



# VCU

## Equity and Access Services

### **VCU notice of nondiscrimination, equal opportunity and affirmative action**

Virginia Commonwealth University does not discriminate in admissions, treatment, employment or access to its programs or activities on the basis of race, color, religion, national origin (including ethnicity), age, sex (including pregnancy, childbirth and related medical conditions), parenting status, marital status, political affiliation, veteran status, genetic information (including family medical history), sexual orientation, gender identity, gender expression, or disability, as required by Title IX of the Education Amendments of 1972; the Americans with Disabilities Act of 1990, as amended; Section 504 of the Rehabilitation Act of 1973; Titles VI and VII of the Civil Rights Act of 1964; the Virginia Human Rights Act; the Genetic Information Nondiscrimination Act of 2008; the Governor's Executive Order Number One (2018); and other state or federal laws and [university policies](#). VCU prohibits sexual and sex-/gender-based misconduct, discrimination, harassment and interpersonal violence, including sexual assault. VCU also prohibits discrimination against employees or applicants because they have inquired about, discussed or disclosed their own pay or the pay of another employee or applicant.

As an affirmative action and equal opportunity employer, VCU promotes the full realization of employment opportunity for all persons, including minorities, women, individuals with disabilities and veterans. VCU bases all employment decisions only on job requirements. These efforts apply to all employment actions, including but not limited to recruitment, selection, hiring, promotion and compensation.

The following person has been designated to handle inquiries regarding the Americans with Disabilities Act, the Rehabilitation Act and related statutes and regulations: Brittany Gardner, Interim ADA/Section 504 coordinator, Equity and Access Services, Moseley House, 1001 Grove Ave., Box 842549, Virginia Commonwealth University, Richmond, VA 23284-2549, (804) 828-8058, [ADAservices@vcu.edu](mailto:ADAservices@vcu.edu).

The following person has been designated to handle inquiries regarding nondiscrimination policies and to serve as the overall coordinator for purposes of Title IX compliance: Laura Walsh Rugless, director of equity and access services and Title IX coordinator, Moseley House, 1001 Grove Ave., Box 842549, Virginia Commonwealth University, Richmond, VA 23284-2549, (804) 828-6404, [titleix@vcu.edu](mailto:titleix@vcu.edu).

The following individuals have been designated as deputy Title IX coordinators:

#### **For students:**

Tammy Slovinsky  
Deputy Title IX coordinator for students  
(804) 827-1963  
[tslovinsky@vcu.edu](mailto:tslovinsky@vcu.edu)

#### **For employees:**

Cathleen C. Burke  
Assistant vice president for human resources  
(804) 828-3248  
[cckburke@vcu.edu](mailto:cckburke@vcu.edu)

**For athletics:**

Sofia A. Hiort-Wright

Associate vice provost of student services and senior associate athletic director for academic support/SWA

(804) 828-2184

[shiort@vcu.edu](mailto:shiort@vcu.edu)

Complaints of discrimination, harassment and retaliation may be directed to [Equity and Access Services](#) through the [Sexual Misconduct/Violence and Sex/Gender Discrimination Incident Reporting Form](#) or the [Equal Opportunity Incident Reporting Form](#). Complaints also may be made through the university's [Helpline](#), which allows for anonymous reporting; log a report online or by calling 1-888-242-6022. Other inquiries may be directed to Equity and Access Services at [equity@vcu.edu](mailto:equity@vcu.edu).

External complaints may be filed with the [Department of Education Office for Civil Rights](#), [Equal Employment Opportunity Commission](#), [Commonwealth of Virginia Division of Human Rights](#) and [the Department of Human Resource Management](#).

As of January 19, 2018