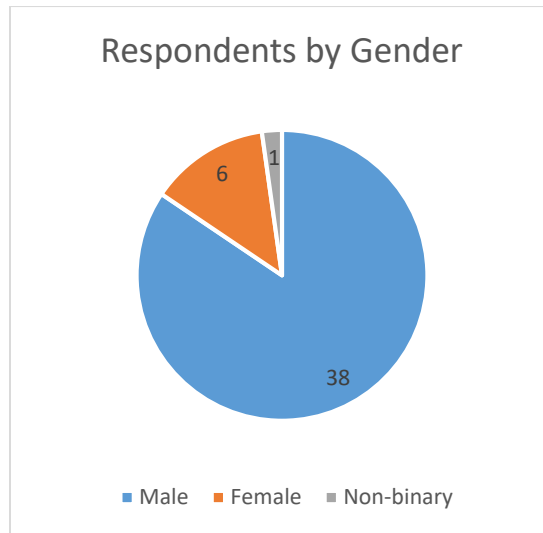


Figure 5.

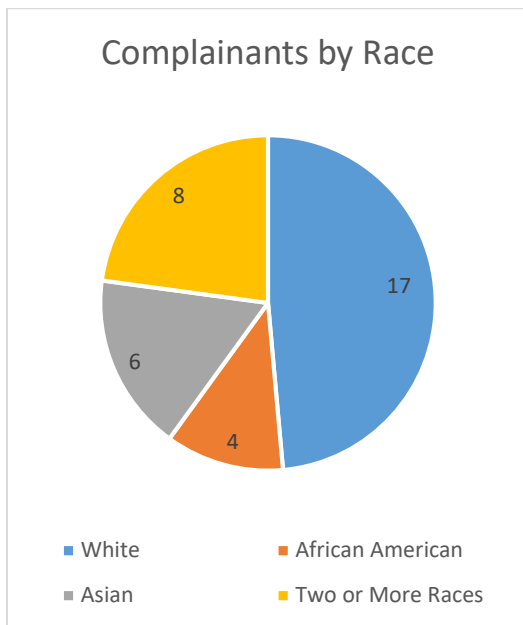


Figure 6.

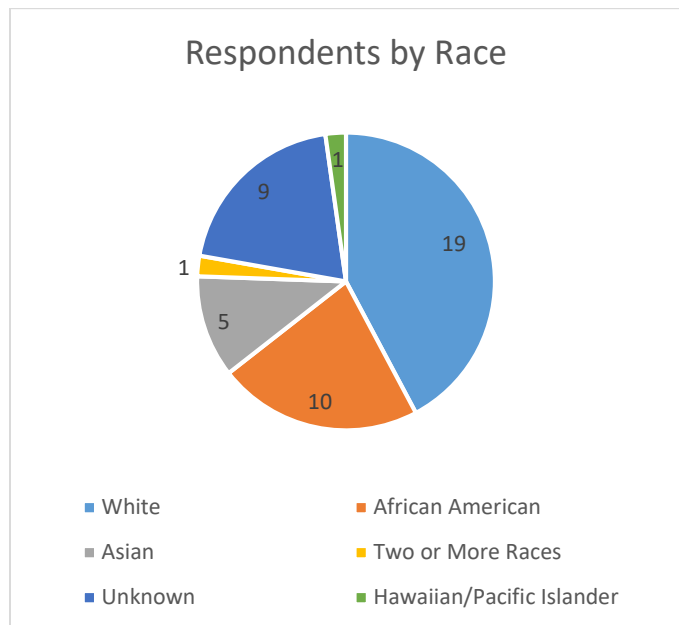


Figure 7.

**Alternative Resolution**

Alternative Resolution is a voluntary process, which may include, but is not limited to, resolution with the assistance of a third party, coaching, intervention and remedies, or an investigation by Human Resources into a matter solely involving employees.

During the 2016-2017 academic year, the Title IX team initiated 63 alternative resolutions. The alternative resolutions involved a variety of responses and actions by the University's Title IX

office. For example, members of the Title IX provided coaching sessions to respondents regarding the University's policies and procedures, provided targeted Title IX training to identified groups, issued No Contact Directives, and collaborated with Employee Relations staff to investigate employee matters.