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 Genetic Information Nondiscrimination Act of 2008; the Virginia Human Rights Act; 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.

VCU promotes equal access to its owned and controlled facilities and to educational and employment opportunities for qualified individuals with disabilities in compliance with the Americans with Disabilities Act of 1990 (ADA), as amended, and Section 504 of the Rehabilitation Act of 1973 (Section 504), as well as other applicable state and local laws and university policy. Qualified individuals with disabilities are protected from discrimination, including harassment, and are entitled to reasonable accommodations to enable their participation in and enjoyment of all university programs, services, and activities.

The following person has been designated to handle inquiries regarding accessibility policies, the ADA, Section 504 and related statutes and regulations: Crystal C. Coombes, accessibility administrator, Equity and Access Services, Moseley House, 1001 Grove Ave., Box 842549, Virginia Commonwealth University, Richmond, VA 23284-2549, (804) 828-8532, 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, executive 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.

As of January 9, 2019
The following individuals have been designated as deputy Title IX coordinators:

For students:
Tammi Slovinsky
Deputy Title IX coordinator for students
(804) 827-1963
tslovinsky@vcu.edu

For employees:
Cathleen C. Burke
Assistant vice president for human resources
(804) 828-3248
ccburke@vcu.edu

For athletics:
Sofia A. Hiort-Wright
Associate vice provost of student services and senior associate athletic director for academic support/SAW
(804) 828-2184
shiort@vcu.edu

Complaints of discrimination, harassment and retaliation under the university’s nondiscrimination policies may be directed to Equity and Access Services. More specifically, the university provides the following methods for reporting, obtaining information, making inquiries, or filing complaints:

- For Title IX, the Sexual Misconduct/Violence and Sex/Gender Discrimination Incident Reporting Form, which directs to the Title IX coordinator (titleix@vcu.edu).
- For other forms of discrimination (not Title IX related) specific to a protected identity, the Equal Opportunity Incident Reporting Form, which directs to the director of civil rights investigations.
- For physical accessibility, the Campus Accessibility Concern Form, which directs to the accessibility administrator serving as the ADA/504 coordinator (ADAservices@vcu.edu).
- To obtain reasonable accommodation on the basis of disability,
  - For students, contact Student Accessibility and Educational Opportunity (SAEO) (Monroe Park Campus) or the Division of Academic Success (MCV Campus)
  - For employees or student employees, submit the Employee Request for Accommodation Form, which is directed to the accessibility administrator serving as the ADA/504 coordinator (ADAservices@vcu.edu) or contact the accessibility administrator serving as the ADA/504 coordinator directly.

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.

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 9, 2019