

About

The **Office for Equity and Accessibility** coordinates and supports civil rights compliance and offers resources to address workplace conflicts.

The OEA staff:

- ▶ Provides a prompt and equitable response to reports of discrimination, harassment, and retaliation.
- ▶ Develops and monitors Virginia Tech's affirmative action plan and non-discrimination practices.
- ▶ Promotes an accessible campus environment.
- ▶ Responds to requests for ADA workplace accommodations at Virginia Tech.
- ▶ Develops and monitors policies and procedures related to equal opportunity.
- ▶ Provides education and training on the university's nondiscrimination policies and conflict resolution.
- ▶ Offers conflict resolution and organizational development services.
- ▶ Provides education and training on topics related to gender-based violence and resource awareness.

CONTACT

Office for Equity and Accessibility

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General Questions

equityandaccess@vt.edu

Training Questions

oeatraining@vt.edu



oea.vt.edu



safe.vt.edu

REPORTING



Report Discrimination or Harassment

bit.ly/VT_Discrimination_Reporting_Form



Report Gender-Based Harassment or Violence

bit.ly/TitleIX_Reporting_Form



Report a Barrier

bit.ly/VT_Accessibility_Barrier



Request Informal Conflict Resolution

bit.ly/VT_Conflict_Resolution

Equity & Accessibility



Promoting a learning and working environment free from harassment and discrimination

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EQUITY & ACCESSIBILITY
VIRGINIA TECH



ADA and Accessibility Services

Virginia Tech is committed to equal employment and educational opportunity for individuals with disabilities and complies with the Americans with Disabilities Act (ADA), as amended; the Rehabilitation Act, as amended; and other state and local laws that apply to individuals with disabilities.

Affirmative Action/Equal Employment Opportunity Compliance

The Affirmative Action/Equal Employment Opportunity Compliance Office (AA/EEO) supports the university's affirmative action compliance to federal Executive Order 11246: Equal Employment Opportunity and other federal and state employment laws and policies.

Civil Rights Compliance

The civil rights team guides the university's efforts to maintain living, learning, and working environments free from discrimination, harassment, and retaliation. Trained civil rights investigators provide the university's response to reports of discrimination and harassment under Policy 1025, the university's nondiscrimination policy. Staff are able to explore support measures and other forms of assistance regardless of whether a student or employee chooses to request an investigation.

Conflict Resolution

The office offers several informal conflict resolution processes and trainings designed to improve interpersonal communications and team dynamics. The conflict resolution services offered include working with individuals, small groups, and whole university departments or communities on conflict coaching, facilitated conversations, and organizational development.

Sexual Violence Prevention and Education

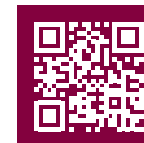
The Office of Sexual Violence Prevention and Education (SVPE) is a trauma-informed resource on campus that aims to empower the Virginia Tech community through education, awareness, and proactive measures to create a campus community free from sexual and interpersonal violence.

Title IX

The Title IX team guides the university's efforts to maintain living and learning environments for students that are free from sex-based harassment, including sexual harassment and violence. This includes coordinating academic support, accommodations, and other forms of assistance to ensure that students who are pregnant or who experience sex-based harassment are still able to access all that the university has to offer.

Workshops & Training

Students, faculty, and staff can participate in engaging, customizable, and practical workshops on the university's nondiscrimination policies and procedures; accommodations for individuals with disabilities; affirmative action in hiring; prevention of sex and gender-based harassment and discrimination; and conflict resolution.



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