



**Staff Senate Meeting Agenda**  
**Kaleidoscope Room, Newcomb Hall**

**February 18, 2016**  
**11:00 AM – 1 PM**

11:00	<b>Welcome &amp; Announcements</b>	Amy Muldoon, Co-Chair Maggie Stein, Co-Chair
11:05	<b>Education Benefits</b>	Greg Freshour Education Benefit Specialist, UHR
11:50	<b>Title IX Training &amp; Resources</b>	Kelley B. Hodge, Title IX Coordinator Akia Haynes, Deputy Title IX Coordinator
12:30	<b>Updates</b>	Monica Petrich (UHR) Co-Chairs
12:40	<b>Mid-Year Check</b>	Staff Senate Discussion

Next Meeting:

March 17, 2016 at 11 AM in the Kaleidoscope Room, Newcomb Hall



## ANNOUNCEMENTS

- March Meeting: 1 Guest Speaker and then 1 hour for committee work
- Pancake Breakfast: March 8 from 7 AM – 9AM at the Fresh Food Company, 2<sup>nd</sup> floor of Newcomb Hall
- Sharon Hostler Child Development Center
  - Open house: Feb. 23 and 24 from 9 AM-5:30 PM
  - Preschool Preview: Feb. 25 from 4-6 PM
  - *Ages served: Infants, toddlers, preschool, kindergarten prep, school age*



UNIVERSITY *of* VIRGINIA  
***2016 Education Benefits Program***

THE BEAUTIFUL THING  
ABOUT LEARNING  
IS THAT  
NO ONE CAN TAKE IT AWAY  
FROM YOU.

BB KING

# Education Benefits



Used for academic degrees or courses at accredited institutions, certificates, professional certifications and licenses, as well as personal enrichment courses at approved organizations.

**Central funding** - Designed to provide employees with financial support for education, vocational and professional development.

**Departmental funding** – Designed to provide employees with additional educational funding, but determined by department.

Primary purpose is to support full-time employees who are part-time students, although part-time salaried employees are eligible as well.

# Education Benefits



- Each calendar year from January 1-December 31, eligible benefitted employees will have access up to \$2,000 from a central University fund for central education benefits.
- In addition, Schools and Departments may provide additional departmental funds to eligible employees.
- The total number of credits per standard semester whether departmentally or centrally funded may not exceed 7 undergraduate or 6 graduate credits. Exceptions can be requested through the relevant VP and Human Resources.



## Education Benefits

- Academic courses in a college or university setting must be taken for credit. No auditing is permitted.
- All education benefits(central and departmental) received in a calendar year that exceed \$5,250 are taxable. Taxes will be withheld from employee's pay in the appropriate tax year.
- Full-time classified, university staff, faculty, and post-doctoral fellows must seek supervisor approval to attend a class during work hours.
- Adjunct faculty and part-time employees must take classes during non-work hours.

# Employee Eligibility

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## **Centrally Funded Education Benefits:**

- Full and part-time benefitted employees who have had at least 1 year of benefits-eligible service. Part-time benefitted employees must work at least 20 hours a week or 50% effort.
- Benefits-eligible service is measured from date of hire to first day of course.

## **Departmentally Funded Education Benefits:**

- Full and part-time benefitted employees after 90 days of benefit-eligible service.  
Part-time benefitted employees must work at least 20 hours a week or 50% effort.
- Adjunct faculty, post-doctoral fellows and temporary employees are also eligible after 90 days of service.

# Course Requirements



**Courses or degree programs must meet at least one of the criteria:**

- Relate to current job duties
- Support the Employee “Learning and Career Development Plan” section of the employee’s EWP
- Is required for a job-related degree program (all undergraduate degree programs are considered job-related)
- Is required for career development preparation, job-related professional certification or license
- Provide new knowledge and skills to enhance job performance, career development and or support UVA’s mission
- Enhance UVA’s ability to respond to current and future needs





# Course Eligibility



## What is covered:

- Academic courses to pursue degree, certification, CEU's or credits.
- Tuition, registration, exams, and laboratory fees

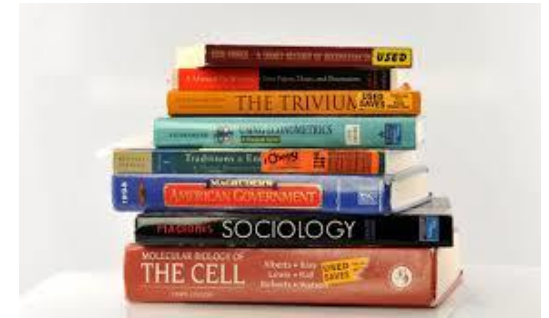
## Examples of “Approved” education benefits

- ❖ Language courses – UVA, PVCC, Speak, Alliance Francaise, and other universities
- ❖ Academic and personal enrichment courses – UVA, School of Continuing and Professional Studies, PVCC, McGuffey Art Center, other universities
- ❖ ESL and GED, literacy and related classes - Albemarle County, Charlottesville City, other regions
- ❖ Vocational studies, trades, technical, and technology courses – PVCC, Albemarle County, variety of online courses.
- ❖ Professional certification, CEU's, etc.



# What is not covered:

- Not intended to cover workshops or professional conferences, which are more appropriately funded at the Department level. However, if CEU's or certification can be obtained, these events will be given consideration.
- Drop fees, application fees, special course fees and expenditures for books or study materials.
- Courses at unaccredited institutions
- Food, lodging, and travel are excluded.



# How do I apply for Education Benefits?

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- Discuss the course with supervisor if course is during work hours.
- Log onto Benefits@ at [www.hr.virginia.edu](http://www.hr.virginia.edu) and select “Education Benefit” and complete entire form and submit.

Benefits@UVa

Mid-Year Changes		Current Benefits	Dependents	Proof	History			Impersonate	Logout
Health	Dental	Vision	FSA	HSA	TDSP	<b>Education</b>	Total Comp		

## Education

### Education Completion Documentation

In order to request educational funding you must be able to provide documentation of successful completion.

I will be able to provide documentation:

### Education Information

Will the course or degree program meet at least one of the following criteria? (check all that apply)

- Related to Current Job Duties
- Support the "Employee Learning and Career Development Plan" section of the Lead@UVA
- Are required for a job-related degree program (all undergraduate degree programs and courses are considered job-related)
- Are required for career development preparation, job-related professional certification or license
- Provide new knowledge and skills to enhance job performance, career development and/or support UVA's mission
- Enhance UVA's ability to respond to current and future needs

### Course

Course Number:

Course Title:

Credit Type:

Course Credits:

Tuition Cost: \$

### Course/Tuition Details

# Education

## Course/Tuition Details

Are courses part of a degree program?:

Are courses part of a certification?

Semester:

Course Start Date:

Course End Date:

Are you taking classes at UVA?:

## Payment

Central Funding Amount:

\$

If you are using department funding or taking a course during normal business hours your supervisor will be notified

Department Funding:

\$

Hours away from work:

PTAO:

Supervisor's computing Id:

## Acknowledgement

I acknowledge that my submission of this online form using the combination of my UVA computing ID and Netbadge password is my electronic signature for purposes of signing this online form.

Submit changes [Cancel](#)

## **Once you have submitted your education benefit request:**

- 1) Your request will be reviewed by central Human Resources Department. It will either be approved, denied or returned for more information. You will be emailed with the result.
- 2) You will receive the Education Benefit funds in the following paycheck (based on payroll processing end dates). Please allow up to 2 pay cycles for processing.
- 3) Use the education benefit payment to enroll and pay for the course.
- 4) You will be required to provide proof of payment and proof of successful completion within 30 days after you complete the course.

# Education benefit deadlines



- Submitted at least one week before payroll deadline in order to be considered for a particular pay period.
- At end of a calendar year, education benefits must be submitted no later than December 15 to be considered for the current year's education benefit limits.
- If a class is beginning the following month of January and education benefit is submitted no later than December 15, an employee may be allowed to use their current year's remaining education balance for the January course.

*Example: Employee used \$1800 of their education benefit during the current year and submits a request for \$400 for a class starting in January. We would approve \$200 to complete their \$2000 allotment and apply on their next paycheck. We would approve the additional \$200 for their first paycheck in new year (and toward their new allotment for the new year).*

# Compliance



- Employees are expected to register, attend, and satisfactorily complete the education .
- Employees who take a class for a grade, must receive a C- or better, pass or credit. For all other educational opportunities, an employee must be able to provide satisfactory successful completion.
- The central Human Resources Department will routinely conduct audits to ensure eligibility and program compliance. An employee will be required to repay the Education Benefit for the cost and/or lose eligibility for further assistance until repayment is made if the employee:
  - Does not satisfactorily complete the course with a C- or better
  - Does not satisfactorily finish - an Incomplete
  - Fails to successfully complete a course, certificate or license
  - Course was cancelled and employee unable to take course
- Since payment of education benefit is paid through direct deposit, if an employee has to repay the education benefit, it should be done through direct deposit deduction on the appropriate pay period. Employees should notify Human Resources when this occurs.



# BENEFITS@UVA

Mid-Year Changes	Current Benefits	Dependents	Proof	History				
Health	Dental	Vision	FSA	HSA	TDSP	Education	Total Comp	



Action Needed. Upload Documentation.

Education - Marketing Strategy Certificate Action Needed

### Mid-Year Event Change

<b>Health</b> Go to Health	<b>Dental</b> Go to Dental	<b>Vision</b> Go to Vision	<b>FSA</b> Go to FSA
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### Anytime changes

<b>HSA</b> Go to HSA	<b>TDSP</b> Go to TDSP	<b>Education</b> Go to Education	<b>Total Comp</b> Go to Total Comp
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# How to upload proof documents

Browser address bar: <https://benefits.sites.virginia.edu/History/Index/36298>

Navigation tabs: UVA Human Resources, History

Page Header: File Edit View Favorites Tools Help

Page Header: Welcome to the SHRM Ce... Suggested Sites Web Slice Gallery Next set of stories UVA Human Resources

Logo: BENEFITS@UVA

Navigation: Mid-Year Changes Current Benefits Dependents Proof History

Sub-headers: History Affidavits & Authorizations Archive

### Your Plans

To view plan details select a date.

- Dental
  - 3/6/2014
- Education
  - 4/10/2015**
- FSA
  - 3/6/2014
- Health
  - 3/6/2014
- Life
  - 3/6/2014
- TDSP
  - 3/21/2014
  - 3/7/2014
- Vision
  - 3/6/2014

### Education Plan - Friday, April 10, 2015 11:11 AM

#### Upload Education Proof

Cost Document:

Completion Document:

### Plan Information

Reference #:	36298
Job Related:	Yes
Supports EWP:	Yes
Required For Degree:	No
Career Development:	No
New Knowledge:	Yes
Enhances U Va:	Yes
Part Of Degree:	No
Part Of Certification:	Yes
Certification Name:	Marketing Strategy Certificate
Expected Completion Date:	12/30/2015
Semester:	Summer
Course Start Date:	5/11/2015
Course End Date:	9/30/2015
Taking UVa Classes:	No
Institution:	Cornell University
Course Number:	MKTC02
Course Title:	Marketing Strategy Certificate
Credit Type:	Not For Credit
Tuition Cost:	\$3,600.00
Central Funding Amount:	\$2,000.00

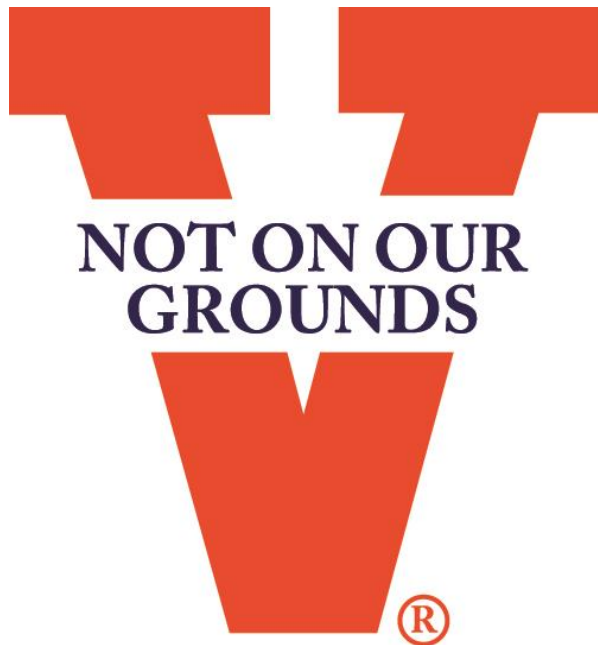
### Event Information

Status:	Approved -Awaiting Proof
Event:	No Event



Inquiries about education benefits or questions on why education benefits were denied should be submitted to [askhr@virginia.edu](mailto:askhr@virginia.edu)

Previous “approvals” of education benefits do not guarantee future approvals for the same or similar education benefit requests.



**University of Virginia Training:  
Sexual and Gender-Based Harassment and  
Other Forms of Interpersonal Violence**

February 18, 2016

# Three key laws govern institutional response to sexual and gender-based harassment and violence



## *Title IX of the Education Amendments of 1972*

- Prohibits sex discrimination in educational institutions that receive federal funds

## *The Jeanne Clery Act (1990)*

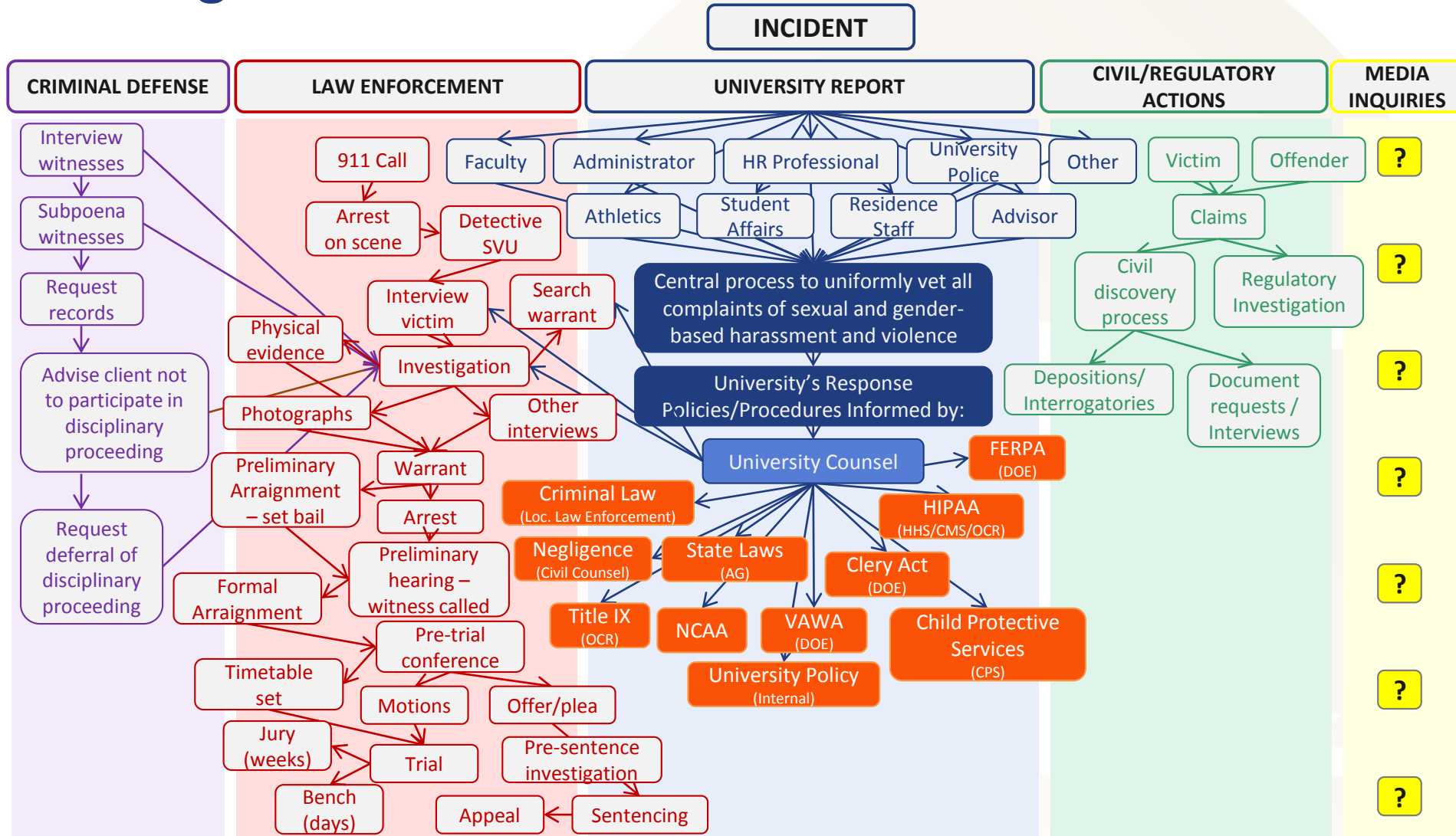
- Requires reporting of crimes, timely warnings, education/prevention programs, and policies and procedures for sexual assault

## *The Violence Against Women Reauthorization Act of 2013*

- Amends Clery to expand sexual assault requirements and include dating violence, domestic violence, and stalking; applies to all students and employees

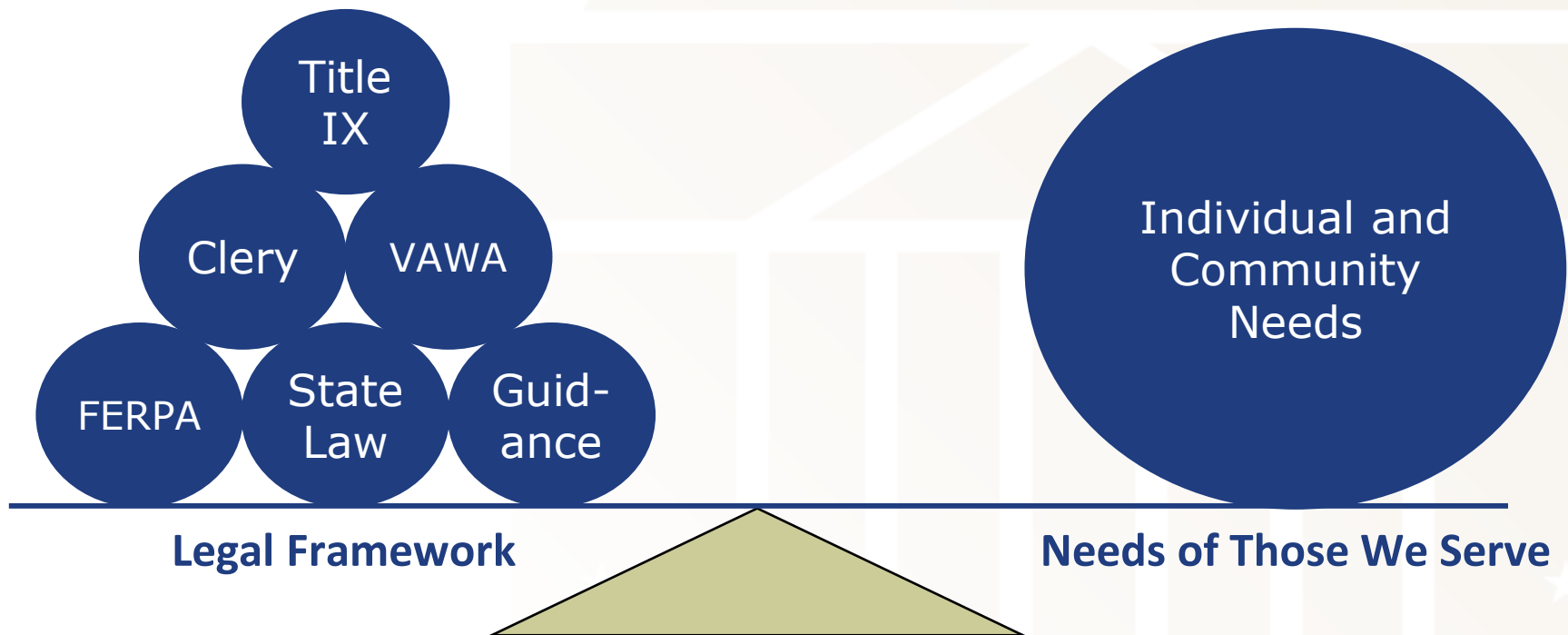


# The laws are many, complex, and require thoughtful coordination



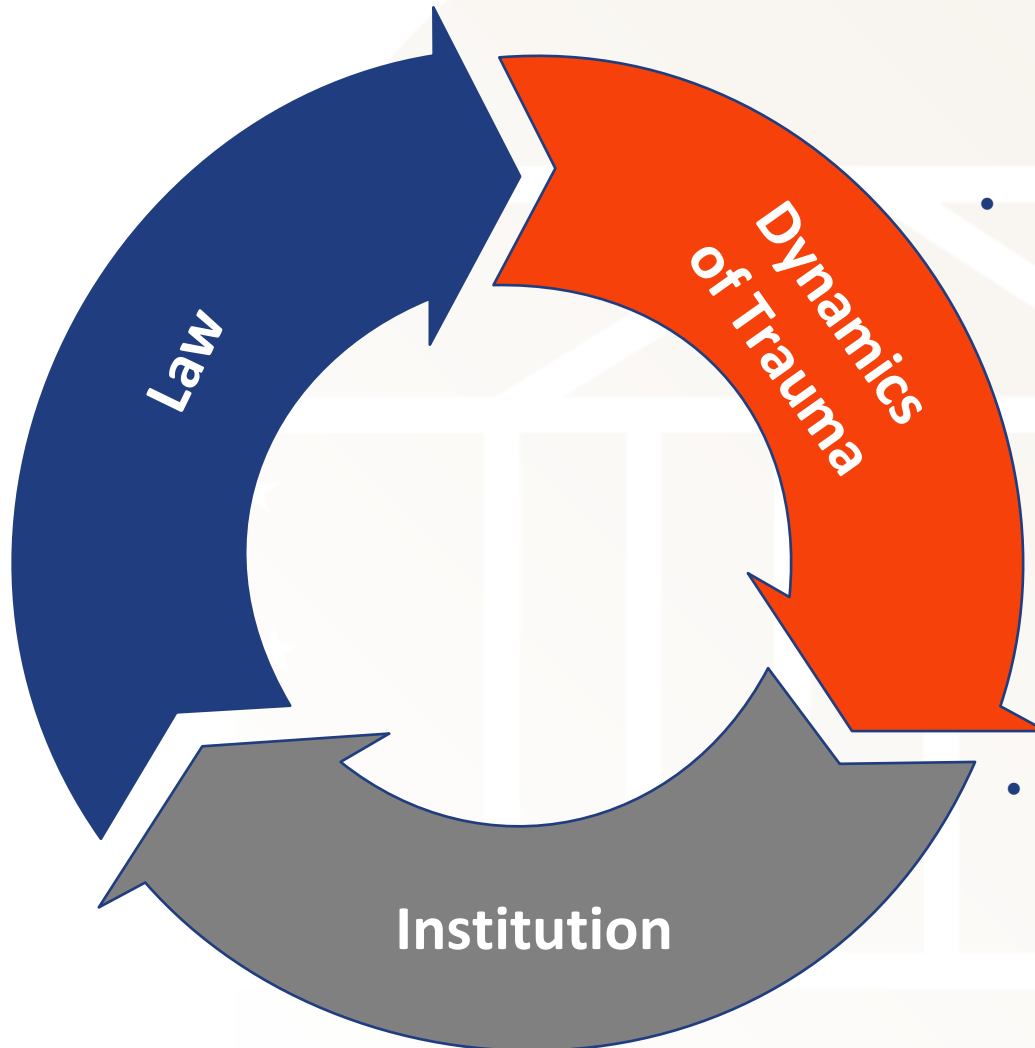
Note: Lists of report recipients and relevant laws not exhaustive .

The legal responsibility must also be viewed through the lens of those we serve



# Successful responses require integration and coordination

- **Regulatory framework**  
(State and Federal Laws and Guidance)



- **Dynamics of trauma, sexual misconduct, and intimate partner violence**
- **Institutional policy, culture, climate, history, resources, procedures, and personnel**



# Understanding Title IX

## The Law:

*“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”*

20 USCA Sec. 1681

# Understanding Title IX

## Who Must Follow:

- All recipients of federal financial assistance

## Who it Protects:

- Protects students, employees, and third parties from sexual and gender-based harassment and violence by any school employee, another student, or a non-employee third party.

## Who can file:

- A harassed student or employee
- The student's parent or guardian
- A third party
- Anyone who requests action on the student or employee's behalf

# Understanding Title IX

## What it Requires:

- Requires **grievance procedures** for “**prompt and equitable**” **resolution** of student and employee complaints;
- A school violates Title IX if it “**has notice**” of a sexually hostile environment and fails to take **immediate and effective corrective action**. A school has notice if a **responsible employee** knew or, in the exercise of reasonable care, should have known about the harassment.
- Once a school “knew or should have known,” the school must:
  - **Eliminate** the harassment,
  - **Prevent** its recurrence, and
  - **Address** its effects



# Title IX: Responsible Employee Recap

- A school is on notice if a responsible employee **knew or should have known** about harassment that creates a hostile environment
- Responsible Employee
  - Has the **authority** to take action to redress harassment
  - Has the **duty** to report sexual harassment or other misconduct
  - Is someone an individual **could reasonably believe** has this authority or responsibility
- Whether an employee is a responsible employee or whether it would be reasonable for a student to believe the employee is, even if the employee is not, will vary depending on factors such as the age and education level of the student, the type of position held by the employee, and school practices and procedures, both formal and informal



# Title IX: Responsible Employee

- If an employee is required to report other misconduct that violates school policy, then the employee would be considered a **responsible employee** obligated to report incidents of sexual violence that violate school policy
- A responsible employee **must** report incidents of sexual violence to the Title IX coordinator or other appropriate school designee
- Title IX coordinator **must** be informed of all reports and complaints raising Title IX issues, even if the report or complaint was initially filed with another individual or office
- A responsible employee **must** report all relevant details about the alleged sexual violence that the student or another person has shared and that the school will need to determine what occurred and to resolve the situation, including:
  - The names of the alleged perpetrator (if known)
  - The student who experienced the alleged sexual violence
  - Other students involved in the alleged sexual violence
  - Relevant facts, including the date, time, and location

# Examples of Conduct Covered Under Title IX

- **Sexual discrimination and harassment**
  - Verbal
  - Physical
  - Electronic
- **Sexual violence**
  - Rape
  - Sexual assault
  - Exploitation
- **Stalking**
  - Cyberstalking
- **Interpersonal violence**
  - Intimate partner
  - Domestic
  - Dating
  - Relationship
- **Retaliation**
- **Gender-based discrimination and harassment**
- **Bullying/hazing**



# Title IX and Law Enforcement: Two Distinct Systems

“A law enforcement investigation **does not relieve the school of its independent Title IX obligation** to investigate the conduct” and “resolve complaints promptly and equitably.”

“Police investigations may be useful for fact-gathering, but because the standards for criminal investigations are different, **police investigations or reports are not determinative of whether sexual harassment or violence violates Title IX.**”

“Conduct **may constitute unlawful sexual harassment** under Title IX **even if the police do not have sufficient evidence** of a criminal violation.”

# VAWA and Criminal Process

“Policies shall **address procedures victims should follow if a sex offense, domestic violence, dating violence, sexual assault, or stalking has occurred**, including information in writing about:

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Options regarding law enforcement and campus authorities, including notification of the victim's options:

- Notify proper law enforcement authorities, including on-campus and local police
- Be assisted by campus authorities in notifying law enforcement authorities **if the victim so chooses**
- **Decline to notify the authorities”**



# Policy on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence



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Search

## Title IX and VAWA

THE POLICY | PROCEDURES | RESOURCE GUIDES | TRAINING



### Related Links

- [Report an Incident](#)
- [Sexual Violence Education and Resources](#)
- [Office of Equal Opportunity Programs](#)
- [Office of the Dean of Students](#)

### The Policy

The new policy applies to all members of the University community.

▶ [Read more](#)

### Procedures

The new Policy has separate procedures for reports of Prohibited Conduct against Students ([Appendix A](#)) and Employees ([Appendix B](#)).

▶ [Read more](#)

### Resource Guides

The University offers a wide range of resources for both Students and Employees following any incident of Prohibited Conduct.

▶ [Read more](#)

# Prohibited Conduct under the University Policy

- Sexual Assault
- Sexual or Gender-Based Harassment
- Sexual Exploitation
- Stalking
- Intimate Partner Violence
- Complicity
- Retaliation

# Training: Reporting Responsibilities



- First response
- Where to report
- What to report
- What happens when reporting
- Documentation?

# Stop, Drop, and Roll

- **Stop:** Assess safety and need for emergency response
  - How long ago did the incident happen?
  - Is there an immediate safety threat?
  - Is there a need for immediate medical attention?
- **Drop:** Document the report
  - Take basic information as to who, what, when, where
- **Roll:** Roll it out to the Title IX team
  - Get the report to the centralized team
  - Triggers the University's response

# How to Report?

## SEXUAL AND GENDER-BASED VIOLENCE UNIVERSITY OF VIRGINIA JUST REPORT IT

Advocate: Online Complai x Margaret

https://advocate.admin.virginia.edu/public\_report/index.php/pid187196?rep\_type=2

Apps ★ Bookmarks Adobe Connect Login Canvas Adobe Connect Login Outlook Web App LT4 - Microsoft One... Advance The University of Vir...

My Name \*

My Email Address\*

Number at which I can best be reached\*

Alternate Number at which I can best be reached

Name of person who reported this information to you\*  If you are reporting information regarding an incident you personally observed or personally experienced, please write "self."

Affiliation of alleged perpetrator (if provided)\*

- University Student
- University Employee
- Not-Affiliated with University
- Affiliation Not Known

Was the name of the alleged perpetrator disclosed\*  Yes  No

Were the names of any witnesses disclosed?\*  Yes  No

Was the date/time of the alleged incident disclosed\*  Yes  No

Was the location of the alleged incident disclosed?\*  Yes  No

Note: Incident Description

Please describe the incident as reported to you. Please include all relevant details reported to you, e.g., name of alleged perpetrator; names of any witnesses; date, time, and/or location of reported incident; and description of what occurred.

12:14 AM 8/17/2015



# Infographic: What Students Need to Know

## SEXUAL AND GENDER-BASED VIOLENCE

### WHAT STUDENTS NEED TO KNOW

#### Obtaining Information, Assistance and Support; Reporting Options



If you have experienced sexual or gender-based violence, there are a number of ways to report the incident and multiple channels for obtaining information, assistance and support to ensure your health and safety, both physical and emotional. This infographic provides an overview of your options. Detailed information can be found in the [Resource Guide for Students \(http://bit.ly/1N4v8M\)](#) and on the [Sexual Violence Education & Resources website \(the "SV Website"\)](#), at [www.virginia.edu/sexualviolence](http://www.virginia.edu/sexualviolence).

The term "sexual and gender-based violence" is used here as an umbrella term to refer to all "Prohibited Conduct," as defined in the University's Policy on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence (the "Policy"). Prohibited Conduct includes Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Sexual and Gender-Based Harassment, Complicity (in the commission of any such conduct), and Retaliation against any person for making a good faith report of Prohibited Conduct or participating in any proceedings under the Policy. Detailed definitions of these and other key terms, including "Affirmative Consent" and "Incapacitation" are set forth in the Policy: <http://bit.ly/1N4v8M>.

## 1 IMMEDIATELY AFTER INCIDENT

### Reporting the Incident

You are strongly encouraged to report sexual and gender-based violence to the police.



Report to any police officer, in person, or by calling one of the numbers to the right. If you seek medical attention at the UVA Emergency Department (see below), you may ask to make a police report at the hospital. Reporting to police will not affect your ability to pursue resolution through the University process (see next page). The University's process is independent of the criminal process.

#### HOW TO CONTACT THE POLICE

Emergency:  
911

- Non-emergency:
- Albemarle County Police: (434) 877-9844
  - City of Charlottesville Police: (434) 973-2388
  - University Police: (434) 924-7366

### Seeking Emergency Medical Attention

You are strongly encouraged to seek medical attention.



You may obtain medical attention at any medical facility. However, the University's Medical Center is the only local hospital with nurses (called "SANE Nurses") who are specially-trained to perform a forensic sexual assault examination. A SANE Nurse can assess for possible physical trauma, sexually-transmitted disease, and/or pregnancy; provide attention and medication to prevent infection and pregnancy; and, within the first 72 hours, administer a "forensic exam" to preserve evidence of a sexual assault. More information about the forensic exam can be found in the [Resource Guide for Students \(http://bit.ly/1N4v8M\)](#) and on the SV Website. Students are not required to report an incident to law enforcement or the University in order to receive medical attention or a forensic exam. Non-emergent and follow-up care may also be obtained through the Ebon Student Health Center ([www.virginia.edu/ehcenter/health](http://www.virginia.edu/ehcenter/health)).

#### WHERE TO GO FOR CONFIDENTIAL MEDICAL ATTENTION

- |  |   |
|--|---|
| First 72 hours:  | After 72 hours:   |
| • UVA Medical Center EPC:<br>1215 Lee St.,<br>(434) 924-2222 | • Ebon Student Health Center:<br>400 Beverton Ave.,<br>(434) 924-6262 |

### Seeking Confidential Crisis Counseling

You are strongly encouraged to seek confidential counseling.



You may obtain crisis counseling and confidential information, advice and support through any of the sources listed to the right.

#### UVA CONFIDENTIAL CRISIS RESOURCES

- UVA Counseling and Psychological Services ("CAPS"): (434) 243-8228 (daytime); (434) 973-7094 (evening/weekends)
- UVA Women's Center: (434) 962-2252 (daytime)

#### COMMUNITY CONFIDENTIAL CRISIS RESOURCES

- Sexual Assault Resource Agency ("SARA"): (434) 977-7273
- Shelter for Help in Emergency ("SHE"): (434) 293-4500
- Family Violence and Sexual Assault Virginia Hotline: 1 (800) 634-6238

## 2 Seeking Emotional Support

## 2 OTHER INFORMATION, ASSISTANCE AND SUPPORT

There are many sources of information, assistance and support at the University and in the community.

### Seeking Ongoing Confidential Counseling

At the University, confidential support is available through CAPS (434) 243-6150, the Women's Center (434) 982-2255, and at Student Health (434) 924-6362 (in the departments of Gynecology, General Medicine, and the Student Disability Access Center).

In the Charlottesville Community, confidential support is available through SARA (434) 977-7273 and SHE (434) 293-6500. Detailed contact information and a list of other sources of confidential support is contained on the SV Website: [www.virginia.edu/sexualviolence](http://www.virginia.edu/sexualviolence).

### Seeking Remedial and Protective Measures

University Measures: ODOs can arrange for a broad range of protective and remedial measures, including (1) a "No-Contact Directive," which is enforceable through the Standards of Conduct, and (2) appropriate and available academic, University housing and/or university employment modifications. Information you share with ODOs will be evaluated to assess individual and community safety consistent with UNIVERSITY OBLIGATIONS outlined below. Remedial measures are available regardless of whether a student pursues a report or investigation under the Policy. The [Resource Guide for Students \(http://bit.ly/1N4v8M\)](#) describes such measures in detail.

#### WHO TO CONTACT

Office of the Dean of Students ("ODOs") Dean on Call: ODOs provides 24-hour crisis management services. During regular business hours, call ODOs at (434) 924-7333. After hours, call the University Police Department at (434) 924-7218, and ask to be connected to the Dean on Call.

Judicial Protective Orders: Where there is an immediate threat to health or safety, it may also be possible to obtain a judicial protective order. ODOs and/or the University Police can provide information and assistance in filing for a protective order.

## 3 REPORTING OPTIONS

You may report to the police and/or to the University.



You may report to: (1) the police, in which case the Commonwealth's Attorney will decide whether or not to pursue criminal charges, and (2) the University, in which case the University will assess the report and determine the appropriate course of action. You may pursue both or neither of these options. While you may make a report at any time, filing a report immediately after an incident can help to preserve important evidence.

### University Report

You may report to the University through its reporting website, [Just Report It: www.virginia.edu/justreport/1N4v8m](http://www.virginia.edu/justreport/1N4v8m), or by contacting the University's Title IX Coordinator at [TitleIXCoordinator@virginia.edu](mailto:TitleIXCoordinator@virginia.edu). You may also contact Nicole Evans, Deputy Title IX Coordinator for Students, directly at (434) 924-7218 (or, after hours, contact Dean on Call).

You may also pursue University resolution under the Policy. The standard of proof under the Policy is a "preponderance of the evidence," and sanctions may include disciplinary action, up to and including suspension or expulsion.

### Police Report

You may report to the police directly or you may request assistance from ODOs in reporting to the police. The criminal process is governed by applicable criminal statutes; the standard of proof is "beyond a reasonable doubt," and sanctions may include all applicable criminal penalties.

### Anonymous Report

You may report anonymously through [Just Report It: www.virginia.edu/justreport/1N4v8m](http://www.virginia.edu/justreport/1N4v8m). However, the University's ability to respond to an anonymous report may be limited.

## 4 UNIVERSITY OBLIGATIONS



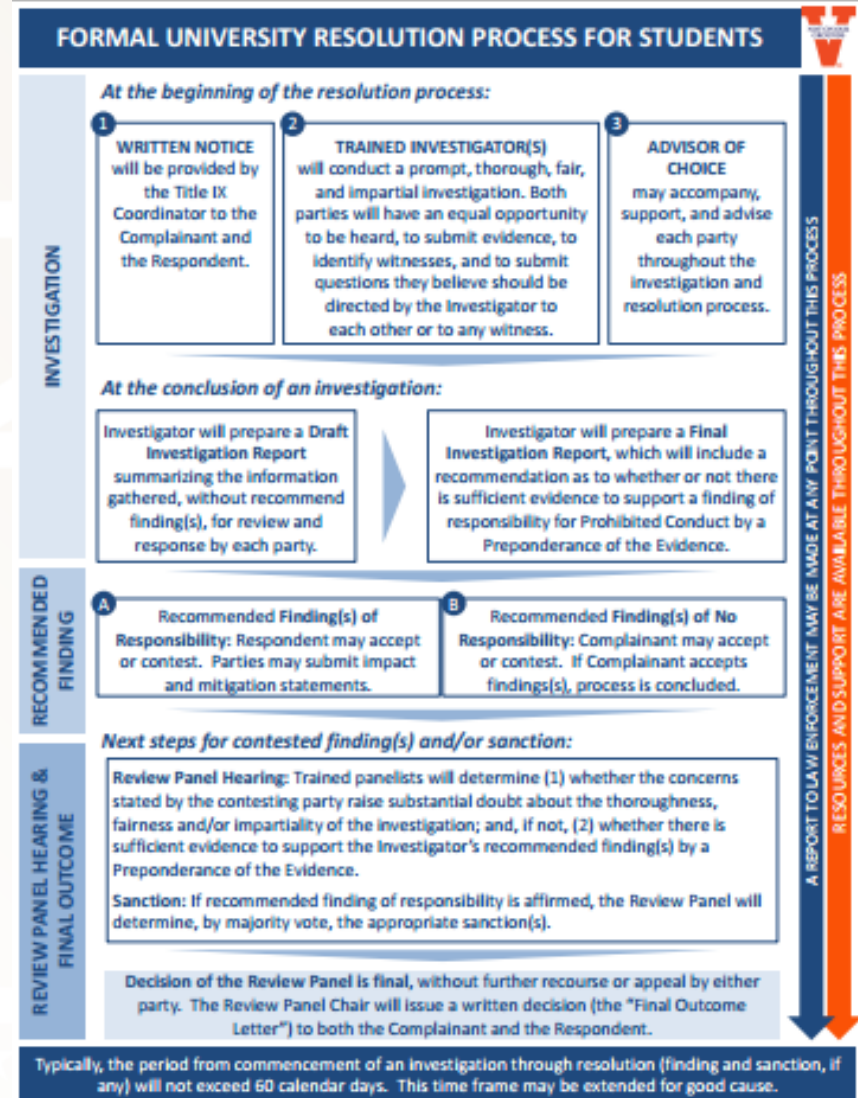
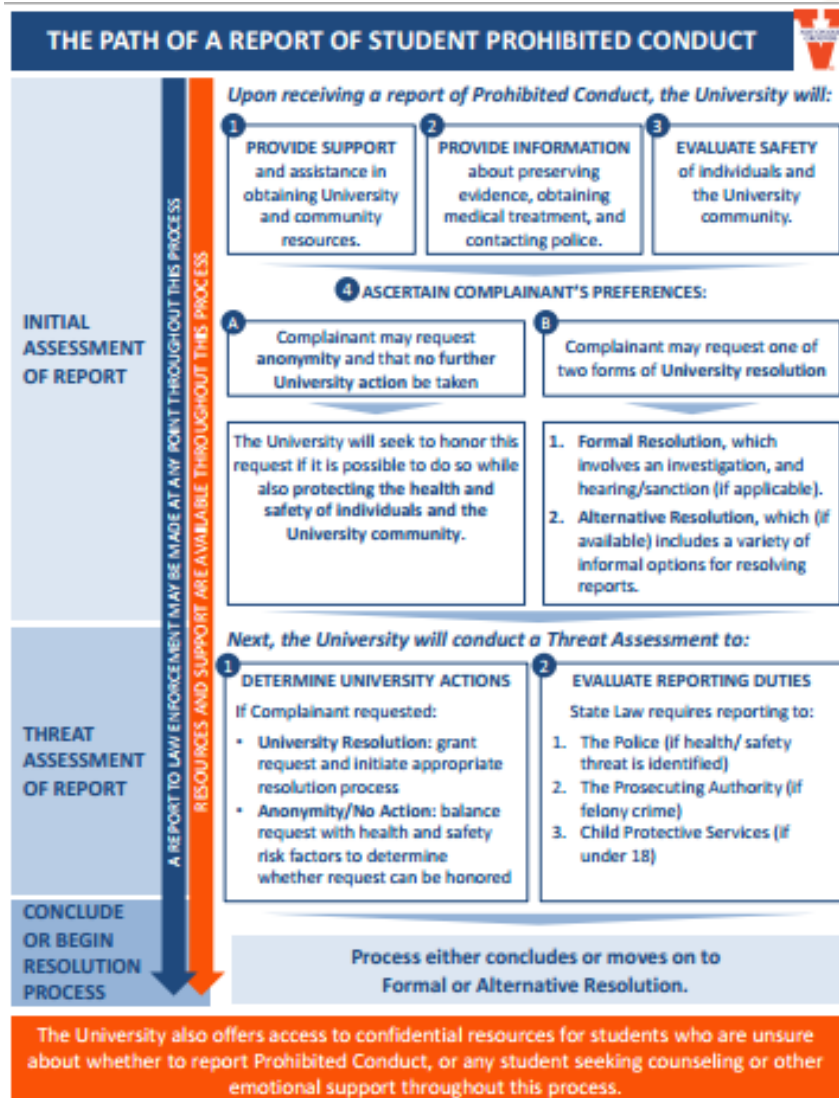
Once a report of Prohibited Conduct is received, the University will conduct an initial assessment, a threat assessment, and take any immediate action that may be necessary to protect the health and safety of individuals and the University community. Depending on the nature and severity of the conduct reported, the University may be required to share all known information, including names, with law enforcement. The University is committed to protecting the safety of the broader University community, which includes reporting crime statistics and, in some cases, issuing incident notifications in accordance with federal law. Most University employees - "Responsible Employees" - are required to report any knowledge of an incident of sexual or gender-based violence or harassment to the University's Title IX Coordinator. Licensed clinical health and mental health care providers are considered confidential resources and will not report Prohibited Conduct to the University's Title IX Coordinator.

#### FOR MORE INFORMATION


about reporting requirements and confidential resources: [Resource Guide for Students: http://www.virginia.edu/sexualviolence](http://www.virginia.edu/sexualviolence)



# University Process: At A Glance



# Responsibilities and Tools for Implementation



Sexual Violence

Education & Resources

search this site ...

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The University of Virginia takes gender-based violence seriously and provides support and information to survivors, friends and families of survivors, and the University community.



GET HELP NOW

TALK TO SOMEONE

REPORT AN INCIDENT

**About this Website »**

This website will tell you: (1) What to do after an assault; (2) How to support a survivor; (3) What your reporting options are; (4) How to get involved; (5) and more. If you have any suggestions, questions, concerns, or can't find what you're looking for, [email us](#). We're here to help.

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**University Policy on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence »**

The policy is available [here](#).

**About Us »**

Learn more about the [Maxine Plutzer Lynn Women's Center](#) and the [Office of the Dean of Students](#), the joint sponsors of this website. [Read More.](#)

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**Get Involved »**

Find more information about prevention initiatives, campaigns and groups around Grounds who educate peers about sexual violence and advocate on behalf of survivors. [Read More.](#)

A joint effort between the [Office of the Dean of Students](#) and the [Maxine Plutzer Lynn Women's Center](#).
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# Responsibilities and Tools for Implementation


Search UVA | Calendar | SIS | UVACollab | Email

## Not on Our Grounds

*A University of Virginia Initiative to End Sexual Violence*

[About](#) | [Green Dot](#) | [#HOOSGotYourBack](#) | [Pledge](#) | [Resources](#) | [Get Involved](#) | [Home](#)





Not on Our Grounds is a University of Virginia Initiative dedicated to ending sexual violence in our community through a series of awareness campaigns and prevention efforts. [More >](#)


[Take the Pledge](#)

Sexual and gender-based violence will not end until we, as members of the University of Virginia community, accept responsibility to become part of the solution. That responsibility encompasses words, actions, and beliefs that directly combat sexual violence and help to build a safer community.

**Tweets**

 **Not on Our Grounds** @NotOnOurGrounds 18 Aug  
 @UVAhousing staff getting ready to hear an awesome talk on Green Dot from the amazing Nicole Thomas #HOOSGotYourBack ps: better.com/uv/giv/0346




 **Melinda Baumann** @mjbbaumann 14 Aug

**Related Links**

- Sexual Violence Education & Resources
- Just Report It: Sexual and Gender-Based Violence
- Student Sexual and Gender-Based Violence: Understanding Your Responsibility
- Request a Presentation
- Support the Cause

**Across Grounds**





## CO-CHAIRS UPDATES

- Training for Executive Committee members
  - Met with Center for Leadership Excellence
  - Will be 2 parts – training and retreat
- Results of the Alternate Survey
  - “Super” Alternate Option
- Executive VP & Chief HR Officer Search Committee
- First Staff Senate Advisory Board Meeting



## MID-YEAR CHECK

We are half way through the year. How are we doing?

In groups of 3-4 people discuss:

1. What is the Staff Senate doing well? What should we continue to do?
2. What could the Staff Senate work on or improve or consider doing in the future?
3. Who would you recommend for secretary, committee chair and/or co-chair of the Senate?

Please jot down your responses, so that we can collect them.