

# WHAT IS TITLE IX?

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in educational programs or activities operated by recipients of federal financial assistance.

The sexual harassment of students, which includes acts of sexual violence, is a form of sex discrimination prohibited by Title IX.

Sexual violence refers to physical sexual acts perpetrated against a person's will, where a person is incapable of giving consent due to drugs or alcohol, or unable to give consent due to disability.

For more information on Title IX and Virginia Tech's policies visit: [www.oea.vt.edu](http://www.oea.vt.edu)



Virginia Tech does not discriminate against employees, students, or applicants on the basis of age, color, disability, gender, gender identity, gender expression, national origin, political affiliation, race, religion, sexual orientation, genetic information, or veteran status; or otherwise discriminate against employees or applicants who inquire about, discuss, or disclose their compensation or the compensation of other employees, or applicants; or any other basis protected by law. For inquiries regarding non-discrimination policies, contact the Office of Equity and Accessibility at 540-231-2010 or Virginia Tech, North End Center, Suite 2300 (0318), 300 Turner St. NW, Blacksburg, VA 24061.

# CAMPUS RESOURCES

<b>Title IX Coordinator</b> Kelly Oaks	540-231-8871
<b>Deputy Title IX Coordinator</b> Frank Shushok	540-231-8064
<b>Office of Equity and Accessibility</b>	540-231-2010
<b>Dean of Students Office</b>	540-231-3787
<b>Cook Counseling Center *</b>	540-231-6557
<b>Schiffert Health Center *</b>	540-231-6444
<b>Student Conduct Office</b>	540-231-3790
<b>Women's Center *</b>	540-231-7806

\* Confidential resource

## 24-HOUR RESOURCES

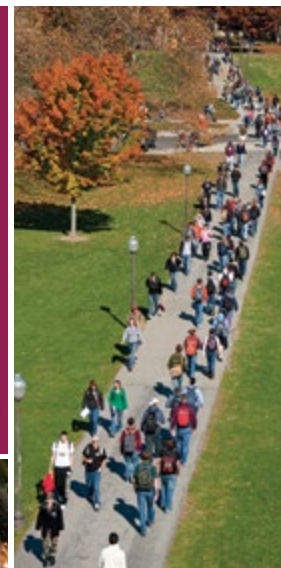
<b>Virginia Tech Police Department</b> Emergencies	540-382-4343 911
<b>Blacksburg Police Department</b> Emergencies	540-961-1150 911
<b>Women's Resource Center of the New River Valley</b>	540-639-1123
<b>Virginia Tech Cook Counseling Center</b>	540-231-6444

Division of Administrative Services  
**EQUITY AND ACCESSIBILITY**

North End Center, Suite 2300  
300 Turner St. NW ◀ Blacksburg, VA 24061  
540-231-2010 ▶ [www.oea.vt.edu](http://www.oea.vt.edu)

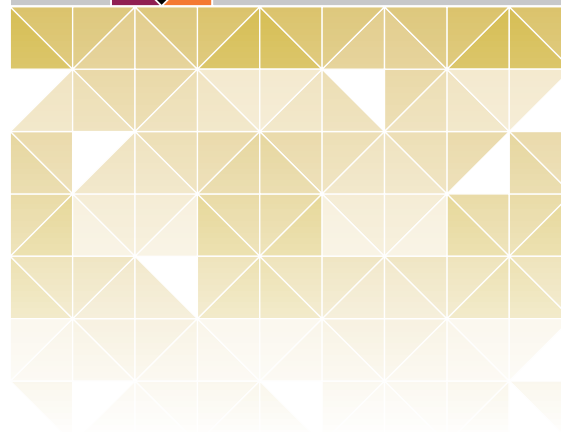


# KNOW YOUR RIGHTS



# TITLE IX

LIVE ◀ LEARN ▶ WORK



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## COMPLAINANT RIGHTS

If you have been subjected to sexual harassment or sexual violence, you have the right to file a report with the police department. In addition to a criminal report, you have the right to have your complaint investigated by the Title IX or deputy Title IX coordinator.

You have the right to **not** participate in any portion of the Title IX process; if you do not wish to participate your decision does not relieve the institution from its responsibility to provide a reasonable response according to university policy and Title IX guidance.

If you decide to participate, you have the right to present witnesses and evidence during the Title IX investigation and/or hearing process.

If you decide to participate, you have the right to request confidentiality. The Title IX and/or deputy Title IX coordinator(s) will determine whether or not the university may honor your request while still providing a safe and nondiscriminatory environment for all students.

If you are an individual with a disability, you have the right to request a reasonable accommodation throughout the investigation process.

You have the right to receive updates regarding the status and progress of the Title IX investigation and/or hearing.



You have the right to a prompt, adequate, reliable, and impartial Title IX investigation of the complaint and the United States Office for Civil Rights in the United States Department of Education presumes a typical investigation may be completed within 60 calendar days following receipt of the complaint.

You have the right to the preponderance-of-the-evidence standard of proof throughout the investigation and/or hearing process.

You have the right to have an advocate present during any interview throughout the Title IX investigation and/or hearing process.

You have the right to have an attorney with you during a student conduct hearing and if a school permits one party to have an attorney present it must do so equally for both parties.

You have the right to be notified, in writing, about the outcome of the complaint and any rights to appeal.

You have the right not to abide by a non-disclosure (or confidentiality) agreement, whether such an agreement is verbal or in writing.

You have the right to be protected against retaliation. University Policy 1025, the Student Conduct Code, and federal law prohibits retaliation against anyone for participating in a discrimination or harassment complaint, including sexual harassment and sexual violence; you should report complaints of retaliation to the Title IX or the deputy Title IX coordinator.



To file a complaint against an employee, a third party, or to report an incident involving a minor on campus contact:

### KELLY OAKS

Assistant Vice President for  
Office for Equity and Accessibility  
Title IX Coordinator

#### Division of Administrative Services

300 Turner St. NW, Suite 2300  
Blacksburg, VA

540-231-2010  
equityandaccess@vt.edu



To file a complaint against a student contact:

### FRANK SHUSHOK

Senior Associate Vice President  
of Student Affairs  
Deputy Title IX Coordinator

#### Division of Student Affairs

New Hall West, Suite 160  
190 W. Campus Dr.  
Blacksburg, VA

540-231-8064