Office for Equity & Accessibility

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Equity & Accessibility
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We hold responsibility for the University’s anti-discrimination policies.
  • ADA & Accessibility
  • Affirmative Action
  • Civil Rights Compliance and Investigations
  • Title IX Compliance (investigations & prevention
  • Education, Outreach & Conflict Resolution
What is Title IX?

• Title IX is one of the laws that protects employees and students from discrimination based on sex, including sexual harassment and violence.

• Rules come from case law, DOE guidance, and now formal regulations.

• Other federal and state laws, and university policy direct how we respond to discrimination on the basis of the sex, including sexual harassment and violence.
New Title IX Regulations

• In 2017, the Department of Education rescinded previous guidance on sexual harassment and misconduct. In May, they issued final, formal regulations.

• The new regulations include a definition of sexual harassment and detailed process that we must use to address reports of harassment and misconduct that fall under Title IX.

• Existing VT policies and procedures will need to change to comply with these new rules.
  • A new definition of sexual harassment and new area of jurisdiction;
  • A requirement for live hearings for both student and employee cases; and
  • A requirement for cross examination by each party’s advisor.

• We must be in compliance by August 14th
Moving Forward

- President Sands has appointed a work group and asked for recommendations.

- The group consist of administrators and stakeholders and has representation from:
  - Staff Senate
  - Faculty Senate
  - Commission of AP Faculty Affairs
  - Student Government Association
  - Commission on Student Affairs
  - Graduate Student Assembly

- Questions, comments, and input are welcome!
Let us know what you think!

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