Agenda

- Overview of Equity & Access Services
- Review of Key Policies
- Entry Points for Services and Services Overview:
  - Title IX
  - Civil Rights/Nondiscrimination
  - ADA
- Resources for VCU Students, Faculty, and Staff
EAS Services

Institutional Equity, Effectiveness, & Success

Equity & Access Services

Title IX
- Equal Opportunity/Affirmative Action
- ADA Services
EAS Leadership Team
Cleo Magwaro, Associate Vice President

Malorie Yeaman
TIX Coordinator

Patrick Noonan
Director EO/AAP

Vacant
Director, ADA/504

Current Office:
Moseley House
(behind Cabell Library)

New Office:
Grace Street Center
(next to HR Training)
EAS Staff

Title IX Team
Loran Carter
Dave Gardner
Beth Paris
Investigators, TIX

EO Team
Tom Bluestein
Precious Hopkins
Investigators, EO

ADA Team
Emma Evans
ADA Case Manager

TBD
Holden Spence
TIX Case Coordinator
EO Case Coordinator

Megan McDermott, Administration Coordinator
Sara Roan, EAS Senior Specialist
What is Title IX?

• A civil rights law dictating that:
  – No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the participation of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

20 U.S.C. § 1681
• Any conduct that limits someone’s participation in VCU’s education program or activities, on the basis of their sex, is prohibited by Title IX.
• VCU’s policy defines such prohibited conduct under these categories:
9 Things to Know About Title IX

1. It’s prompt and fair to all parties involved
2. It uses the preponderance of the evidence (what is more likely than not)
3. It respects the privacy of all parties involved
4. All Title IX administrators are comprehensively trained
5. VCU’s process is compliant with federal and state law
6. Parties can have the adviser of their choice accompany them
7. Supportive measures are available, whether or not parties file a complaint
8. Serious sanctions are imposed for serious misconduct
9. We respect all parties throughout the resolution process
One Report Form, Two Policies

Title IX Sexual Harassment Policy

Sex-Based Misconduct Policy
Responsible Employees

All employees who are not confidential have a duty to report alleged violations to Title IX.

For confidential support, impacted parties should speak with a counselor, advocate, or medical staff.
How do I respond to a disclosure?

• “Thank you for sharing that with me. It can be really difficult to discuss something like this.”
• “I am required to make a report to the Title IX office, based on what you’ve just shared.”
• “If you’re feeling unsafe or need medical attention, VCU Police can help and I can call them with you.”
• “There are other supportive resources available, including confidential advocates and counseling. Would you like my help connecting with them?”
• “Title IX will reach out to you with more information, or we can contact them together.”

Always file a report immediately after speaking with the impacted party. Reporting forms are available on our website: equity.vcu.edu/titleix
Privacy vs. Confidentiality

Responsible employees cannot promise confidentiality to parties disclosing an incident. Confidentiality means that no one will be told anything about the information.

EAS Staff also cannot promise confidentiality, but all information received in reports and investigations is kept private.

Private records are restricted to only those staff who need to know in order to do their job, such as investigators, campus administrators, and possibly law enforcement.
Supportive Measures

• Supportive measures are available to all parties, even if they choose not to participate in a formal process or investigation.

• Measures may include:
  – Academic accommodation requests
  – Housing/relocation support
  – No-Contact Directives
  – Access to counseling or confidential advocates
  – Leaves of absence
What is Equal Opportunity?

• The right of all persons to be treated fairly in and have equitable access to university work and programs regardless of their protected identities.
Protected Identities

- Race
- Color
- Religion
- National Origin (including ethnicity)
- Age
- Sex (Including pregnancy or childbirth)
- Parenting Status
- Marital status
- Political affiliation
- Military & Veteran status
- Genetic information (Including family medical history)
- Sexual orientation
- Gender identity
- Gender expression
- Disability
Preventing & Responding to Discrimination Policy

- Updated 5/7/21
- Identifies and defines types of prohibited discrimination, reporting options, the investigation and adjudication process, and external grievance options.
How to Report

• [equity.vcu.edu/discrimination/](equity.vcu.edu/discrimination/)

• If the incident involves prohibited conduct that may fall under the Title IX or Sex-Based Misconduct policies, it may be referred for review.
ADA and Accessibility Services
Accessibility and Accommodations

• SAEO:
  – Academic Accommodations for Students
  – Working with students and professors to find appropriate solutions

• Accessibility Services:
  – Employee accommodations
  – Concerns about failed/denied accommodations
  – Building/campus accessibility
Retaliation

• VCU supports an environment free from retaliation.

• Any adverse effect taken against an individual or group of individuals for reporting an alleged violation of any of these policies, asking a clarifying question, or participating in any EAS process is retaliation.

• Reports of alleged retaliation will be investigated as separate violations of policy.
Resources for the VCU Community

- Advocacy Services, myoptions@vcu.edu (*Confidential*)
- University Counseling Services, 804-828-6200 (*Confidential*)
- Student Health Services, 804-828-8828 (*Confidential*)
- Dean of Students Office, vcudean@vcu.edu
- Employee Relations, emprel@vcu.edu
  - Employee Assistance Program
- Student Accessibility & Educational Opportunity, saeo@vcu.edu
- VCU Police, police.vcu.edu, 804-828-1196 (non-emergency)
- Richmond Police, 804-646-5100
- Richmond Regional Hotline, 804-612-6126 (*Confidential*)
Questions about EAS?

Call 804-828-1347, or visit equity.vcu.edu

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