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.

**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**.

**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](mailto:ombuds.vt.edu)

- **TimelyCare Virtual Mental Health Counseling**
  - [timelycare.com/virginiatech](mailto:timelycare.com/virginiatech)

- **Women’s Center at Virginia Tech**
  - [womenscenter.vt.edu](mailto:womenscenter.vt.edu)
Additional Employee Services and Benefits

ADA and Accessibility Services
Office for Equity and Accessibility
adaaccess@vt.edu

Hokie Wellness
hokiewellness@vt.edu
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
(Password: Commonwealth of Virginia)

COVA HealthAware Employee Assistance Program
Aetna: 1-888-238-6232
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