

University of Virginia  
Office for Equal Opportunity and Civil Rights  
Notice of Non-Discrimination and Equal Opportunity

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The University of Virginia does not discriminate on the basis of age, color, disability, gender identity, marital status, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), sexual orientation, veteran status, and family medical or genetic information, in its programs and activities as required by Title IX of the Education Amendments of 1972, the Americans with Disabilities Act of 1990, as amended, Section 504 of the Rehabilitation Act of 1973, Titles VI and VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1975, the Governor's Executive Order Number One (2014), and other applicable statutes and University policies. The University of Virginia prohibits sexual and gender-based harassment, including sexual assault, and other forms of interpersonal violence.

The following person has been designated to handle inquiries regarding the American with Disabilities Act, the Rehabilitation Act, and related statutes and regulations: Melvin Mallory, ADA Coordinator, Office for Equal Opportunity and Civil Rights, O'Neil Hall, 445 Rugby Road, Room 027, P.O. Box 400211, Charlottesville, VA 22904, (434) 924-3295, [ADACoordinator@virginia.edu](mailto:ADACoordinator@virginia.edu).

The following person has been designated to handle inquiries regarding non-discrimination policies: Catherine Spear, Associate Vice President, Office for Equal Opportunity and Civil Rights, P.O. Box 400219, Washington Hall, Charlottesville, VA 22904, (434) 924-7179, [ccs9a@virginia.edu](mailto:ccs9a@virginia.edu) or [UVAEOCR@virginia.edu](mailto:UVAEOCR@virginia.edu).

The following person has been designated to serve as the overall coordinator for purposes of Title IX compliance: Emily Babb, Assistant Vice President for Title IX Compliance/Title IX Coordinator, O'Neil Hall, Room 037, (434) 297-7643, [ecb6y@virginia.edu](mailto:ecb6y@virginia.edu) or [titleixcoordinator@virginia.edu](mailto:titleixcoordinator@virginia.edu).

The following individuals have been designated as Deputy Title IX Coordinators to assist the Title IX Coordinator and conduct investigations:

- Akia Haynes, O'Neil Hall, Room 036, (434) 924-1696, [aah6n@virginia.edu](mailto:aah6n@virginia.edu); and
- Christopher Tate, O'Neil Hall, Room 034, (434) 297-7339, [crt2b@virginia.edu](mailto:crt2b@virginia.edu)

Complaints of discrimination, harassment, and retaliation may be directed to the Office for Equal Opportunity and Civil Rights at [UVAEOCR@virginia.edu](mailto:UVAEOCR@virginia.edu). Complaint procedures may be found at <http://eocr.virginia.edu/file-complaint>. Complaints may also be filed with the [Department of Education Office for Civil Rights](#), [Equal Employment Opportunity Commission](#), [Commonwealth of Virginia Division of Human Rights](#), and the [Department of Human Resources Management](#).

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