



**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 affiliation, 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.

### **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.**



**Office for Equity and Accessibility**

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

**Virginia Tech Police Department**

911 ▪ 540-382-4343  
[police.vt.edu](http://police.vt.edu)

**Katie Polidoro, Title IX  
Coordinator**

540-231-1821 ▪ [polidoro@vt.edu](mailto:polidoro@vt.edu)

### **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.

### **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 Office**  
[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)



## Additional Employee Services and Benefits

**ADA and Accessibility Services**  
**Office for Equity and Accessibility**  
[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)

### Employee Assistance Program

\* For benefitted employees enrolled in the university's health care plan. Benefit is 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