

## **2015-2016 Report on Response to Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence**

The University of Virginia (“University”) is an institution built on honor, integrity, trust, and respect. Consistent with these values, the University is committed to providing a safe and non-discriminatory learning, living, and working environment for all members of the University community. The University does not discriminate on the basis of sex or gender in any of its education or employment programs and activities.

The University’s Policy on Sexual and Gender-based Harassment and Other Forms of Interpersonal Violence (“the Title IX Policy”), available at <http://uvapolicy.virginia.edu/policy/HRM-041>, went into effect in July 2015 and prohibits Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Sexual or Gender-Based Harassment, Complicity in the commission of any act prohibited by this policy, and Retaliation against a person for the good faith reporting of any of these forms of conduct or participation in any investigation or proceeding under this policy (collectively, “Prohibited Conduct”). These forms of Prohibited Conduct are unlawful, undermine the character and purpose of the University, and will not be tolerated. The Procedures for Reports Against Students – Appendix A (<https://eocr.virginia.edu/appendixa>) and the Procedures for Reports Against Employees – Appendix B (<http://eocr.virginia.edu/appendixb>) (collectively, “the Procedures”), provide further detail on the procedures for responding to a report of Prohibited Conduct.

This report presents data on the number of reports of Prohibited Conduct resolved during the 2015-2016 academic year<sup>1</sup> through formal resolution. While the University received additional reports of Prohibited Conduct during the 2015-2016 academic year, those reports were resolved either through alternative resolution, a voluntary process that may involve individual and/or community remedies that are designed to address a report of Prohibited Conduct, such as one-on-one communication, resolution with the assistance of a third party, training, or interventions and remedies, or due to the lack of jurisdiction over a Respondent or to honor a Complainant’s request for anonymity, University action may have been unavailable.

### **Formal Resolution**

Formal Resolution is a formal investigation by an assigned neutral investigator pursuant to the University’s Policy and Procedures.

During the 2015-2016 academic year, the Title IX Office resolved 5 reports of Prohibited Conduct through Formal Resolution under the University’s Interim Policy on Sexual and Gender-based Harassment and Other Forms of Interpersonal Violence and 17 reports of Prohibited

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<sup>1</sup> For purposes of this report, the 2015-2016 academic year began on the day courses began, August 25, 2015 and concluded on August 22, 2016, the day before the 2016-2017 academic year began.

Conduct through Formal Resolution under the University’s current Title IX Policy.<sup>2</sup> A report that is opened for formal resolution may implicate one or more policy violations under the Title IX Policy or other relevant University policies. For example, a single report of Intimate Partner Violence may also include additional prohibited conduct under the Title IX Policy, such as sexual or gender-based harassment, or policy violations under the Standards of Conduct. There were a total of 52 alleged policy violations in the 22 formal resolutions. The incident type/alleged policy violations investigated in these 22 reports are identified below in Figure 1.

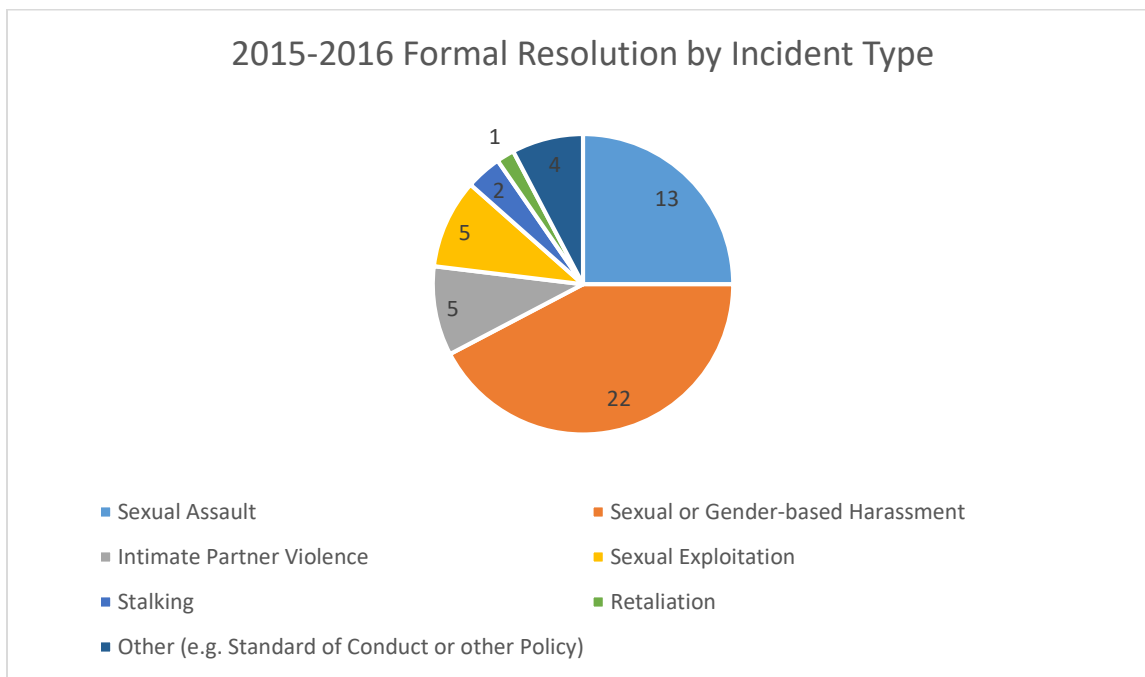


Figure 1.

The 22 formal resolutions resulted in twelve findings of not responsible and ten findings of responsibility. Review Panel Hearings were convened pursuant to the Title IX Policy in eleven matters. Sanctions ranged from a written reprimand to expulsion and are outlined in Figure 2. Sanctions by policy violation are outlined in Figure 3.

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<sup>2</sup> Because of the similarity between the Interim and current policies, this report provides information concerning the resolutions completed under both policies. During the 2015-2016 academic year, the University resolved six reports of prohibited conduct under the previous policy. These investigations resulted in two findings of responsibility and four findings of no responsibility. The resulting sanctions included expulsion of one student and the admonition of one student.

### 2015-2016 Findings and Sanctions

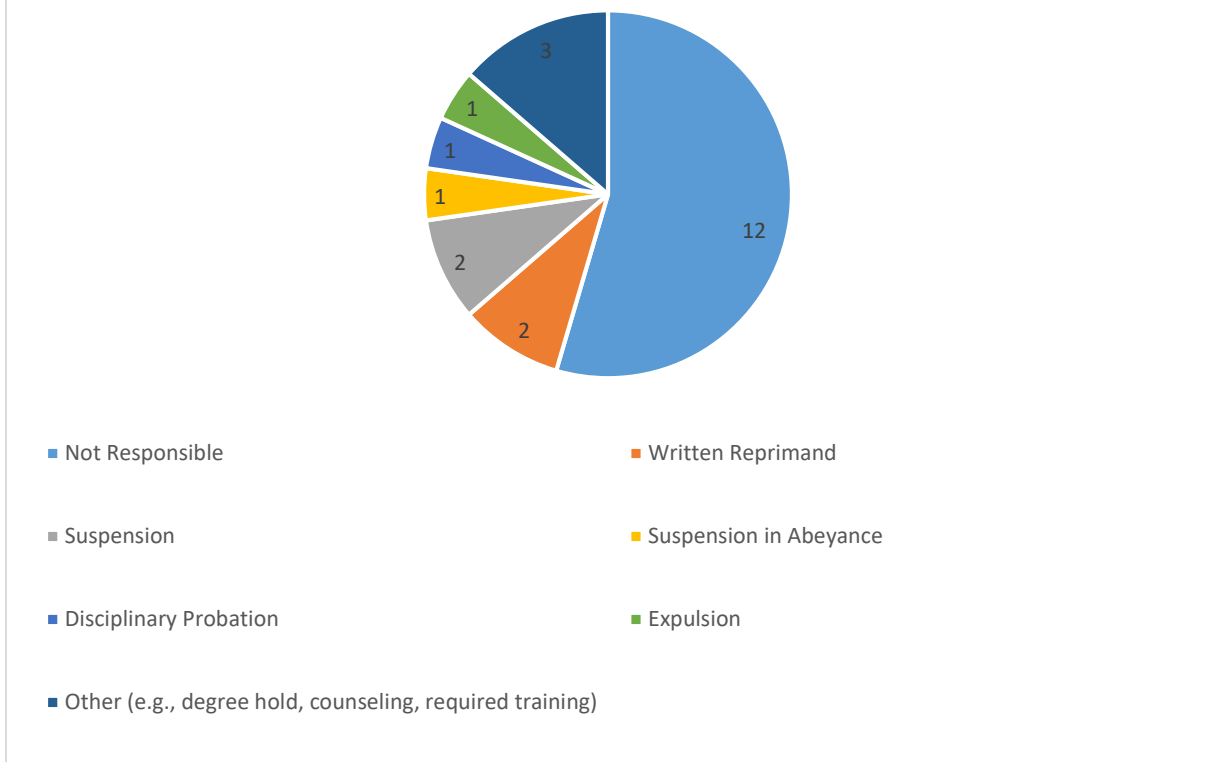


Figure 2.

### 2015-2016 Responsibility Finding by Policy Issue

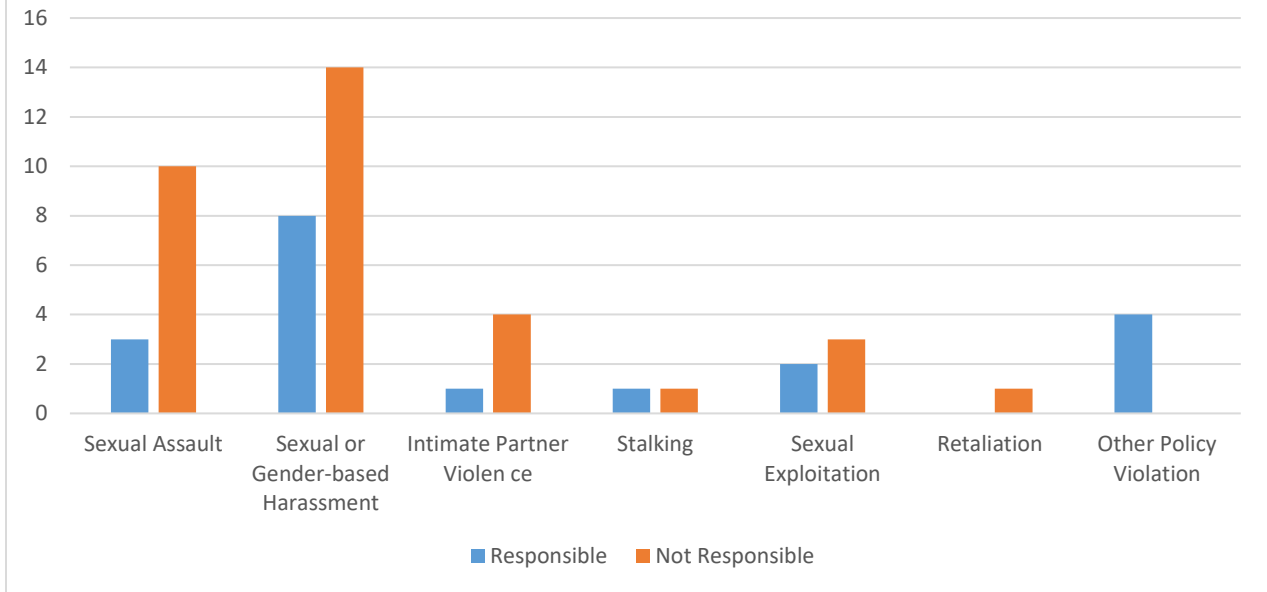


Figure 3.

The demographics of the Complainants and Respondents are outlined in Figure 4 - 7. Further, five of the formal resolutions involved Respondents who were employees and were conducted pursuant to the University's Procedures for Reports Against Employees.

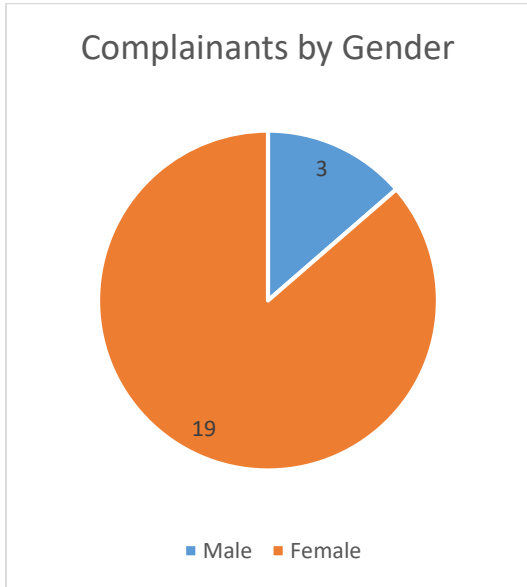


Figure 4.

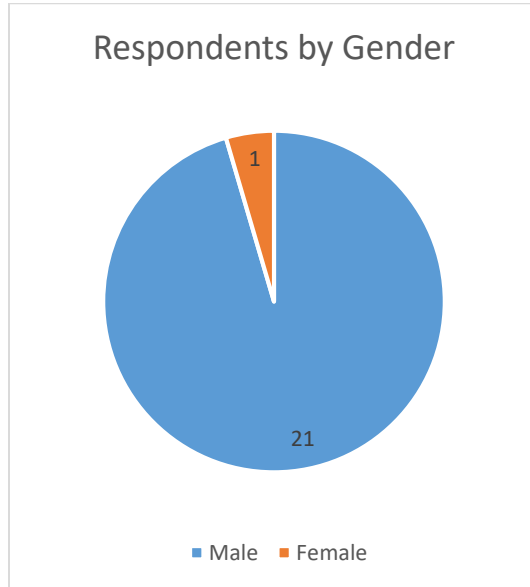


Figure 5.

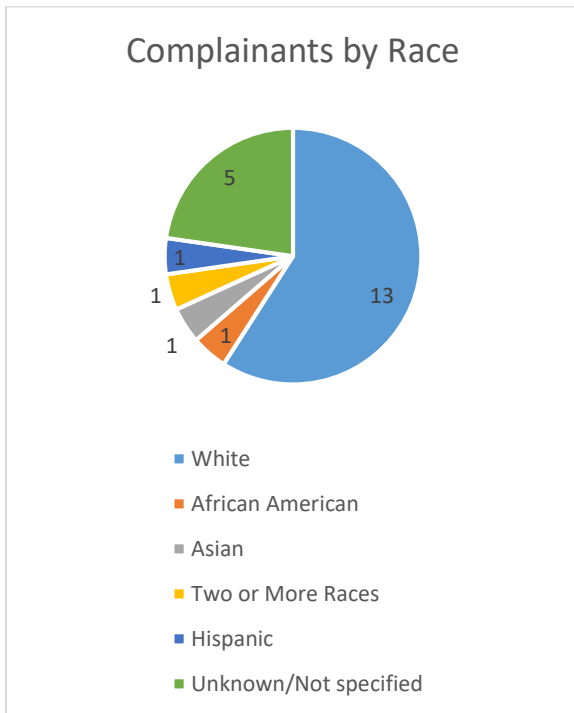


Figure 6.

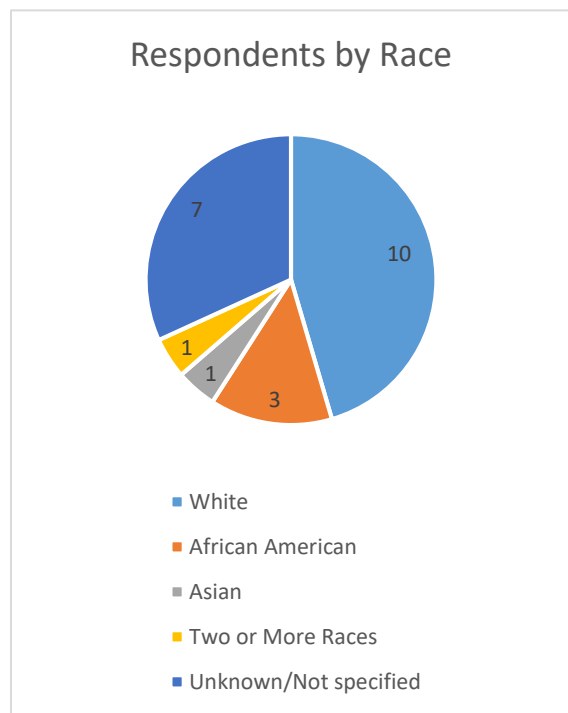


Figure 7.