



VCU

Annual Security and Fire Safety Report Virginia Based VCU Campuses

Monroe Park | Medical College of Virginia | Inova Fairfax | SVHEC | Rice Rivers | NoVA at Poplar Run



2025

Report Published for the 2025-2026 Academic Year.
Report contains crime statistics for calendar years 2022, 2023 & 2024.

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From the President

Dear VCU Community:

VCU is dedicated to the safety and security of all who come here to learn, heal, work and create. Our community is made up of individuals who advance a respectful, civil and welcoming environment.

This Annual Security and Fire Safety Report serves as a robust source of information for our entire community, and highlights important policies, procedures, safety initiatives and resources to help promote our continued safety. VCU is committed to compliance with the Clery Act, not only for the sake of complying with the technical requirements of the law, but also in recognition that the Clery Act is part of VCU's commitment to providing a safe and secure environment for our students, employees and visitors.

The report is coordinated by the Clery Compliance Administrator, housed within the VCU Integrity and Compliance Office in Audit and Compliance Services, and produced in collaboration with the VCU Police Department, Student Affairs, Human Resources, Equity and Access Services and the Office of Environmental Health and Safety.

I sincerely appreciate all those who work to share this critical information in a transparent way. Thank you for your continued commitment to the safety and security of our community.



Sincerely,
Michael Rao
President

From VCU Audit and Compliance Services

Dear VCU Community,

At Virginia Commonwealth University, the safety and well-being of our students, faculty, staff, and visitors remain a top priority. In support of this commitment, we are pleased to share the 2025 Annual Security Report, which provides important information about campus safety, crime statistics, and the policies and procedures that guide our efforts to maintain a secure environment.

The Clery Act is a federal law designed to promote transparency around campus safety. It requires colleges and universities across the United States to disclose information about crime on and around their campuses, as well as to maintain and communicate clear safety policies. Over the past three decades, Clery compliance has evolved into a shared institutional responsibility, involving not only campus police but also student affairs, athletics, human resources, Title IX, and other departments.

As part of our effort to redesign our Clery compliance program, the Clery Compliance Administrator and a team across VCU has been working to develop new process to reporting, new policies and procedures, university-wide training, and creating a framework modeled around, compliance standards, industry best practices and fits the culture of VCU. While much has been done behind the scenes, this newly formatted ASR represents the culmination of work of units from across the university.

The 2025 Annual Security Report includes updated statistics for 2022, 2023 and 2024, reflecting the results of collaborative work across multiple university partners. Looking ahead, we remain focused on continuing to improve our processes, develop best practice standards, and maintaining a culture of accountability and transparency.

We encourage every member of the VCU community to read this report and stay informed about the resources and strategies available to support your safety. Together, we can continue to foster a secure and supportive campus environment.

Sincerely,

Chad M. Beights, CCCO

Clery Compliance Administrator

Jason A. Block, CCEP, J.D., Ph.D.

Chief Ethics and Compliance Officer



Chad M. Beights



Jason A. Block

From the Chief of Police

To the VCU and VCU Health Community,

At the VCU Police Department, our team is proud to be part of such a vibrant, thriving community. This connection makes even more profound our duty to help keep all members of our community safe at VCU, VCU Health and in the city of Richmond. We are committed to maintaining a secure, open and inclusive environment for our students, faculty, staff, healers and all who visit our campuses.

Our sworn force of nearly 100 highly trained officers, 24/7 on-campus dispatch center, team of Safety Ambassadors and partners at Sentry Force Security are dedicated to being ready when any member of our community needs assistance.

While VCU's Annual Security and Fire Safety Report reflects public safety numbers, they do not capture the human stories these data represent. Our public safety professionals amaze me every day with their commitment to availability, compassion and connection whenever we are called to respond.

In the spring, the overwhelming majority – 94% – of VCU community members reported feeling “safe” or “very safe” on campus, according to the 2025 Perception of Safety Survey – 2 percentage points higher than last year. These data give our team insight into what areas of our operation are working well in the eyes of our community and provide insight into where there is still progress to be made.

We understand that emergency situations are very often unpredictable, so VCU Police and VCU Emergency Management maintain an all-hazards approach to emergency planning, which includes active conversations with our city, state and federal public safety partner agencies. You can learn more about the detailed emergency response plans at police.vcu.edu/emergency-management.

In an emergency, timely and accurate information is the best way to keep our communities safe and knowledgeable about the actions they should take to best protect themselves and others. The VCU Alert system includes emergency text and email messages to provide timely public safety information to the community. VCU and VCU Health automatically enrolls students, faculty, staff and VCU Health team members in the VCU Alert text messaging system. Anyone can sign up for VCU Alert emergency text and email messages: visit alert.vcu.edu and click “Text Alerts”.

We encourage anyone who regularly spends time at VCU or VCU Health to program our emergency number into their phones (804-828-1234). The VCU LiveSafe app also provides around the clock access to emergency reporting, including submitting videos or images directly to first responders, as well as safety resources.

While every second counts in an emergency, so does the preparedness of those who are experiencing it. We hope you spend some time familiarizing yourself with the litany of crime prevention programs offered by our experts at VCU Police. Just visit police.vcu.edu.

At VCU Police, it is not enough to set metrics to track our progress. We strive to create an environment of continuous improvement in our public safety efforts, through transparency, accountability and compassion. We appreciate the important role you play in helping make VCU and VCU Health safe.

Sincerely,
Clarence T. Hunter Jr.
Chief of Police



Report Introduction

Virginia Commonwealth University (VCU) prepares the Annual Security and Fire Safety Report (ASFSR) in compliance with the Jeanne Clery Campus Safety Act, more commonly known as the Clery Act. VCU is a top 50 public research university and home to one of the top-ranked public graduate arts schools. VCU is located in the heart of Richmond, Virginia; a dynamic urban center of culture and creativity. VCU was founded in 1838, with a student population of more than 28,000 and an alumni population of more than 225,000. The Monroe Park Campus is home to most of our undergraduate students and their classes. Our five health sciences schools and our top-rated medical center are located on the MCV Campus. VCU also provides instruction at the off-campus instructional sites of Inova Fairfax, Southern Virginia Higher Education Center, Rice Rivers, and NoVA at Poplar Run. VCU also has one international campus located in Qatar; VCUarts Qatar, a blend of innovative spirit and high standards with bold originality and deep traditions of Qatar. Each off-campus instructional site and the MCV campus is considered a separate campus and is reflected as such in this Annual Security and Fire Safety Report. This report does not pertain to VCUarts in Qatar as they have their own Annual Security Report.

All VCU students, faculty, staff, and community members are encouraged to act responsibly, work collaboratively, and whenever possible, assist each other to promptly, accurately, and effectively report all unsafe incidents and criminal offenses to the VCU Police Department, or any Campus Security Authority (CSA) or Responsible Employee. Instructions for reporting campus policy violations, crimes, and Title IX incidents are included in this report. This report should be a valuable and informative tool containing information on campus policies, procedures, reporting options, and resources and safety tips. Personal safety is everyone's responsibility, and we need your assistance in maintaining a safe campus environment. This report provides vital crime statistics specific to this campus with a breakdown of each Clery geographical location. VCU encourages readers to read all information before the crime statistics, as this will give valuable details related to the specific crimes and geography being reported. Questions about this report should be directed to the VCU Clery Compliance Officer at ucompliance@vcu.edu or by calling 804.828.2336.

Introduction to the Jeanne Clery Campus Safety Act

The Jeanne Clery Campus Safety Act is a consumer protection law. The law requires all colleges and universities which receive federal funding to share information about certain crimes which occur on and around campus, as well as institutional efforts to improve campus safety. This information is made publicly accessible through the University's Annual Security and Fire Safety Report. Clery Act regulations require colleges and universities to do the following:

- Identify Campus Security Authorities to whom reports can be made and forwarded to the Clery Compliance Officer and the VCU Police Department for inclusion in the crime log and annual disclosure of crime statistics.
- Identify Clery specific geographical locations where crime statistics are classified according to this designation.
- Publish an annual report, by October 1st, containing three years of campus crime and fire safety statistics, current campus security policies, reporting options and processes, and information related to Title IX, alcohol, drugs, and campus and community resources.
- Disclose in a public crime log all crimes and alleged crimes which occurred on campus or within the patrol jurisdiction of campus police reported to the campus police.
- Maintain in a public fire log, a record of any fire which occurred in an on-campus student housing facility.
- Provide "timely warning" notices of crimes which have occurred and pose an ongoing threat to the safety of students and employees.
- Issue an Emergency Notification, upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus.
- Disclose crime statistics for the campus, public areas immediately adjacent to or running through the campus, and certain non-campus facilities and remote classrooms.
- Note: The statistics must be gathered from campus police or security, local law enforcement, and other University

officials who have significant responsibility for student and campus activities.

- Submit collected crime and fire statistics to the U.S. Department of Education.

Information and statistics contained within this report are from information provided by the VCU Police Department and other law enforcement agencies, Residential Life & Housing, Office of Student Conduct and Academic Integrity, Title IX, Dean of Students, Human Resources and other University officials and departments.

The Clery Compliance Officer compiles and reports this information. VCU's ASFSR is distributed electronically to all current faculty, staff, and students via email. The ASFSR is made available online to all prospective students and employees via the Admissions website and the Human Resources page.

Copies of the ASFSR may be obtained in person from the Office of Audit and Compliance Services, 918 W. Franklin St. during normal business hours, 8:00 A.M. - 5:00 P.M., Monday through Friday. Additionally, the ASFSR can be found online at the ???.

VIRGINIA COMMONWEALTH UNIVERSITY CLERY POLICY

The VCU Clery Act Compliance policy was approved and implemented to address the campus' obligations pursuant to the Jeanne Clery Campus Safety Act, 20 U.S.C. § 1092(f) (the "Clery Act"). VCU is committed to the safety of each University campus community and compliance with the Clery Act. The purpose of this regulation is to establish policy and procedure for the Universities' compliance with requirements of the Clery Act. The regulation outlines the following requirements:

- Annual Security and Fire Safety Report (ASFSR)
- CSA Identification, Notification, and Training
- Required Collection, Classification, and Counting of Reports, Statistics, and Referrals

- Clery Geography
- Campus Notifications: Timely Warning Notices and Emergency Notifications
- On-campus Student Housing Missing Student Notification Policy
- Crime Log and Fire Log
- Education Programming and Awareness
- Records Retention
- Violence Against Women Act Requirements
- Stop Campus Hazing Act Requirements
- Drug-Free Schools and Communities Act
- Identification of Responsibilities for departments or individuals

VCU CLERY COMPLIANCE COMMITTEE

VCU created a Clery Compliance Committee to help oversee and assist with Clery compliance. Compliance efforts extend beyond one department, the Committee is a cross-functional team of professional from across campus. The committee is an effective tool in garnering institutional awareness of the Clery Act requirements. They will assist with topics including, but not limited to, gathering and compiling crime statistics, identifying Campus Security Authorities (CSAs), maintaining the Clery geography list, ASFSR preparation and review, policy and procedures review and recommendations, and compliance with other intersecting legislation.

Report preparation

REPORT PREPARATION AND DISCLOSURE OF CRIME STATISTICS

This report contains information and crime statistics for each Virginia-based VCU campus for the three previous calendar years. This report also contains information regarding campus security and personal safety topics, such as crime prevention, fire safety, university police, law enforcement authorities, crime reporting policies, student conduct procedures and other information related to safety and security on each of VCU's Virginia-based campuses. The Annual Security Report for the VCUarts Qatar campus is captured in a separate publication, which includes information and crime statistics for the three previous calendar years for that campus.

The preparation of the VCU Annual Security and Fire Safety Report is coordinated by Audit and Compliance Services in collaboration with the VCU Police, Office of Human Resources, the Division

of Student Affairs, Enterprise Marketing and Communications, Equity and Access Services, the Office of Environmental Health and Safety, College of Health Professions, VCU Inova School of Pharmacy staff, VCU Rice Rivers Center staff and Southwest Virginia Higher Education Center staff, in accordance with the Jeanne Clery Campus Safety Act. Each year, the Clery Data Integrity team obtains updates and Clery-reportable crime and referral data from the above-listed university offices, as well as crime data from applicable law enforcement agencies for inclusion in this annual report.

All policies referenced in this document are current, as of publication, and apply to all VCU campuses to the extent consistent with applicable federal and state law. All university policies and procedures are applicable to all campus locations, unless otherwise stated in the respective campus section. To view all university policies, please visit vcu.public.doctract.com.

Policies on Crime or Emergency Reporting

POLICIES ON CRIME OR EMERGENCY REPORTING

The success of any law enforcement agency and the safety of the VCU campus is contingent on receiving timely and accurate reporting. All students, faculty, staff, and visitors are encouraged to report all crimes, emergencies, or other public safety-related incidents occurring on the VCU Campus to VCU Police in an accurate, prompt, and timely manner; including times when the survivor of a crime elects to, or is unable to, make a report. Accurate and prompt reporting ensures efficient response to incidents of crime and helps to preserve important evidence needed to ensure a successful investigation and prosecution of offenders. Reports made to the university that are within the Clery Act defined geography and meet the definition of reportable Clery Act crimes are included in this report's statistics.

CRIMES IN PROGRESS AND SERIOUS CRIMES AND INCIDENTS THAT HAVE JUST OCCURRED SHOULD BE REPORTED IMMEDIATELY BY CALLING 804.828.1234.

For incidents that are not an emergency, reporting parties may call VCU Police for assistance at 804.828.1196. Concerns off campus, but within the Richmond city limits, should be reported to the Richmond Police Department at 804.646.5100.

In addition to law enforcement, students can report crimes and misconduct to VCU Employees or Campus Security Authorities (CSAs), the Dean of Students Office, the Title IX Coordinator, the Office of Student Conduct & Academic Integrity, Residence Life and Housing Staff, or anyone within the VCU community who is in a position to assist you. Under Clery, a crime is reported when it is brought to the attention of a CSA or local law enforcement personnel by a survivor, witness, or third party or even the offender, regardless if the individual is involved in the crime, reporting the crime, or is associated with the institution. Reporting to VCU Police or any of the above allows the university to evaluate, consider and send Timely Warning or Emergency notifications, disclose crimes through ongoing disclosure processes such as the posting of crimes in the Daily Crime Log and accurately document reportable crimes in its annual statistical disclosure.

REPORTING TO VCU POLICE

The mission of the VCU Police department is to provide a safe and secure learning, living and working environment for the students, faculty, staff, and visitors of Virginia Commonwealth University. To learn more about how you and VCU Police keep the VCU community safe, please watch this [video](#). Collaboration, partnerships and problem-solving are essential to public safety at VCU. The VCU Police Department works closely with local and federal law enforcement entities to create a safe learning and working environment for students, faculty and staff.

For non-emergency incidents, reporting parties may call VCU Police for assistance at 804.828.1196. Concerns off campus, but within the Richmond city limits, should be reported to the Richmond Police Department at 804.646.5100. VCU police officers will respond without delay to all calls for police service. Emergency calls will take precedence, but all calls will be answered as soon as possible.

Members of the VCU community may also use the LiveSafe app to easily send high-quality information directly to the Emergency Communications Center. The app is free, user-friendly and is available on both iOS and Android mobile devices by searching "LiveSafe" in your app store. The Emergency Reporting Telephone System — located at more than 380 sites across both campuses — allows electronic contact with VCU Police, and an officer will be dispatched immediately to the site.

Reporting crimes and emergencies will generate a law enforcement response. Whenever possible, the survivor or witness of the crime should call directly to report the incident. Firsthand information is always more accurate and complete. Any suspicious activity or person(s) seen in the parking lots or loitering around vehicles, inside buildings or around residence halls should immediately be reported to police. Accurate and prompt reporting ensures a strategic law enforcement response. In addition to the importance of reporting, timely information assists responders in developing warnings for the university community. VCU police officers will respond without delay to all calls for police

service. Emergency calls will take precedence, but all calls will be answered as soon as possible.

Remember that cellphones do not automatically register a caller's identity and exact location information. When calling the police from a cellphone, tell the dispatcher where you are calling from, the phone number you are calling from or another number where you may be reached. Consider programming your phone with the VCU Police Department phone number. When calling to report a crime or incident, please be ready to give as much as you can of the following information:

- A brief description of the occurrence.
- When and where the incident occurred.
- Where and when the suspect(s) was last seen.
- If there were any weapons involved.
- A description of the suspect(s) (including gender, race, age, height, weight, hair color/length, clothing, facial hair, tattoos/scars, etc.).
- Any other relevant information.

The VCU Police Emergency Communications Center is staffed 24 hours a day. The professional communications officers receive calls for service related to the VCU Campus. Dispatchers respond to all calls for service and coordinate the efforts of police officers, contract security officers and MCV Campus Security Escort Service staff. The Emergency Communications Center is in direct contact with the local emergency services and serves as a general information center for the University.

REPORTING TO CAMPUS SECURITY AUTHORITIES

Campus Security Authorities (CSAs) assist in the reporting of crime on campus. CSA is a Clery Act-specific term that includes four groups of individuals or organizations within the university.

These four groups are defined by the Clery Act as:

1. A campus police department or a campus security department of an institution. All individuals who work for the campus police department are CSAs.
2. Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department (e.g., an individual who is responsible for monitoring the entrance into institutional property). Access monitors, contract security officers, event security officers, staff who provide safety escorts on campus (professional and student staff) are CSAs.
3. Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
4. An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings.

An official is defined by Clery as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.

Throughout the year, Campus Security Authorities report Clery Act reportable crimes via an online report, the [Campus Security Authority Incident Reporting Form](#). Each of these reports is reviewed by the Clery Compliance Administrator to confirm that it meets the requirements under the Clery Act. Crimes reported by a CSA are entered into the Daily Crime Log and included in the annual disclosure of crime statistics. In most cases, it is possible for a CSA to fulfill their reporting responsibilities and maintain survivor confidentiality without disclosing any personal identifying information. CSA reports are used by the institution to compile statistics for Clery Act reporting and help determine if there is a serious or ongoing threat to the safety of the campus community requiring an alert (Timely Warning or Emergency Notification).

A CSA report does not automatically result in the initiation of a police or disciplinary investigation if the survivor chooses not to

pursue this action. While the University has identified a number of CSAs, we officially designate the departments listed below as a place where campus community members should report crimes for Timely Warning notices and statistical reporting purposes.

CAMPUS SECURITY AUTHORITY RESPONSIBILITY

The function of a CSA is to report allegations of crimes reported to them in their capacity as a CSA. This means CSAs are not responsible for investigating or reporting incidents they overhear students talking about in a hallway conversation, a classmate or student mentions during an in-class discussion, a survivor mentions during a speech, workshop, or any other form of group presentation, or the CSA otherwise learns about in an indirect manner. A CSA is required to report sufficient details, such as dates and times of the incidents, the location, a detailed description of what they were told about the incident, and, where appropriate, personal identifying information. Asking specific questions to assist the CSA in learning more about the incident (dates, times, locations, specific details) does not constitute an investigation, rather it allows the CSA to fulfill their responsibility and most importantly provide resources and assistance appropriate for the incident being reported.

Detailed information is important to aid law enforcement in addressing and categorizing the crime. Personal identifying information, while not required, is important to avoid double counting crimes. If a survivor doesn't want the report to go any further than the CSA, the CSA should explain that they are required to submit the report for statistical purposes, but it can be submitted without identifying the survivor. CSAs should report information immediately for consideration of a Timely Warning Notice. If a crime is reported to a CSA, but goes no further than that, the university won't have fulfilled its obligation under the law, and campus community members might not have the information they need to stay safe on campus.

A Campus Security Authority (CSA) is not responsible for determining whether a crime took place, who the offender is, and what actions the university should take. A CSA should not try to apprehend the alleged perpetrator of the crime. It is also not

a CSA's responsibility to try and convince a survivor to contact law enforcement if the survivor chooses not to do so. Remember, your job is to report, provide resources, and assist the reporting person.

OFFICIAL CAMPUS SECURITY AUTHORITY OFFICES

While the university has identified a number of individual CSAs, the following offices are officially designated as places where campus community members can report:

- **VCUPD:** 224 E. Broad St, 804.828.1196
- **Title IX:** 912 W. Grace St, 804.828.1347
- **Residence Life & Housing:** 721 W. Main St, 804.828.7666
- **Student Conduct & Academic Integrity:** 815 S. Cathedral Place, 804.828.1963
- **Dean of Student Advocacy/Office of Student Advocacy:** 907 Floyd Ave, 804.828.8940

VOLUNTARY CONFIDENTIAL AND ANONYMOUS REPORTING

VCU does not allow and, therefore, there are no procedures for voluntary confidential reporting because of state open-record laws. A state record may be accessed and any contact or identifying information would therefore be open for viewing. Although VCU does not allow voluntary confidential reporting, an individual may elect to report a crime anonymously by withholding their name. To report a crime anonymously, please call 804.828.1234 (emergency) or 804.828.1196 (nonemergency).

CONFIDENTIAL REPORTING OPTIONS

VCU is committed to ensuring confidentiality during all stages of the reporting process. If you are unsure whether you want to involve family or friends and are not yet certain whether you want to report to the police or the University, there are resources available, both on- and off-campus, offering confidential assistance and support. If an incident is disclosed to a CSA with the condition of remaining anonymous and/or confidential, the CSA must still forward the report to the Clery Compliance Officer

for statistics review. If the circumstances indicate there is a continuing threat to either the survivor or the campus community, the responsible official will contact law enforcement to ensure campus community safety.

In Title IX matters, law enforcement will not be contacted unless requested by the complaining party. All reports of misconduct will be maintained with the highest possible level of confidentiality. The information, once referred, will remain private and will be shared only with employees who have a legitimate educational need to know in order to best assist and support the student. Once the appropriate employees have been notified of the incident, the university will provide resources and support, promptly investigate, and equitably resolve the allegation according to established University procedures unless the student requests that no action be taken.

Amendments to 20 U.S.C. Section 1092(f) in 1998 clarified who is a Campus Security Authority and identified specific positions within a university that are confidential and not required to report under the Clery Act. While Pastoral and Professional may have significant responsibility for student and campus activities, under the Clery Act they are not Campus Security Authorities. This only applies when they are acting in their official capacity and meet the following requirements. The counselor exemption ensures individuals can provide appropriate counseling services without an obligation to report crimes they may learn about. This exemption is intended to protect the counselor-client relationship. However, even the legally recognized privileges acknowledge some exemptions, and there may be situations in which counselors are under a legal obligation to report a crime.

Counselors are defined as:

Pastoral Counselor

A pastoral counselor is an employee of an institution who is associated with a religious order or denomination, who is recognized by that religious order or denomination as someone who provides confidential counseling, and who is functioning within the scope of that recognition as a pastoral counselor.

VCU does not have pastoral counselors on staff.

Professional Counselor

A professional counselor is a campus employee whose official responsibilities include providing psychological counseling to members of the campus community and who is functioning within the scope of his or her license or certification.

The only location on the VCU campus with confidential professional counselors is University Student Counseling. This office is located in suite 238 of the University Student Commons. In their capacity and function, professional counselors do not make identifiable reports of incidents unless the student specifically requests them to do so; however, VCU encourages counselors to tell survivors about the confidential reporting process if and when they deem it appropriate, and to inform students that they can report incidents of crime to VCU police and other reporting offices on campus.

UNDERSTANDING YOUR REPORTING OPTIONS AND WHAT HAPPENS NEXT

The VCU Police Department is responsible for responding to all crimes or emergencies reported on campus property. The response will depend on how the report was made and to whom it was made. Certain reports, like a report made to a Campus Security Authority (CSA), will not automatically generate a police response, similarly reports made to campus offices don't always initiate a law enforcement response unless requested. All reports made directly to the police department will initiate a response, the type of response is dependent upon the call received.

Some instances of misconduct may constitute a violation of state, federal, or local law, while others may constitute university policies violations only, or in addition to a criminal violation. It is the student's or employee's option to report misconduct to the university, local law enforcement, or both. VCU offices and employees are happy to assist in making a report to law enforcement and will accompany the survivor if requested. Reporting to VCU police can lead to an investigation, criminal charges, and prosecution.

If a student or employee wishes to report to both VCU police and an office on campus, if feasible the departments will coordinate together to ensure a smooth reporting process and investigation.

There are many different reporting options available for the campus community. While some reporting options will initiate a police investigation, others will not. Below are the response options consistent with the reporting method.

POLICE RESPONSE

VCU Police dispatchers are available 24 hours a day to answer your calls. VCU police works closely with the full range of city and county emergency resources to assure a complete and timely response to all emergency calls. Priority response is given to crimes against persons and personal injuries. In response to non-emergency calls, VCU will take the required action, either dispatching an officer or asking the survivor to file an incident report at the police department. Special services include making use of experienced investigators, as well as the availability of local, state and federal law enforcement agencies in providing support and assistance. A daily report of all VCU police activity is forwarded to the Dean of Student Advocacy's office, Residential Life and Housing, Title IX, and the Office of Student Conduct and Academic Integrity for review and potential action, as deemed appropriate.

Once a report is made, patrol officers are responsible for documenting all necessary information, conducting initial interviews, collecting evidence, identifying witnesses and suspects, and filing the police report. Criminal reports are initially investigated by the patrol operations. Reports that require additional investigation are reviewed by the Investigations Division and, when appropriate, assigned to a detective for follow-up investigation.

When responding to an emergency, police officers will evaluate the situation and summon the appropriate resources to respond to the scene. If assistance is required from the local police or fire departments, VCU dispatch will contact the appropriate department(s). If a sexual assault or other violent crime is reported, staff on the scene will offer a variety of services including medical, counseling, and psychological assistance. Police reports in Virginia are public records and, for the most part, cannot be kept in confidence.

When the VCU police respond to a criminal incident they may:

- take an initial statement and begin follow up interviews with all parties involved: survivors, witnesses, suspects and others who may have been identified.
- collect any evidence that may be available.
- review video, if available.
- Make arrest or referrals
- complete a written report that will be submitted to the Virginia Commonwealth Attorney's Office and various university departments.

If a survivor is not ready to file a report for criminal charges, an administrative report can be generated. A survivor may meet with an officer at his or her residence, the police department or a place of his or her choosing. A support person may accompany a survivor when filing a police report.

UNIVERSITY RESPONSE TO REPORTS

In some instances, a report may be made directly to the university and not involve law enforcement. Students are encouraged to speak with a CSA, faculty, staff, or other University staff member for assistance in filing a report. Whether or not you choose to file a report with law enforcement, the university will offer a variety of options for assistance and will work to address any factors that may have led to this crime. A report to the university may allow for the initiation of interim protective measures such as academic accommodations, changes to housing, and changes to class or work schedules. The university may conduct its own hearings, interviews, and processes based on the information submitted and the office handling the report. A survivor may bring someone with them for support while making a report, to include a friend, roommate, or family member. If a report involving a Title IX violation is submitted to the university through an employee or the police, the university will begin its own independent investigation.

REPORTS TO CAMPUS SECURITY AUTHORITIES AND RESPONSIBLE EMPLOYEES

Under Clery, a crime is "reported when it is brought to the attention of a CSA or local law enforcement personnel by a survivor,

witness, or other third party or even offender, regardless of if the individual is involved in the crime, reporting the crime, or is associated with the institution.” If a CSA receives crime information and believes it was provided in good faith, they should document it as a crime report. In “good faith” means there is a reasonable basis for believing the information is not simply a rumor or hearsay. That is, there is little or no reason to doubt the validity of the information. CSAs are required to forward a Campus Security Authority Incident Reporting Form to the Clery Compliance Officer. CSA reports are not investigated, forwarded to other offices, or used in university disciplinary sanctions. CSA reports are used for statistics purposes and for evaluation related to timely warnings and emergency notifications.

CAMPUS INCIDENT REPORTING FORMS

There are times when calling the police is not necessary or you chose to not involve law enforcement and would prefer to report and handle the incident with university staff and processes. There are also opportunities where a police report and university report may be necessary and you may choose to work with both entities. While a report made to the police department does not automatically initiate a university response, and similar to the university reports initiated a police report, the choice is yours. VCU has several online reporting forms that can assist with a variety of needs. None of these forms will generate an immediate police response.

Dean of Student Advocacy Report

Use this form if you/a student needs support or resources. Your concern will be routed to the Dean of Student Advocacy team to provide assistance. Use this form if you/a student needs support or resources. Your concern will be routed to the Dean of Student Advocacy team to provide assistance. If you/a student are experiencing a mental health crisis or wish to speak confidentially, call [University Counseling Services](#) 24/7 at 804.828.6200. The Dean of Student Advocacy Report can be found [here](#).

Discrimination Incident Report

This form should be used to report incidents prohibited by the [Preventing and Responding to Discrimination Policy](#) (discrimination

or harassment based on race, color, religion, national origin (including ethnicity and actual or perceived shared ancestry), age, sex (including pregnancy, childbirth, lactation and related medical conditions), parenting status, marital status, political affiliation, military status (including veteran status), genetic information (including family medical history), sexual orientation, gender identity, gender expression, or disability; or retaliation related to a complaint of discrimination or harassment).

The university urges any person with knowledge of an incident of prohibited conduct to report the incident immediately to the university using this form. These reports are received and reviewed by Equity and Access Services. VCU will make reasonable efforts to protect privacy while balancing the need to gather information to assess the report and to take steps to eliminate prohibited conduct, prevent its recurrence, and remedy its effects. While some of the fields below are not required, the university will be better able to assess and respond to complete reports. Retaliation is prohibited.

Retaliation in response to these activities will not be tolerated. Knowingly making a false report, or reporting with malice or reckless disregard for the truth is also prohibited.

More information on the university’s process, resources, and reporting options can be found on the [Equity and Access Services](#) website. The Discrimination Incident Report can be found [here](#).

Title IX and Sex-Based Misconduct Reporting Form

Use this form to report incidents of sexual harassment, sexual assault, dating violence, domestic violence, stalking, sexual exploitation, and related retaliation. VCU will make reasonable efforts to protect privacy while balancing the need to gather information to assess the report and to take steps to eliminate reported misconduct, prevent its recurrence and remedy its effects. While some of the fields below are not required, the university will be better able to assess and respond to complete reports.

This report will be sent directly to the university’s Title IX office. Emergencies should be reported to VCU Police at 804.828.1234. If you would like to speak with a confidential advocate, please

contact University Counseling Services at 804.828.6200 or myoptions@vcu.edu. Faculty and staff can contact the Employee Assistance Program at 855.223.9227. For 24-hour assistance, contact the Greater Richmond YWCA Regional Hotline at 804.612.6126.

The university is required to provide certain crime statistics and reports of sexual violence to VCU Police and local law enforcement. Individuals have the right to participate or decline to participate in any criminal investigations. Please contact the Title IX office at titleix@vcu.edu or 804.828.1347 if you have any questions completing this form or would like more information on the university's grievance process and available supportive measures. The Title IX and Sex-Based Misconduct Reporting Form can be found [here](#).

Student Conduct Incident Reporting Form

The purpose of this form is to gather information about potential violations of the [Student Code of Conduct](#). This information will be shared with the proper campus offices for appropriate action. So that we may fully investigate your report, please give as much information as you can. You can choose to provide your name and contact information or to remain anonymous. However, the university seeks to provide supportive measures for all parties involved which is not possible with an anonymous report. A reporter should not fear a loss of privacy by making a report because it allows the university to discuss the options available to them as well as supportive measures, which are available regardless of the level of involvement in the report. The Student Conduct Incident Reporting Form can be found [here](#).

If there is an immediate and significant risk to health or safety, contact VCU Police at 804.828.1234 or dial 911. To speak with a confidential counselor, please call University Counseling Services at 804.828.6200. To contact the Dean of Student Advocacy Office, please call 804.828.8940 during business hours.

Hazing

The purpose of this form is to gather information about potential hazing activity in our community. This information will be shared with the proper campus offices for appropriate action. So that we may fully investigate your report, please give as much information as you can. You can choose to provide your name and contact information or to remain anonymous. If there is an immediate and significant risk to health or safety, contact VCU Police at 804.828.1234 or dial 911. The Hazing Incident Report Form can be found [here](#).

Campus Security Authority Incident Reporting Form

VCU encourages reporting and the accurate collection of campus crime statistics to promote crime awareness and enhance campus safety through reliable statistical records. This form is to be used for a Campus Security Authority (CSA) to report incidents to the Clery Compliance Officer for statistical purposes, required notification assessments, and entry into the daily crime log. Data collected on this form is used to increase public safety, not to identify the victim; therefore, no personal identifying information is required to be included. If this incident has the potential to be an imminent or ongoing threat to the community, contact VCU Police at 804.828.1196. Submitting this report will not generate a police report or investigation, Title IX report, or student conduct report. The Campus Security Authority Incident Reporting Form can be found online [here](#).

Campus & Community Resources, Committees, and Departments

The following is a list of resources for the VCU campus and the Richmond Community.

EMERGENCY SERVICES

On Campus: Call 804.828.1234

Please note: In an emergency on campus, reach VCU Police directly by dialing Ext. 8-1234 from a university phone.

Off Campus: Call 911

POLICE/SECURITY AGENCIES

VCU Police Department

Headquarters: 224 E. Broad St. (open 24 hours),
(804) 828-1196

Patrol Operations: (804) 828-6199

Nonemergency dispatcher: (804) 828-1196

Community Policing and Crime Prevention: (804) 828-1209

Investigations: (804) 828-6409

Victim/witness coordinator: (804) 828-6356

Lost and Found: (804) 828-7071

VCU Health Safety and Security
804.828.4300

Richmond Police Department

Headquarters: 200 West Grace St., 804.646.5100

Third Precinct: 301 S. Meadow St., 804.646.1412

FIRE/EMS

Richmond Fire Department

Headquarters: 201 E. Franklin St., 804.646.2500

Fire Station 6: 138 S. Jefferson St., 804.646.2500

Richmond Ambulance Authority

Headquarters: 2400 Hermitage Rd., 804.254.1150

HEALTH AND MEDICAL

VCU Health Emergency Room: 1213 E. Clay St, 804.828.9000

University Student Health Services

Monroe Park Campus: 1300 W. Broad St., Suite 2200,
804.828.8828

MCV Campus: VMI Building, 1000 E. Marshall St, Suite
301, 804.828.9220

University Counseling Services (24/7)

Monroe Park Campus: University Student Commons, 907
Floyd Ave, Suite 238, 804.828.6200

MCV Campus: VMI Building, 1000 E. Marshall St.,
804.828.3964

Rams in Recovery: The Recovery Clubhouse, 1103 W.
Marshall St., 804.366.8027

Crisis Text Line: 741741

CAMPUS RESOURCES

RamSafe: 804.828.SAFE (7233)

For free transportation services to on-campus locations
and nearby residences and buildings; www.ramsafe.vcu.edu.

VCU Police You Have Options Program: Reporting

of crimes that are sexual in nature: [https://
www.reportingoptions.org/agency/virginia/
virginia-commonwealth-university-police-department/](https://www.reportingoptions.org/agency/virginia/virginia-commonwealth-university-police-department/)

- Download “LiveSafe” from Android Google Play or the iOS App Store.
- Register with your phone number and email.
- Choose your community: “Virginia Commonwealth University.”

LiveSafe Mobile App: A powerful safety tool that allows for more efficient exchanges of information between members of the community and the VCU Police Department.

Dean of Student Advocacy Office & Office of Student Advocacy:

- MPC Campus: Sitterding House, 901 Floyd Ave., 804.828.08940
- MCV Campus: Hunton Student Center, 1110 E. Broad St., 804.828.0525

Student Conduct & Academic Integrity: 815 S. Cathedral Place, 804.828.1963

Residential Life and Housing: 721 W. Main St., 804.828.7666

Equity and Access Services: 912 W. Grace St, 2nd Floor, 804.828.1347

Occupational Health and Safety: 1008 E. Clay St

- Emergency Numbers
 - Fire: 804.828.1234
 - Chemical: 804.828.9834
 - Biological: 804.828.9834
 - Radiation: 804.828.9834
- Non-Emergency Numbers
 - Fire Safety: 804.828.7899
 - Radiation Safety: 804.828.9131
 - Lab Safety: 804.828.1392

Survivor Support Services: University Student Commons, 907 Floyd Ave, Suite 238, 804.828.6200

Integrity and Compliance Office: 918 W. Franklin St., 804.828.0500

- VCU Helpline: 1-888-242-6022
- VCU Health Helpline: 1-800-620-1438

Human Resources: 600 W. Franklin St., 804.828.0177

COMMUNITY RE SOURCES

Richmond Behavioral Health Authority: mental health, intellectual disabilities, substance abuse and prevention services. 107 S. Fifth St., 804.819.4000

Virginia Sexual and Domestic Violence Action Alliance: 1411 W. Main St., 804.377.0335

Virginia Women's Center: 12129 Graham Meadows Dr., 804.288.4084

Richmond Regional Hotline: If you or someone you know needs immediate help, text or call the regional EmpowerNet hotline at any time. 804.612.6126

NATIONAL HOTLINE

Drug Abuse: 1-800-662-HELP (4357)

Domestic Abuse: 1-800-799-SAFE (7233)

Suicide and Crisis Lifeline: 988

Suicide Prevention: 1-800-273-TALK (8255)

Sexual Assault: 1-800-656-HOPE (4673)

LGBTQ+ Free and Confidential Resources:

- **Virginia 24/7:** Hotline 866.356.6998, Text Support 804.793.9999
- **The Trevor Project:** <https://www.thetrevorproject.org/>, 866.488.7386

There are several departments, teams, and committees at VCU that work together to ensure a safe environment on campus. Below you will find a brief description of these teams and committees and the work they do. Some of these teams are governed by VCU Operating Policies or state legislation, while others work as a committee to discuss situations as they arise.

CAMPUS SAFETY RELATED COMMITTEES

VCU Care Team

VCU's Care Team is a multidisciplinary group that convenes weekly to proactively identify and support students facing significant challenges impacting their academic success. The creation of the Care team reflects VCU's commitment to student well-being and success. Information regarding students in crisis is brought to the team through referrals and well-defined operational processes. The Care team has representatives from various university departments, including academic departments, academic advising, Title IX, and multiple offices within the Division of Student Affairs. During meetings, offices share relevant information and collaboratively develop action plans to provide targeted support. Utilizing tools like the NABITA Risk Rubric to assess the complexity of each case, the Care Team ensures effective management and follow-up, ultimately aiming to help students navigate their difficulties and achieve stability. Cases are closed when students are deemed prepared to move forward independently, though the team remains available for future support if needed.

VCU Sexual Violence Response Committee

The Sexual Violence Review Committee (SVRC) is an interdisciplinary team convened at VCU as required under Virginia state law. The Title IX Coordinator (or appropriate designee) reviews all incoming reports of alleged Title IX or Sex-Based Misconduct to assess for SVRC eligibility. If reported behavior is eligible for review, the SVRC must meet within 72-hours of receipt in order to complete an appropriate assessment of threat to both the individual(s) involved and the university community at large. Upon review, the committee determines whether further action is needed, including potential disclosures to support the health and/or safety of the involved parties. VCU's SVRC meets twice weekly and is composed of a representative from Title IX, VCU Police Department, and the Division of Student Affairs. Other representatives may be added based on the status of the Respondent and the specific circumstances of the report.

The SVRC has access to certain confidential information, including criminal history and health records, and university records. The SVRC's role is crucial in ensuring a timely and comprehensive review of reports of sexual violence, protecting the rights and safety of students, and upholding the university's commitment to creating a safe campus environment.

Violence Prevention Committee

The Violence Prevention Committee at Virginia Commonwealth University (VCU) plays a vital role in fostering a safe and secure campus environment. Its primary mission is to educate the university community about violence prevention and to guide the identification and reporting of threatening or aberrant behavior that may pose a physical threat. The committee reviews policies and procedures related to the responsibilities of faculty and staff in reporting such behavior. -Comprising representatives from student affairs, law enforcement, human resources, counseling services, residence life, faculty, and other relevant areas, the committee ensures a collaborative and comprehensive approach to campus safety.

VCU Threat Assessment Team

The Threat Assessment Team and Violence Prevention Committee are charged under the [Violence Prevention and Threat Assessment and Management Policy](#) and Code of Virginia Section 23.1-805 with identifying, monitoring, and coordinating the management of threats to the university community as well as educating the campus community in recognizing threatening or aberrant behavior. The policy requires all employees (including faculty) to report behavior that may represent a physical threat to any member of the university community to an appropriate university official. The university also encourages all students and visitors to report safety concerns.

The team consists of the Senior Vice Provost for Student Affairs and Associate Vice President of Public Safety and Emergency Services who serve as co-chairs, and its membership includes representatives from student affairs, university police, human resources, counseling services, residence life and others as determined necessary by co-chairs.

TAT establishes and maintains relationships with mental health agencies and local and state law enforcement agencies to expedite assessment of and intervention with individuals whose behavior may present a threat to safety. To report concerns to TAT please email tat@vcu.edu.

CAMPUS SAFETY RELATED DEPARTMENTS

VCU Dean of Students

The Dean of Students Office at Virginia Commonwealth University (VCU) is committed to supporting student success by addressing personal, academic, and emotional challenges that may impact a student's college experience. The office serves as a central resource for students navigating complex life situations, offering advocacy, referrals, and direct support services. Key areas of assistance include academic distress, personal crises, concerning behaviors, and emergency financial aid.

In addition to individual support, the office collaborates with student organizations, faculty, and community partners to address broader student concerns and promote a safe, inclusive, and responsive campus environment. Signature initiatives include the Student Emergency Fund, Ram Pantry for food security, and coordination of crisis response and behavioral intervention efforts

The Dean of Students Office is available to advocate for and assist students dealing with life situations that are impacting their academic and personal success at VCU. We help students with complex problems navigate resources at VCU. Examples of life situations we can assist with:

- Academic distress due to personal issues
- Concerning behavior
- Death or serious illness of a family member
- Professor notification for unexpected class absence
- Referrals to campus and community resources

The Dean of Students office includes the Dean of Student Advocacy office at the MCV campus, Office of Student Advocacy on the MPC campus, Office of Student Conduct & Academic

Integrity,, Fraternity and Sorority Life, Hazing Prevention, and VCU Families.

More information about the Office of the Dean of Students can be found at <https://dos.vcu.edu/> or by calling 804.828.8940 or stopping by the office located at Monroe Park Campus, Sitterding House, 901 Floyd Ave or on the MCV Campus, Hunton Student Center, 1110 E. Broad St, Suite 205.

VCU Student Conduct and Academic Integrity Student Conduct and Academic Integrity supports the educational mission of the university by educating students about appropriate behavior, developing their ethical decision-making skills, and helping them understand how their actions affect others. If misconduct is alleged, Student Conduct and Academic Integrity provides prompt, fair, and impartial resolution to the matter, balancing both the interests of the individual student and the community at large.

Under the terms of the VCU [Student Code of Conduct](#) students have extended rights, but also assume many responsibilities. For a student to succeed at VCU, they must know and understand this policy and live within the parameters of the Student Code of Conduct and other university policies.

The [Honor System and Standards of Academic Conduct](#) aims to ensure the fair resolution of allegations and the appropriate sanction of violations so as to hold students justly accountable, remedy the effects of misconduct, and encourage future behavior that meets the university's standards of academic honesty, ethics and integrity.

You can visit the Student Conduct and Academic Integrity website at <https://conduct.students.vcu.edu/> or contact them at: 804.828.1963 or email at stuconduct@vcu.edu or honorsystem@vcu.edu. The Office is located on the 2nd Floor, 815 S. Cathedral Place.

VCU Residence Life & Housing

The VCU Office of Residence Life & Housing is dedicated to fostering a safe, inclusive, and supportive living environment

that enhances students' academic success, personal development, and sense of community. Through well-maintained facilities and intentional community-building efforts, the office empowers residents to thrive both academically and socially. The Residential Life and Housing department encompasses 5 major areas: Administrative Services, Conferences and Mail Services, Facilities and Desk Operations, Residential Initiatives, and Residential Life. Each of these areas are essential in providing a comprehensive residential experience.

VCU offers a variety of on-campus housing options for both first-year and upperclass residents. On-campus housing offers more than just a place to sleep: it is an integral part of the VCU experience. Living on campus at VCU offers students convenient access to university resources, opportunities for leadership and involvement, and a vibrant residential experience that promotes citizenship, diversity, and personal growth.

You can visit the Residential Life & Housing website at <https://housing.vcu.edu/> or contact them at: 804.828.7666 or email at vcuhousing@vcu.edu. The Office is located at 721 W. Main St.

VCU Police Department

The VCU Police Department (VCUPD) is the primary law enforcement agency responsible for the Monroe Park and MCV campuses in Richmond. The VCU Police headquarters building is located at 224 E. Broad St. and is open 24 hours. The office staff maintains regular business hours, Monday through Friday, from 8 a.m. to 5 p.m. During normal business hours, individuals can obtain copies of police reports and recovered property at the headquarters building. After business hours, contact may be made through the VCUPD Emergency Communications Center. The emergency telephone number is (804) 828-1234 and the non-emergency number is (804) 828-1196. VCUPD may also be contacted by activating one of the ERTS phones located on campus. Students, faculty, staff and Richmond residents can download the free LiveSafe mobile safety app on a smartphone to submit tips, screenshots, photos and videos directly to VCU Police; tips are monitored 24/7.

The VCU Police Department serves as a model law enforcement agency, delivering prompt responses to police, fire, and medical emergencies. In addition to emergency response, the department performs a wide range of duties including patrolling designated areas, answering service calls, investigating traffic accidents, enforcing traffic regulations, conducting criminal investigations, apprehending offenders, and providing victim/witness services. The VCUPD is one of the largest university police departments in the country, with 95 sworn officers, more than 200 security personnel, an on-campus dispatch center and an accredited training academy. The VCUPD is accredited by the International Association of Campus Law Enforcement Administrators (IACLEA). Collaboration, partnerships and problem-solving are essential to public safety at VCU and the Department works closely with local and federal law enforcement entities to create a safe learning and working environment for students, faculty and staff. You will see VCU police officers and contract security on the Monroe Park Campus, on the MCV campus and at the VCU Medical Center.

Empowered by the Code of Virginia, VCU police officers are sworn and certified by the Virginia Department of Criminal Justice Services. VCU police officers have completed 600 hours of law enforcement training from a certified criminal justice training academy and are required to complete 40 hours of in-service training biennially. VCU police officers are armed and have the authority to enforce state and local ordinances, as well as the authority to detain and arrest individuals who violate the law.

Their primary jurisdiction includes all university-owned, -leased and -controlled property and the adjacent streets and sidewalks. VCU police officers patrol the campus 24 hours each day, 365 days a year. In partnership with the Richmond Police Department, officers also have jurisdiction in neighboring communities where many students and staff live. The Police Department's primary jurisdiction does not include locations off campus where students may reside or noncampus properties owned or controlled by registered student organizations. However, VCU Police may respond to areas around campus where students may reside. In many cases VCU Police will take reports for these incidents in lieu of Richmond Police department. Nothing excludes Richmond

Police from taking reports from students who live off campus and VCU Police is not required to respond to these areas. More information about safety and security off campus and properties owned by student organizations can be found on page 44.

Divisions:

Patrol Operations

The patrol division is led by a Major with a primary purpose of providing law enforcement services and community assistance to the VCU campus. Officers patrol the Monroe Park and MCV campuses with marked and unmarked vehicles, bicycles, and on foot. Officers respond to emergency and non-emergency incidents; take reports of criminal incidents, respond to fire and intrusion alarms, assist in medical emergencies and handle traffic accidents. Officers also work campus social events and home athletic activities.

In addition to police officers, VCU also employs the following positions to help patrol and provide security across campus:

Contract security

VCU Police partners with contract security personnel to provide high visibility and proactive engagement with community members to enhance overall safety and security on the Monroe Park and MCV campuses. Contract security personnel do not have arrest powers and do not carry or have access to a firearm in the performance of their duties. The jurisdiction of contract security is the same as that of VCU Police officers. The authority of VCU contract security comes from VCU policy and procedures set by the University and the hospital.

Security personnel are responsible for overseeing building security within VCU Police jurisdiction, to include checking identification for students, faculty and staff, and signing in visitors, at various academic, commercial and residential facilities that are frequented by students and are located within VCU Police's jurisdiction on the Monroe Park and MCV campuses. They also assist with patrolling various campus locations and conducting property checks of campus buildings. Security personnel do not have law enforcement authority; however, they are in constant contact with VCU Police via radio or phone communications.

Safety Ambassadors

The VCU Safety Ambassadors are highly trained, civilian public safety officials who respond to calls that do not require a sworn police officer. They provide visible presence within the hospital and enforce hospital policies and this authority comes from VCU and VCU Health policies. Safety Ambassadors do not have arrest powers. They are assigned as needed to assist on high visibility efforts, providing transport, motor assistance, panic alarm checks and various other functions that do not require a sworn officer. Their jurisdiction is related to each campus and where they are assigned to provide services.

Hospital security

VCU Health's Safety and Security Department services the entire VCU Medical Center, including patients, visitors and employees, with the exception of those buildings, offices and/or locations that are the sole responsibility of VCU Police. VCU Health security controls access to all of the VCU Health buildings by both electronic access control and security checkpoints that are staffed by trained security officers. Security will patrol and control 6.4 million square feet of campus buildings. Staff is augmented with 332 CCTV cameras, 2,048 badge/card readers and 492 panic buttons in and around 31 different buildings.

VCU Health security officers do not have arrest powers and do not carry or have access to firearms in the performance of their duties. VCU Health security officers are authorized to provide security services throughout VCU Health buildings situated on the MCV Campus. Their authority comes from VCU Health policy. They are assigned to a variety of posts when reporting for duty, including, but not limited to, controlling ingress to the emergency department, patrolling their assigned VCU Health buildings and any other special assignment that their supervisor may deem appropriate.

Support Services

The Division of Support Services includes the Investigations Unit, Victim Witness Services, and the Police Academy. The Victim Witness Officers are also an extension of this Unit. These specially trained officers are dedicated to reducing the trauma, frustration and inconvenience experienced by victims

and witnesses of crimes. The VCU Police Academy is a fully accredited academy that provides professional law enforcement training and certification for new officers as well as specialized and in-service training for all members of the VCU Police department. The academy also provides safety related training to members of the VCU community, to include but not limited to Rape Aggression Defense (RAD).

Community policing

Community policing involves all students and employees in crime prevention. Officers provide a range of services, including security inspections of facilities, presentations on personal safety and recommendations for safety measures. VCUPD joins in national community events, such as Take Back the Night and National Night Out. For more details on the department's community policing efforts, call (804) 828-1209.

Investigations

The Investigations division is led by a [RANK] who oversees the daily operations of the unit. The Investigations division responsible for the investigation of all criminal offenses, internal investigations and plain-clothes operations. Detectives receive specialized training in many areas, including, but not limited to interview and interrogation, sexual assault investigations, burglary investigations, crime scene processing, computer crimes, and current drug trends.

Victim-witness services

The VCUPD victim-witness program consists of a victim-witness coordinator and 24 specialists. The specialists attempt to contact every person who is the victim of a person-on-person crime, whether they are a student, faculty or staff member, or visitor to the university or VCU Health. Services that the program provides include, but are not limited to, escorts to and from the magistrate's office and court, information on counseling services and other university resources, assistance with warrants, victim-witness compensation and general information regarding the court process.

VCUPD utilizes the Maryland Model Lethality Assessment Program (LAP), which is a multipronged intervention that

consists of a standardized, evidence-based lethality assessment instrument and accompanying referral protocol that helps first responders make a differentiated response that is tailored to the unique circumstances of high-danger victims of intimate partner violence. Through VCUPD's LAP program, VCUPD personnel coordinate emergency resources for victims of intimate partner violence through the Richmond YWCA.

We are here to help take care of your needs. If you are a victim or witness, VCUPD encourages you to request counseling, medical or academic assistance. For additional information, call (804) 828-6356.

Emergency Communications

The Emergency Communications Center (ECC) is staffed 24/7 by trained and certified Communications Officers who answer and process all calls for service both emergent and non-emergent. They serve as a relay point between the needs of the community and VCU's Police Department. The ECC is also responsible for monitoring building access and alarms, providing general information, operating the VCU Siren System and responding to LiveSafe notifications. They coordinate with all local agencies, VCU's various security departments, VCU's escort services and the VCU Police Department.

Emergency Management

VCU's Division of Emergency Management works with the VCU community and regional partners to ensure the university is prepared for emergencies and disasters of all types. This office creates the University's Crisis and Emergency Management Plan, Continuity of Operations Plan, and many other planning documents, in addition to providing planning support to individual units and departments within the university. To test emergency plans and increase the university's overall preparedness, this office conducts regular training and exercises. The Division of Emergency Management also manages VCU's emergency notification and warning systems, VCU's Incident Coordination Team, and the Emergency Operations Center.

Local Law Enforcement Partnerships

VCU police maintains professional working relationships with

local law enforcement agencies through active interaction and mutual aid agreements. In the event that additional police resources are needed on campus, VCU police utilize the Richmond Police Department and the Virginia State Police.

The law enforcement agencies the VCU Police Department works with include, but are not limited to, the Richmond Police Department, the Virginia State Police and the Department of Alcoholic Beverage Control, Capital Police, Federal Bureau of Investigation, Bureau of Alcohol, Tobacco, Firearms, and Explosives, Drug Enforcement Agency, the Virginia FUSION Center, and the U.S. Marshals Service.

Mutual Aid Agreements

VCUPD maintains mutual aid agreements with the Richmond Police Department and the Virginia State Police. The Richmond Police Department agreement also gives VCU police the authority to investigate criminal incidents occurring within its jurisdiction.

This Memorandum of Understanding ("MOU") is created between the Richmond Police Department ("RPD") and Virginia Commonwealth University Police Department ("VCU Police") ("the Parties"), to memorialize the agreement and understanding of the parties related to primary response to calls for police service involving medically unattended and other death investigations, sexual assault, dating violence, stalking, domestic violence and other serious crimes within the jurisdiction of the Virginia Commonwealth University Police Department. In addition to MOUs which are in place, there are Virginia statutes related to Virginia State Police and its assistance to VCU, described below.

VCU Police will serve as the lead investigating law enforcement agency for the following offenses that occur on VCU property, or in the defined VCU "core campus geography," that involve students, faculty or staff:

- Sexual assault, including sexual battery. In accordance with Virginia Code § 23.1-815(C) and VCU's Mutual Aid Agreement with the Virginia State Police (VSP), the VSP shall provide reasonable investigatory support for incidents involving felony criminal sexual assault occurring on

property owned or controlled by VCU and, if so requested, shall assume responsibility as lead investigatory agency for the incident reported.

- Robbery-related incidents, including individual, and carjacking, except that RPD shall investigate all robberies where a victim is injured by a discharged firearm
- Aggravated assaults, except that RPD shall investigate all aggravated assaults where a victim is injured by a discharged firearm
- Deaths that are attended that occur on property owned or controlled by VCU

Richmond Police will serve as the lead investigating law enforcement agency for the following offenses that occur on VCU property, in the defined VCU "core campus geography," or on Virginia Commonwealth University Health System property:

- All deaths suspicious in nature, except medically unattended deaths. In accordance with Virginia Code § 23.1-815(C) and VCU's Mutual Aid Agreement with the Virginia State Police (VSP), the VSP shall provide reasonable investigatory support for incidents involving a medically unattended death occurring on property owned or controlled by VCU and, if so requested, shall assume responsibility as lead investigatory agency for the incident reported.
- All suspected suicides
- All homicides and manslaughters
- Robbery-related incidents where a victim is injured by a discharged firearm
- Aggravated assaults where a victim is injured by a discharged firearm

Richmond Police will also investigate all offenses that VCU Police does not have the appropriate or adequate resources to handle.

VCU Equity and Access Services

Equity and Access Services at VCU includes teams focused on the Americans with Disabilities Act; equal opportunity and affirmative action; the protection of minors on campus and responding to

allegations of prohibited conduct under Title IX. More information about each office and how to report are provided below.

What is ADA & Accessibility Services?

VCU follows federal and state laws and regulations regarding access for people with disabilities. These include the Americans with Disabilities Act (ADA), ADA Amendments Act (ADAAA), ADA Standards for Accessible Design, and Sections 503 and 504 of the Rehabilitation Act. The Accessibility and Reasonable Accommodation for Individuals with Disabilities Policy applies to the entire university community and third parties. We also partner with Parking & Transportation.

We collaborate with Student Accessibility and Educational Opportunity and the Division for Academic Success. These partner offices provide ADA accommodations for students on the Monroe Park Campus and the VCU Health Campus, respectively.

Our services include:

- Consulting with employees and their managers about the accommodations process.
- Providing ADA accommodations.
- Coordinating with VCU departments to provide access to university programs, activities, services, and facilities.
- Coordinating with Web Services on accessibility of VCU webpages.
- Providing education and training on ADA-related topics.
- Reviewing grievance policies and procedures related to access and ADA.

This form may be used to report an accessibility related concern or request regarding programs, services, or activities offered by VCU, as well as access to university facilities.

What is Equal Opportunity & Affirmative Action?

The Office of Equal Opportunity oversees the implementation and enforcement of VCU's Preventing and Responding to Discrimination policy, as well as the Notice of Nondiscrimination. This office also has shared responsibilities under the university's Sex-Based Misconduct Policy.

Core functions of this office include:

- Providing non-discrimination training for all university employees and student leaders.
- Investigating allegations of discrimination or harassment that fall under the Preventing and Responding to Discrimination policy or allegations against employees that fall under the Sex-Based Misconduct Policy.
- VCU's Equal Employment Opportunity/Affirmative Action (EEO/AA) office within EAS promotes an environment where everyone at VCU can work, learn and live without discrimination based on their legally protected status.
- The EEO/AA office implements VCU's compliance with the affirmative action mandate derived from the university's status as a federal contractor. Federal mandates require that VCU hire, retain and promote persons with disabilities under Section 503 of the Rehabilitation Act, and protect veterans under the Vietnam Era Veterans Readjustment Assistance Act.
- Providing prevention-oriented consultations to schools and business units across the university on issues related to equal opportunity and non-discrimination.

Affirmative action: 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.

Use this form to report incidents prohibited by the Preventing and Responding to Discrimination Policy.

What is Protection of Minors?

Virginia Commonwealth University is committed to fostering a safe and supportive environment for all individuals in the university community and emphasizes, in particular, the importance of the safety and protection of Minors who participate in University or Non-University Programs.

VCU conducts its operations and maintains its facilities in a manner consistent with its mission of service and access. Programs involving Minors are integral to the university's dedication to the success and well-being of the community.

The Safety and Protection of Minors on Campus policy provides details on the minimum requirements for the screening, supervision and training of individuals working with Minors – to ensure their protection, to fulfill our obligations as mandated by law, and to provide the best possible experience for any Minors participating in all university activities on or off campus.

Every VCU employee is required by law to report suspected instances of child abuse and neglect. The law protects good faith reporters from liability, as outlined in the Responsibilities of Mandated Reporters. You can make reports to the local Social Services Department or to the Department of Social Services (DSS) toll-free child abuse and neglect hotline at 1.800.552.7096 or via the VACPS secure portal.

In addition to reporting to CPS, all VCU employees are required to report the abuse to their supervisor and VCU Police within 24 hours. Employees should be prepared to report the who, what, where, when, of what happened.

What is Title IX?

The United States Code of Federal Regulations, Title IX states, “No person in the United States shall, on behalf of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.”¹

VCU is committed to providing its students, faculty, and staff with an education and workplace environment free from any form of unlawful discrimination. The VCU community is dedicated to fostering and supporting a culture of mutual respect and communication.

Use this form to report incidents of sexual harassment, sexual assault, dating violence, domestic violence, stalking, sexual exploitation, and related retaliation.

Prohibited Conduct: 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, military status (including 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 Virginia Personnel Act; and other state or federal laws and university policies.

Actions related to admission, discipline, housing, extracurricular and academic opportunities shall not be made based on a student’s protected status. Discriminatory behavior is prohibited regardless of the manner in which it is exhibited, whether verbally, in writing, or electronically displayed or conveyed. Individuals who violate these policies and laws are subject to disciplinary action, up to, and including, expulsion.

Who can you report to?

In addition to the reporting forms described in each section above, the following positions have been designated to handle inquiries regarding services available within EAS.

VCU Chief Accessibility Officer

Grace Street Center, 2nd Floor
912 W. Grace Street, Box 842549
Virginia Commonwealth University
Richmond, VA 23284,
(804) 828-1347
ADAservices@vcu.edu

Director of EEO and Affirmative Action Programs

Grace Street Center, 2nd Floor
912 W. Grace Street, Box 843022
Virginia Commonwealth University
Richmond, VA 23284
(804) 828-1347
equity@vcu.edu

1 20 USCA §1681.

Title IX Coordinator

Grace Street Center, 2nd Floor,
912 W. Grace Street, Box 843022
Virginia Commonwealth University
Richmond, VA 23284
(804) 828-1347
titleix@vcu.edu

VCU Survivor Support Services

The Survivor Support Services Office provides confidential, non-therapeutic advocacy and support for students who have experienced sexual assault, dating violence, stalking, or related trauma. Trained advocates offer free services including safety planning, assistance with reporting options, referrals to campus and community resources, and accompaniment to appointments with police, Title IX, healthcare providers, and more. The office also leads campus-wide violence prevention and awareness education initiatives. Importantly, meeting with an advocate does not automatically trigger a formal report as the goal is to empower survivors to make informed decisions in a supportive environment.

You can visit the [Survivor Support Services](#) website or contact the office by calling 804.828.6200 or emailing at myoptions@vcu.edu (confidential email). The office is located in suite 238 of the University Student Commons.

VCU University Counseling Center

VCU University Counseling Services (UCS) is the primary mental health clinic for VCU's Monroe Park campus and provides mental health care to help VCU students. UCS has a satellite office on the MCV campus that serves as the primary clinic for students on the MCV Campus. UCS supports student success and well-being through a wide range of mental health services, including individual and group counseling, crisis intervention, outreach, and consultation. With a strong commitment to social justice, cultural sensitivity, and inclusivity, UCS fosters a compassionate and welcoming environment that promotes healing, growth, and resilience. The office is staffed by licensed psychologists, licensed clinical social workers, administrative staff, and trainees; in addition, the center also provides specialized support through Survivor Support Services and Rams in Recovery, ensuring that students have access to holistic care tailored to their diverse needs. UCS provides both individual and group therapy along with crisis services and outreach programs to VCU students.

You can visit the [UCS](#) website or contact the office by calling 804.828.6200. The office is located in suite 238 of the University Student Commons.

Transparency: Timely Warnings, Emergency Notifications, and Crime and Fire Logs

While VCU encourages students and employees to be responsible for their own security and the security of others, the university is committed to fostering a safe and transparent campus environment. As part of this commitment, VCU maintains robust policies and procedures for issuing Timely Warnings and Emergency Notifications to alert the campus community about crimes, serious threats, and potential threats to safety. These alerts are coordinated by the VCU Police Department in collaboration with the Integrity and Compliance Office, Residence Life & Housing, Title IX, Dean of Students Office, and Enterprise Marketing and Communications.

In addition to real-time alerts, VCU ensures public access to its Daily Crime Log and Fire Log, which document incidents reported to VCU Police and VCU Campus Security Authorities. These logs are available both online and in person at the police department, providing transparency and promoting informed decision-making among students, faculty, and staff.

This section includes detailed information on policies, procedures, and processes related to campus notifications and transparency.

TIMELY WARNING/CRIME ALERT NOTIFICATIONS

Overview

Timely warnings are notifications about Clery Act crimes that have already occurred, but represent a serious or ongoing threat to the campus community, and apply to crimes that occur within VCU's Clery Act geography. At VCU, a Timely Warning is called a Crime Alert, and is issued as soon as pertinent information about a Clery Act crime is available. These warnings are provided in a manner that is timely, that withholds the names of victims as confidential, and aids in the prevention of similar occurrences.

Timely Warnings (Crime Alerts) are primarily disseminated via VCU email and may also be published to the VCU Alert Page at alert.vcu.edu

The intent of a crime alert is to aid in the prevention of similar crimes by helping members of the campus community protect themselves. The university encourages anyone with information regarding criminal activity that may warrant a crime alert to immediately report the circumstances to VCU Police. VCU also works directly with Richmond Police and has asked them to notify VCU Police if they receive reports or information warranting a crime alert. Clery crimes disclosed to pastoral and professional counselors are exempt from crime alert consideration.

Enrolling and Signing up for VCU Alerts

The mass notification system, branded VCU Alerts, is the primary means to proactively contact students, staff, and faculty in the event of a significant emergency. Currently students, faculty, and staff are automatically registered for VCU Alerts with their cell phone number in their personnel or registration record. VCU is currently working to enroll all VCU email in the system. All members of the VCU community should keep their information updated. If you do not have a phone number listed in your student or employee profile, please update this information with the university or add it on the personal information page of the eServices/VCU Self Services website.

Community members, parents, and friends may sign up for VCU's text message alert system. After signing up for the VCU Alert messages, non-VCU subscribers may log in to change their settings or add an additional cell phone number or email address.

Crime Alert Policy and Procedures

Crime Alert Criteria

VCU may issue a Crime Alert to the campus community when a report of a Clery crime or other serious crime is reported to the VCU Police Department, local law enforcement, or a Campus Security Authority, if the incident presents a serious or ongoing threat. VCU is not required to issue a crime alert with respect

to crimes reported to a professional or pastoral counselor. All decisions on whether or not a crime alert is issued shall be made on a case-by-case basis, considering the facts surrounding a crime including:

- The nature of the crime,
- The continuing danger or threat to the campus community,
- The amount of time that has elapsed between the occurrence and report date which may impede the university's ability to issue a warning that is timely,
- Whether the identity of the offender(s) is known and is in custody, and
- The possible risk of compromising law enforcement efforts.

Decision to Issue a Crime Alert

The decision to issue a Crime Alert is made on a case-by-case basis considering the facts known at the time of the report. The assessment includes factors such as: the nature of the crime, the continuing danger to the campus community (including whether the suspect was quickly apprehended by law enforcement), and the amount of time that has elapsed between the crime's occurrence and the date of the report.

When a property crime is reported to VCU police, the on-duty lieutenant will assess the incident, complete the Crime Alert Determination Matrix, and make a final decision to issue or not issue a Crime Alert. The lieutenant will notify the major on-duty or on-call upon the final decision.

When a personal crime is reported to VCU police, the on-duty patrol supervisor will contact the on-call major, who will assess the incident, complete the Crime Alert Determination Matrix, and make a final decision to issue or not issue a Crime Alert. The major will notify the Chief of Police upon the final decision.

There may be times when a Clery Act crime has occurred on Clery geography, but the situation does not present a serious or ongoing threat to the campus community, and thus would not necessitate a crime alert.

Determining the Content of a Crime Alert

VCU utilizes templates for Crime Alerts and has developed a standard format for all alerts. The templates are used to ease the development of the notification and ensure all required elements of the notification are included. Following the same procedures outlined above, the specific content of the alert, outside of the required template language, will be determined by the patrol lieutenant for property crimes, and the major will be responsible for personal crimes.

The content of the Crime Alert is intended to enable members of the campus community to protect themselves, and will typically include the following, unless issuing any of this information would risk compromising law enforcement efforts:

- A succinct statement of the incident including the date, time, general location, and nature of the reported crime(s);
- Possible connection to previous incidents;
- Information that will promote safety and potentially aid in the prevention of similar crimes (i.e., crime prevention or safety tips).
- Suspect description(s) when deemed appropriate and if there is sufficient detail (see below)
- VCU Police or local law enforcement contact information
- Other relevant and important information about the crime(s); as deemed appropriate

The description of subjects in a case will only be included in the alert if there is a sufficient amount of detail to describe the individual. If the only known descriptors are sex and race, that will not be included in the alert.

Authority and Dissemination of Crime Alerts

The crime alert notification is distributed by the VCU Police Department and will be issued to the campus community (students, faculty and staff, and community members) via blast email. A Crime Alert may be supplemented with a text message and/or posters on a case-by-case basis. Crime Alerts will be posted on the VCU Alert website at alert.vcu.edu, which will be updated regularly with information and instructions about how to respond in an emergency situation. VCU Enterprise Marketing

and Communications will work with local media outlets to disseminate a message, when deemed necessary, to notify the larger community.

Emergency Notifications

Overview

VCU will immediately notify the campus community upon confirmation of a significant emergency or dangerous situation occurring on the campus that involves an immediate threat to the health or safety of students or employees. A threat is imminent when the need for action is instant, overwhelming, and leaves no moment for deliberation. Such situations include but are not limited to a hazardous materials incident, an armed intruder on or near campus, an approaching tornado, a bomb threat, a gas leak, or a fire in a campus building.

Upon confirmation, the university will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system to the appropriate segment or segments of the campus community, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate an emergency.

In the event that a significant emergency or dangerous situation occurs, VCU will; (1) confirm the existence of a significant emergency or dangerous situation; (2) determine the appropriate segment or segments of the campus community to notify; (3) determine the content of the emergency notification; and (4) initiate the emergency notification system.

Emergency Notification Policy and Procedures

When the VCU Police Department becomes aware of a situation that may warrant immediate notification, the Police Chief, or designee is notified immediately. Officers confirm (through response, investigation, or collaboration with emergency responders) that there is a significant emergency.

The supervisor on-duty quickly evaluates the situation to determine if an alert is warranted. The supervisor on-duty will develop the content of the message, (typically using pre-planned

templated messages), determine the appropriate segment or segments of the campus community to receive the notification, and will send the notification. Follow-up notifications are issued by VCU Police or Enterprise Marketing & Communications staff.

After reviewing the emergency situation, the senior vice president for finance and administration and chief financial officer (acting as the Incident Coordination Team (ICT) leader) will decide whether to declare an emergency and activate VCU's CEMP and a determination will be made regarding the level of emergency declared. If there is an immediate threat to the health or safety of students or employees occurring on campus, VCU must follow its emergency notification procedures. The following information explains each process in more detail.

Conforming the Existing of a Significant Emergency or Dangerous Situation

Most significant emergencies are reported to VCU Police or local police or fire. When a call is received by VCU Police Emergency Communications Center, they will notify the appropriate emergency services department unless those services have already been notified and are responding. Emergency services will typically be provided by VCU Police, Richmond Police, Richmond Fire, and the Richmond Ambulance Authority. Confirmation may also involve the response and assessment of university offices, such as Facilities Management, the Office of Safety and Risk Management, the Office of the Senior Vice Provost for Student Affairs, University Student Health Services, or through the report of a credible witness.

Some emergencies (e.g. infectious diseases) may be reported through other university offices first, such as VCU Health. Once first responders confirm that there is a significant emergency or dangerous situation that poses an immediate threat to the health or safety of the campus community, first responders will notify supervisors at VCUPD. If the university activates its emergency notification system in response to a situation that poses an immediate threat to members of the campus community, several offices at the university are responsible for notifying the larger community, such as parents, the local community, alums, etc., about the situation and steps the university has taken to address

the emergency if warranted. Primarily, the VCU Public Relations team is responsible for crisis communications and for maintaining communications with national, regional, and local news outlets.

Determining the Appropriate Segment or Segments of the Campus Community to Notify

Regardless of the event, whenever the Emergency Notification system is activated all members of the VCU community will be notified. There will be no segments of the MPC or MCV campuses that will be omitted from receiving an Emergency Notification. There may be times, after consultation, when alerts are determined not to be relevant for VCU Health and therefore are only sent to VCU enrolled members.

Determining the Content of the Emergency Notification

VCU will determine the content of the notification based on each situation. The university, through a committee of VCU and VCU Health staff, has developed a wide range of template messages addressing several different emergency situations. The on-duty supervisor, or designee will select the template message most appropriate to the ongoing situation and modify it to address the specifics of the present incident. In those cases where there are no predetermined template messages in the system, the on-duty supervisor will develop the most succinct message to convey the appropriate information to the community. The goal is to ensure that individuals are aware of the situation and they know the steps to take to safeguard their personal safety.

Notifications will include as much of the following information as is known at the time of the notification; (1) specific information about the nature of the incident/threat to include the location; (2) directions about how students, faculty, staff, and guests should respond to the threat; (3) details on what to do to get additional information. Follow up/status update notifications may be released when/if there is new information or instructions for the campus. Messages may also be sent at appropriate intervals to reiterate the current state of the emergency, especially if significant time has passed since the last update. An all-clear notification will be sent at the conclusion of an event when/if it is helpful to provide an all-clear message.

Initiating the Notification System

The university has various systems in place for communicating information quickly. Some or all of these methods of communication may be activated during the event for emergency notification to all or a segment of the campus community. The university may post updates during a critical incident on the VCU alert page (alert.vcu.edu), particularly in the event of a prolonged emergency, and use its mass notification system and social media to direct attention back to the websites.

The authorized representatives to request or initiate all or some portions of the emergency notification system in an emergency, urgent, or important situation include a sergeant or above at the police department, staff within emergency management, and VCU Enterprise Marketing & Communications.

Distribution Methods

While cell phone text/voice messaging and campus email are the most common and quickest forms of communication under these circumstances, the university utilizes a multichannel communications system to provide crime alerts and emergency notifications to the university community. The following describes each system available for use, and in many situations, more than one of the following communication channels will be activated:

- **Alertus devices** are strategically installed in residence halls, all classrooms that house more than 20 students, and other high-volume areas throughout the university. The devices are designed to transmit audio and visual alerts, as well as a protective action statement that will scroll on the screen.
- **Desktop alerts** may be used to provide protective action statements related to an event. The majority of VCU-supported computers now support full-screen notifications on computer workstations in offices, laboratories, classrooms, and study spaces.
- **Digital signage** in major academic buildings, the University Student Commons and all residence halls will display the emergency alert and reference information that is posted to Alertus boxes and text messaging.
- **Fire alarm system** may be used to evacuate a building(s)

if there is a potential threat to the health and safety of that segment of the university community.

- **LiveSafe** is a free cell phone app and users will receive messages through the VCU LiveSafe application that will also contain protective action statements related to an event.
- **Mass Email** will be used to send more detailed information to everyone with a VCU email account.
- **Outdoor siren system** consists of multiple sirens that are strategically located across both campuses and are meant to be heard outdoors. Sirens on the Monroe Park and MCV campuses, and at VCU Police headquarters, could be activated to signal that an immediate, life-threatening emergency has occurred or may be imminent. The purpose of the siren is to alert people outside buildings that there is an active threat to their safety. Outdoor sirens will never sound alone, and will always be activated in conjunction with other communication methods that will notify individuals about the type of emergency that is occurring and what actions they should take.
- **Social media** may be used to send notices during certain activations of the VCU Alert system or activations of other mass notification systems, which may include crime alerts or emergency notifications as applicable.
- **Text messaging** provides personal communication to all cell phone users who register for the service. In addition to emergency communications, text messages will also be used to announce weather delays and cancellations.
- **VCU Alert website** can be accessed online at www.alert.vcu.edu and is updated regularly with information and instructions about how to respond in an emergency situation.

Procedures for Disseminating Emergency Information to the Larger Community and Follow Up Messages (i.e. individuals and organizations outside the campus community)

If the university activates VCU Alert in response to a situation that poses an immediate threat to members of the campus community, the VCU Police Department is responsible for disseminating the initial Emergency Notification, and subsequent follow-up messages. In certain situations, VCU police may be unable to send updates, in these situations VCU Enterprise Marketing &

Communications (EMC) will assist as necessary. VCU EMC will communicate with local, regional, and national media outlets. By following the above university procedures, the university is not required to issue a crime alert based on the same circumstances that initiated the emergency notification; however, the university must provide adequate follow-up information to the community as needed. When a threat is neutralized or effectively removed, campus community members will be appropriately informed via a VCU Alert notification.

Daily Crime and Fire Log

Daily Crime Log

VCU police maintains and publishes a daily crime log of all crimes reported to the VCU Police Department that occurred within their patrol jurisdiction. The most recent 60 days of the log is available online 24 hours per day to members of the public. The log includes the date reported, the police report number, the date/time incident occurred, type of incident, general location, as well as the disposition of the report. The log is updated within two business days of the reporting of the information to VCU Police. A business day is Monday through Friday, except for days when the university is closed. Upon request, a copy of log entries made prior to the most recent 60 days will be made available for viewing within 2 business days of the request.

Faculty, staff, and students are encouraged to review the daily crime log periodically to become more familiar with the types and locations of incidents that may impact the university and VCU Health communities. The daily crime log can be accessed at police.vcu.edu/facts/logs.html, or in person at the VCU Police Department at 224 E. Broad St.

Fire Log

VCU maintains a fire log which contains the information regarding fires that occurred within on-campus residential facilities. The fire log includes the date reported, the reported number, date/time occurred, the nature of the fire, and the location. The fire log can be accessed at police.vcu.edu/facts/logs.html, or in person at the VCU Police Department at 224 E. Broad St.

Campus Safety, Personal Safety, and Crime Prevention

VCU is committed to maintaining a safe, healthy, and educational environment for all students, employees and visitors to campus. The success of individuals and the university does not rest solely on the VCU Police Department, but depends on the commitment to looking out for others. What we do, or fail to do, affects our safety and the safety of others. The mission of the VCU Police Department is to provide a safe and secure learning, living and working environment for the students, faculty, staff and visitors of VCU. This mission is accomplished through the development of various community-based crime prevention strategies and initiatives, in conjunction with traditional law enforcement and progressive community policing practices.

At VCU, keeping students, faculty, staff and visitors safe does not stop at the traditional campus borders. Instead, VCUPD, in partnership with the Richmond Police Department and community leaders, has extended its outreach efforts in surrounding neighborhoods. These outreach efforts began in 1998 and include patrols that carry officers into neighborhoods adjacent to both Richmond-based campuses in which VCUPD has jurisdiction. The ability to patrol in neighboring communities has fostered a new level of security for the campus community, as well as for those who live and work in the areas surrounding the main campuses.

Building on the commitment to involve all university community members in crime prevention efforts, VCUPD utilizes various educational initiatives and patrols to minimize drug-related crime on campus. On the Monroe Park and MCV campuses, VCUPD uses electronic security systems that limit access to all campus residence halls and many university buildings, as well as an expanded bicycle patrol that provides quick response on campus and in surrounding communities. The university has specific policies to establish and maintain the safety and well-being of its students, employees and the campus community. Violators of those policies risk disciplinary actions from VCU and prosecution by federal, state and local agencies.

MAINTENANCE OF CAMPUS FACILITIES

VCU facilities and landscaping are maintained to minimize unsafe conditions. Facilities Management staff and VCUPD regularly patrol the campus and document malfunctioning lights and other unsafe conditions for correction. Facilities Management immediately responds to reports of inoperable doors, burned-out lights, broken windows and screens, and requests from VCUPD to do such things as trim surrounding bushes for safety and security purposes. Campus community members can report hazards directly to Operations through the [Facilities Self Service system](#). The campus' overall safety and security program is supplemented by a variety of technological systems including access control, security cameras, emergency phones, and fire detection, suppression, and reporting systems.

VCU Facilities Management makes safety and security service needs its highest priority. Facilities Management immediately responds to reports of inoperable doors, burned-out lights, broken windows and screens, and requests from VCU Police to do such things as trim surrounding bushes for safety and security purposes.

VCU Police conducts biannual lighting surveys on the Monroe Park and MCV campuses to identify lights that need to be replaced. VCU Police personnel closely monitor any security-related maintenance problems that occur after hours until reported to and resolved by Facilities Management personnel. Other members of the university community can assist with reporting equipment problems to VCU Police by calling 804.828.1196 (nonemergency) or Facilities Management at 804.828.9444.

SECURITY OF AND ACCESS TO CAMPUS FACILITIES

VCU is part of the city of Richmond and is open to the public. Generally, university facilities are open to the public. When the university is closed, buildings are locked, and only faculty,

staff, and students with authorization are permitted access. The campus “access control” system provides electronic access to all residence halls as well as selected campus buildings.

Academic and Administrative Buildings

Academic and administrative buildings are open to the public at a minimum during normal business hours, and often into the evening hours for night classes and activities. Most facilities have individual hours and the hours may vary depending on the time of year. Access to facilities is managed in a variety of ways, according to use, size and other factors. Among the latest security strategies is an electronic access-control system that works with the VCUCard, the universal campus identification card. Faculty, staff and students can use their VCUCard in readers at designated building entrances; a prox chip embedded in the card identifies the user and allows the programmed card reader to open the door only to individuals with proper authority for that building.

Most academic and administrative buildings do not have a VCU police or security officer assigned to them; however, VCU Police officers patrol through these buildings on a regular basis. Officers patrol the campuses via foot, bike and cars. In addition, contract security officers conduct mobile patrols and are assigned to a number of campus facilities. Many offices, labs, computer rooms, and other secure areas have alarm and camera monitoring systems. For information about the access protocol for a specific building, see the building manager, a department head or contact VCU Police at 804.828.1196.

On-Campus Residential Housing Facilities Safety and Security

VCU Residential Life and Housing owns and operates 11 on-campus residential housing facilities, with approximately 5,700 students residing in the halls during the academic year. This section provides information on safety, security, policies, and systems that are in place to maintain the safety and security of the residents. Residence halls are staffed with a variety of professional and paraprofessional staff members such as Resident Assistants (RAs), Hall Directors (HDs), Desk Assistants (DAs). The HD is a full-time, master’s degree-level professional

who has demonstrated experience in residence hall work. The HD is responsible for the overall operation of the residence hall. The HD lives in the residence hall, supervises RAs, and fosters a supportive environment for residents in the residence hall. RAs are typically undergraduate students who live in the residence hall with residents. They are selected for their demonstrated leadership and communication skills, care of others, knowledge of university resources, and desire to build community. RAs receive training that equips them to be a resource for information and referrals within the residence halls and throughout the university community. Finally, DAs are VCU students who provide information services, monitor access control within residence halls, and process guest and visitor check-in requests. They provide customer service, act as a resource agent and are often the first to greet residents and visitors within our community.

Housing staff members educate and serve students through programs on topics including stress management, anger management, time management, alcohol and drug awareness, crime prevention and gender-based violence. Many of the programs are presented in partnership with other departments on campus. Residents are encouraged to seek assistance from their hall staff. Staff members have been trained to be a resource for students and assist them with any situation. Housing staff members have a great working relationship with offices on campus and can refer students who may require additional assistance. All housing staff can assist with filing a police report or reporting incidents to the university without police assistance.

Public areas, such as lobbies, within residence halls are restricted to card access only and are monitored by Residential Life staff or contract security officers. Residential facilities have a front desk that requires students to use card access to swipe into the facility and sign in guests. Each building is staffed 24 hours a day, while halls are occupied, with either trained student information desk assistants employed by VCU Residential Life and Housing or contract security officers. The non-public areas of residence halls are secured 24-hours a day to residents and their escorted guests. Only students with proper keycard/ID card credentials, or guests to whom a resident grants escorted access, are allowed in the secure areas of the building.

All residents must enter and exit their respective housing facility through the building's main entrance. Exterior doors are locked 24 hours a day and can only be opened with VCUCard access, which is restricted to residential students and authorized personnel. Information Desk Assistants and security officers verify the identification of each resident as they enter the facility. The residential guest policy can be found by visiting housing.vcu.edu/help/resources/gtr/. Non-resident guests of 16 years and older are allowed to be checked in by a resident by using a valid photo identification (i.e. a state or federal government identification). Minor guests (between the ages of 16 and 17, must submit a minor guest form and receive approval from a parent or guardian prior to arrival. Minor guests under the age of 16 are not permitted in the residence hall unless accompanied by a parent or guardian. The guest will be logged into a guest tracking system assigned to their host resident.

Housing staff and VCU officers conduct routine patrols of residential facilities to assess and monitor building security. Residents should not prop open doors, allow others to tailgate into facilities behind them, or sign in guests they do not know.

CAMPUS SAFETY SERVICES

At VCU, the safety and security of our campus community are foundational to our mission of academic excellence and student success. VCU's comprehensive safety strategy includes a range of innovative programs and technologies designed to enhance emergency response, promote personal safety, and deter crime. Key initiatives include the Emergency Reporting Telephone System (ERTS); RamSafe; and enhanced campus lighting and maintenance to reduce risk in public spaces.

The university also deploys VCU Safety Ambassadors and maintains robust access control systems through VCUCard technology. Additional efforts such as bicycle patrols, and property registration programs further demonstrate VCU's commitment to proactive safety education and crime prevention.

Together, these services reflect VCU's dedication to creating a safe, inclusive, and responsive campus environment. We encourage all members of the VCU community to stay informed, engaged, and empowered in supporting campus safety. The

following sections provide detailed descriptions of each service, outlining how these services work and how members of the VCU community can access and benefit from them.

- **Emergency Reporting Telephone System (ERTS)**

Yellow exterior and red interior telephones at more than 380 sites across both campuses allow electronic contact with VCUPD. Gladding Residence Center utilizes a blue exterior telephone for emergency reporting purposes. An officer will be dispatched immediately to the site when the phones are accessed.

- **RamSafe**

RamSafe is the point-to-point evening transportation service dedicated for VCU students, faculty and staff. The program provides safe and free transportation to on-campus locations and nearby residences and buildings within defined boundaries on the Monroe Park and MCV campuses. VCU faculty, students and staff are encouraged to contact RamSafe via the Ride Pingo app for mobile devices or by calling (804) 828-SAFE during hours of operation. VCU Health employees should utilize the Ride Pingo app and select VCUHS when prompted to select a ride option.

- **Lighting and maintenance**

VCUPD regularly assesses areas that may need repaired or upgraded lighting on campus, as well as assesses maintenance in physical areas that may provide protection for potential criminal activities.

- **VCU Safety Ambassadors**

VCU Safety Ambassadors are unarmed, civilian employees of the VCU Police Department primarily designed to create a non-sworn crisis and de-escalation unit. They do not have law enforcement authority, however, they do patrol and respond to calls for assistance within VCUPD jurisdiction that do not require a sworn police officer. Safety Ambassadors have completed Crisis Intervention Training and Mental Health First Aid, all to better aid in identifying someone in a mental health crisis, render aid or offer resources.

- **Access control**

Employees and students can use their VCUCard, a unique campus identification card, in readers at designated building entrances. A proximity chip embedded in the card identifies users and allows the programmed card reader to open the door only to individuals with proper authority for that building.

- **Bicycle patrol**

With a large campus bike patrol, officers are able to respond quickly to calls for service and provide visibility.

- **Bicycle and computer registration**

As part of the department's education program, VCUPD officers aid students and employees with registering their bicycles and personal computers to deter theft. VCUPD also offers free bicycle U-locks to students who have less-than-adequate locks.

Campus Security Enhancements

VCU has implemented a multichannel communications system to keep students, faculty and staff informed, safe and secure. In the event of an emergency, multiple sirens on VCU's Monroe Park and MCV campuses will sound, alerting students, faculty, staff, patients, visitors and the surrounding communities to seek shelter.

VCU's text message alert system will notify students, faculty, staff and parents immediately about campus emergencies. The text message alert system will also be used to report weather delays and cancellations. To sign up, visit <https://alert.vcu.edu/signup/index.html>; registration is free.

During an emergency, Alertus devices in classrooms, residence halls and other high-traffic areas on VCU's campuses will emit an alarm and a flashing strobe-light warning, along with a protective action statement on the devices' large-text digital displays. Digital signboards in major academic buildings, the University Student Commons and all residence hall lobbies will provide immediate information during significant campus events or emergencies.

Facebook and LiveSafe are also used to push VCU Alert messages during emergency situations. All VCU networked computers will receive desktop notifications during significant emergencies and other disruptive events. The VCU Alert website at <https://alert.vcu.edu> will be updated regularly with information and instructions on how to respond should an emergency occur.

PERSONAL SAFETY AND CRIME PREVENTION

Virginia Commonwealth University (VCU) is committed to empowering students, faculty, and staff with the knowledge, tools, and resources needed to stay safe and make informed decisions. Personal safety and crime prevention are essential components of our campus culture, and VCU takes a proactive approach to reducing risk and promoting awareness across both the Monroe Park and MCV campuses.

Through a combination of education, outreach, and community engagement, VCU offers a variety of programs designed to prevent crime before it occurs and to equip individuals with strategies for responding to potential threats. From self-defense training and property registration to mental health support and safety escorts, these initiatives reflect our dedication to fostering a secure and supportive environment for all members of the VCU community.

RESPONSIBILITIES OF THE VCU COMMUNITY FOR THEIR SAFETY AND THE SAFETY OF OTHERS

VCU community members should assume responsibility for their safety and the security of their personal property and are encouraged to assist others. The following provides crime prevention and personal safety tips.

Things you can do if someone tries to harm you

- Stay calm and think rationally
- Remember what the attacker looks like
- Consider what you can do to defend yourself
- Be verbally assertive to draw attention to the situation
- Flee at the first opportunity

- When in a safe location, notify the police immediately

Residence Hall/Apartments

- Keep your room locked and keep your keys with you; do not loan them to others.
- Do not prop open exterior doors of residence halls.
- Do not allow anyone to duplicate your keys
- Do not let strangers enter the residence halls.
- Be careful when inviting casual acquaintances into your room
- If someone knocks on your door, find out who it is before you open the door.
- Do not leave a message on your door concerning your whereabouts.
- Report any lost or stolen keys immediately, inventory your personal property and insure it with personal insurance coverage.

If you live off campus

- Re-key locks when moving into a previously rented residence or after keys have been lost or stolen
- Install deadbolt locks on all exterior doors and locks on windows
- Make sure shrubbery is trimmed away from entryways and windows
- Light entrances all night long
- Invest in a doorbell camera system to remotely check or receive notifications when away from home
- Exercise caution when using alternative transportation, such as taxis, Uber and Lyft

Vehicles

- Lock car doors and close windows when leaving your vehicle.
- Never leave your vehicle running and unattended, whether it is locked or unlocked
- Store valuables out of sight or lock them in the trunk when the car is parked
- Keep your car keys with you at all times.
- Do not leave valuable items in your car.

- Do not park in isolated areas, park in well-lit areas

Personal Property

- Record the serial numbers to your property and mark personal items with your name or some other traceable identification.
- Keep your credit cards, debit cards and important documents out of sight and secure.
- Leave items of high monetary value at home.
- Do not leave personal property unattended.
- Do not carry excess cash.
- Keep your purse/backpack close to your body.

Phone security

- Secure phones by passcode and biometrics
- Do not divulge your name and address to people you don't know
- Hang up immediately on obscene phone callers
- Never reveal that you are alone
- Use caution when sharing photos of yourself
- Ignore and block text requests for personal or banking information
- Do not store financial cards and ID's on the backs of phones

General Information

- At night, travel in well-lit areas and in pairs, when possible.
- Report incidents and suspicious activity or persons to police.
- Notify the police if you have a protective order issued against an individual listing VCU as a protected location.
- Be aware of email scams; if it seems too good to be true, it probably is.
- Secure your bicycles, scooters, motorcycles, etc.
- Try to avoid walking alone at night, use RamRide.
- Do not take personal safety for granted, pay attention to your surroundings.

SECURITY AWARENESS PROGRAMS FOR STUDENTS AND EMPLOYEES

The VCU community is educated about incidents of crime and the importance of reporting crimes. Crime prevention is a top priority of VCU. From orientation to commencement, students are afforded the opportunity to learn from an array of programs designed to create a safer campus environment. Crime prevention and awareness programs usually begin with new student or new employee orientation sessions and are available throughout the student's or employee's tenure with the university. Presentations outline ways to maintain personal safety and residence hall security. Topics covered by the programs include, Sexual Misconduct awareness and prevention, bystander intervention, active shooter awareness and response, alcohol and substance abuse awareness, the Student Code of Conduct, academic dishonesty, civility, and hate crime awareness.

VCU Police Department supports a proactive crime prevention effort and encourages students, faculty, and staff to be responsible for their safety and the safety of others. Throughout the academic year, various departments on campus (VCU Police Department, Division of Student Affairs, Title IX, Survivor Support Services, and Recreation and Wellness) provide additional prevention education and awareness programs on sexual assault, dating violence, domestic violence, stalking, drug and alcohol awareness, and maintaining a healthy lifestyle.

VCU Police Programs

Crime prevention officers provide strategies to help the campus community stay safe and prevent crime. VCU Police participates in new student and new employee orientation by presenting during in-person sessions, and creating and providing safety-driven slides for visual orientations. These presentations and slide shows provide security awareness and crime prevention information to both new students, transfer students and their families. VCU police officers annually participate in orientations at the beginning for fall and spring semesters. VCU police officers provide additional crime prevention and security awareness presentations to students and employees throughout the year upon receiving a request from a university department, program or school.

The following programs are offered by the Crime Prevention division within the VCU Police Department. To request a program or learn more about them please call 804.828.1209 or email crimeprevreq@vcu.edu.

- **General Safety:** Educate the VCU Community on VCU's safety features and basic crime reduction tips and strategies.
- **De-escalation Training:** Learn how to navigate heated moments through various methods and techniques.
- **Active Shooter Response Training; Learn how to respond in the event of an active shooter.**

The VCUPD Training and Education division offers RAD training designed specifically for women. More information about RAD, including upcoming classes and registration information can be found at <https://police.vcu.edu/services/rad/>.

- **Rape Aggression Defense:** Teaches awareness, prevention, risk reduction and risk avoidance, progressing to the basics of hands-on defense training

These programs are offered exclusively to students and staff within the Residential Life & Housing facilities.

- **Operation Lockout:** Learn about theft prevention and reduction strategies.
- **Coffee with a Cop:** Get to know your local law enforcement officer.
- **Do you know the law?** Ask questions about how to navigate legal situations such as what to do in a traffic stop.

CAMPUS SECURITY POLICIES

Missing student notification policy:

The Higher Education Opportunity Act of 2008 set forth requirements for educational institutions regarding reporting, investigating, and making emergency notifications for any currently enrolled student living on campus believed to be missing. Although students are under no obligation to notify the university of plans to spend time away from their residence, a student who resides in on-campus housing at VCU, or lives in temporary

accommodations while attending official university events, will be presumed to be missing when his or her reported absence is found to be inconsistent with established patterns of behavior and the deviation cannot be readily explained. Additionally, any reported absence of 24 hours, or an absence of less than 24 hours wherein there exists possible evidence of foul play, will result in the same presumption.

Confidential Emergency Contact

As part of the yearly online signup process for a residence hall space students have the opportunity to register a confidential emergency contact(s). This confidential contact can be any person designated by the student, including friends, roommates, family members, co-workers, siblings or a significant other. VCU's Residential Life and Housing will provide an annual process for every student residing in an on-campus student housing facility to identify a missing student emergency contact person or persons whom the university shall notify if the residential student has been determined missing by Virginia Commonwealth University Police Department (VCUPD) or another applicable local law enforcement agency. Students have the option to update missing student contact information by logging into their MyVCUHousing portal (vcu.starrezhousing.com/StarRezPortalX).

Missing Student Determination Process

Any individual who believes that a student living in on-campus student housing may be missing, shall immediately contact VCU police by calling 804.828.1234 (emergency) or 804.828.1196 (nonemergency). Upon receipt of a complaint, report, or expression of concern about a missing student, VCU police will:

- Attempt to contact the student through all reasonable and available means;
- Investigate the validity of the missing person report and manage the information according to established investigative standards;
- Notify the Vice President for the Division of Student Affairs to seek their aid in the investigation, and;
- Collaborate with any other appropriate law enforcement agencies as necessary to further its investigation.

Missing Student Notification Policies and Procedures

If a student, regardless of age, has identified such an individual, VCU police or an official from the university will notify that individual no later than 24 hours after the student is determined to be missing. A record containing information about the confidential contact person will be maintained by Residence Life & Housing as a part of the student resident's file. This information will be kept confidential and only be shared with authorized campus officials or law enforcement personnel and it may not be disclosed outside of a missing person investigation.

University officials reserve the right to initiate any other action that may be deemed appropriate and in the best interest of the missing student and will work collaboratively with law enforcement officials until the student is located. Although not inclusive of all possible resources, VCU officials may utilize any of the following to assist in locating the student. These resources may be used in any order or combination:

- Interviews of faculty, staff, students or known friends / acquaintances of the missing student.
- Campus surveillance video.
- Physical access to the missing student's room.
- Physical inspection of any accessible campus property.
- Student ID access logs, including building security access logs, dining plans, or other uses.
- Campus vehicle registration and parking enforcement databases and subsequent inspection of any vehicle found on campus property that belongs to the missing student.
- Campus e-mail & IT systems to determine the last login or applicable activity information.
- Student records, including judicial records.
- News media releases & publications.

If, within 24 hours of the missing student report, VCU police is unable to locate the missing student and the student is not known to have returned to university property or not otherwise located, VCU police will notify the appropriate University personnel (Division of Student Affairs) to take the following action(s).

The following procedures must go into effect within 24 hours of the determination that a student who resides in on-campus student housing has been missing for 24 hours. This does not preclude initiating these policies and procedures as soon as the institution determines that a student is missing.

- If the student has designated a contact person, the Dean of Student Advocacy Office shall notify that contact person within 24 hours that the student is missing
- If the student is under 18 years of age and is not emancipated, the Dean of Student Advocacy Office shall notify the student's custodial parent or guardian and any other designated contact person within 24 hours that the student is missing.
- Regardless of whether the student has identified a contact person, if the student is above the age of 18, or is an emancipated minor, the VCU Police Department shall inform the local law enforcement agency that has jurisdiction in the areas within 24 hours that the student is missing.

The applicable procedures are communicated routinely to students by email during New Student Orientation. To read the complete Missing Student Notification policy, please visit <https://vcu.public.doctract.com>.

Sex offender registration – Campus Sex Crime Prevention Act

In October 2000, the Federal Campus Sex Crimes Prevention Act 20 U.S.C. § 1092(f)(1)(I) amended Section 170101 of the Violent Crime Control and Law Enforcement Act of 1994. The Campus Sex Crimes Prevention Act requires sex offenders who are required to register under state law to also provide notice of their enrollment or employment at any institution of higher learning in the state where he/she resides.

Title I of the Adam Walsh Child Protection and Safety Act, the Sex Offender Registration and Notification Act (SORNA), provides for the registration and tracking of sex offenders. Institutions of higher education are required to issue a statement advising the campus community of where to obtain law enforcement agency information provided by a state concerning registered sex offenders. The law also requires sex offenders already required to register in a State to provide notice, as required under State law, of each institution of higher education in that State at which the person is employed, carries on a vocation, or is a student.

The Virginia State Police maintain the registered sex offender database that can be accessed at sex-offender.vsp.virginia.gov/sor. Access this information at <https://sex-offender.vsp.virginia.gov/sor/>. This site allows users to query registered convicted offenders in the commonwealth of Virginia.

Emergency Response, Evacuation, and Preparedness

VCU recognizes that specific emergencies may occur that require an immediate response from emergency services. To address mitigation, preparedness, response, and recovery, VCU has developed a Crisis and Emergency Management Plan (CEMP) designed as an all-hazards plan. The basic emergency procedures are to protect lives and property by effectively using university and campus community resources.

In accordance with the university's CEMP, university officials coordinate the emergency notification, response and evacuation of the community, as needed, in the event of an emergency. The CEMP creates a flexible, scalable, all-hazards framework for the coordination of the University's effort in assisting impacted people, physical assets and operations on campus. It is designed to be both scalable and flexible, contains both a basic framework, as well as hazard-specific annexes. The activation and use of the CEMP's Incident Coordination Team (ICT) is based on the facts and circumstances present and known by senior leadership. These officials also test the emergency response and evacuation procedures at the beginning of both fall and spring semesters and publicize them throughout the community. Individuals who are responsible for carrying out these procedures include, but are not limited to the:

- President of the university
- Senior Vice President for Finance and Administration/Chief Financial Officer (ICT leader under the CEMP)
- [Assoc.VP](#) for Emergency Services and Public Safety (ICT co-leader under the CEMP)
- Chief of police and/or VCUPD designee

If a significant emergency or dangerous situation involving an immediate threat to the health and safety of individuals is confirmed, the university will immediately notify the campus community. The Campus and Community Notifications chapter of this document provides more information about Emergency

Notifications and Timely Warnings, page 27. For more information regarding the VCU Division of Emergency Management, visit <https://police.vcu.edu/emergency-management/>.

EMERGENCY EVACUATION PROCEDURES

If appropriate, campus and building evacuations will be completed according to the CEMP. University buildings have emergency directories and signage to assist with evacuation and emergency procedures.

The following information details procedures for evacuation from the VCU campus and its buildings. VCU Police coordinates the safe evacuation of all impacted university facilities in the event of fire, bomb threat, power outage, other natural disasters, civil disturbances, and active or imminent threats. The level of necessity for evacuation will determine the appropriate response by VCUPD and other university partners. If large-scale events occur that are beyond the resource capabilities of the university, the chief of police, in partnership with VCU Fire Safety may request assistance from outside agencies such as the City of Richmond Police Department and Richmond Fire and Emergency Department, Virginia State Police and the Virginia Department of Emergency Management, as needed. VCU Fire Safety provides on-scene coordination between VCU and the Richmond Fire Department.

At the sound of a fire alarm or if you are instructed to evacuate, leave your work area immediately, proceed to the nearest exit and leave the building. If you are the first to recognize a fire situation, activate the alarm, evacuate to a safe location using the nearest exit and notify VCUPD at 804.828.1234.

Buildings and Residence Halls

- All building and Residence Hall evacuations will occur when an alarm sounds and/or upon notification by first responders, staff, or a designee.

- When the fire alarm is activated remain calm and leave by the nearest marked exit and alert others to do the same.
 - Do not use elevators; use the stairs.
 - Assist the physically impaired. If they are unable to exit without using an elevator, secure a safe location near a stairwell and immediately inform VCUPD or the responding fire department of the individual's location.
- Know your evacuation assembly points.
- Once outside proceed to a clear area that is at least 150 feet away from the affected building.
- Keep streets, fire lanes, hydrant areas, and walkways clear for emergency vehicles and personnel.
- Do not return to an evacuated building unless told to do so by a designated university official.

Primary Actions of a VCU Alert Message

In the event of an emergency, VCU will send a text alert notifying the campus community about actions they need to take. These messages should be taken seriously and are sent for the safety of those receiving the message and the overall campus community.

When the VCU Alert system is activated, the message will notify campus community members of the emergency and its location. The message will provide information about the action the campus community should take to protect themselves. University authorities may instruct campus members to take one of the five actions below. These messages will give brief descriptions of the incident, but it is important to know what each one means.

1. Avoid Area

- Keep a safe distance, stay away from specific campus location(s). This is not an order to evacuate.
 - Example that may warrant this alert: vehicle accident, flooding, fire, bomb threat, chemical spill

2. Evacuate

- Move to safety, quickly exit the specified location(s) and move to a safe place.
 - Example that may warrant this alert: fire, bomb threat, chemical spill, explosion, gas leak

3. Lockdown

- When buildings are physically locked, entry will not be

allowed to anyone other than first responders.

- Hazards that may warrant this alert: police/criminal activity nearby, dangerous activity within a facility, any external activity that potentially poses a safety threat to the community or facility

4. Shelter-in-place

- Seeking cover indoors due to an ongoing or imminent emergency situation related to environmental or human caused disasters
- Weather related lockdown: If no basement is available, go to a lower-floor interior room, like a bathroom or closet. Stay away from windows.
 - Hazards that may warrant shelter in place: Hazmat situation, Bomb threat, Tornado, Earthquake, Flash flooding, Severe weather

5. Run/Avoid, Hide/Barricade, Fight

- Safety protocol utilized by VCU and VCU Health to instruct community members on how to respond to active threats.
- If you see or hear an active threat:
 - RUN/AVOID- Create distance between you and the threat.
 - HIDE/Barricade- Barricade or block entry.
 - FIGHT- Be prepared to defend yourself
- Hazards that may warrant Run, Hide, Fight: Active assailant inside/outside a facility

Lockdown

Incidents may occur where VCU will issue an alert for a lockdown. This alert means all buildings and facilities will be locked, restricting access to only first responders. The facility should remain in a lockdown status until emergency personnel communicate the all-clear. The following information will help you when a lockdown notification is issued:

- Anyone outside of a facility that is under lockdown will not be allowed inside.
- Academic Facilities: equipped exterior and interior doors will lock electronically.
- VCU Health Facilities: exterior doors on electronic access control will lock automatically. Security officers will

- manually lock all other exterior doors, per protocol.
- If feasible and practical, lock doors without electronic mechanisms.
 - Do not allow access to anyone who is outside of the locked down area.
 - Move away from any exterior doors or windows.
 - Stay calm and listen for instructions from authorities.
 - If a community member is outside of a locked down facility, do not try to enter, pay close attention to VCU and VCU Health Alert information, leave the area as quickly/safely as possible, seek shelter away from the threat and do not return until advised.

Shelter-in-place

Shelter-in-place means to take immediate shelter wherever you are at the time of the notification. These alerts are sent when a condition exists that is potentially life-threatening and has an immediate threat to the health and personal safety of the campus community. You should remain in a shelter-in-place status until emergency personnel communicate the all-clear.

The following information will help you when a shelter-in-place notification is issued:

- Find a safe location indoors and stay there until you are given an all clear OR told to evacuate.
- If you are outdoors, proceed into the closest building quickly or follow instructions from emergency personnel.
- Exterior doors to publicly accessible buildings remain unlocked so that community members can get to safety.
- Every shelter in place order will include specific information about appropriate response steps for that hazard (actions for a tornado are different than a hazmat scenario).
- Locate a ground level, interior room without windows, to shelter inside.
- Shut and lock, if possible, all windows and close exterior doors. Doors and windows may need to be barricaded, if possible.
- Pay close attention to instructions distributed via alert.vcu.edu.

Run/Avoid, Hide/Barricade, Fight

Active threats on campus, including active shooters, are unpredictable. VCU police and local emergency services train regularly for these types of incidents. While a quick response is important, there are actions you need to take during an active threat. VCU will alert the campus upon confirmation of an active threat and issue an emergency text notification with specific details related to location and actions you should take. The following is helpful information to know in the event you receive a notification:

A person's immediate response will depend upon the specific situation they are facing.

Action to take in an active threat situation: Run/Avoid, Hide/Barricade, Fight. Call the police when you are safe. Tell the dispatcher:

- LOCATION: your location and the location of the threat (if known)
- NUMBER of persons who are a threat
- DESCRIPTION of the threat (gender, race, clothing, stature, etc)
- TYPE of weapon(s) and how many
- NUMBER of potential victims you observed, how many are with you at the time of the call

In the event of an active threat, you should know the following:

- RUN/AVOID: If you can safely escape the threat without putting yourself or others at risk, do so immediately. At VCU Health Facilities, pause all non-life saving medical care and move patients out of sight, if safe to do so.
- HIDE/BARRICADE: Lock and/or barricade doors by any means possible (including Anchorman devices at VCU Health facilities). If you are in a room that cannot be secured or feels unsafe, consider seeking refuge somewhere else that is more secure.
- FIGHT: As a last resort, act with aggression and speed, attacking the shooter at close range until the threat is stopped.
- Follow instructions given by first responders.

- When there is no longer a threat to public safety, community members will be notified via VCU Alert.
- For more detailed instructions, watch this video.

EXERCISES AND TESTS OF THE CRISIS EMERGENCY MANAGEMENT PLAN

To maintain the university's emergency management capability, VCU conducts various announced and unannounced exercises and drills each year. In accordance with VCU's CEMP and the VCU Continuity Plan (COOP), VCU will utilize the procedures below for testing institutional responses for emergency notification, response and evacuation:

- *Training, testing and exercises*

The university has a well-developed CEMP and an all-hazard COOP training, testing, and exercise program. VCU annually certifies completion of plan updates and execution of tests on CEMP and COOP plans in the event of all types of disasters. University emergency response and facility evacuation procedures are both publicized and tested at least annually via written evacuation procedures within Emergency Evacuation Emergency Action Plans (EAPs). Additionally, a full system alert test is conducted biannually, at the beginning of the spring and fall semesters.

VCU Fire SAfety conducts routine evacuation drills within campus buildings based on occupancy.

- Residence halls have 4 required evacuation drills per year with 1 being after sunset.
- Business Occupancies are required to have 1 drill a year.
- Assembly Occupancies are required Quarterly drills/4 per

- After Action Review (AAR) and improvement plan
AAR will be conducted following each emergency event or exercise on a planning scenario. The formal AAR should be completed on emergency events and exercises within 60 days, and improvement plans will be included or recommended in formal AAR documents. Any subsequent COOP or CEMP modifications that result from the AAR process will be incorporated, as necessary, into applicable response plans.

Each test is documented and includes a description, the date and time of the exercise and whether it was announced or unannounced. The campus publicizes a summary of the emergency response and evacuation procedures via email at least once each year in conjunction with the test (exercise and drill). To view the full policy, visit <https://vcu.public.doctract.com>.

Understanding the appropriate protective actions during an emergency—whether it's avoiding an area, evacuating, sheltering in place, or responding to an active threat—can significantly enhance your personal safety and help protect those around you. These protocols are in place to provide clear, actionable guidance during high-stress situations and empower members of the campus community to respond effectively. However, safety doesn't end at the edge of campus. As part of the broader Richmond community, it's just as important to stay alert, practice situational awareness, and apply these same safety principles off-campus. In the following section, we'll review key strategies to help you stay safe beyond VCU grounds.

Off-Campus Safety and Resources

The VCU Police Department does not provide primary law enforcement services to off-campus residences or apartments, including events for VCU fraternities, sororities, student organizations, and sports clubs. Many of these areas fall within the primary patrol jurisdiction of the Richmond Police Department (RPD), however VCUPD will respond to assist RPD when the incidents involve VCU students. Many VCU students live in neighborhoods surrounding campus and the VCUPD works in cooperation with the Richmond Police Department, Richmond Fire, local EMS, Sheriff's Department, and other state and federal agencies as needed.

For assistance off campus, students and employees should contact their local law enforcement or emergency services department. Below is contact information for the local first responder agencies that assist with student properties located adjacent to VCU campus.

Richmond Police Department

200 W. Grace St.
Richmond, VA 23220
804.646.0400

Richmond Fire Department

7th Floor, 730 E Broad St,
Richmond, VA 23219
804.646.6640

Henrico County Sheriff's Department

4317 E Parham Rd.
Henrico, VA 23228
804.501.5860

Off Campus Safety Considerations

Living off campus requires different considerations for safety than living in an on-campus residence hall. The following are safety considerations to consider when you live off campus:

- Make sure the apartment or house locks have been changed since the previous tenants moved out.

- List only your first initial and last name on a mailbox.
- Leave lights on or put them on a timer when you are away for an extended time or plan to arrive home after dark.
- If your keys are lost or stolen, change your locks immediately.

When you find a new place to live, prior to moving in and signing a lease, be mindful of security and carefully inspect your potential home keeping security in mind. Here are some questions to keep in mind:

- How safe is the neighborhood?
- Are there smoke detectors throughout the unit, especially near the bedroom area?
- Is there sufficient lighting indoors and outdoors?
- Is the landscaping maintained to keep windows, doors, and walkways visible and to eliminate hiding places?
- Are there quality locks with a deadbolt on doors, as well as locks on the windows?
- Does the route to walk to and from public transportation appear safe?

Off Campus Students and Student Organizations

While VCU has officially recognized student organizations they do not have residential houses, but may have locations they use throughout the year that would be considered noncampus facilities. VCU works with the student organizations to collect information related to used locations, rented spaces, and other frequently visited locations. Most of those facilities are within the jurisdiction of the Richmond Police Department and they respond to those locations when police services are required and call VCUPD to assist as necessary. The University relies on its close working relationships with local law enforcement agencies to receive information about incidents involving VCU students and recognized student organizations, on and at noncampus locations. If Richmond police respond to a "noncampus" student organization property in response to a citizen complaint or police officer concern, VCU police are generally contacted to provide

support or assistance. However, the police do this out of courtesy, and they are not “required” to notify or involve VCU police when they respond to a call involving private property.

When there is a potential that a VCU student is involved in an offense while off campus, VCU officers may assist with the investigation in cooperation with local, state or federal law enforcement.

The Richmond Police Department provides information about criminal activity at properties owned or controlled by registered student organizations to the VCU Police Department. If the VCU Police Department learns of criminal activity at off campus or Clery noncampus locations involving students or student organizations officially recognized by the institution, it will forward information about the situation to the Office of Student Conduct and Academic Integrity, Title IX Office, or other University offices as appropriate.

For purposes of reporting the data in the Annual Disclosure of Crime Statistics section of this report, the term “noncampus buildings” includes areas off campus, owned or controlled by registered student organizations. VCU has no responsibility for security policies, procedures, or safety at these locations.

Stop Campus Hazing Act

The 2024 Stop Campus Hazing Act represents a significant legislative milestone in the ongoing effort to combat hazing in higher education institutions across the United States. Signed into law on December 23, 2024, this act mandates colleges and universities participating in federal student aid programs report hazing incidents and implement comprehensive hazing prevention policies. This Act also renamed the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act to the **Jeanne Clery Campus Safety Act**, underscoring the importance of transparency and accountability in campus safety. This section will explore key provisions of the Stop Campus Hazing Act and Virginia Code § 23.1-822, known as Adam's Law. These provisions include VCU reporting and investigation information, programming and education opportunities, and transparency reports including the Campus Hazing Transparency Report and the Student Organization Conduct Report. Hazing is both prohibited in university policy through the Student Code of Conduct and the Hazing Prevention and Discipline Policy and against the state law under Virginia Code § 18.2-56.

STOP CAMPUS HAZING ACT REQUIREMENTS

The 2024 Stop Campus Hazing Act imposes several key requirements briefly described below:

- 1. Inclusion of Hazing Statistics:** include statistics for hazing incidents in annual security reports.
 - **Legislative Definition of Hazing:** defines hazing as any intentional, knowing, or reckless act associated with initiation, affiliation, or membership in a student organization that:
 - Causes or risks physical or psychological harm, regardless of the victim's consent.
- 2. Hazing Policies:** implement hazing policies that detail how to report hazing incidents, the investigation process, and prevention and awareness programs.
- 3. Campus Hazing Transparency Report:** compile and publish a hazing transparency report to summarize

findings concerning any student organization found in violation of hazing standards, including the organization's name, a general description of the violation, and relevant dates.

VCU HAZING POLICY AND DEFINITIONS

The Hazing Prevention and Discipline policy was implemented in March of 2022 and sets forth guidelines for the VCU. The following generally explains the purpose of this policy and expectations of the university community. The policy further emphasizes it is the responsibility of all individuals associated with VCU to encourage an atmosphere of learning, social responsibility, and respect for human dignity. Hazing is an unproductive and hazardous activity that is incongruous with the mission and values of VCU and has no place at this university, either on or off campus. This policy applies to all persons and groups associated with the university, including, but not limited to, administrators, coaches, faculty, staff, students, student organization advisors, athletic teams, bands, fraternities, sororities, and other registered student organizations. Noncompliance with this policy may result in disciplinary action up to and including termination or expulsion.

Institutional Definition of Hazing

Any mental or physical requirement, request, or obligation placed upon any person, through a situation created recklessly or intentionally, that could cause discomfort, pain, fright, disgrace, or injury; or that is personally degrading.

Hazing includes, but is not limited to, acts in violation of Virginia Code § 18.2-56 that recklessly or intentionally endanger the health or safety of a student or students or inflict bodily injury on a student or students in connection with or for the purpose of initiation, admission into or affiliation with or as a condition for continued membership in a club, organization, association, fraternity, sorority, or student body regardless of whether the student or students so endangered or injured participated voluntarily in the relevant activity.

Hazing also includes, but is not limited to, the following:

- **Psychological Hazing:** Any act that is likely to (a) compromise an individual's dignity; (b) cause an individual embarrassment or shame; (c) cause an individual to be the object of malicious amusement or ridicule; or (d) cause an individual emotional distress.
- **Physical Hazing:** All forms of physical activity that are used to harass, punish, or harm an individual.

VIRGINIA LAW: ADAM'S LAW (VIRGINIA CODE § 18.2-56)

Adam's Law was enacted in Virginia on July 1, 2022, and is a significant piece of legislation aimed at preventing hazing at Virginia higher education institutions. Named in memory of Adam Oakes, a Virginia Commonwealth University student who tragically died from an alcohol related hazing incident, the law mandates several key requirements

- **Hazing Prevention Training:** Universities must provide in-person hazing prevention training to all members, prospective members, and advisors of student organizations with new member processes. This training covers the dangers of hazing, including alcohol intoxication, and outlines hazing laws and institutional policies.
- **Mandatory Training for Certain Organizations:** The law specifically targets organizations with structured membership processes, such as fraternities and sororities, requiring them to complete this training to remain active and in good standing with the university.
- **Transparency and Accountability:** Institutions must ensure all relevant student organizations participate in the training sessions, with attendance tracked and verified. Failure to comply can result in the organization losing recognition and privileges. Additionally, institutions are required to publicly publish a student conduct report identifying student organizations responsible for hazing policy violations and relevant information. This information is also required to be provided to all students at orientation through a hard copy notice.
- **Disciplinary Amnesty:** Adam's Law also requires

institutions to provide immunity from disciplinary action based on hazing or personal consumption of drugs or alcohol when disclosure is made by a bystander not involved in the acts in conjunction with a good faith report of an act of hazing in advance of or during an incident of hazing that causes injury or is likely to cause injury to a person.

HOW TO REPORT HAZING INCIDENTS

VCU encourages all students who suspect or have experienced hazing to report these acts to the university. By alerting VCU to an incident of hazing, staff can work to support student organizations and individuals through educational efforts that address and aim to end hazing. By reporting hazing concerns, you are helping VCU create a safer and healthier community.

If you have immediate safety concerns for yourself or another member of the VCU community, please call VCU Campus Police immediately at 804-828-1234.

To file a report of Hazing, please use the Hazing Reporting Form. The form walks you through a series of questions to help capture as much information as possible regarding the alleged incident. VCU can best address an incident of hazing when provided with detailed information. Helpful information includes: name of the organization and/or individuals involved, relationship to the organization/people involved, when the incident occurred, location of the incident, names of who was present or would have additional information about the incident, and specific details of the incident. Upon submission, the report will be shared with the proper campus offices for appropriate action which may include: Student Conduct and Academic Integrity, Office of the Dean of Students, Equity and Access Services, Recreation and Wellbeing, Office of Student Engagement, and University Athletics.

HAZING INCIDENT INVESTIGATION PROCESS

All reports of hazing are thoroughly investigated by the VCU Police Department, Student Conduct and Academic Integrity, and the Office of Human Resources, as applicable.

EDUCATION AND PREVENTION PROGRAMS

VCU offers a variety of programs designed to increase prevention and awareness related to hazing. While some programs aim to increase understanding of hazing, others strive to increase skills that help decrease the likelihood of hazing (e.g. bystander intervention, ethical leadership, and group cohesion).

These programs are research-informed and available to members of the VCU community throughout the academic year or upon request. Some of the programs listed below are designed for specific audiences and are only available to those groups.

To participate in one of the open programs below, sign up through [RamsConnect](#). Interested in other hazing prevention programs, email preventhazing@vcu.edu.

Adam's Law Hazing Prevention Training

In alignment with Adam's Law and through the story of Adam Oakes, this in-person program educates attendees on hazing, the dangers of hazing, including alcohol intoxication, and institution policies and state law regarding hazing.

Adam's Day of Remembrance Workshop

Annually, the Love Like Adam Foundation partners with VCU to raise awareness on hazing and its dangers. This workshop rotates focus based on the needs of the community.

- In 2023, the workshop addressed the root causes of hazing within organizations and empowered attendees to strategize methods for eradicating those causes.
- In 2024, attendees discussed the challenges of leadership and workshopped methods of being change agents within their organizations to prevent situations where hazing and other risky behaviors may occur.

Have You Herd? Alcohol and Other Drugs Education

All new VCU students receive an online educational course designed to help them explore their personal relationship with

alcohol and other drugs, debunk common misconceptions about alcohol and other drug use at VCU, and understand policies and resources related to alcohol and other drug use issues.

Health Foundations Modules

Available in Canvas, VCU students, faculty, and staff can register for the program to learn more about bystander intervention at their own pace.

Peer Health Educator Class Presentations

Upon invitation, RecWell's Peer Health Educators come to various classes to provide a workshop on harm reduction and bystander intervention techniques. Approximately 100 presentation requests are received each academic year.

Well-Being Coaching

RecWell's well-being coaching program provides a space for students to reflect on and leverage their strengths to meet their personal goals while also offering information and resources that help students make informed decisions about their health with a focus on alcohol and other drug use concerns.

Rams L.E.A. D (Learning Ethics and Decision-Making)

This program is designed to help VCU students develop their own personal and ethical decision making and relate these ideals to their long- and short-term goals as well as understand and articulate the responsibility of being a member of the VCU community.

Weeks of Welcome Programming

At the beginning of each fall semester, Weeks of Welcome aims to help students engage with peers, faculty, staff, and resources to foster a sense of belonging, increase awareness of tools for success, and offer opportunities for students to engage and get involved.

Resident Advisors Hazing Prevention Training

Each year, resident advisors are provided educational programming on hazing and its dangers as well as ways to recognize signs of hazing as they help guide students through their on-campus residential experience.

Student-Athlete Hazing Prevention Training

VCU varsity student-athletes receive hazing prevention training through student-athlete development programming. Programming has included a presentation from the Love Like Adam Foundation and workshops focused on hazing and dangerous traditions, and through team based training.

Sport Club Officers Hazing Prevention Training

Annually, officers of sport clubs attend a workshop designed to increase their awareness of hazing and provide them with skills to help prevent instances of hazing on their team.

Ram Camp Bystander Intervention Programming

New VCU students participating in Ram Camp receive interactive education on correcting misperceptions about VCU students' health behaviors and practice ways to support their peers by recognizing and intervening in potentially harmful situations.

Additional information about VCU students, prevention education, and harm reduction strategies, review the latest edition of [Stall Seat Journal](#).

CAMPUS HAZING TRANSPARENCY REPORT & STUDENT ORGANIZATION CONDUCT REPORT

The Stop Campus Hazing Act requires institutions to maintain and make publicly available a Campus Hazing Transparency Report. The report must be published on a prominent location of their public website. The report will summarize findings concerning any student organization found to be in violation of the institution's standards of conduct related to hazing. The report will include:

- The name of the student organization;
- A general description of the violation that resulted in a finding of responsibility; and
- Related dates (the date of the alleged incident, the date of the initiation of the investigation, the date the investigation ended with a finding, and the date the institution provided notice to the organization of the finding).

Similar to the Hazing Transparency Report, Adam's Law requires institutions to maintain and publicly report actual findings of violations of the institution's code of conduct or of federal or state laws pertaining to hazing that are reported to the institution. Investigations that do not result in findings of violations of codes of conduct or convictions in a court of law shall not be included in the report. The report shall be updated at least 10 calendar days before the start of fall and spring academic semesters. The report shall include:

- The name of the student organization recognized;
- When the student organization was found responsible or convicted of misconduct pertaining to hazing;
- The date on which such hazing misconduct occurred and the dates that the investigation was initiated and concluded by the institution or local law enforcement; and
- A comprehensive description of the incident, including the findings, charges, and sanctions placed on the organization.

While required to provide transparency around responsible findings related to hazing, VCU provides transparency regarding all policy violations for student organizations. As such, VCU has created the Student Organization Conduct Report to compile and make publicly available the requirements under both legal requirements and beyond. The report can be found [here](#).

Policies Governing Alcohol, Drugs, and Weapons

VCU strives to maintain a campus community free from illegal use, possession, or distribution of alcohol and controlled substances as defined in 21 United States Code Section 812 and by regulations in 21 Code of Federal Regulations Section 1308. In alignment with the Drug-Free Schools and Communities Act and the Drug-Free Workplace Act, VCU enforces comprehensive policies regarding the possession, use, and distribution of alcohol and other drugs. These policies apply to all students, faculty, and staff, and are designed to promote well-being, academic success, and campus safety.

Unlawful manufacture, distribution, dispensing, possession, use, or sale of alcohol or controlled substances by VCU employees and students on college premises or at official college-sponsored functions is prohibited. In addition, employees and students shall not use illegal substances or abuse legal substances in a manner that impairs work performance, scholarly activities, or student life.

Students found to be in violation of this policy may be subject to disciplinary action, up to and including dismissal, as set forth in the Student Code of Conduct. Employees found to be in violation of this policy, including student employees, if the circumstances warrant, may be subject to corrective action, up to and including termination. More information related to sanctions for both students and employees can be found below.

VCU's Alcohol and Other Drugs Advisory Committee oversees the development and implementation of prevention programs, educational initiatives, and disciplinary procedures. The university offers a wide range of resources, including early intervention services, peer support through Rams in Recovery, and ongoing educational programming through departments such as Recreation and Well-Being, University Counseling Services, and Student Health Services. Through consistent enforcement and regular biennial reviews, VCU ensures that its alcohol and

drug policies remain effective, equitable, and responsive to the needs of the campus community.

All students, staff and faculty are provided the VCU Alcohol and Other Drugs policy in writing via email at least annually. All students and employees are responsible for reading the VCU Alcohol and Other Drugs policy. The policy and its procedures incorporate the legal requirements of the Virginia Department of Alcoholic Beverage Control, which requires a person to be 21 years of age to drink alcoholic beverages.

As part of its commitment, VCU annually notifies its students and employees about the components of the VCU Alcohol and Other Drugs Policy. This policy encourages help-seeking while also outlining consequences for violation of the community standards for conduct, specifically standards regarding unauthorized substance use. To support our students and employees, VCU's policy encourages all members of the community to attend to the safety and well-being of each other and actively seek help for an alcohol or other drug related emergency; to seek help if they are concerned that they or their family members may have a drug and/or alcohol problem; to use the services of qualified professionals in the community to assess the seriousness of substance use disorders and identify appropriate sources of help; provides a current list of VCU resources; and allows the use of accrued paid or unpaid leave for employees while seeking treatment for substance use disorders.

VCU has developed programs to prevent the illicit use of drugs and the abuse of alcohol by students and employees. These programs provide services related to substance use and abuse including dissemination of informational materials, educational programs, counseling services, referrals, and college disciplinary actions. More information about specific programs related to alcohol and drugs please see below.

VCU MEDICAL AMNESTY POLICY

VCU has joined many other universities in creating a medical amnesty process in the Student Code of Conduct related to alcohol, drugs, and hazing. The intent of this addition is to encourage seeking help and to preclude inaction, based on concerns about punishment, that can lead to student injury. The university will not take disciplinary action against a student who has demonstrated Prohibited Conduct in the following limited circumstances; (1) for seeking emergency or timely medical assistance, (2) for reporting and cooperating, (3) for bystander reporting hazing. There are limitations to the above and they may be found in the Student Code of Conduct.

Alcohol poisoning, and other drug related emergencies, can be life-threatening. If you or a friend may have had too much to drink or experience an adverse reaction to a drug, it is imperative medical help is sought immediately. Remember the acronym **P.U.B.S.** to help recognize the signs of an alcohol overdose, which is a medical emergency:

Puking while passed out

Unresponsive to pinching or shaking

Breathing is irregular, slow, shallow, or has stopped

Skin is cold or blue, cold, or clammy

If you see even one sign, call VCU Police at (804) 828-1234 or 911.

STANDARDS OF CONDUCT - STUDENTS

The enforcement of alcohol and drug laws on-campus is the primary responsibility of the VCU Police Department. Violators of alcohol policies are subject to the provisions of applicable state and federal laws as well as university disciplinary actions. Organizations or groups violating alcohol/substance policies or laws may be subject to sanctions by the university.

The VCU Student Code of Conduct outlines behavioral standards developed by the university community for students and student organizations and the related procedures for addressing misconduct. The university may impose disciplinary charges against any student who violates the VCU Code of Student Conduct and/or local, state and federal laws.

ALCOHOLIC BEVERAGES POLICY

Specifically, VCU prohibits:

- The unlawful possession, use, or distribution of alcohol, including but not limited to, conduct prohibited by the Alcohol and Other Drugs policy, the Tobacco and Smoke-Free Campus policy, and the Events with Alcohol policy in the Student Organization Handbook.

ILLEGAL DRUG USE POLICY

Specifically, VCU prohibits:

- The unlawful possession, use, or distribution of drugs, including but not limited to, conduct prohibited by the Alcohol and Other Drugs policy, the Tobacco and Smoke-Free Campus policy, and the Events with Alcohol policy in the Student Organization Handbook.
- Paraphernalia – Possession of paraphernalia used to consume illegal drugs is not permitted on university property. Paraphernalia includes but is not limited to roach clips, bongs, pipes, blow tubes, bowls, and any type of water pipe or object filled with water through which smoke is drawn.

STANDARDS OF CONDUCT – EMPLOYEES

Employees are prohibited from engaging in any of the following acts:

- The unlawful possession, use, or distribution of drugs and/or alcohol on university property, or as part of any university activity, or off campus.
- Reporting to or remaining at work impaired by or under the influence of alcohol or drugs except from the use of drugs for legitimate medical purposes.
- Violation of any criminal drug law based upon conduct occurring either in or outside the workplace.
- Violation of any law that governs driving while intoxicated based upon conduct occurring in the workplace.

CONSEQUENCES RELATED TO UNIVERSITY POLICY - ALCOHOL AND DRUG VIOLATIONS

Students

Upon any final finding of responsibility for a violation of policy, one or more sanctions may be imposed for each violation, up to and including expulsion from the university. Failure to complete any assigned sanction is a separate violation of policy. Impairment from the voluntary use of alcohol and/or other drugs (other than as medically prescribed) shall be considered an aggravating, and not a mitigating, factor in sanctioning.

The university will not take disciplinary action against a student who has demonstrated prohibited conduct in the following limited circumstances, where Disciplinary (Medical) Amnesty may be applied: (1) if a student seeks medical assistance for themselves or others due to the use of alcohol or drugs, neither the student seeking assistance nor the student needing aid will be subject to disciplinary action by the university for prohibited conduct under this policy, or (2) based on disclosure of personal consumption of alcohol or other drugs where such disclosures are made in connection with a good faith report of violation of university policy or cooperation with a university investigation.

The following describe the sanctions that may be imposed when there is a finding of responsibility:

- **Warning** - A written notice to the student to avoid a recurrence of any conduct that violates the Student Code of Conduct and/or any University policy. Subsequent violations may result in more severe disciplinary action.
- **Disciplinary Probation** - A specified period of time requiring the respondent to avoid the recurrence of any conduct that violates the Student Code of Conduct and/or any University policy that may result in additional university sanctions including suspension or expulsion.
- **Deferred Suspension** - During this designated period of time, a respondent is given the opportunity to demonstrate the ability to abide by the Student Code of Conduct's articulated behavioral expectations. Subsequent violations of this policy during the term of a deferred suspension will result in suspension or expulsion.

• Educational Experiences

- **Well-Being Coaching** – Students found responsible for violation of the VCU Alcohol and Drug Policy will be sanctioned by this program sponsored by VCU's [Recreation and Well-Being Office](#). Participants complete a well-being self-assessment, module experience, and meeting with a well-being coach to discuss alcohol and drug related behavior
- **Reflective Paper Series** – Focused on Alcohol or Drugs with the goals of having students reflect on the incident, the finding of responsibility, the impact on themselves and the broader university community, and how they progress and make a positive impact in the future.
- **RAMS Lead** - A program designed to explore ethical decision making and goals. Students will critically examine their own past decision making and how chosen decisions impact them as well as their community. They will also gain a greater understanding of basic ethical decision making and how to implement those skills into their daily life. Students examine their correct short- and long-term goals and develop comprehensive goals for the future and reflect on their role and responsibilities as a VCU community member, both locally and globally.
- **Meeting with Rams in Recovery** – Students are directed to schedule a meeting with VCU's Rams in Recovery program where they have the opportunity to discuss the support Rams in Recovery offers and identify what services may be most beneficial to them.
- **Loss of Privileges** - Loss of privileges is a denial for a designated period of time of access to university services, privileges, and benefits, which may impact participating in extracurricular activities, residence in university housing, university student leadership responsibilities, leadership within student organizations, academic activities, ability to reserve space, funding, intramurals, and study abroad. Bans, deactivations, and holds are restrictions on access to university services, activities, facilities, or registration.
- **Restitution** - Restitution is monetary recompense to the university and/or a member of the university community or others to cover the cost of damage, injury, or loss of community or personal property as a result of a violation.

- **University Policy Sanctions** - University Policy Sanctions are any sanctions not specified in this policy, but which are applied to a respondent as a result of prohibited conduct of another university policy and as set forth therein.
- **Suspension** - Removal of a student for a defined period during which a student loses all university privileges, which generally includes access to classes, facilities, programs, activities, services, and property.
- **Expulsion** - Permanent dismissal from the university, administrative withdrawal from classes, and loss of all University privileges. Notation of expulsion remains on the student's transcript permanently.

Housing Specific Sanctions

- Deferred Contract Cancellation – During this designated period of time should a resident be involved in any future violations of Residence Hall or University Policy during this designated period of time, their housing contract may be terminated without refund immediately and will be asked to vacate the residence hall.
- Contract Cancellation – The cancellation of a resident's housing contract which will require them to move out of their residence hall, banned from all residence halls at the university until otherwise stated. The resident will still be held financially accountable for the remainder of their housing contract.

When students under the age of 21 are found responsible for violating alcoholic beverage and/or drug laws or policies, VCU may notify their parent or guardian of such violations at the time of the notification in accordance with the Family Educational Rights and Privacy Act (FERPA).

Employees

Violation of any of the foregoing prohibitions may subject an employee to disciplinary action including, but not limited to termination or suspension, in accordance with applicable state and university policies. Employees are also subject to the VCU Criminal Convictions Investigations Policy, which may include

alcohol or other drug related criminal convictions. Upon any final finding of responsibility of a violation of policy, one or more sanctions may be imposed for each violation. The following describe the sanctions that may be imposed when there is a finding of responsibility:

Sanctions based on progressive discipline for University Staff

[Working @ VCU: "Great Place" HR Policies](#) - University and Academic Professionals

• Written Warning I & II

- A manager may issue a formal Written Warning I for minor and non-recurring substandard performance, attendance problems, minor misconduct, and other types of minor yet impactful issues that warrant formal action, or a Written Warning II when conduct and/or performance concerns are recurring, significant and/or have a direct, adverse impact on the workplace.
- **Imposed probation:** A manager may place an employee on probation with the approval of that manager's manager and VCU HR for 30, 45, 60, or 90 calendar days. Imposed probation does not ordinarily occur prior to a written warning or an unsatisfactory performance review and a notice of imposed probation may accompany a written warning. Employees who fail to meet the expectations set forth in the Notice of Imposed Probation during the probationary period may be dismissed or face further disciplinary action with appropriate notice and a reasonable opportunity to respond.
- **Suspension:** A manager may suspend an employee, with the approval of that manager's manager and VCU HR, where behavioral, performance or misconduct issues pose substantial risk. Suspension may occur after prior warning or may be imposed without notice where the behavioral, performance or misconduct issues pose immediate risk. Suspensions may be with or without pay.
- **Demotion:** A manager may demote an employee, with the approval of that manager's manager and VCU HR, into a position with lesser qualifications and lower pay where

that employee has demonstrated an inability to satisfactorily perform the essential functions of the current job. Demotion may also be used as a disciplinary measure.

- **Dismissal:** A manager may dismiss an employee, with the approval of that manager's manager and VCU HR, where that employee has demonstrated a documented pattern of unsatisfactory job performance that has not been corrected after written notice and an opportunity has been provided to correct identified performance deficiencies through the progressive discipline process, has been convicted of a felony or committed an act of serious misconduct, or performance or conduct that has a severe adverse impact on university operations and/or reputation.

Sanctions based on progressive discipline for Classified staff

[DHRM Policy 1.60, Standards Of Conduct](#) - Classified employees

- A Written Notice may be accompanied by additional actions including suspension; a demotion or transfer with reduced responsibilities with a disciplinary salary action; a transfer to an equivalent position in a different work area; or termination.
- **Group I Written Notice** - Offenses in this category include acts of minor misconduct that require formal disciplinary action. This level is appropriate for repeated acts of minor misconduct or for first offenses that have a relatively minor impact on business operations but still require formal intervention.
- **Group II Written Notice** - Offenses in this category include acts of misconduct of a more serious and/or repeat nature that require formal disciplinary action. This level is appropriate for offenses that significantly impact business operations and/or constitute neglect of duty involving major consequences, insubordinate behaviors and abuse of state resources, violations of policies, procedures, or laws.
- **Group III Written Notice** - Offenses in this category include acts of misconduct of such a severe nature that a first occurrence normally should warrant termination. This level is appropriate for offenses that, for example,

endanger others in the workplace, constitute illegal or unethical conduct; indicate significant neglect of duty; result in disruption of the workplace; or other serious violations of policies, procedures, or laws.

- **Disciplinary Suspensions** - All disciplinary suspensions represent a Leave without Pay or pay docking transaction. Employees on suspension normally shall not be allowed on the agency's premises, nor shall they be allowed to work except to fulfill previously scheduled court obligations or to file and process a grievance or Equal Employment Opportunity complaint.
- **Disciplinary Demotion** - Management initiated assignment of an employee to the same or a different position in the same or lower Pay Band/Grade with reduced job responsibilities that must result in a minimum of a 5% reduction in base salary. In no case may an employee's salary exceed the maximum of the pay band following a disciplinary salary action.

Progressive Discipline Guidelines for Faculty

Progressive discipline is a process that includes a series of graduated steps to address performance or conduct, typically beginning with verbal counseling and potentially leading to further discipline, up to and including dismissal from employment.

Informal Discipline

- **Counseling:** This initial step entails issuing informal counseling to the employee in the form of verbal feedback and/or a written counseling memorandum. Managers may also assign certain training or development as part of the written counseling in instances where additional learning is needed to correct performance or conduct concerns. Depending upon the level of severity, a supervisor may bypass the informal counseling step and move to formal discipline.

Formal Discipline

- **Written Warning:** If problematic conduct/performance concerns escalate, or if the initial concern warrants, a written warning letter may be issued. Written warning letters clearly outline the concern(s) and/or issue(s), including

specific details such as dates and times of infractions where possible.

- **Suspension:** Disciplinary suspension, which may be with or without pay, may occur if behavior/performance concerns continue after the written warning(s). It may also be imposed without notice where behavioral, performance or misconduct issues pose an immediate risk or threat, or where the faculty member is being investigated for alleged criminal activity that is related to their job or to the university's mission.
- **Dismissal:** A faculty member (including tenured faculty) may be dismissed for cause under certain circumstances including, but not limited to conviction of a felony, committing an act of serious misconduct.

LAWS PERTAINING TO ALCOHOL

The following summary is a general representation and not intended to be a definitive explanation of the law, but rather an overview regarding the possession, use, and distribution of alcohol. The penalties for each law are provided following the applicable statute. More information about Virginia laws pertaining to alcohol can be found [here](#).

Public Intoxication

Virginia Code §18.2-388: Being intoxicated in public.

- Penalty: class 4 misdemeanor, punishable by a fine up to \$250

Illegal Purchasing Or Possession

Virginia Code §4.1-305: The purchase, possession, or consumption of alcoholic beverages by a person under 21 years of age.

- Penalty: class 1 misdemeanor.
 - Additional consequences can include:
 - Mandatory fines: A minimum fine of \$500
 - Community service: A minimum of 50 hours of community service
 - License suspension: Suspension of the individual's driver's license for a period of not less than six months and not more than one year.

- Possible jail time: Up to one year in jail.
- Fines: A fine of up to \$2,500

Drinking or Possessing on Public School Ground

Virginia Code §4.1-309: pertains to the prohibition of possessing or consuming alcoholic beverages on public school grounds during school hours or school or student activities. It also prohibits serving alcoholic beverages on such grounds after school hours or during school or student activities, except for religious congregations using wine for sacramental purposes. Violations of this section are classified as a Class 2 misdemeanor.

- Penalty: class 2 misdemeanor in Virginia can result in a fine of up to \$1,000 and/or up to six months of jail time.

Driving/Operating Under the Influence

Virginia Code §18.2-323.1: Drinking while operating a motor vehicle, or possession of open container while operating a motor vehicle

- Penalty: class 4 misdemeanor, typically resulting in a \$250 fine.

City of Richmond Criminal Ordinances, Chapter 19

Sec. 19-3: Possession of open alcohol beverages containers in public parks, playgrounds and streets

Sec. 19-4 Drinking alcoholic beverages or offering to another in public places

Sec.19-5 Drinking or possessing alcoholic beverages in or upon public school grounds

- Penalty: class 1 misdemeanor: By a fine of not more than \$2,500, and by confinement in jail for not more than 12 months, either, or both;

Law Pertaining to Drugs

The unauthorized manufacture, distribution, use and/or possession of "controlled substances" (illegal drugs), including prescription drugs, cannabis, and cocaine, are prohibited by both Virginia and federal law and are punishable by severe penalties. VCU does not tolerate or condone such conduct. Students and

employees who violate Virginia or federal drug laws may be referred by University authorities for criminal prosecution. As of July 2021, the Commonwealth of Virginia will permit the possession of up to an ounce of cannabis and use of cannabis for those 21 and older. With recent changes to the Commonwealth of Virginia's cannabis laws, students and employees should be aware of the impact of these laws both on and off university property. The University's alcohol and other drug policy has NOT changed and continues to prohibit possession and use of cannabis on property owned or controlled by the University. Federal law classifies cannabis/marijuana as a Schedule 1 drug. As such, possession, use, and distribution of cannabis remains prohibited on all University property and at all University Functions under the Drug-Free Schools and Communities Act and the Drug Free Workplace Act. This prohibition includes dorms and other student residences on university property.

Controlled Substance Law

In compliance with the Drug-Free Workplace Act of 1988, the Drug-Free Communities and Schools Act Amendments of 1989, and the Commonwealth of Virginia's Policy on Alcohol and Other Drugs of 1991, the following summary is provided to explain the difference between the controlled substances schedules. Each schedule indicates their medicinal use and probability of abuse and dependence.

- Schedule I: This drug or other substance has a high potential for abuse. The drug or other substance has no currently accepted medical use in treatment in the United States. Some Schedule I substances are heroin, LSD, marijuana, GHB, MDMA (Ecstasy), and methaqualone.
- Schedule II: The drug or other substance has a high potential for abuse. The drug or other substance has a currently accepted medical use in treatment in the United States or a currently accepted medical use with severe restrictions. Schedule II substances include morphine, PCP, cocaine, methadone, Ritalin, and methamphetamine.
- Schedule III: The drug or other substance has a potential for abuse less than substances in Schedules I and II. The drug or other substance has a currently accepted

medical use in treatment in the United States. Schedule III substances include anabolic steroids, codeine and hydrocodone with aspirin or Tylenol, Ketamine, and some barbiturates.

- Schedule IV: The drug or other substance has a low potential for abuse relative to the drugs or other substances in Schedule III. The drug or other substance has a currently accepted medical use in treatment in the United States. Included in Schedule IV are Darvon, Talwin, Equanil, Valium, Rohypnol, and Xanax.
- Schedule V: The drug or other substance has a low potential for abuse relative to the drugs or other substances in Schedule IV. The drug or other substance has a currently accepted medical use in treatment in the United States.
- Schedule IV. Over-the-counter cough medicines with codeine.

The law prescribes ranges of permissible penalties upon conviction for controlled substances. As required by the Federal Safe and Drug-Free Communities and Schools Act of 1994, the pertinent state laws, including sanctions for their violation, are summarized below.

- Possession of a controlled substance classified in Schedule I or II exposes the violator to a felony conviction for which the punishment is a term of imprisonment ranging from 1 to 10 years, or in the discretion of the jury or the court trying the case without a jury, confinement in jail for up to 12 months and a fine of up to \$2,500, either or both.
- Possession of a controlled substance classified in Schedule III exposes the violator to a misdemeanor conviction for which the punishment is confinement in jail for up to 12 months and a fine of up to \$2,500, either or both.
- Possession of a controlled substance classified in Schedule IV exposes the violator to a misdemeanor conviction for which the punishment is confinement in jail for up to six months and fine of up to \$1,000, either or both.
- Possession of a controlled substance classified in Schedule V exposes the violator to a misdemeanor conviction for which the punishment is a fine of up to \$500.
- Possession of a controlled substance classified in Schedule

I or II with the intent to sell or otherwise distribute exposes the violator to a felony conviction for which the punishment is imprisonment from 5 to 40 years and a fine of up to \$500,000. Upon conviction, the violator must be imprisoned for not less than five years, but may suffer life imprisonment, and a fine of up to \$500,000.

- Possession of a controlled substance classified in Schedules III, IV, or V with the intent to sell or otherwise distribute exposes the violator to a misdemeanor conviction for which the punishment is confinement in jail for up to one year and a fine of up to \$2,500, either or both.

The following summary is a general representation of other Virginian laws and not intended to be a definitive explanation of the law, but rather an overview regarding the possession, use, and distribution of drugs. The penalties for each law are provided following the applicable statute. More information about Virginia laws pertaining to alcohol can be found [here](#).

Possession of Marijuana

Virginia Code § 4.1-1105.1: No person younger than 21 years of age shall consume or possess, or attempt to consume or possess, any marijuana or marijuana products,

- Any person 18 years of age or older who violates subsection A is subject to a civil penalty of no more than \$25 and shall be ordered to enter a substance abuse treatment or education program or both, if available, that in the opinion of the court best suits the needs of the accused.
- Any juvenile who violates subsection A is subject to a civil penalty of no more than \$25 and the court shall require the accused to enter a substance abuse treatment or education program or both, if available, that in the opinion of the court best suits the needs of the accused.

Marijuana Consumption While in Motor a Motor Vehicle on Public Highway

Virginia Code § 4.1-1107: It is unlawful for any person to use or consume marijuana or marijuana products while driving a motor vehicle upon a public highway of the Commonwealth or while being a passenger in a motor vehicle being driven upon a public highway of the Commonwealth.

- Any person who violates this section is guilty of a Class 4 misdemeanor.

Marijuana Consumption, Offering to Another, in a Public Place

Virginia Code § 4.1-1108: No person shall consume marijuana or a marijuana product or offer marijuana or a marijuana product to another, whether accepted or not, at or in any public place.

- Any person who violates this section is subject to a civil penalty of no more than \$25 for a first offense.
- A person who is convicted under this section of a second offense is subject to a \$25 civil penalty and shall be ordered to enter a substance abuse treatment or education program or both, if available, that in the opinion of the court best suits the needs of the accused.
- A person convicted under this section of a third or subsequent offense is guilty of a Class 4 misdemeanor.

Federal and Virginia law penalize the unlawful manufacturing, distribution, use and possession of controlled substances, including prescription drugs. Synthetic designer drugs such as bath salts, plant food, and carpet cleaner, contain mixtures of many different chemicals, including those that resemble cocaine, methamphetamine, and MDMA. Federal law makes the distribution of analogue substances marketed for human consumption illegal if those substances are chemically like a scheduled illegal drug and have the same pharmacological effect on a user.

- The penalties vary based on many factors, including the type and amount of the drug involved, and whether there is intent to distribute.
 - Federal law holds that any person who distributes, possesses with the intent to distribute, or manufactures a controlled substance on or within 1,000 feet of an educational facility is subject to doubling of the applicable maximum punishments and fines.
- A similar Virginia law carries sanctions of between one- and five-years imprisonment and up to a \$100,000 fine for similar first-time violations.

DRUG TYPES AND ASSOCIATED HAZARDS

Prescription Drugs

Prescription drug abuse means taking a prescription medication that is not prescribed for you or taking it for reasons or in dosages other than as prescribed. Abuse of prescription drugs can produce serious health effects, including addiction. Commonly abused classes of prescription medications include opioids, central nervous system depressants, and stimulants. Long-term use of opioids or central nervous system depressants can lead to physical dependence and addiction. Opioids can produce drowsiness, constipation, and depending on the amount taken, can depress breathing. Central nervous system depressants slow down brain function: if combined with other medications that cause drowsiness or with alcohol, heart rate and respiration can slow down dangerously. Taken repeatedly or in high doses, stimulants can cause anxiety, paranoia, dangerously high body temperatures, irregular heartbeat, or seizures.

Bath Salts

Bath Salts products contain various amphetamine like chemicals. These drugs are administered orally, by inhalation, or by injection, with the worst outcomes associated with snorting or intravenous administration. These chemicals act in the brain like stimulant drugs thus they present a high abuse and addiction liability. Bath Salts have been reported to trigger intense cravings not unlike those experienced by methamphetamine users. Effects of bath salts have been reported as chest pain, increased blood pressure, increased heart rate, agitation, hallucinations, extreme paranoia, and delusions.

Cocaine

Cocaine is a powerfully addictive central nervous system stimulant that is snorted, injected, or smoked. Crack is cocaine hydrochloride powder that has been processed to form a rock crystal that is then usually smoked. Cocaine usually makes the user feel euphoric and energetic but also increases body temperature, blood pressure, and heart rate. Users risk heart attacks, respiratory failure, strokes, seizures, abdominal pain, and nausea. In rare cases, sudden death can occur on the first use of cocaine or unexpectedly afterwards.

Fentanyl

Fentanyl is a synthetic opioid that is 50-100 times stronger than morphine. Because of its powerful opioid properties, Fentanyl produces effects such as: relaxation, euphoria, pain relief, sedation, confusion, drowsiness, dizziness, nausea and vomiting, urinary retention, pupillary constriction, and respiratory depression. Fentanyl can be also added to heroin to increase its potency or be disguised as highly potent heroin.

Heroin

Heroin is an addictive drug that is processed from morphine and usually appears as a white or brown powder or as a black, sticky substance. It is injected, snorted, or smoked. Short-term effects of heroin include a surge of euphoria and clouded thinking followed by alternately wakeful and drowsy states. Heroin depresses breathing; thus, overdose can be fatal. 36 Users who inject the drug risk infectious diseases such as HIV/AIDS and hepatitis.

Inhalants

Inhalants are breathable chemical vapors that users intentionally inhale because of the chemicals' mind-altering effects. The substances inhaled are often common household products that contain volatile solvents, aerosols, or gases. Most inhalants produce a rapid high that resembles alcohol intoxication. If enough are inhaled, nearly all solvents and gases produce a loss of sensation, and even unconsciousness. Irreversible effects can be hearing loss, limb spasms, central nervous system or brain damage, or bone marrow damage. Sniffing high concentrations of inhalants may result in death from heart failure or suffocation (inhalants displace oxygen in the lungs).

LSD (Acid)

LSD can distort perceptions of reality and produce hallucinations; the effects can be frightening and cause panic. It is sold as tablets, capsules, liquid, or on absorbent paper. LSD produces unpredictable psychological effects, with "trips" lasting about 12 hours. With large enough doses, users experience delusions and hallucinations. Physical effects include increased body temperature, heart rate, and blood pressure as well as sleeplessness, and loss of appetite.

Marijuana

Marijuana is the most used illegal drug in the U.S. It is made up of dried parts of the *Cannabis sativa* hemp plant. Short-term effects of marijuana use include euphoria, distorted perceptions, memory impairment, and difficulty thinking and solving problems.

MDMA (Ecstasy)

MDMA is a synthetic drug that has stimulant and psychoactive properties. It is taken orally as a capsule or tablet. Short-term effects include feelings of mental stimulation, emotional warmth, enhanced sensory perception, and increased physical energy. Adverse health effects can include nausea, chills, sweating, teeth clenching, muscle cramping, and blurred vision. MDMA can interfere with the body's ability to regulate temperature; on rare occasions, this can be lethal.

Methamphetamine (Meth)

Methamphetamine is a very addictive stimulant that is closely related to amphetamine. It is long lasting and toxic to dopamine nerve terminals in the central nervous system. It is a white, odorless, bitter-tasting powder taken orally or by snorting or injecting, or a rock "crystal" that is heated and smoked. Methamphetamine increases wakefulness and physical activity, produces rapid heart rate, irregular heartbeat, and increased blood pressure and body temperature. Long-term use can lead to mood disturbances, violent behavior, anxiety, confusion, insomnia, and severe dental problems. All users, but particularly those who inject the drug, risk infectious diseases such as HIV/AIDS and hepatitis.

PCP

PCP is a synthetic drug sold as tablets, capsules, or white or colored powder. It can be snorted, smoked, or eaten. PCP was never approved for human use because of problems during clinical studies, including intensely negative psychological effects. PCP is a "dissociative" drug, distorting perceptions of sight and sound and producing feelings of detachment. Users can experience several unpleasant psychological effects; delusions, hallucinations, disordered thinking, and extreme anxiety.

Steroids (Anabolic)

Most anabolic steroids are synthetic substances similar to the

male sex hormone testosterone. They are taken orally or are injected. Major effects of steroid abuse can include liver damage, jaundice, fluid retention, high blood pressure, and increases in "bad" cholesterol. Also, males risk shrinking of the testicles, baldness, breast development, and infertility. Females risk growth of facial hair, menstrual changes, male-pattern baldness, and deepened voice. Teens risk permanently stunted height, accelerated puberty changes, and severe acne. All users, but particularly those who inject the drug, risk infectious diseases such as HIV/AIDS and hepatitis.

Tobacco/ Nicotine

The nicotine in tobacco is one of the most heavily used addictive drugs and the leading preventable cause of disease, disability, and death in the U.S. Cigarette smoking accounts for 90% of lung cancer cases in the U.S., and almost 50,000 deaths per year can be attributed to secondhand smoke. The tar in cigarettes increases a smoker's risk of lung cancer, emphysema, and bronchial disorders. The carbon monoxide in smoke increases the chance of cardiovascular diseases. Pregnant smokers have a higher risk of miscarriage or low birth-weight babies. Secondhand smoke causes lung cancer in adults and greatly increases the risk of respiratory illnesses in children. While an E-cigarette is not technically a tobacco product, it is a nicotine-derived product and serves as a nicotine delivery device. E-cigarettes are not regulated by the FDA and thus their safety has not been established.

Spice

Synthetic Marijuana or "Spice" is used to describe a diverse family of herbal mixtures marketed under many names including K2, Skunk, Moon Rocks, and others. These products contain dried, shredded plant material and presumably, chemical additives that are responsible for their psychoactive (mind-altering) effects. Spice users report experiences like those produced by marijuana and regular users may experience withdrawal and addiction symptoms. Effects of spice can include disorientation, loss of motor control, hallucinations, rapid heart rate, and seizures.

The above was just a partial list of drugs and the consequences of their use. The abuse of alcohol and the use of other drugs are

detrimental to the health of the user. The use of drugs and alcohol is not conducive to an academic atmosphere and can impede the learning process and cause disruption for other students and disturb their academic interests. The use of alcohol or drugs in the workplace may also impede the employee's ability to perform in a safe and effective manner and may result in injuries to others. Early diagnosis and treatment of drug and alcohol abuse is in the best interests of the student, employee, and the university.

According to the Dietary Guidelines for Americans, if you drink alcoholic beverages, do so in moderation, which is defined as no more than 1 drink per day for women and no more than 2 drinks per day for men. However, there are some people who should not drink any alcohol, including those who are.

- Pregnant or trying to become pregnant.
- Taking prescription or over-the-counter medications that may cause harmful reactions when mixed with alcohol.
- Younger than age 21.
- Recovering from alcoholism or are unable to control the amount they drink.
- Suffering from a medical condition that may be worsened by alcohol.
- Driving, planning to drive, or participating in other activities requiring skill, coordination, and alertness.

HEALTH RISKS ASSOCIATED WITH ALCOHOL AND DRUGS

The physical effects of alcohol and other drugs are well-documented. However, the risks and effects of these drugs vary from person to person based on factors such as frequency of use, concentration or dosage of substance, the person's health, etc. Excessive alcohol use poses immediate health risks as well as long-term physical consequences. Consuming too much alcohol—even on a single occasion—can result in injury, violence, risky sexual behaviors, miscarriage and stillbirth among pregnant women, and alcohol poisoning. Long-term, excessive use can lead to the development of chronic diseases, neurological impairments, and social problems. In addition, people risk significant health problems when they use illicit drugs or prescription drugs for recreational purposes. Students concerned about their health

or their own use or the use of a family or friend are encouraged to contact one of the resources listed on VCU Alcohol and Other Drugs Resources and FAQs.

Central Nervous System Depressants

This group of drugs, also known as downers, result in decreased activity in the body. These drugs affect the central nervous system by slowing down the messages between the body and the brain. Examples of this drug include alcohol, barbiturates, and sedatives.

- Alcohol - Alcohol's initial effects include altered perception, judgment, motor coordination and abstract thinking/cognitive impairment. Continued use of alcohol results in physical and psychological dependence marked by increased tolerance, memory blackouts and the experience of withdrawal symptoms. Very high doses of alcohol can lead to coma or death.
- Benzodiazepines - Use of this drug causes a feeling of euphoria, vivid dreams, amnesia or hostility. Long-term benzodiazepine misuse has been associated with cognitive impairment. The risk of overdose increases drastically when benzodiazepines are combined with alcohol or opioids. Signs of overdose include shallow breathing, dilated pupils, clammy skin, or coma.
- GHB - In low doses, GHB can cause euphoria. However, it can cause electrolyte imbalance, decreased respiration, slow heart rate, vomiting, low blood pressure, confusion, unconsciousness, coma, and death at higher doses.

Central Nervous System Stimulants

This group of drugs, also known as uppers, results in increased activity in the body. Drugs of this type include but are not limited to amphetamines, cocaine, and caffeine.

- Amphetamines - Users experience euphoria, abundant energy, and decreased need for sleep. Other signs and symptoms may include irregular heartbeat, rapid breathing, irritability, anxiousness, restlessness, panic, paranoia, aggression and impulsive behavior.
- Cocaine - The user experiences exhilaration, energy,

increased mental alertness, rapid or irregular heartbeat, reduced appetite and weight loss. Users often have a stuffy, runny nose and nosebleeds. Immediate effects include dilated pupils, elevated blood pressure, heart rate, respiratory rate and body temperature.

Opiates and Opioids

This is a class of drugs that are used to reduce pain. However, long-term opioid usage has been linked to a wide range of negative effects on body systems, including endocrine, immune, cardiovascular, musculoskeletal, and gastrointestinal.

- Fentanyl - A synthetic opioid that is prescribed to treat severe pain. Overuse/misuse may result in brain injury due to repeated depression of the central nervous system.
- Heroin - The opiate effect of heroin diminishes the sense of pain, inducing euphoria, drowsiness, and confusion. Overdose results in death from stopping breathing.
- Morphine- Those who misuse morphine at high doses put themselves at risk for overdose. Signs of overdose include inattention, slurred speech, increased thirst, slow or no movement, and muscle stiffness. Overdose can also result in slowed breathing to the point of death

Hallucinogens

Hallucinogens, which include but are not limited to Lysergic Acid Diethylamide (LSD), mescaline, and psilocybin, cause altered states of perception and feelings, including delusions, hallucinations and illusions including body and time distortion. Physical effects include fever, rapid heartbeat, elevated blood pressure, blurred vision, and flushed face. Mood can range from euphoria to panic and depression.

Cannabis

The user experiences slowed thinking and reaction time, time distortion, confusion, impaired balance and coordination, and impaired judgment. Physical effects include elevated blood pressure, a dry mouth and throat, bloodshot and swollen eyes, decreased body temperature and increased appetite. Frequent and/or long-time users may develop chronic lung disease and damage to the pulmonary system.

Other drugs that fit into multiple categories:

- Inhalants - Solvents (paint thinners, gasoline, glues, butane, propane aerosol propellants, nitrous oxides) produce stimulation, loss of inhibition, slurred speech, and loss of motor coordination. Inhalants can lead to negative health effects after both short-term and long-term use.
- Ketamine - Can cause increased heart rate and blood pressure, problems with control of movements, memory loss, numbness and nausea/vomiting. The user is at high risk for slowed breathing that may lead to brain damage or death.
- MDMA (Ecstasy) - Methylenedioxymethamphetamine produces mild hallucinogenic effects, amphetamine-like stimulation, and increased touch sensitivity. An increase in display of affection to others may occur.
- Nicotine - Nicotine acts as both a stimulant and depressant to the central nervous system. It increases heart rate and blood pressure. It also restricts blood flow to the heart muscles. Cigarette smoking is associated with myriad health issues, including lung cancer, bronchitis, coronary heart disease, etc.
- PCP - PCP is often used to enhance the effects of other drugs such as LSD, cannabis or cocaine. PCP users seek an altered state of bizarre perceptions, confusion, disorientation, impaired judgment and often delirium. Behavioral changes may range from hyperactivity to catatonic states.

REDUCE ALCOHOL-RELATED RISKS

If you choose to drink alcohol, there are many ways that you can reduce your risk of experiencing some of the not-so-fun things often associated with drinking.

- EAT BEFORE AND WHILE YOU DRINK: Having food in your stomach makes the alcohol absorb more slowly into the bloodstream. Foods high in fat and protein are best to eat because they take a long time to digest.
- USE THE BUDDY SYSTEM: Always stick with a friend; they don't leave you, and you don't leave your friend.
- PACE YOUR DRINKS: To avoid drinking too quickly, try alternating an alcoholic beverage with water, talk with friends, go to the dance floor, or play pool or darts between drinks.

- **BEWARE OF UNFAMILIAR DRINKS:** Pay attention to what you are drinking and how much alcohol is in it. **PLAN FOR A SOBER RIDE HOME:** Before you go out, plan how you will be getting home at the end of the night safely. Find a designated driver, walk with a group or take public transit.
- **KNOW THE WARNING SIGNS OF ALCOHOL POISONING:** The signs of alcohol poisoning are unconsciousness, cold/clammy skin, vomiting, seizures, slow breathing, pale/blue/ashen skin color. If you see any of these signs, seek medical attention ASAP.
- **BE AWARE OF HOW DRUGS INTERACT:** Educate yourself on potentially negative interactions of over-the-counter drugs, prescription medications and recreational drugs before you mix them with alcohol or other drugs.
- **MEDICAL CONDITIONS:** If you have medical conditions be sure to tell friends, wear a medical alert or keep a note of them in your phone.

Substance use education and recovery support

At the Monroe Park, MCV and Rice Rivers Center campuses, assessment, counseling, education and referral services are available through University Student Health Services and University Counseling Services. There are also several other VCU programs that provide specific types of assistance, including education, information and recovery support as discussed below.

The Recreation and Well-Being Center, 101 S Linden St; Box 842029, Richmond, VA 23284, (804) 827-1100, provides a variety of programs, including substance education and prevention. Call (804) 827-1100 for substance education or visit The Well's website to take a free alcohol and drug self-assessment. Staff members present in classes and residence halls, and collaborate with student organizations to conduct educational activities. Well staff also act as resources to any faculty, staff, student or family member who would like information on substance use education. VCU also has a collegiate recovery program, Rams in Recovery, to support individuals in recovery from substance use disorders. Email recwell@vcu.edu for one-on-one coaching support, group support or mutual aid support meetings.

At the VCU Inova campus, George Mason University's Counseling and Psychological Services can be contacted at (703) 993-2380. GMU provides a variety of programs including difficulty with alcohol, other drugs, or food. Services are provided by a staff of professional counseling and clinical psychologists, social workers, and counselors.

ALCOHOL AND OTHER DRUGS (AOD) EDUCATION AND OUTREACH

Vcu Police Department Programs

The Crime Prevention division within the VCU Police Department provides the following programs, but can also accommodate requests for specific programs or presentations to your group. To request a program or learn more about them please call 804.828.1209 or email crimeprevreq@vcu.edu.

These programs are offered

- **Drunk Goggles:** Learn about DUI education and harm reduction strategies.
- **Drug Education:** Learn about the various street drugs and harm reduction strategies.

Residential Life and Housing Programs

The following programs were provided in 2024 in partnership with other campus departments such as VCU Police, University Counseling Services, Survivor Support Services, Title IX, and Recreation Wellness.

These programs are offered

- **Tipsy Racing:** Alcohol and Other Drug Education - simulate various blood alcohol concentration (BAC) levels. Residents will have the opportunity to complete different tasks while experiencing firsthand how alcohol/drugs affect cognitive abilities, decision-making, and motor skills.
- **Guard your glass:** Alcohol and Other Drug Education - an interactive workshop designed to raise awareness about the dangers of drink spiking while empowering participants with a practical, hands-on tool for enhancing personal safety at social events.

- Blurring the Lines: Alcohol and Other Drug Education - simulated experience to promote alcohol safety and education so students understand the risks associated with alcohol and how it can impair you.
- Spooky Safety: Alcohol and Other Drug Education – tabling event in the residence halls where flyers, safety items, and merchandise from campus partners will be handed out to residents. An officer from VCU PD will be present to answer questions and promote safety (i.e. safe drinking, safe sex, mental/emotional wellbeing). Related to “Red Zone,” which is when a majority of sexual assaults occur on college campuses.
- Blues and Booze: Alcohol and Drug Education – At the event students will read about and learn how alcohol affects their body, while enjoying some blues music and vibes.
- Creepy Cocktails: Alcohol and Drug Education – We will be serving mocktails, and playing a cup pong tournament to teach them about alcohol safety.
- Spooky Cupcakes and Booze Education: Alcohol and Drug Education – Residents will learn tips and tricks on how to decorate cupcakes, and have a better understanding of alcohol and what safe drinking looks like.
- Pumpkin Party: Alcohol and Drug Education - VCU PD will come and talk to the residents about both regular and Halloween-specific campus safety practices.

University Procedures and Response to Sexual Assault, Dating Violence, Domestic Violence, and Stalking

POLICY STATEMENT

Unless otherwise noted, everything in the section pertains to all VCU campuses contained within this report.

Being a member of the VCU community carries with it the responsibility for mutual trust and respect and adherence to the standards of conduct established by the community. VCU is committed to providing an environment that emphasizes the dignity and value of every member of its community while maintaining a safe and non-discriminatory learning, living, and working environment. To affirm this commitment, the university has developed two policies that address sexual harassment and sex-based misconduct: (1) [Title IX Sexual Harassment Policy - Interim](#); and (2) [Sex-Based Misconduct Policy - Interim](#). These policies are inter-related and must be read together. The Sex-Based Misconduct Policy - Interim applies to sex-based misconduct that does not fall under the scope of the Title IX Sexual Harassment Policy - Interim, including university sexual harassment and sexual exploitation. The Sex-Based Misconduct policy also applies to incidents of sexual assault, domestic violence, dating violence, and stalking that do not meet the jurisdictional requirements of the Title IX Sexual Harassment Policy.

Consistent with this commitment, the university does not discriminate on the basis of sex in any of its Education Programs or Activities and these policies prohibit conduct that aids, facilitates, promotes, or encourages the commission of any act prohibited by this policy. In addition, retaliation against a person for the good faith reporting of violations of this policy or for participating, or refusing to participate, in any investigation or proceeding under this policy is strictly prohibited.

The VCU Title IX Sexual Harassment policy is based on the requirements set forth in the U.S. Department of Education's Final

Rule under Title IX of the Education Amendments of 1972 that narrowed both the geographic scope of a university's authority to act under Title IX and the types of "Sexual Harassment" that a university must subject to its investigation and grievance process. Accordingly, this policy applies only to incidents involving Complainants who were participating in or attempting to participate in a VCU Education Program or Activity and experienced Title IX Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, and/or Stalking that occurred in the United States and (i) on campus; (ii) in any off-campus building owned or controlled by a Student organization officially recognized by the university; or (iii) in a VCU Education Program or Activity off-campus, over which the university exercised substantial control over both the Respondent and the context in which the incident occurred.

VCU remains committed to addressing incidents that do not meet the narrow standards defined under the Title IX Final Rule and in maintaining a safe and non-discriminatory learning, living, and working environment for all members of the university community. All forms of Prohibited Conduct under these policies are regarded as serious offenses that are harmful to the safety and well-being of our university community. Depending on the nature of the violation, Employees or Students who violate this policy may face disciplinary action up to and including expulsion or termination of employment. Third Parties who violate this policy may be permanently barred from VCU, from VCU's Education Programs or Activities, or may be subject to other restrictions.

While the university strongly urges students, faculty, staff and third parties to report incidents of prohibited conduct, note that Responsible Employees of the University are required to promptly report incidents of prohibited conduct as provided in this policy. The University will respond to all reports of prohibited conduct,

and will conduct a prompt, fair, and impartial investigation and resolution for complaints and, where appropriate, issue remedial measures and/or sanctions. The standard of evidence that will be used in investigating and resolving complaints made under this policy is the “preponderance of the evidence” standard. This standard is met if the allegation is deemed more likely than not to be true, based on the totality of the available evidence.

In an effort to reduce the risk of these incidents occurring among its students, the University utilizes initiatives to promote awareness, education, risk reduction and prevention. VCU offers programming every year to identify and prevent sexual assault, dating violence, domestic violence, and stalking. Educational programs are offered to raise awareness for all incoming students and employees. They are often conducted within the residence halls, and offered to all students, including registered student organizations. Both awareness and primary prevention programs offered throughout the year include strong messages regarding topics such as bystander intervention and consent. All programs discuss institutional policies on Sexual Misconduct, sexual assault, dating violence, domestic violence, and stalking; the grievance process associated with these incidents; and the supportive measures available to parties should they need them. Programs also share information on risk reduction, how to recognize warning signals, and how to avoid potential attacks.

The following will give more information about these policies and other information, including policy definitions, Clery Act, VAWA, and Title IX definitions, local criminal laws, confidentiality, retaliation, risk reduction information, resources, reporting options, resolution options, the hearing and appeals process, sanctions, and programs to prevent dating violence, domestic violence, sexual assault, and stalking.

The following information is the same for both the Title IX Sexual Harassment Policy and the Sex-Based Misconduct Policy. Any areas that may be different will be specifically noted.

POLICY DEFINITIONS

There are numerous terms used by VCU in our policies and procedures. The terms sexual assault, domestic violence, dating

violence and stalking are at times defined differently by university policy, the commonwealth of Virginia, the Department of Education and the Federal Bureau of Investigation. Students and employees reporting sexual misconduct have access to on campus administrative processes for reporting and complaint resolution, as well as on and off campus criminal complaint reporting and resolution. VCU is providing definitions from these sources to assist our community in understanding how we classify sexual misconduct at VCU and how the commonwealth of Virginia and U.S. government (inclusive of the FBI and Department of Education) define sexual misconduct. Not all terms are defined by all entities.

Adviser

The person chosen by a party or provided by the university to provide guidance during the grievance process and, when a Formal Complaint progresses to hearing, to conduct cross-examination.

Affirmative consent

Voluntary expression of willingness, permission or agreement to engage in specific sexual activity. Consent must be clear and communicated by mutually understandable words or actions which a reasonable person would interpret as a willingness to participate in mutually agreed-upon sexual acts. Silence, passivity or lack of resistance do not imply consent, and relying solely on non-verbal communications may result in a violation of the policy. It is important not to make assumptions about whether a sexual partner is consenting. If confusion or ambiguity arises during sexual activity, it is essential that each participant stop and verbally clarify the other’s willingness to continue.

Prior consent does not imply consent to future sexual acts; even in the context of a prior or current relationship. Consent to one form of sexual activity does not automatically imply consent to other forms of sexual activity. Consent is often given with certain explicit or implied boundaries, such as agreeing to have sexual intercourse, but only with the use of a condom. Violating boundaries of consent by engaging in behavior beyond that which was agreed is non-consensual conduct.

A person who is in a state of incapacitation or whose agreement was made by force or threat of force cannot consent to sexual

activity. The use of alcohol and/or drugs by the person initiating sexual activity is not an excuse for failing to obtain consent.

Consent can be withdrawn at any time during a sexual encounter. An individual who seeks to withdraw consent must communicate, through clear words or actions, that they no longer wish to engage in sexual activity. Once consent is withdrawn, the sexual activity must stop immediately.

The person who initiates a sexual act is responsible for obtaining consent for that act. Consent may be ratified by word or action at some point during the sexual encounter or thereafter, but clear communication from the outset is strongly encouraged. When there is a dispute as to whether a specific sexual activity was consensual, the university will assess whether the person initiating the sexual activity, knew, or should have known, that the sexual activity was not consensual. Proof of consent or non-consent is not a burden placed on either party in an investigation and resolution under the policy. Instead, the burden remains on the university to determine whether the policy was violated.

Coercion

An unreasonable amount of pressure to compel a person to take an action, make a choice or allow an act to happen that they would otherwise not choose or to which they would not give consent. Coercion is more than an effort to persuade, entice or attract another person to have sex. When a person makes clear that they do not want to participate in a particular form of sexual activity, that they want to stop or that they do not want to go beyond a certain sexual interaction, continued pressure can be coercive. In evaluating whether coercion was used, the frequency of the application of the pressure, the intensity of the pressure, the degree of isolation of the person being pressured and the duration of the pressure are all relevant factors.

Complainant

The individual who is alleged to have been subjected to conduct prohibited under the policy.

Force

The use of physical violence, threats, intimidation and/or coercion to cause or make a person engage in an activity that they would not have otherwise agreed to or did not want to engage in. The presence of force during sexual activity can negate indications of consent.

Formal Complaint

A document or electronic submission filed by a Complainant alleging conduct that could constitute a violation of the policy against a Respondent and requesting that the university investigate the allegation(s). A Formal Complaint must contain the Complainant's physical or digital signature, or otherwise indicate that the Complainant is the person filing the complaint. Alternatively, the Title IX Coordinator may sign a Formal Complaint but is not a Complainant or otherwise a party to the complaint.

Incapacitation

The state in which a person's perception or judgment is so impaired that they lack the cognitive capacity to make or act on conscious decisions, and, specifically, that a person lacks the ability to make an informed and rational decision about whether or not to engage in sexual activity. A person who is incapacitated is unable, temporarily or permanently, to give affirmative consent because they are mentally or physically helpless, asleep, unconscious or unaware that sexual activity is taking place. A person may be incapacitated as a result of the consumption of alcohol or other drugs, or due to a temporary or permanent physical or mental health condition. A person who is incapacitated cannot give affirmative consent even if they appear to be a willing participant to the sexual activity.

Incapacitation may result from the use of alcohol and/or other drugs; however, consumption of alcohol or other drugs or intoxication alone are insufficient to establish incapacitation. Incapacitation is a state beyond drunkenness or intoxication. In addition, an alcohol-induced "blackout" is not necessarily indicative of incapacitation. An alcohol-induced blackout is defined as amnesia for the events of any part of a drinking episode without loss of consciousness. It is characterized by memory impairment during intoxication in the relative absence of other

skill deficits. It is not to be confused with “passing out.” Given that individuals are conscious and can appear unimpaired during an alcohol-induced blackout, an incapacitation analysis requires evaluation of other observed signs of impairment.

The impact of alcohol and other drugs varies from person to person. It is often difficult to tell when someone has moved from being intoxicated to incapacitated. A person who themselves is under the influence of alcohol or other drugs may have difficulty assessing whether someone has progressed from intoxication to incapacitation. If there is any question or doubt as to the level or extent of a potential sexual partner’s intoxication or impairment, the best course of action is to forgo or cease any sexual activity.

Although every individual may manifest signs of incapacitation differently, typical signs or indications that a person is incapacitated or may be approaching incapacitation include, but are not limited to:

- Slurred or incomprehensible speech
- Difficulty walking or standing
- Trouble keeping eyes open
- Combativeness or emotional volatility
- Confusion or lack of understanding
- Disorientation to place, time, events and/or location
- Vomiting
- Incontinence
- Intermittent consciousness

When evaluating affirmative consent in cases of alleged incapacitation, incapacitation can only be found when the person initiating the sexual activity knew or reasonably should have known that the other party was incapacitated when viewed from the position of a sober, reasonable person.

Intimidation

An implied threat that menaces or causes reasonable fear in another person. A person’s size, alone, does not constitute intimidation; however, a person can use their size or physical power in a manner that constitutes intimidation (for example, by blocking access to an exit). Intimidation can also occur when

a person uses their real or perceived power, authority or control to pressure another person to submit to sexual activity or other unwanted conduct that they might not have agreed to engage in otherwise.

No Contact Directive

An official university directive that serves as notice to an individual that they are prohibited from verbal, electronic, written, or third-party communications with another individual. The university may issue a No Contact Directive as a supportive measure in order to enhance the safety of all Parties, the broader university community and/or to protect the integrity of the university’s investigation and resolution process. A No Contact Directive is a non-disciplinary, non-punitive measure; although failure to abide by the terms of a No Contact Directive could result in disciplinary action under the Student code of conduct or Employee conduct policies, as applicable.

Physical Violence

When a person exerts control over another person through the use of physical force. Examples of physical violence include hitting, punching, slapping, kicking, restraining, choking, strangulation and brandishing or using any weapon.

Respondent

The individual who has been reported to be the perpetrator of conduct that could violate the policy.

Retaliation

Any materially adverse action taken against an individual or group of individuals for reporting an alleged violation of the policy, filing a formal complaint, filing an external complaint, participating or refusing to participate in an investigation or grievance process, opposing in a reasonable manner an action believed to constitute a violation of the policy, or assisting in any manner in an investigation and grievance process. Retaliation includes intimidation, threats, coercion, harassment, discrimination, or any other conduct against any individuals for the purpose of interfering with any right or privilege secured by Title IX or this policy, meaning activity that would discourage a reasonable person from engaging in activity protected under the policy. For

the purposes of this definition, “materially adverse action” entails actions that have an adverse effect on the working, academic or VCU-controlled living environment of an individual or actions that hinder or prevent the individual from effectively carrying out their VCU responsibilities.

An allegation of retaliation will be viewed as a separate offense, meaning that a respondent may be found responsible for retaliation even if not found responsible for the underlying allegation of prohibited conduct.

Retaliation does not include good faith actions lawfully pursued in response to a report of prohibited conduct. In addition, the exercise of rights protected under the First Amendment does not constitute retaliation.

Sexual Harassment (Title IX)

For the purpose of Title IX and this policy, sexual harassment is conduct on the basis of sex that satisfies one or more of the following:

- An employee conditioning the provision of an aid, benefit, or service of the university on an individual’s participation in unwelcome sexual conduct;
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to the university’s education programs or activities; and/or,
- Sexual assault, dating violence, domestic violence or stalking.

Whether conduct is unwelcome is subjective and determined by the complainant’s statements. Severity, pervasiveness and objective offensiveness are evaluated based on the totality of the circumstances from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged conduct occurred and any similar, previous patterns of conduct.

Sexual harassment can occur by or against an individual of any sex, sexual orientation, gender identity, or gender expression. Sexual harassment can include things such as jokes, slurs,

epithets, name-calling, threats, intimidation, ridicule, mockery, insults, put-downs, unwanted touching, offensive objects or pictures or other offensive conduct.

Sexual Harassment (University)

Conduct on the basis of sex that satisfies one or more of the following:

- Unwelcome verbal or physical conduct that is sufficiently severe, persistent or pervasive and objectively offensive that it unreasonably interferes with, denies, or limits an individual’s ability to participate in or benefit from the university’s education programs and activities or the individual’s employment;
- Unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature by an individual not employed by the university in which submission to or rejection of such conduct is either an explicit or implicit term or condition of an individual’s employment or advancement in employment, academic work or advancement in an academic program, or basis for participation in any aspect of a VCU program or activity or decisions affecting the individual; and/or
- Sexual assault, dating violence, domestic violence or stalking.

Whether conduct is unwelcome is subjective and determined by the complainant’s statements. Severity, persistence or pervasiveness and objective offensiveness are evaluated based on the totality of the circumstances from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged conduct occurred and any similar, previous patterns of conduct.

Sexual harassment can occur by or against an individual of any sex, sexual orientation, gender identity, or gender expression. Sexual harassment may include conduct involving jokes, slurs, epithets, name-calling, threats, intimidation, ridicule, mockery, insults, put-downs, unwanted touching, offensive objects or pictures or other offensive conduct.

Sexual Exploitation (University)

Taking non-consensual sexual advantage of another person, excluding behavior that constitutes one of the other forms of sex-based misconduct. Examples include, but are not limited to all of the following:

- Causing or attempting to cause incapacitation (through alcohol, drugs or any other means) for the purpose of compromising another person's ability to give affirmative consent to sexual activity;
- Allowing third parties to observe private sexual activity from a hidden location (e.g., closet) or through electronic means without the consent of all participants engaging in the sexual activity (e.g., Skype or live streaming of images);
- Engaging in voyeurism (e.g., watching private sexual activity without the consent of all participants or viewing another person's private body parts in a place where that person would have a reasonable expectation of privacy);
- Recording or photographing private sexual activity and/or a person's private body parts;
- Disseminating or posting images of private sexual activity and/or a person's private body parts;
- Utilizing Artificial Intelligence technology to create, distort, or disseminate images of private sexual activity or a person's private body parts;
- Prostituting another person; or,
- Engaging in indecent exposure (e.g., intentionally exposing one's private body parts to someone without their consent or engaging in sexual activity in public and witnessed by a non-consenting person).

Threats

Words or actions that would compel a reasonable person to engage in unwanted activity. Examples include threats to harm a person physically, to reveal private information to harm a person's reputation or to cause a person academic or economic harm.

JEANNE CLERY CAMPUS SAFETY ACT, VIOLENCE AGAINST WOMEN ACT, AND TITLE IX DEFINITIONS

In accordance with its prohibition against sex discrimination, including sexual assault, domestic violence, dating violence and

stalking, VCU's Title IX Sexual Harassment (Title IX) and Sex-Based Misconduct (University) Policies define the following as prohibited conduct:

Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest: sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: sexual intercourse with a person who is under the statutory age of consent.

Note: if force was used or threatened, or the victim was incapable of giving consent because of his/her age or temporary or permanent mental impairment the offense is rape.

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

1. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship and the frequency of interaction between the persons involved in the relationship.
2. For the purposes of this definition:
 - a. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - b. It does not include acts covered under the definition of domestic violence.

Domestic Violence: A felony or misdemeanor crime of violence committed:

1. By a current or former spouse or intimate partner of the victim
2. By a person with whom the victim shares a child in common
3. By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner
4. By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred
5. By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to

1. Fear for the person's safety or the safety of others
2. Suffer substantial emotional distress
3. For the purpose of this definition:
 - a. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly or through third parties, by any action, method, device or means, follows, monitors, observes, surveils, threatens or communicates to or about a person, or interferes with a person's property.
 - b. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
 - c. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

VIRGINIA CRIME LAWS

The Commonwealth of Virginia criminalizes and punishes some behavior that violates university policy. There is no statutory definition of consent in Virginia, but the definition for rape in Section 18.2-61 describes the concept of unwillingness in the context of rape, and Section 18.2-67.1 describes "mental incapacity" and "physical helplessness" in the context of sexual violence.

Additionally, Virginia does not define dating violence or consent to engage in sexual activity. In determining whether a person gave consent, or could give consent, the facts of the situation will be assessed. The compilation of criminal statutes may not be exhaustive but is offered to notify the University community that some behaviors may also constitute crimes under Virginia law, which may subject a person to criminal prosecution and punishment in addition to any sanctions under university policies.

§ 18.2-61. Rape.

Rape occurs when a person has sexual intercourse with another (including a spouse) or causes another to do so when:

1. It is against the victim's will, by force, threat, or intimidation; or
2. The victim is mentally incapacitated or physically helpless; or
3. The victim is under 13 years old.

Penalties:

- Punishable by life in prison or at least 5 years in prison.
- If the victim is under 13 and the offender is more than 3 years older, and the rape is connected with kidnapping, burglary, or aggravated malicious wounding, the penalty is mandatory life in prison.
- If the victim is under 13 and the offender is 18 or older, the penalty is mandatory life in prison.
- Mandatory minimums must run consecutively with other sentences.
- If the sentence is less than life for raping a child under 13 by someone more than 3 years older, the court must also impose a suspended sentence of at least 40 years, which lasts for the defendant's life and can be revoked.
- Children age 10–11 are presumed not physically able to commit rape, unless proven otherwise.

Special Provisions for Spouses:

- If the victim is the offender's spouse, the court may suspend or defer the sentence if counseling or therapy is completed, provided the victim and prosecutor agree and the court finds it helps maintain the family unit and serves

the victim's best interest.

- If the spouse-offender completes court-ordered counseling successfully, the court may dismiss the case.

§ 18.2-67.1. Forcible Sodomy

A person commits forcible sodomy if they engage in oral or anal sexual acts (cunnilingus, fellatio, anilingus, or anal intercourse) with another person, or cause another person to engage in such acts, when:

1. The victim is under 13 years old, OR
2. The act is against the victim's will by force, threat, intimidation, or due to the victim's incapacity or helplessness.

Penalties:

- Punishable by life in prison or at least 5 years in prison.
- If the victim is under 13 and the offender is more than 3 years older, and the act is connected to kidnapping, burglary, or aggravated malicious wounding – mandatory minimum 25 years in prison.
- If the victim is under 13 and the offender was 18 or older at the time of the crime – mandatory minimum life sentence.
- Mandatory minimums must run consecutively with other sentences.
- If sentenced to less than life for child victims under 13 with a 3+ year age gap, the judge must also impose a suspended 40-year sentence for life, which can be revoked.

Special Provisions for Spouses:

- If the victim is the offender's spouse, the court may suspend or defer sentencing if the offender completes counseling/therapy under § 19.2-218.1, provided the victim and prosecutor agree, and the court finds it helps maintain the family unit and serves the victim's best interests.
- If the spouse-offender completes court-ordered counseling, the court may dismiss the case.

§ 18.2-67.2 Object Sexual Penetration

It is a crime to penetrate the vagina or anus of another person with any object (other than for medical reasons), or to cause someone to do so to themselves, another person, or an animal if:

- The victim is under 13; or
- The act is against the victim's will by force, threat, intimidation, or by exploiting their mental or physical incapacity.

Penalty: Felony, 5 years to life in prison.

- If the offender is 3+ years older than the victim and the act is part of certain related crimes, minimum 25 years.
- If the offender is 18+ and victim under 13, minimum life sentence.
- Sentences run consecutively with others.
- Judges may add a 40-year suspended sentence, subject to lifetime revocation.
- In cases involving a spouse, counseling may allow for reduced or suspended sentences if it supports family unity and the victim's best interests.

§ 18.2-67.3. Aggravated Sexual Battery; penalty

A person commits this crime if they sexually abuse someone and:

- Victim is under 13; or
- Victim is mentally or physically incapacitated; or
- Offender is a parent/step-parent/grandparent of a victim age 13–17; or
- Abuse involves force, threat, or intimidation where:
 - Victim is 13–14, or
 - Victim suffers serious injury, or
 - A weapon is threatened; or
- Abuse is by a massage therapist, healer, or physical therapist without consent and not legitimate treatment.

Penalty: Felony, 1–20 years in prison, fine up to \$100,000.

§ 18.2-67.4. Sexual Battery

A person commits this if they sexually abuse:

- Against the victim's will by force, threat, intimidation, or trick; or
- More than one victim, or the same victim more than once in two years; or

- An inmate, when the abuser is staff/volunteer with authority; or
- A probationer, parolee, or defendant under correctional/probation authority when the abuser is staff/volunteer.

Penalty: Class 1 misdemeanor.

§ 18.2-67.5. Attempted rape, forcible sodomy, object sexual penetration, aggravated sexual battery, and sexual battery.

- Attempted rape, sodomy, or object penetration = Class 4 felony.
- Attempted aggravated sexual battery = Class 6 felony.
- Attempted sexual battery = Class 1 misdemeanor.

§ 18.2-60.3. Stalking; penalty

It is stalking if a person repeatedly follows, contacts, or harasses another, knowing it causes fear of death, sexual assault, or injury to them or family. Continuing after being told to stop is clear evidence of intent.

Penalty:

- First offense = Class 1 misdemeanor.
- Second offense within 5 years = Class 6 felony.

The court must order no-contact with the victim. Victims can request notice before the offender's release.

§ 18.2-57.2. Domestic Violence: Assault and Battery Against a Family or Household Member; Penalty.

- Assault/battery on a family or household member = Class 1 misdemeanor.
If the offender has 2 prior convictions (domestic assault, malicious wounding, strangulation, or equivalent) within 20 years, each on a different date = Class 6 felony.

Magistrates must issue emergency protective orders (except if defendant is a minor).

§ 16.1-228 Family or Household Member Defined

Includes:

- Current or former spouse.
- Parents, stepparents, children, stepchildren, siblings, half-siblings, grandparents, grandchildren.
- In-laws living in the same home.
- Person with whom one shares a child.
- Current or recent (within 12 months) cohabitant and their children living in the same home.

UNIVERSITY COMMITTEMENT TO CONFIDENTIALITY

The university is committed to providing assistance to Complainants to make informed choices about their options under this policy and applicable law. With respect to any report, the university will make reasonable efforts to protect the privacy of participants while balancing the need to gather information to assess the report and effectively and appropriately respond to the misconduct.

Confidentiality exists in the context of laws that protect certain relationships, including with medical and clinical care providers (and those who provide administrative services related to the provision of medical and clinical care), mental health providers, counselors, advocates and ordained clergy, all of whom may engage in confidential communications under Virginia law. Information shared with designated confidential employees and confidential resources listed in Section 5 of the policy will not be revealed to any other person without expressed permission of the individual, or as otherwise permitted or required by law. Further, the university will not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

If a complainant of conduct in violation of the policy on Title IX and Sex-Based Misconduct or another reporting party wishes to keep a report confidential, such report must be made to licensed health care providers or licensed counselors, or an accredited

rape crisis or domestic violence counselor. These individuals are employed within the University Counseling Services, Student Health Services, and VCU Health System Medical Center. VCU does not publish any personal identifying information belonging to survivors or other necessary parties, like witnesses, in its disclosures of public records in compliance with the Jeanne Clery Campus Safety Act.

All publicly available record keeping will be made without inclusion of identifying information about the complainant, which includes any required Clery Act reporting and disclosures. Under Virginia Code § 23.1-806, the university is required to report information about certain allegations of prohibited conduct to the law enforcement agencies and the prosecuting authorities who would be responsible, respectively, for investigation and prosecuting such allegations. Further, the institution will maintain as confidential any accommodations or protective measures provided to the complainant to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

PROHIBITION ON RETALIATION

University policies applicable to students and employees prohibit retaliation against individuals who file a complaint. Retaliation is any materially adverse action taken against an individual or group of individuals for reporting an alleged violation of university policy, filing a formal complaint, filing an external complaint, participating or refusing to participate in an investigation or grievance process, opposing in a reasonable manner an action believed to constitute a violation of the policy, or assisting in any manner in an investigation and grievance process. Retaliation includes intimidation, threats, coercion, harassment, discrimination, or any other conduct against any individuals in a manner that would discourage a reasonable person from engaging in activity protected under the policy.

TRAUMA AFTER AN ASSAULT

Experiencing an assault, whether sexual or physical, is one of the most traumatic incidents that someone can go through. Trauma response is a natural process in our brains and bodies

that occurs during and after an event that we are unequipped to handle. Experiencing trauma responses does NOT mean that you are weak. It is also important to note that feeling guilt is normal, but no one deserves to be assaulted. The severity of trauma responses differs from person to person. You may experience a wide array of emotions that can seem confusing, or frightening. You may feel hopeless. You may be feeling alone with your thoughts and unsure how to move forward. Although there is no “right way” to respond to trauma, there are some common reactions when trauma occurs. Whatever you’re feeling, you are not “weird” or wrong, and you are NOT alone. Dealing with traumatic experiences is difficult, but many survivors of assault are able to recover by talking to a professional about their experiences. You may be experiencing one or more of the following:

- Anxiety
- Depression
- Numbness
- Guilt and/or Shame
- Fear/Hypervigilance
- Suicidal Ideation
- Eating/Sleep Disorders
- Trust Issues
- Sexual Dysfunction
- Memory Loss/ Dissociation
- Difficulty Concentrating
- Flashbacks
- Social Withdrawal
- Extreme Anger
- Low Self Esteem

Counseling is available free of charge to VCU students through the University Counseling Services 804.828.6200. Anything discussed with a counselor is confidential and will not be shared with anyone without your consent.

RISK REDUCTION STRATEGIES

The following risk-reduction strategies are designed to decrease perpetration and to increase empowerment in an effort to

promote safety and to help individuals and communities address conditions that facilitate violence:

1. Be aware of your surroundings, avoid isolated areas. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Walk with purpose and trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
3. Make sure your cell phone is with you and charged.
4. Avoid being isolated with someone you don't trust or someone you don't know.
5. Avoid putting music headphones in both ears so that you can be more aware of your surroundings.
6. When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening and leave together.
7. Don't accept drinks from people you don't know or leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
8. If you suspect you or a friend has been drugged, contact law enforcement immediately.
9. If you need to get out of a situation here are some things that you can try:
 - a. Be true to yourself. Don't feel obligated to do anything you don't want to do.
 - b. Remember that being in this situation is not your fault.
 - c. Have a code word with your friends or family so that if you don't feel comfortable you can call them and communicate your discomfort.
 - d. Lie. If you don't want to hurt the person's feelings, it is better to lie and make up a reason to leave.
10. Try to think of an escape route. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?

11. If you drink, drink responsibly: eat a full meal before going out, have a glass of water between each drink, stick to one type of alcoholic beverage, know your limits and don't go beyond them, have a designated driver, and don't let anyone else make the decision of how much you will drink.

1. Listen carefully. Take time to hear what the other person has to say. If you feel they are not being direct or are giving you a "mixed message," ask for clarification.
2. Be careful in group situations; resist pressure from friends to participate in violent acts.

Remember that even if you follow any, all, or none of the above, an assault can still occur. It is not your fault and you are not alone.

EMERGENCY, LAW ENFORCEMENT, MEDICAL, CAMPUS AND COMMUNITY RESOURCES

When VCU receives a report of dating violence, domestic violence, sexual assault, or stalking, the university will provide written notification to students and employees about existing assistance with and information about obtaining resources and services, including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and assistance in notifying appropriate local law enforcement. If a sexual assault should occur on campus, staff on-scene, including VCU police, will offer the student services. The following is a list of services and resources on campus, within Richmond, and other areas where VCU has a campus.

Emergency, Law Enforcement, and Medical Resources

Resource	Address	Phone number
VCU Police Department	224 E. Broad St.	Emergency: 804.828.1234 Non-Emergency: 804.828.1196
VCU Police: You Have Options Program	n/a	Report by Phone: 804.828.1234 Report online
Richmond Police Department (Campus: 4 th Precinct)	2219 Chamberlayne Ave	804.626.5100
Henrico County Police Department	7721 E. Parham Rd.	804.501.5000
Chesterfield County Police Department	9901 Lori Rd.	804.748.1251
Legal Aid (Civil domestic violence cases)		804.648.1012
Richmond Magistrate's Office (Emergency protective orders)	1701 Fairfield Way, Richmond, VA 23223	(804) 646-6689
Richmond General District Courthouse (Protective orders)	400 N. 9th St., Room 203 Richmond, VA 23219	(804) 646-6461
Richmond Juvenile and Domestic Relations Courthouse (Protective orders)	1600 Oliver Hill Way, Richmond, VA 23219-1214	(804) 646-2942
Richmond City Victim-Witness Services (Victim services)	800 E. Marshall St., Richmond, VA 23219	(804) 646-7665
Commonwealth's Attorney	400 N. 9th St. Richmond, VA 23219	(804) 646-3500
Employee Health	1200 E. Broad St.	804.828.0584
VCU Medical Center Emergency Department	1213 E. Clay St.	804.828.9000
St. Mary's Hospital	5801 Bremono Rd. Richmond, VA	Emergency Department: 804.281.8184 Forensic Nursing: 804.281.8574
University Student Health Services (Monroe Park Campus)	1300 W. Broad St., Suite 2200	804.828.8828
University Student Health Services (MCV Campus)	1000 E. Marshall St., Room 305	804.828.9220

VCU (MPC and MCV) On-campus resources

Resource	Address	Phone number
University Counseling Services (Monroe Park Campus)	University Student Commons, Room 238, 907 Floyd Ave.	(804) 828-6200 (24-hour crisis line)
University Counseling Services (MCV Campus)	VMI Building, Room 412, 1000 E. Marshall St.	(804) 828-3964
Survivor Support Services	907 Floyd Ave., Room 238	(804) 828-6200 myoptions@vcu.edu
Equity and Access Services (ADA & Accessibility Services, Equal Opportunity, Title VI, Protection of Minors, Title IX)	Grace Street Center 912 W. Grace St., Second Floor	(804) 828-1347/ TDD: (804) 828-1420
University Title IX Coordinator (Elizabeth Scott-Francis)	Grace Street Center 912 W. Grace St., Second Floor	(804) 828-1347/ TDD: (804) 828-1420
Deputy Title IX coordinator for Athletics	Siegel Center, 1200 W. Broad St.	(804) 828-2184
Dean of Students Advocacy	907 Floyd St, Suite 238	804.282.6200
Office of Student Advocacy (Crisis Support, Financial Assistance, Food insecurity, Housing Insecurity)	907 Floyd Ave, Suite 229	804.828.8940
Student Conduct & Academic Integrity	815 S. Cathedral St, Second Floor	804.828.1963
Residence Life & Housing	721 W. Main St	804.828.7666
Human Resources	600 W. Franklin St.	804.828.0177
Integrity and Compliance Office	918 W. Franklin St.	804.828.0500
VCU Helpline	Report Online	888.242.6022
VCU Health Helpline	Report Online	800.620.1438
Employee Relations		804.828.1510 emprel@vcu.edu
Employee Assistance Program	http://www.anthemeap.com http://www.covahealthaware.com http://www.achievesolutions.net/kaiser	Member Services: 855.223.9277 888.238.6232 866.517.7042
Visa and Immigration Assistance	Global Education Office, 912 W. Grace St., Fourth Fl.	(804) 828-0595
Office of Multicultural Student Affairs	907 Floyd Ave., Room 215,	(804) 828-6672
Interfaith Campus Ministries Association	Sitterding House, 901 Floyd Ave.	(804) 828-1244
Office of Financial Aid	Harris Hall, First Floor, 1015 Floyd Ave.	(804) 828-6669

Emergency, Law Enforcement, and Medical Resources

Resource	Address	Phone number
VCU Police Department	224 E. Broad St.	Emergency: 804.828.1234 Non-Emergency: 804.828.1196
VCU Police: You Have Options Program	n/a	Report by Phone: 804.828.1234 Report online
Richmond Police Department (Campus: 4 th Precinct)	2219 Chamberlayne Ave	804.626.5100
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University Student Health Services (MCV Campus)	1000 E. Marshall St., Room 305	804.828.9220

Community Resources

Resource	Address	Phone number
Richmond Regional Hotline	24-hour crisis line	804.612.6126
YWCA Richmond	6 N. 5th St., Richmond, VA 23219	804.612.6126 (crisis) 804.643.6761 (office)
Virginia 24/7 Hotline	24-hour Crisis Line	804.793.9999
Safe Harbor	P.O. Box 17996, Richmond, VA 23226	804.249.9470
Hanover Safe Place	629A N. Washington Hwy., Ashland, VA 23005	804.752.2702
Health Brigade	1010 N. Thompson St., Richmond, VA 23230	804.358.6343
Planned Parenthood	201 N. Hamilton St., Richmond, VA 23221	804.355.4358
	1122 N. 25th St., Richmond, VA 23223	804.508.6045
Virginia Anti-Violence Project (VAVP)	2311 Westwood Ave.	804.925.9242
LGBTQ Partner Abuse & Sexual Assault Helpline	24-hour crisis line	866.356.6998

Fairfax area resources

Resource	Address	Phone number
Fairfax County Police Department	12099 Government Center Pkwy., Fairfax, VA 22035	911 (emergency) (703) 691-2131 (nonemergency)
George Mason University Counseling and Psychological Services	Fairfax Campus Student Union Building I, Room 3129, Fairfax, VA 22030	(703) 527-4077 (crisis link) (703) 993-2380 (nonemergency)
Virginia Hospital Center	1701 N. George Mason Dr., Arlington, VA 22205	(703) 558-6168 (emergency department)
YWCA (Rape Crisis Center) (Counseling/Mental Health/Advocacy)	2303 14th St. NW, Suite 100, Washington, D.C. 20009	(202) 626-0700 (office)
Commonwealth's Attorney	4110 Chain Bridge Rd., Fairfax, VA 22030	(703) 246-2776

Charles City area resources

Resource	Address	Phone number
Project Hope at Quin Rivers, Inc.	7911 Courthouse Circle, Suite 300, New Kent, VA 23124	Office: (804) 966-8720 24-hour hotline: (877) 966-4357
Commonwealth's Attorney	10780 Courthouse Rd., Charles City, VA 23030	(804) 652-2178

Abingdon area resources

Resource	Address	Phone number
Johnston Memorial Hospital	16000 Johnston Memorial Dr., Abingdon, VA 24211	(276) 258-1000
Abuse Alternatives	195 Park St. SE, Abingdon, VA 24210	(800) 987-6499
Highlands Community Services	610 Campus Dr., Abingdon, VA 24210	(276) 525-1550 24-hour hotline: (866) 589-0269
Commonwealth's Attorney	165 E. Valley St., Abingdon, VA 24210	(276) 676-6291

Alexandria area resources

Resource	Address	Phone number
City of Alexandria Police Department	3600 Wheeler Ave., Alexandria, VA 22304	(703) 746-4444
Inova Alexandria Hospital	4320 Seminary Rd., Alexandria, VA 22304	(703) 504-3000
YWCA (Rape Crisis Center)(Counseling/Mental Health/Advocacy)	2303 14th St. NW, Suite 100, Washington, D.C. 20009	(202) 246-2776
Commonwealth's Attorney	520 King St. #301, Alexandria, VA 22314	(703) 746-4100

National resources

Resource	Address	Phone number
Department of Education-Office for Civil Rights	400 Maryland Ave. SW, Washington, D.C. 20202-1100	(800) 421-3481
Community United Against Violence (LGBTQ)	427 S. Van Ness Ave., San Francisco, CA 94103	(415) 777-5500
Visa and Immigration Assistance	U.S. State Department, 2201 C St. NW, Washington, D.C. 20520	(202) 647-4000

ASSISTANCE FOR COMPLAINANTS AND RESPONDENTS

Responsibilities for orders of protection, no-contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court.

As part of the process to report to law enforcement and part of the criminal complaint process, you have the option of seeking relief and protection from the court. A protective order is a civil order issued by a judge requiring a person to stay away from you, refrain from further contact, and/or attend counseling. A person who violates a protective order can face contempt charges, fines, and/or arrest. If you would like assistance in obtaining this type of relief, please contact the VCU or Richmond Police Department. All criminal or civil protective orders must be requested through the court and require evidence to show the need for such order. A victim advocate or local attorney can assist in the process of obtaining a protective order from the court.

The university complies with commonwealth of Virginia law in recognizing orders of protection and requests that any person who obtains an order of protection from Virginia or any other U.S. state should provide a copy to the VCUPD. A complainant may then meet with campus police to develop a safety action plan, which is a plan for campus police and the complainant to reduce the risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to, escorts, special parking arrangements, providing a temporary cellphone, etc. The university cannot apply for a legal order of protection (no contact directive or restraining order) for a complainant from the applicable jurisdiction(s). The complainant is required to apply directly for these services.

When an initial report indicates a persistent and potentially escalating conflict between members of the University community, a "No Contact Directive" may be issued as a remedial, non-punitive deterrent to further conflict or situational complication. "No Contact Orders" can be issued by staff in the Division of Student Affairs, including Student Advocacy and Residence Life, and Title IX Staff. The notice serves as an official directive that the parties have no contact. Contact cannot occur in person, by telephone, email, text message or other electronic means of

communication, or through a third party. Should contact need to occur, the student should coordinate with the issuing office/staff member. This notice may also come with other information related to changes in class schedule or other restrictions to facilitate the "No Contact Directive"

Failure to comply with the "No Contact Directive" may result in disciplinary action, including possible suspension or expulsion. Violations of a "No Contact Directive" may also result in emergency removal pending the completion of a grievance process. The term of a "No Contact Directive" is most typically until graduation of one or both parties, but timeframes are always specified in the directive sent to the parties.

Advisers

Both parties may have an adviser of their choice to accompany them to all meetings, interviews, and hearings held in connection with the grievance process. An adviser of choice may include a friend, mentor, family member, attorney, or any other individual a party chooses to advise, support, and/or consult with them throughout the resolution process.

The university will not limit the choice or presence of an adviser for any meeting or proceeding in the grievance process; however, advisers for the parties may not speak on behalf of the party or otherwise participate in, or in any manner disrupt, any proceeding during the grievance process. The sole exception is that the advisor for a party will conduct cross-examination in accordance with policy. An adviser can assist a party by taking notes, providing emotional support and reassurance, organizing documentation, or consulting directly with a party in a way that does not disrupt or delay the process.

The Title IX office keeps a list of advisers who are trained by the university and familiar with the university's grievance process. Parties may, but are not required to, select a trained adviser from the list. A party must have an adviser present at the hearing to conduct the questioning of the other party and witnesses. Therefore, if a party does not have an adviser for the hearing, regardless of their participation or non-participation in the hearing itself, the party may select an adviser from the university's

list at no fee or charge to the party. If the party does not select an advisor, the Title IX

Coordinator will appoint an adviser from the list of trained advisers for the limited purpose of conducting any questioning of the other party and witnesses.

The university cannot and does not guarantee equal advisory rights, meaning that if one party selects an adviser who is an attorney, but the other party does not or cannot afford an attorney, the university

is not obligated to provide an attorney. A party may have more than one adviser upon special request to the Title IX Coordinator. The decision to grant this request is at the sole discretion of the Title IX Coordinator and will be granted equitably to all parties.

Within two (2) business days prior to any meeting or proceeding, a party must provide the Title IX office with the identity and contact information of the adviser who will be accompanying them to that meeting or proceeding. Parties must also inform the Title IX office if they change their adviser during any stage of the process. Any person who serves as an adviser should plan to make themselves available for meetings throughout the process. While the university will make reasonable efforts to accommodate the schedule of a party's adviser in scheduling meetings and proceedings, an adviser's inability to attend a meeting does not constitute good cause that would necessitate rescheduling. An adviser whose presence is deemed at the sole discretion of the university official conducting the meeting or proceeding to be abusive, disruptive or improperly interfering with the meeting or proceeding will be required to leave and may be prohibited from participating in future meetings/proceedings.

Rights and Options

Regardless of whether a victim elects to pursue a criminal complaint or whether the offense is alleged to have occurred on- or off-campus, the university will assist survivors of sexual assault, dating violence, domestic violence, and stalking and will provide each victim with a written explanation of their rights and options. Such written information will include:

- the procedures victims should follow if a crime of dating violence, domestic violence, sexual assault, or stalking has occurred
- information about how the institution will protect the confidentiality of victims and other necessary parties
- a statement that the institution will provide written notification to students and employees about victim services in the institution and in the community
- a statement regarding the institution's provisions about options for, available assistance in, and how to request accommodations and protective measures
- an explanation of the procedures for institutional disciplinary action
- an explanation of the institutional/law enforcement ability to enforce civil/criminal protective orders

Remedies and Other Actions

In addition to any sanctions imposed by the Hearing Panel, the university may provide remedies designed to restore and preserve equal access to the university's Education Program or Activity to the Complainant. The Title IX Coordinator is responsible for effective implementation of any remedies provided. Such remedies and actions may include, but are not limited to:

- Imposition or continuation of a No Contact Directive
- Referral to counseling and health services
- Referral to the Employee Assistance Program
- Continuing any Supportive Measures previously provided
- Required training or education for individuals
- Broad-based training or educational programming to the university community
- Permanent modifications to housing assignments
- Permanent modifications to work arrangements
- Academic support services
- Increased monitoring, supervision and/or security at targeted locations where the misconduct occurred or is likely to reoccur.

Supportive Measures

Upon receipt of a report of dating violence, domestic violence, sexual assault, or stalking, the University will provide written

notification to victims about options for available assistance, and how to request supportive measures at the institution. Supportive measures are described in writing in the initial communication following a report and include areas such as academic, living, transportation, and working situations. A supportive measures document is presented to parties during the intake meetings and made available at multiple offices on campus. The university will offer supportive measures to the parties in order to maintain an environment free from harassment, discrimination, and/or retaliation; protect the safety and well-being of the parties and the university community; and restore or preserve equal access to the university's education programs or activities. These supportive measures may be kept in place through or beyond the conclusion of any review, investigation, or appeal process and may be implemented regardless of whether the complainant files a formal complaint.

Supportive measures are individualized services that are designed to restore or preserve equal access to the university's education program or activity. Supportive measures cannot unreasonably burden another party. VCU offers reasonable and appropriate Supportive Measures to a Complainant and a Respondent, regardless of whether a Formal Complaint has been filed. The Title IX Coordinator is responsible for coordinating the effective assignment and implementation of Supportive Measures.

Supportive Measures include, but are not limited to:

- no-contact directives
- campus ban
- residence modifications
- academic modification and support, such as an extension of deadlines or other course-related adjustments
- counseling, training and/or other support services
- safety planning
- work schedule and/or location modifications
- campus escort services
- leaves of absence
- increased security and monitoring of certain areas of the campus or workplace
- any other actions deemed appropriate by the Title IX Coordinator

The university will maintain as confidential any Supportive Measures provided to a Complainant or a Respondent to the extent that maintaining such confidentiality would not impair the ability of the university to provide the Supportive Measures. Upon receipt of a report, the Title IX Coordinator will promptly contact the Complainant to discuss the availability of Supportive Measures, consider the Complainant's wishes with respect to Supportive Measures, inform the Complainant of the availability of Supportive Measures with or without the filing of a Formal Complaint, and explain the process of filing a Formal Complaint. The Title IX Coordinator has the discretion to ensure the appropriateness of any supportive measure based on all available information, and may meet with a complainant or respondent to address any concerns about the provision of support measures. Violations of No Contact Directives issued under the policy may be referred to the appropriate Student or Employee conduct processes for enforcement.

VCU will work with you in implementing these measures and will take into consideration your preferences when doing so. If you have further questions about the supportive measures that may be offered, please contact EAS at (804) 828-1347.

The following sections will discuss procedures specific to both policies, regarding reporting options, resolution processes, the hearing process, appeals process, and sanctions. Many of the sections are the same for both policies, however any differences will be specifically noted as to which policy they apply.

POLICY SCOPE AND JURISDICTION

These policies apply to all conduct that occurs on or after the effective date of the policy. When the incident precedes the effective date of this policy, the definitions of misconduct and the procedures in the Sexual Misconduct/Violence and Sex/Gender Discrimination Policy, dated August 5, 2015, as revised March 13, 2016 shall be used to address, investigate and/or resolve the matter.

Persons Covered

The policies apply to all members of the VCU community, including employees, students, officially recognized student organizations, and third-parties.

- **Unknown and Unaffiliated Respondents**

If a Respondent to a Formal Complaint is not enrolled as a student or employed by the university, the university in its discretion may dismiss the Formal Complaint and resolve the matter administratively, while providing the Complainant with information on Supportive Measures and implementation of Supportive Measures. The university may also provide information on off-campus options that may be available to address the conduct, including referring the matter to law enforcement or another institution. When appropriate, VCU has the discretion to restrict an unaffiliated Respondent or third-party's access to campus or other university property and/or events.

- **Unaffiliated Complainants**

When an unaffiliated complainant has experienced conduct which is alleged to have been committed by a VCU student or employee and may or may not have occurred as part of a VCU education program or activity, the university may address the incident under the Sex-Based Misconduct Policy. This policy covers complainants who, at the time of filing a formal complaint, are participating in or attempting to participate in the university's education program or activity. In determining whether to exercise jurisdiction under the Sex-Based Misconduct Policy, the university will consider, among other factors, what information may be available regarding the facts and circumstances of the alleged conduct and what effect the conduct has on the university community.

Locations Covered

Under the Title IX Sexual Harassment Policy

This policy also applies to VCU's Education Programs and Activities. When the conduct occurs outside of the university's educational program and activities, the policy applies if the conduct effectively deprives someone of access to a VCU educational program or activity. The university will assess all reports and Formal Complaints to determine jurisdiction as described above.

Under the Sex-Based Misconduct Policy

This policy also applies to VCU's Education Programs and

Activities. When the conduct occurs outside of the university's education program and activities, the policy applies if the conduct effectively deprives someone of access to a VCU Education Program or Activity. The university may extend jurisdiction to off-campus and/or to online conduct when the Title IX Coordinator determines that the conduct affects a substantial university interest. A substantial university interest includes:

- any action that constitutes a criminal offense as defined by law. This includes, but is not limited to, single or repeated violations of any local, state, or federal law;
- any situation in which it is determined that the Respondent poses an immediate threat to the physical health or safety of any Student or other individual
- any situation that significantly infringes upon the rights of others or significantly breaches the peace and/or causes social disorder; and/or,
- any situation that is detrimental to VCU's education interests or mission.

REPORTING OPTIONS

Procedures to report a crime of dating violence, domestic violence, sexual assault, or stalking.

If you experience sexual assault, dating or domestic violence, or stalking; go to a safe place as soon as you can; you may file a report with the police, the university, or anonymously. There are multiple channels for reporting and it is important to be aware of the options in order to make informed choices when reporting. This section will cover the available options at VCU and within the community.

In addition to reporting crimes, a survivor should seek medical attention as soon as possible to make sure you are physically well. It is important that a survivor of sexual assault take steps to preserve and collect evidence; doing so preserves the full range of options available to you, be it through the university process or criminal prosecution. To preserve evidence; do not wash your face or hands; do not shower or bathe; do not brush your teeth; do not change clothes; do not straighten up the area where the assault took place; do not dispose of clothes or other

items that were present during the assault, or use the restroom; and seek a medical exam immediately.

A [Forensic Nurse \(SANE Nurse\)](#) at the hospital is trained and certified in physical evidentiary recovery kit collection. Preserving DNA evidence can be key to identifying the perpetrator in a sexual violence case. Evidence may be collected, even if the survivor chooses not to make a report to law enforcement. If a survivor of sexual assault does not wish to involve the police at the time of the assault, there is still an option to have the forensic evidence collected in a timely manner. As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult.

If survivors do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections. Survivors of sexual assault, dating violence, domestic violence, and stalking are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs, or other copies of documents, that would be useful to university adjudicators/investigators or local police. Regardless of the preservation of evidence, the assault should be reported.

In addition to medical treatment, a survivor should consider speaking with a counselor or other confidential resource. Regardless of the option you choose, all of these areas can help explain your rights and options, give you information, and provide emotional support. The university has procedures in place that serve to be sensitive to those who report sexual assault, domestic violence, dating violence and stalking. The following information will explain the options for reporting to police and various university offices.

Reporting to VCU Police or Local Law Enforcement

VCU strongly encourages all members of its community to report crimes to VCU Police or local law enforcement. Because conduct may constitute both a violation of this policy and criminal

activity, the university encourages survivors to report misconduct promptly to local law enforcement. Police can assist survivors in pursuing criminal charges, as well as connecting them with resources both on and off campus. However, it is the survivor's choice whether or not to make such a report to law enforcement. Furthermore, survivors have the right to decline to notify law enforcement.

Police have unique legal authority, including the power to seek and execute search warrants, collect forensic evidence, make arrests and assist in seeking Emergency Protective Orders. Although a police report may be made at any time, Complainants should be aware that a one-year statute of limitations may apply to certain misdemeanors in Virginia. VCU Police are considered responsible Employees under VCU policy and therefore must forward a report to the Title IX Coordinator, regardless of whether the incident constitutes a crime under the law.

A report may be made to the university, to law enforcement or to both. These reporting options are not exclusive. Complainants may simultaneously pursue criminal charges and university administrative action. If a Complainant chooses to notify law enforcement, the Title IX office may provide assistance in doing so. The university may temporarily delay its investigation for concurrent law enforcement activity. In these circumstances, the Title IX Coordinator will communicate with the Complainant and the Respondent (if appropriate) regarding rights and options under the policy, implementation of any Supportive Measures, and the expected duration of any temporary delay or extension of time frames.

To report promptly to law enforcement please contact:

- 911 (for emergencies)
- VCU Police 804.828.1234 (emergencies)
- VCU Police 804.828.1196 (non-emergencies)
- City of Richmond Police 804.646.5100

Reporting to You Have Options Program

The VCU Police Department uses the You Have Options reporting program for crimes that are sexual in nature. VCU recognizes

the need for a victim-centered and offender-focused response to sexual violence. The traditional law enforcement response to sexual violence tends to discourage sexual assault survivors from seeking assistance through the criminal justice system. As a result, often law enforcement doesn't receive the information necessary to hold sexual offenders accountable, and those offenders go on to victimize additional persons.

By addressing the barriers survivors face when reporting sexual assault, and thereby increasing the number of sexual assault reports, the YOU HAVE OPTIONS Program provides investigators with information they would otherwise never have received. When a survivor is given the ability to control certain aspects of a sexual assault investigation – such as who is contacted and if an arrest is made – law enforcement and the survivor both benefit. Survivors provide investigators with more accurate information, are more willing to identify their assailant and participate more fully in the investigative and judicial process. Survivors are provided with the time they need to make a decision that is right for them, independent of the needs of the criminal justice system and are more likely to report a positive experience with law enforcement regardless of the judicial outcome.

The You Have Options Program focuses on identifying serial sexual perpetration. Investigators move beyond traditional sexual assault investigative practices that too often rely solely on gathering information from the victim and the suspect. The program utilizes the Inquiry into Serial Sexual Assault (ISSA) to provide a clearer picture of the reported incident and the offender. A small percentage of the population commits a large number of sexual assault offenses. Utilizing the victim-centered and offender-focused strategies of the You Have Options Program allows law enforcement to work collaboratively and gather the information necessary to identify and successfully investigate serial sexual predators.

To read more about You Have Options Program (YHOP) or to file a report with VCU Police Department, please click the following link: [VCU Police You Have Options Program](#). Note that clicking this link does NOT automatically file a report with the police department; you will have the option to do so on the redirected page.

Reporting to the University

Survivors, and any person with knowledge, are always encouraged to report incidents to the VCU Title IX Office, however any of the offices included in this report and any University employee may assist students in reporting. A survivor may report to the Title IX Office 24 hours a day, 365 days a year by filing a report [online](#). A survivor may also report in person by visiting the office located at 912 W. Grace St., 2nd Floor, by calling 804.828.1347, or via email titleix@vcu.edu. Reports of all dating violence, domestic violence, sexual assault, and other forms of gender-based misconduct or discrimination made to VCU Police will automatically be referred to the Title IX Coordinator for review. The Title IX Office is not a confidential reporting entity and is required to report criminal incidents as a Campus Security Authority (CSA) for Clery Act compliance purposes. Reporting options include:

- Contacting the university's Title IX Coordinator (Elizabeth Scott-Francis) by telephone 804.828.1347, email titleix@vcu.edu, or in person during regular office hours at Grace Street Center, 912 W. Grace Street, 2nd Floor, Box 843022, Richmond, VA 23284
- Using the [Title IX and Sex-Based Misconduct Reporting Form](#)
- The [VCU Helpline](#), the university's website for online reporting (which also allows for anonymous reporting).

The university can most effectively respond to reports when they are made as promptly as possible after the conduct has occurred. However, there is no time limitation on reporting alleged violations of the policy. If the Respondent is no longer enrolled as a student or employed by the university at the time of reporting and/or a significant time has elapsed, the university will still inform the complainant of the availability of supportive measures and consider the complainant's wishes with respect to those measures. In such cases, the Title IX Coordinator may document allegations for future reference and/or engage in informal or formal action under other university policies as appropriate.

Reporting an incident that may violate this policy is separate and distinct from submitting a formal complaint requesting that the university initiate its investigation and grievance process.

Complainants who wish to proceed with the university's investigation and grievance process may submit a formal complaint to the Title IX office as detailed below.

Anonymous Reporting

There are two ways to anonymously report conduct that may violate policy:

- Through the VCU Helpline
- Through the Title IX and Sex-Based Misconduct Reporting Form. To remain anonymous do not complete the Complainant information section of the form.

While the university accepts anonymous reports, a formal complaint may only be filed by an identified complainant. The university seeks to provide supportive measures for all complainants, which is not possible with an anonymous report. Reporting an incident does not require filing a formal complaint that would initiate an investigation. A complainant should not fear a loss of privacy by making a report because it allows the university to discuss the options available to them as well as supportive measures, which are available regardless of whether they file a formal complaint.

Responsible Employees cannot use anonymous reporting to fulfill their mandatory reporting obligations.

Mandatory Reporting Requirements

All VCU Employees are either "Confidential Employees" or "responsible Employees" as defined in this policy. All responsible Employees have a responsibility to immediately share a report of misconduct with the university's Title IX Coordinator. The purpose of this requirement is to permit the university to take immediate and corrective action to respond to the allegations and offer supportive measures.

When a responsible employee fails to make a required report to the Title IX Coordinator, the university is unable to acquire the information necessary to respond to the misconduct and offer supportive measures. In addition to the reporting obligations imposed by this policy, responsible employees have a legal obligation pursuant to Virginia Code § 23.1-806 to report to the

Title IX Coordinator information about acts of sexual violence occurring against a student anywhere, or any individual on campus, in off-campus buildings or property owned or controlled by the university or a recognized student organization, or in public property immediately adjacent to and accessible from the VCU campus.

Once a responsible employee makes a report, the university will undertake the review process in Virginia Code. An employee may face disciplinary consequences up to and including termination of their employment for failure to make the mandated reports described above. The responsible employee must report all relevant details of the incident (obtained directly or indirectly) to the Title IX Coordinator, including the dates, times, locations and names of parties and witnesses. Responsible employees should make the extent of their reporting obligations clear to the disclosing individual and provide the individual with information on support resources, to the best of their ability. While a responsible employee cannot offer confidentiality to an individual who discloses an incident that may violate this policy, the responsible employee will maintain the privacy of all individuals involved by sharing the information related to the report with only those who "need to know."

Confidential Resources

Individuals who would like the details of an incident to be kept confidential may utilize the following Resources.

Student Resources:

- University Counseling Services: Monroe Park Campus 804.828.6200 or MCV Campus 804.828.3964; assists Students by providing counseling, advocacy and support.
- University Student Health Services: Monroe Park Campus 804.828.8828 or MCV Campus 804.828.9220; assists Students by providing examination, consultation and treatment.

Employee Resources:

- Employee Assistance Program at 1.855.223.9277
- Office of the Ombudsperson at 804.827.4357

General Resources:

- Local Sexual Violence/IPV Response Organizations: Regional Hotline through Richmond YWCA 804.612.6126; assists survivors of sexual violence, intimate partner violence and/or stalking by facilitating contact with local non-profit agencies that provide crisis intervention, counseling and advocacy support.
- The Family Violence and Sexual Assault Virginia Hotline: 800.838.8238, also available via chat or text at 804.793.9999; assists survivors of sexual violence, intimate partner violence and/or stalking by providing crisis intervention, support and referrals to local resources.

Reporting Timeframe

Any individual may report instances of sexual assault, domestic violence, dating violence, or stalking at any time. Early reporting is encouraged to preserve evidence and provide you with information regarding your rights, options, and resources available from VCU and provided by state/federal laws. However, there is no time limitation on reporting alleged violations of the policy. If the respondent is no longer enrolled as a student or employed by the university at the time of reporting and/or a significant time has elapsed, the university will still inform you of the availability of supportive measures and consider your wishes with respect to those measures. In such cases, the Title IX Coordinator may document allegations for future reference and/or engage in informal or formal action under other university policies as appropriate.

Amnesty for Certain Infractions

To encourage both reporting and cooperation in investigations when a formal complaint is filed and in accordance with Virginia Code § 23.1-808, the university will not pursue disciplinary action based on disclosure of personal consumption of drugs or alcohol where such disclosures are made in connection with a good faith report or an individual's cooperation in an investigation under the policy. Because alcohol and drug misuse can negatively impact an individual's physical and emotional wellbeing, the university may still refer a student or employee for health or medical intervention related to their alcohol or drug use.

RESOLUTION OPTIONS

Procedures the police and university will follow with a crime of dating violence, domestic violence, sexual assault, or stalking is reported

The following information will explain the process and what to expect when a report is made to specific departments or personnel at VCU.

What Happens During a Police Report

Generally, a report to the police will involve speaking with a uniformed patrol officer who will make sure you are safe, gather basic information about the incident, collect evidence, and document the circumstances in a police report. The officer may also take photographs to document any injuries or other evidence. During a sexual assault investigation, the officer may recommend a medical exam for your health and for the purpose of collecting evidence. This medical exam will be conducted by specially trained medical practitioners at a hospital and there will be no cost to you. You have the right to decline a medical exam.

If you have experienced any physical violence, such as sexual assault, dating violence, or domestic violence, and are considering reporting to law enforcement now or in the future, you have the option to have forensic evidence formally documented. Timely collection of physical evidence through a forensic medical exam may aid in the possibility of a successful criminal prosecution or obtaining a protection order. If possible, a victim of a sexual assault should not wash, douche, use the toilet, or change clothing prior to a medical exam. If possible, any clothing removed should be placed in a paper bag. Evidence of violence, such as bruising or other visible injuries, following an incident of sexual assault or dating/domestic violence should be documented if possible, including through the preservation of photographic evidence. If possible, evidence of stalking, including any communication, such as written notes, voicemail, or other electronic communications should be saved and not altered in any way. As a survivor of sexual assault, dating or domestic violence, or stalking, you have the right to speak with a confidential advocate to help explain your rights and options, give you information, and provide emotional support.

After the initial responding police officer documents the report, it may be necessary for a detective to contact you for further follow-up. This would typically happen within a few days of the initial report. If you become aware of any additional details you would like to have documented for your case prior to hearing from a detective, you may contact VCU Police at any time and ask to speak with an officer. Once an investigation is complete and a suspect has been identified, VCU Police will present the case to the Commonwealth Attorney's office for review. A prosecutor will determine if there is enough evidence to move forward with the prosecution of a suspect. If charges are filed, the Commonwealth Attorney's office will work with you moving forward. Sometimes a case will proceed to a trial, which would require your testimony, however, not all cases will result in a trial.

In **Richmond**, VCUPD has jurisdiction to investigate incidents of sexual assault, domestic violence, sexual exploitation, stalking and dating violence in VCU-owned or VCU-controlled property. The Richmond Police Department also responds to calls for the above referenced offenses that occur outside of the VCUPD's jurisdiction, but within Richmond's city limits. Both agencies work cooperatively to assist complainants and investigate offenses as needed. The Richmond Police Department may be reached directly by calling (804) 646-5100 or in person at 200 W. Grace St., Richmond, VA 23220. Additional information about the Richmond Police Department may be found online at <https://www.rva.gov/police>.

In **Fairfax**, the Fairfax County Police Department is the law enforcement agency with jurisdiction at VCU Inova and is the primary law enforcement agency to investigate incidents of sexual assault, sexual exploitation, domestic violence, stalking and dating violence. Both Fairfax County Police and VCU work cooperatively to assist complainants and investigate offenses as needed. The Fairfax County Police Department may be reached directly by calling (703) 691-2131 or in-person at 12099 Government Center Pkwy., Fairfax, VA 22035. Additional information about the Fairfax County Police Department may be found online at <https://www.fairfaxcounty.gov/police/fairfax-county-police-department>.

In **Charles City**, the Charles City County Sheriff's Office is the

law enforcement agency with jurisdiction at VCU Rice Rivers Center and is the primary law enforcement agency to investigate incidents of sexual assault, sexual exploitation, domestic violence, stalking and dating violence. Both Charles City County Sheriff's Office and VCU work cooperatively to assist complainants and investigate offenses as needed. The Charles City County Sheriff's Office may be reached directly by calling (804) 829-9265 or in-person at 10780 Courthouse Rd., Charles City, VA 23030.

In **Abingdon**, the Abingdon Police Department is the law enforcement agency with jurisdiction at the Southwest Virginia Higher Education Center and is the primary law enforcement agency to investigate incidents of sexual assault, sexual exploitation, domestic violence, stalking and dating violence. Both the Abingdon Police Department and VCU work cooperatively to assist complainants and investigate offenses as needed. The Abingdon Police Department may be reached directly by calling (276) 628-3111 or in person at 425 W. Main St., Abingdon, VA 24210.

In **Alexandria**, the city of Alexandria Police Department is the law enforcement agency with jurisdiction at the VCU NoVA at Poplar Run campus and is the primary law enforcement agency to investigate incidents of sexual assault, sexual exploitation, domestic violence, stalking and dating violence. Both the City of Alexandria Police Department and VCU work cooperatively to assist complainants and investigate offenses as needed. The City of Alexandria Police Department may be reached directly by calling 703-746-4444 or in person at 3600 Wheeler Ave., Alexandria, VA 22304. The university will identify resources, on campus, off campus or both, to include medical and health resources, to persons who have been complainants of sexual assault, sexual exploitation, domestic violence, dating violence and stalking and will apply appropriate disciplinary procedures to those who violate VCU's policies.

What Happens When a Report is Made to Title IX Initial Assessment

Upon receipt of a report alleging a violation of the policy, the Title IX Coordinator initiates a prompt initial assessment that includes:

- Offer supportive measures to the complainant;
- Inform the complainant of the importance of obtaining and preserving forensic and other evidence;
- Inform the complainant of the right to contact law enforcement, decline to contact law enforcement and/or seek a protective order;
- Determine whether the appropriate child protective service agency should be notified pursuant to mandatory child abuse and neglect reporting laws;
- Determine whether the report triggers any Clery Act obligations, including entry of the report into the daily crime log and/or issuance of a timely warning, and take steps to meet those obligations;
- Explain the university's prohibition against retaliation;
- Discuss available options with the complainant for addressing the conduct, including their right to
- seek resolution under this policy; and
- Ascertain the complainant's wishes to: file a formal complaint or request confidentiality (i.e., that their name or other identifying information not be shared with the respondent, that no investigation be pursued and/or that no disciplinary action be taken).

Sexual Violence Review Committee ("SVRC")

In accordance with Va. Code § 23.1-806, the SVRC will review all reports of sexual violence, defined as physical sexual acts perpetrated against a person's will or without consent, against a student on campus or at an off-campus location within the United States or; any individual on campus or within the university's Clery Act geography as defined by the VCU Police Department. The SVRC will consist of: the Title IX Coordinator; a representative of the VCU Police Department; and a representative from the Division of Student Affairs. In addition, SVRC may include a representative from Human Resources or the Office of the Provost, depending on the status of the respondent and the circumstances of the report. SVRC shall meet within seventy-two (72) hours of the Title IX Coordinator's receipt of a report involving alleging an act of sexual violence meeting the above criteria.

Health and Safety Risk Assessment

Members of the SVRC or their designee will determine whether, taking into account, the reported incident and the totality of the circumstances, disclosure of the information, including personally identifiable information, to law enforcement is necessary to protect the health or safety of the complainant or any member of the university community due to a specific and articulable threat. SVRC will make this determination based upon the following factors:

- Whether the respondent has prior arrests, reports and/or complaints related to reported misconduct or any history of violent behavior;
- Whether the respondent has a history of failing to comply with any university No Contact
- Directive, other university protective measures and/or any judicial protective order;
- Whether the Respondent has threatened to commit violence or any form of Prohibited Conduct in the past;
- Whether the reported misconduct involved multiple complainants and/or respondents;
- Whether the reported misconduct involved physical violence;
- Whether the report reveals a pattern of misconduct (e.g., by the respondent, by a particular group or organization, around a particular recurring event or activity or at a particular location);
- Whether the reported misconduct was facilitated through the use of drugs or intoxicants;
- Whether the reported misconduct occurred while the complainant was unconscious, physically helpless or unaware of what was occurring;
- Whether the complainant is (or was at the time of the reported misconduct) a minor (under 18);
- Whether any other aggravating circumstances or signs of predatory behavior are present such as manipulation or intentional isolation of the complainant.

Actions Following SVRC Review

Where SVRC determines pursuant to its analysis that the report presents a health or safety risk to the complainant and/or to the

university community, it will advise the Title IX Coordinator and the law enforcement representative to undertake any reporting required by applicable state (and/or federal) laws including the reporting required by Va. Code § 23.1-806. SVRC shall also consider and recommend other appropriate or necessary university actions, which may include:

- causing the university registrar to place a “hold” on the respondent’s university registration and transcript;
- initiating an investigation and resolution process in the absence of a formal complaint by the complainant;
- providing additional supportive measures beyond any already in place; or
- referring to the university’s Threat Assessment Team for review pursuant to Va. Code § 23.1-805.

The Title IX Coordinator will inform the complainant if information regarding the incident is reported to law enforcement and of any additional actions taken by the university to address a health or safety risk.

Emergency Removal of a Student

The university’s threat assessment team may recommend imposition on a respondent an interim suspension from the university, or emergency removal from a particular aspect of the university’s educational programs and activities such as extracurricular activities or intercollegiate/intramural athletics. Such recommendation will be based on an individualized safety and risk analysis, including a determination that an immediate threat to the physical health or safety of any Student or other individual arising from the alleged violation of the policy justifies interim suspension or emergency removal. The university will provide the Respondent with written notice of the decision and an opportunity to request review of any interim suspension or emergency removal decision. The university will implement the least restrictive emergency actions possible in light of known circumstances and safety concerns, including alternative coursework options to ensure as minimal academic impact as possible on a respondent.

NOTE: This provision applies to student-respondents. Existing university policies for administrative leave apply to employee-respondents.

Title IX Report Follow-Up and Investigations

Upon receipt of a report, the Title IX office will reach out to the complainant to discuss options and resources. The university provides written notification to students and employees about the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid assistance and other services on and/or off campus; and options for, and available assistance in preventing contact between a complainant and a respondent through changes in academic, living, transportation and working situations if requested by the complainant and if reasonably available. VCU will make such accommodations, if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to law enforcement.

During the meeting, you will be provided with information about informal resolution and formal investigative options, as applicable. You have the right to notify law enforcement, declining the involvement of law enforcement does not prevent you from receiving assistance from the university. You also have the right to use the university’s procedures in addition to or independent of filing a criminal complaint.

You may file a formal complaint with the university to move forward with either Informal Resolution or a Formal Investigation. A formal complaint is defined as a document filed by a complainant (or signed by the Title IX Coordinator) alleging a violation of prohibited conduct against a respondent and requesting the university investigate. Information about both processes are described below.

Informal Resolution

Informal resolution resolves a formal complaint by the parties reaching a mutually agreed upon resolution that does not involve a full investigation and adjudication. Informal resolution is voluntary and the university will not compel a complainant or a respondent to engage in this resolution option. Methods of

informal resolution may include, but are not limited to: conflict resolution, mediation, restorative justice, facilitated conversations, negotiated agreements, training and/or educational conversations or projects.

Eligibility

Informal resolution is not appropriate in all cases and the Title IX Coordinator has the discretion to determine whether a matter is appropriate for informal resolution and to determine the method of Informal Resolution that may be appropriate in a specific case. Any informal resolution must adequately address the concerns of the complainant and the respondent, as well as the overall interest of the university in stopping, remedying and preventing the misconduct. **Informal resolution is not available to resolve allegations that an employee sexually harassed a student.**

Initiation of Informal Resolution

To initiate the informal resolution process, a complainant needs to submit a formal complaint and communicate their preference to resolve the matter informally to the Title IX Coordinator. A respondent who wishes to initiate the informal resolution process should contact the Title IX Coordinator.

Following a request by a party for informal resolution, the Title IX Coordinator will provide the parties a written notice disclosing: the allegations in the formal complaint; the requirements of the process including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations; the rights of the parties to withdraw from the informal resolution process and proceed to and/or resume the grievance process, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained and shared.

The Title IX Coordinator will obtain voluntary, written confirmation from the parties that they wish to resolve the formal complaint through Informal Resolution before proceeding.

Informal Resolution Facilitator

Once the parties have provided written consent to engage in informal resolution and the Title IX Coordinator has determined

that informal resolution is appropriate, the Title IX Coordinator will appoint a trained person to facilitate the informal resolution process. The informal resolution facilitator may be a trained individual from inside or outside the university. Any facilitator appointed to informally resolve a formal complaint will be free from bias and any actual conflict of interest. A party who wishes to object to the appointment of an informal resolution facilitator on the grounds of bias or conflict of interest should contact the Title IX Coordinator.

Disclosure of Information

Where the complainant or respondent withdraws from informal resolution, informal resolution is otherwise terminated for any reason or an informal resolution agreement is breached by either party, any statements or disclosures made by the parties during the course of informal resolution cannot be used in the grievance process without written consent of the parties. Likewise, the informal resolution facilitator may not serve as a witness in a hearing unless the parties provide written consent to such participation.

Acceptance of Responsibility

A respondent may accept responsibility for all or part of the alleged policy violations at any point during the grievance process. If the respondent indicates an intent to accept responsibility for all of the alleged misconduct, the Title IX Coordinator will determine whether all parties, the Vice President for Student Affairs or the responsible senior management executive (in the case of Employees) are able to agree upon an appropriate sanction and/or remedy. When a resolution is accomplished, the appropriate sanction and/or remedies are promptly implemented in order to effectively stop the misconduct, prevent its recurrence, and remedy its effects, both on the complainant and the university community.

Outcome

Any agreement reached during informal resolution must be approved by the Title IX Coordinator. If the parties reach an agreement that is approved by the Title IX Coordinator, the formal complaint is considered resolved and the matter will be closed by the Title IX Coordinator, with both parties receiving

simultaneous written notification of the final outcome. Failure to abide by a resolution agreement that is reached by the parties at the conclusion of the informal resolution process may result in recommending of the grievance process and/or disciplinary action. If no agreement is reached, the formal complaint will be referred back to the Title IX Coordinator for further action. The outcome of formal complaints resolved by informal resolution is not appealable.

Time Frame

The time frame for completing informal resolution may vary, but the university will seek to complete the process within thirty (30) business days of a party's request for informal resolution. The parties will be notified in writing of any extension to the thirty (30) Business Day time frame as well as the reason for the extension.

GRIEVANCE PROCESS FORMAL COMPLAINTS

The grievance process is initiated when one of the following occurs:

- A complainant signs a formal complaint requesting that the university investigate allegations of a violation of the policy;
- The parties do not reach an agreement following the informal resolution process; or
- The Title IX Coordinator signs a formal complaint to initiate the investigation and grievance process based upon a determination that there is a risk to health and/or safety that requires the university to pursue formal action to protect the university community.

The university's grievance process involves an objective evaluation of all relevant evidence obtained, including evidence that supports that the respondent engaged in a policy violation and evidence that supports that the respondent did not engage in a policy violation. Credibility determinations may not be based solely on an individual's status or participation as a complainant, respondent, or witness.

Notice of Investigation

Following receipt of a formal complaint that is not subject to dismissal, the Title IX Coordinator will notify the complainant and the respondent, in writing, of the commencement of an investigation. Such notice will:

- Identify the parties involved in the incident (if known);
- Specify the date, time and location of the alleged misconduct (if known);
- Summarize the allegations and conduct being investigated;
- Identify the specific policies implicated;
- Identify the applicable procedures;
- Describe the range of potential sanctions;
- Identify the individual(s) appointed to conduct the investigation and the process for raising an objection of the appointment based on bias or conflict of interest;
- Inform the parties of their right to be accompanied by an adviser of their choosing at all meetings, interviews and proceedings;
- State that the respondent is presumed not responsible for the alleged misconduct unless and until the evidence supports a different determination;
- Explain that the investigation is a neutral fact-gathering process with a conclusion dependent on the preponderance of the evidence;
- Notify the parties of the opportunity to inspect and review the evidence and information obtained during the investigation;
- State the university's policy on prohibiting retaliation;
- Instruct the parties to preserve any potentially relevant evidence;
- Describe privacy and confidentiality of information;
- Notify the parties of their obligation to provide truthful information;
- Include any No Contact Directive issued by the university; and
- Explain how to request reasonable accommodations.

The Title IX Coordinator may amend and/or supplement the Notice of Investigation as the investigation progresses and additional information becomes available.

Resolution Timeline

The university will make a good faith effort to complete the grievance process within a ninety to one hundred twenty (90-120) Business Day time period, including appeal. However, any deadline or timeframe for a particular portion of these Procedures may be extended by the Title IX Coordinator for good cause. Any extension will be communicated via written notice to both Parties and include the reasons for the action.

Overview of Investigation

During the investigation, the parties will have equal opportunity to be heard, to present witnesses - including fact and expert witnesses, to gather and present inculpatory and exculpatory evidence, and to submit questions that they believe should be directed by the Investigator to each other and/or to any witness. The Investigator will notify and seek to meet separately with the complainant, the respondent and witnesses and will gather other relevant and available evidence and information, including electronic or other records of communication between the parties and/or witnesses, photographs, and medical records. The university bears the burden of proof and the burden of gathering evidence sufficient to make a determination regarding responsibility.

Investigations are completed promptly, normally within forty-five (45) business days, though some investigations may take weeks or even months, depending on the nature, extent, and complexity of the allegations, availability of witnesses, police involvement, etc. The university will make a good faith effort to complete investigations as promptly as circumstances permit and will communicate regularly with the parties to update them on the progress and timing of the investigation.

Appointment of Investigator(s)

The Title IX Coordinator will designate one or more Investigators to conduct a prompt, thorough, fair and impartial investigation. The investigator(s) will typically be a member of the Title IX office, although the investigator may be a trained individual from inside or outside the university, as designated by the Title IX Coordinator. Any investigator used by the university will be impartial, free from any actual conflict of interest, or bias for or

against complainants or respondents generally or an individual complainant or respondent, and trained. A party who has concerns that the appointed investigator cannot conduct a fair and impartial investigation may report those concerns to the Title IX Coordinator.

Stages of the Investigation

All investigations are thorough, reliable, impartial, prompt, and fair. Investigations involve interviews with all relevant parties and witnesses; obtaining available, relevant evidence; and identifying sources of expert information, as necessary. The investigation will be conducted in stages as follows:

Preliminary Investigation

During the preliminary investigation stage, the Investigator will:

- Interview all parties and conduct follow-up interviews as necessary
- Interview any relevant fact and expert witnesses identified by the parties, witnesses or investigator and conduct follow-up interviews as necessary
- Collect any available physical or documentary evidence, including prior statements by the parties or witnesses, any communication between the parties, email messages, social media, text messages, and other records as appropriate and available
- Visit relevant sites or locations as necessary and record observations through written, photographic or others means
- Consult medical, forensic, technological or other experts when expertise on a topic is needed to achieve a fuller understanding of the issues under investigation
- Contact any law enforcement agency known to be conducting its own investigation to ascertain the extent to which any evidence collected by law enforcement may be available to the university in its investigation
- Allow each party the opportunity to submit written or oral questions they wish the investigator to ask the other party and witnesses

Interviews with parties and witnesses will be audio-recorded and interviewees will be provided the opportunity to review and correct the transcript of their interview. The interviewee will have five (5) business days from the date they receive their interview transcript to review the transcript for accuracy and to provide any corrections. The deadline may be extended for good cause, upon request to the investigator. If the interviewee has no corrections to the interview transcript, the interviewee will sign an acknowledgement that they have reviewed the transcript and agree that it is accurate. If the interviewee has corrections to the interview transcript, the interviewee may submit any corrections that the interviewee believes are necessary to ensure the accuracy of the transcript within the five (5) business day time frame.

Inspection and Review of Evidence and the Preliminary Investigation Report

Prior to the completion of the investigation, the investigator will prepare a preliminary investigation report summarizing all of the evidence gathered. The parties will have the opportunity to review the preliminary investigation report and to inspect and review all evidence obtained as part of the investigation that is directly related to the allegations in the formal complaint. This provides the parties with equal opportunity to review and respond to the evidence prior to the conclusion of the investigation.

Neither the complainant nor the respondent (or their advisers) may print, copy, take photos or video of the screen, audio or video record a reading of the material, or otherwise use analog or technological methods to capture the content of evidence provided for inspection and review.

The parties will have ten (10) business days from the date of the preliminary investigation report to review and respond to the report and the evidence collected. This deadline may be extended for good cause, upon request to the investigator. During the inspection and review period, the parties may meet with the investigator; submit comments on the preliminary investigation report or the evidence to the Investigator; submit additional evidence or identify additional witnesses for the

Investigator to pursue; submit further questions that they believe should be directed by the Investigator to a party or to any witness; and, object to evidence that has been included or excluded as an exhibit to the preliminary investigation report.

Additional Investigation

The investigator may conduct further investigations based on the information by the parties during the inspection and review period and the parties' responses to the preliminary investigation report. If the parties do not provide any response to the preliminary investigation report and/or additional evidence, the investigator will conclude the investigation and prepare the final investigation report.

Final Investigation Report

Under the **Title IX Sexual Harassment Policy - Interim**, the investigator will prepare a final investigation report that fairly summarizes the relevant evidence, including relevant elements of the parties' responses to the preliminary investigation report and evidence inspection and review. The final investigation report will not include findings of whether the conduct occurred as alleged or whether a policy violation occurred. These determinations will be made at a hearing. The investigator will share the final investigation report with the Title IX Coordinator who will send the final investigation report and exhibits to the parties and their advisers, if any, in an electronic format or hard copy, at least ten (10) business days prior to the hearing. The parties will have five (5) business days from the issuance of the final investigation report to provide a written response to the Title IX Coordinator. Any responses received will be shared by the Title IX Coordinator with the other party.

Under the **Sex-Based Misconduct Policy - Interim**, the investigator will prepare a final investigation report that fairly summarizes the relevant evidence, including relevant elements of the parties' responses to the preliminary investigation report and evidence inspection and review. The final investigation report will include the investigator's findings as to whether the conduct occurred as alleged and whether a policy violation occurred. The investigator will use the preponderance of the evidence standard in reaching a determination regarding responsibility.

The investigator will submit the final investigation report to the Title IX Coordinator, who will issue a Notice of Investigative Finding simultaneously to the parties. The notice will:

1. Identify the allegations and the policy violations for which the Respondent was found responsible or not responsible;
2. Explain the procedures and permissible bases for contesting the investigator's findings; and
3. Attach a copy of the final investigation report and exhibits.

RESOLUTION OPTIONS FOLLOWING NOTICE OF INVESTIGATIVE FINDING

The following information is specific to the Sex-Based Misconduct Policy.

Finding(s) of Responsibility

When the investigator determines there is sufficient evidence, by a preponderance of the evidence, to support a finding of responsibility for one or more of the allegations, the respondent may accept or contest the investigator's finding(s). The respondent must communicate their decision, in writing, to the Title IX Coordinator, within five (5) business days of receipt of the Notice of Investigative Finding.

If the respondent accepts the investigator's finding(s) or does not submit a response within five (5) business days, the Title IX Coordinator will refer the case for an administrative resolution on sanctions. In an administrative resolution on sanctions, the complainant, respondent, the Title IX Coordinator, the Vice President for Student Affairs or the responsible senior management executive (in the case of Employees) will attempt to agree upon an appropriate sanction. If an agreement on sanctions is not reached, the Title IX Coordinator will refer the case for a hearing solely on the issue of sanctions.

If the respondent contests one or more of the investigator's finding(s), the respondent shall submit a written statement explaining the reasons for contesting and how the grounds to contests are met. The Title IX Coordinator will ensure that the

complainant has an opportunity to review and respond in writing to any such statement within five (5) business days. The Title IX Coordinator shall review these statements and may return the case for additional investigation or refer the case to the Hearing Officer for further proceedings as outlined below, notifying the parties of the action taken.

Finding(s) of No Responsibility

When the investigator has found that there is insufficient evidence, by a preponderance of the evidence, to support a finding of responsibility for one or more of the allegations, the complainant may accept or contest the investigator's finding(s). The complainant must communicate their decision, in writing, to the Title IX Coordinator, within five (5) business days or receipt of the Notice of Investigative Finding.

If the complainant accepts the investigator's finding(s) or does not submit a response within five (5) business days, the Formal Complaint will be considered resolved and the case closed and documented in accordance with applicable university policies. If the complainant contests one or more of the investigator's finding(s), the complainant shall submit a written statement explaining the reasons for contesting and how the grounds to contest are met. The Title IX Coordinator will ensure that the respondent has an opportunity to review and respond in writing to any such statement within five (5) business days. The Title IX Coordinator shall review these statements and may return the case for additional investigation or refer the case to the Hearing Officer for further proceedings as outlined below, notifying the parties of the action taken.

Under the Title IX Sexual Harassment Policy, once the final investigation report is shared with the parties, the Title IX Coordinator will refer the matter for a hearing. The following section will explain the hearing process, which is the same for both policies.

HEARING PROCESS

The hearing will be held no less than ten (10) business days from the date the final investigation report is transmitted to the parties. In limited circumstances, the parties and the Hearing Officer may agree to an expedited time frame. This hearing is

not a re-investigation of a formal complaint, rather, the hearing is an opportunity for the parties to address the hearing panel about the investigator's decision. The hearing is an opportunity for the parties to:

- Address the hearing panel,
- Address the other party and/or witnesses through indirect cross-examination by their adviser, and
- Provide information to the hearing panel that is necessary to determine whether the conduct occurred as alleged in the formal complaint and whether the Respondent violated the policy.

Review Standard

When a party contests the investigator's findings regarding responsibility for an alleged violation of the policy, a hearing will be held to determine whether the preponderance of the evidence standard was appropriately applied by the investigator. In determining whether the standard was appropriately applied, the Hearing Panel will consider: whether the concerns stated by the contesting party raise substantial doubt about the thoroughness, fairness and/or impartiality of the investigation; and, if not, whether there is sufficient evidence to support the Investigator's finding(s) by a Preponderance of the Evidence.

Hearing Panel Composition

The Title IX Coordinator will appoint a standing pool of individuals who can serve as Hearing Panel members. The panel will be composed of three members; two members to serve on the Hearing Panel, and an individual to serve as the Hearing Officer. The Hearing Officer presides over and is a voting member of the Hearing Panel. The pool shall include trained members of the university community and also may include external professionals with appropriate experience and training at the Title IX Coordinator's discretion. All individuals appointed to the Hearing Panel pool shall receive training.

Notice of Hearing

No less than ten (10) business days prior to the hearing, the Hearing Officer will send written notice of the hearing to the parties, which will include:

- The time, date, and location of the hearing;
- The names of the individuals who will serve on the Hearing Panel and as Hearing Officer;
- Information on how to object to a Hearing Panel member on the basis of bias or Conflict of Interest;
- Any technology that will be used to facilitate the hearing;
- Information on how the hearing will be recorded and on access to the recording for the parties after the hearing;
- A reminder that if any party does not appear at the scheduled hearing, the hearing may be held in their absence;
- A reminder that a party may have an Adviser accompany them at the hearing;
- Information on how each party may submit an impact or mitigation statement to the Title IX Coordinator for the Hearing Panel to consider if there is any determination of sanctions.
- Information on how to arrange any reasonable accommodations based on disability, language assistance, and/or interpretation services that may be needed at the hearing.

Access to Evidence

All evidence that was the subject of the parties' inspection and review as described above, will be available at the hearing to give each party equal opportunity to refer to such evidence during the hearing, including for the purposes of cross-examination. The Hearing Panel will have access to the final investigation report, including exhibits and the evidence that was subject to the parties' inspection and review.

Pre-Hearing Meeting

Prior to the hearing, the Hearing Officer will conduct a pre-hearing meeting with the parties and their advisers. The purpose of the pre-hearing meeting is to:

- Confirm the advisers for the parties who will be attending the hearing;
- Verify no bias or Conflict of Interest exist for or against complainants or respondents generally or an individual complainant or respondent;
- Review the date, time, and location for the hearing;
- Determine the order of proceeding and procedures to be

- followed at the hearing;
- Identify the witnesses that each party expects to call at the hearing;
- Review the evidence and/or exhibits that will be presented at the hearing;
- Identify any requests for accommodation and safety concerns; and,
- Resolve special considerations, answer other questions, or share information prior to the hearing.

Hearing Format

The Hearing Officer is responsible for maintaining an orderly, fair, and respectful hearing; and for determining the sequence of events during the hearing. All evidentiary and procedural questions will be addressed to and ruled upon by the Hearing Officer, who may consult with the Hearing Panel and/or legal counsel before making a determination. Hearings are closed to the public. The individuals who may be present at the hearing include but are not limited to:

- The Complainant
- The Respondent
- Advisers to the Parties
- The Investigator
- Any witnesses
- Other University officials involved in the hearing administration or advising process.

Anyone appearing at the hearing to provide information will respond to questions on their own behalf. Each party has the opportunity to be heard and to respond to any questions of the Hearing Panel. The parties may not directly question one another, the investigator, or any witnesses appearing before the Hearing Panel. A party may proffer questions to the Hearing Officer although they may proffer questions to the Hearing Officer who will determine whether the question will be permitted, disallowed, or rephrased.

The hearing (but not the deliberations of the Hearing Panel) will be recorded. This is the sole official recording of the hearing and all other recording is prohibited. The recording or transcript of

the hearing will be made available to the parties for inspection and review in a secure manner and subject to an agreement not to copy or disseminate any of the testimony heard or evidence obtained in the hearing.

The Hearing Officer has the authority and discretion to determine the order of proceedings, including the start, end and duration of the proceedings.

Determination Regarding Responsibility

The Hearing Panel will deliberate in private to determine whether the conduct occurred as alleged and whether the respondent violated the policy. The Hearing Panel shall reach its decision by majority vote using the preponderance of the evidence standard.

Determination of Sanction

When a Hearing Panel determines that the respondent is responsible for a violation of the policy, the panel will determine the appropriate sanctions. As part of its deliberations, the panel shall receive the respondent's prior conduct record/personnel actions (if any) and the parties' impact and mitigation statements. The appropriateness of any particular sanction is reviewed on an individual basis based on the unique facts and circumstances of the case. The panel will determine sanctions by a majority vote.

Hearing Determination

The Hearing Officer will issue a written determination regarding responsibility. The written determination shall include:

- Identification of the allegations.
- A description of the procedural steps taken from the receipt of the formal complaint through the determination regarding responsibility.
- Findings of fact supporting the determination regarding responsibility.
- Conclusions regarding the application of the policy to the facts.
- A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility.
- Any sanctions imposed on the respondent and identify any supportive measures or other remedies provided to a party.

- The written determination will not identify any supportive measures or other remedies provided to the other party.
- The procedures and permissible bases for appeal.

The Hearing Officer will provide the panel's written determination to the parties simultaneously within ten (10) business days of the hearing. The Title IX Coordinator is responsible for effective implementation of any remedies and will be provided the written determination by the Hearing Officer for such purpose.

The determination regarding responsibility becomes final either on the date the Appellate Officer provides the parties with a written determination of the results of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

APPEAL PROCESS

The following information is the same for both students and employees and the Title IX Sexual Harassment Policy and the Sex-Based Misconduct Policy process. Any areas that may be different will be specifically noted.

A party may appeal the dismissal of a formal complaint and/or a determination regarding responsibility. The party who submits a request for appeal is considered the "Appellant" and the responding party is considered the "Appellee." Any sanctions imposed as a result of the hearing are stayed during the appeal process.

Grounds for Appeal

Appeals are limited to the following grounds:

- Procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
- The Title IX Coordinator or Investigator(s), Hearing Officer or other member of the Hearing Panel had a Conflict of Interest of bias against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter.

Although a party may disagree with a decision, that alone is not a basis for appeal. Instead, the Request for Appeal must specifically explain the reasons for appealing and how the grounds to appeal are met.

Process for Appeal

Appeals are initiated by submitting a written appeal request to the Title IX Coordinator within five (5) business days of the date of the Notice of Dismissal or Hearing Determination. If a request for appeal is not received within the five (5) Business Day time frame, the outcome (i.e, dismissal or determination of responsibility) will be considered final and the grievance process will be permanently closed.

The Appellate Officer will be the following individuals:

- For appeals involving a student-respondent, the Senior Vice Provost for Student Affairs
- For appeals involving a faculty-respondent, the Senior Vice Provost for Faculty Affairs
- For appeals involving a non-faculty employee-employee respondent, the Assistant Vice President for Human Resources

If the stated Appellate Officer is unavailable, for example because the position is vacant, there is a Conflict of Interest, or the Respondent is not a Student or Employee of the university, then the Title IX Coordinator will appoint an alternative Appellate Officer. The Parties must notify the Title IX Coordinator within three (3) business days of filing the Request for Appeal of any objection to the Appellate Officer based on bias or Conflict of Interest.

Review of Appeal Request

The Appellate Officer will review the Request for Appeal and determine if the request meets the grounds for appeal. The Appellate Officer's review is not a review of the merits of appeal, but rather whether the Appeal Request is: (1) timely, and (2) based on at least one of the limited grounds for appeal listed above. The Appellate Officer shall deny the request if both conditions are not met and will notify the Parties, their Advisers, and the

Title IX Coordinator, in writing of the denial and the rationale. The decision of the Appellate Officer is final.

If both conditions are met then the Appellate Officer will notify the Parties, their Advisers, the Title IX Coordinator, and, when appropriate, the Investigator and/or Hearing Officer, in writing that the request has been approved.

If the appeal request is timely and specifies one or more of the grounds for appeal above, the Parties will have ten (10) business days from the date they received notice that the appeal has been accepted to submit a written statement in support of, or challenging, the appeal. The Title IX Coordinator, the Investigator and/or Hearing Officer will also be provided an opportunity to respond to any portion of the appeal that was approved and that involves them. Copies of written responses will be shared with the other Parties. Additional rebuttal statements will not be accepted.

Appellate Review

As deemed relevant to the appeal by the Appellate Officer, the documents and information reviewed may include the final investigation report and exhibits, any evidence provided to the Parties for inspection and review, the recording or transcript of the hearing, the Hearing Panel's written determination, the request for appeal, and any written responses to the appeal. For an appeal of a dismissal of a complaint, the documents and information reviewed by the Appellate Officer will include documentation related to the complaint, as deemed relevant by the Appellate Officer.

Typically, the appeal will be confined to a review of the written documentation and record of the investigation and/or hearing, and pertinent documentation regarding the grounds for appeal. The Appellate Officer, however, may choose to meet with a party if they deem it necessary for their review of the appeal. If the opportunity to meet is provided to one party, it will be provided automatically to the other party.

Appeal Outcome

The Appellate Officer shall render a decision applying the following principles:

- The burden of proof lies with the appellant;
- The review shall be prompt and narrowly tailored to the specific grounds approved for appeal;
- The appeal is not intended to be a new investigation or a full re-hearing of the Formal Complaint; and
- The original decision is presumed reasonable and appropriate unless a Preponderance of the Evidence demonstrates that one or more of the grounds of the appeal are met, and that either or both Parties were deprived of a fair process.

Within ten (10) business days of receipt of the written statements in support of or challenging the appeal, the Appellate Officer will issue the outcome of the appeal and the rationale for the result to the Parties and Title IX Coordinator. This time frame may be extended for good cause, with written notice to the Parties and Title IX Coordinator of the extension and the reason for the extension. The Appellate Officer's decision is final and not subject to any further appeal.

SANCTIONS AND REMEDIES

The policies prohibit a broad range of conduct, all of which is serious in nature. Where there is a finding of responsibility or a Respondent accepts responsibility, the Hearing Panel may impose one or more sanctions. In keeping with the university's commitment to foster an environment that is safe, inclusive and free from discrimination and harassment, the Hearing Panel shall have wide latitude in the imposition of sanctions tailored to the facts and circumstances of each complaint, the impact of the conduct on the Complainant and university community and accountability for the Respondent.

Sanctions may include educational, restorative, rehabilitative and punitive components. In determining the appropriate sanction(s), the Hearing Panel will be guided by a number of considerations, including:

- The nature and severity of the policy violation
- The impact of the misconduct on the Complainant

- The impact or implications of the misconduct within the university community
- Prior misconduct by the Respondent, including the Respondent's relevant prior discipline history, at the university or elsewhere, and any relevant criminal convictions
- Whether the Respondent has accepted responsibility for the misconduct
- The maintenance of a safe, nondiscriminatory and respectful university environment
- Any other mitigating, aggravating or compelling factors
- When present, the following aggravating factors may lead to more severe sanctions:
 - Respondent is in a position of authority or influence
 - Use of Force or violence related to the violation of the policy or a pattern of violent behavior Use or display of a weapon
 - Deliberately taking advantage of another person's state of Incapacitation
- Victim under the statutory age of consent.

Sanctions for Students

Sanctions are effective immediately, unless otherwise specified by the university. They may include any of the sanctions below, individually or in combination:

- **Campus Ban:** Prohibits access to all or a portion of the VCU campus.
- **Censure:** Written notice warning a Respondent to avoid recurrence of any conduct that violates the policy and/or any university policy. Subsequent violations of the policy or any university policy may result in more severe disciplinary action.
- **Deferred Suspension:** Designated period of time during which a student is given the opportunity to demonstrate the ability to abide by university policy. Subsequent violations of university policy during the term of a deferred suspension will result in a full suspension.
- **Disciplinary Probation:** A specified period of time, a minimum of one semester, requiring a Respondent to avoid a recurrence of any conduct that violates the Student Code

of Conduct and/or any university policy that may result in additional university sanctions, including but not limited to, suspension or expulsion.

- **Expulsion:** Permanent dismissal from the university, administrative withdrawal from classes and loss of all university privileges.
- **Loss of University-Related Privileges:** Denial of services, privileges, and benefits which may impact participation in extracurricular activities, residence in university housing, university employment, Honors College, leadership within Student organizations, academic activities, and study abroad.
- **Restitution:** Monetary reimbursement to the university and/or members of the university community or others to cover costs of damage, injury, or loss of community or personal property as a result of misconduct.
- **Revocation of Admission:** Rescinding an offer of university admission.
- **Revocation of Degree:** Rescinding a university degree that has been awarded.
- **Suspension:** Removal of a Respondent from the university for a defined period of time, for a maximum of six (6) consecutive semesters, during which a student loses all university privileges, which generally includes access to facilities, programs, classes, and premises.
- **Withholding Degree:** Delay awarding a degree otherwise earned until completion of all sanctions imposed.

Sanctions for Employees

Sanctions are effective immediately, unless otherwise specified by the university. They may include any of the sanctions below, individually or in combination:

- **Campus Ban:** Prohibits access to all or a portion of the VCU campus.
- **Counseling:** Verbal or written communication which conveys that an Employee's conduct was improper and must be corrected.
- **Demotion:** Change in position with lower qualifications and pay.

- **Loss of Merit Pay Increase:** Ineligibility for a merit pay increase for a defined period of time.
- **Loss of Supervisory Titles and/or Responsibilities:** Loss title and/or the ability to supervise other Employees or Students, which may have an effect of changing an Employee's job classification status.
- **Suspension/Administrative Leave (Employee-Respondents):** Loss of work for a defined period of time, with or without pay, during which Respondent will not be allowed on university premises or permitted to participate in, or supervise, any university Education Program or Activity.
- **Termination of Employment:** Permanent separation of the employment relationship between the university and the Respondent.
- **Written Notice or Warning:** Formal disciplinary action which has been taken in response to misconduct. Formal disciplinary actions are placed in an Employee's personnel record.

Nothing in this policy prevents the university from imposing disciplinary action against a Respondent for misconduct which does not constitute a violation of the policy, but may violate other university policies. The university reserves its right to take such action as it deems appropriate to further its educational mission and to protect the safety and security of the university community.

Executive Review of Sanction(s)

The ultimate determination and imposition of sanctions is made by the appropriate senior management executive (Vice President or equivalent) as determined by the Respondent's university affiliation. The appropriate senior management executive will base their decision on the recommendations made by the panel and the factors detailed above.

When there is no appeal of a Hearing Panel's determination, the appropriate senior management executive will have three (3) business days from the last date on which the Parties may submit a Request for Appeal to review all information and affirm, reject or modify the panel's recommendation on sanctions. The

appropriate senior management executive will consult with other university officials as needed, including university Human Resources and the Title IX Coordinator, to ensure that any sanction is appropriate for the violation and consistent with prior university action for similar policy violations. The decision of the senior management executive is final without further recourse or appeal by the Parties.

Account Holds and Transcript Notation

The university shall place an administrative hold on a Respondent's Student account when there is an allegation pending for a violation of the policy. The hold is a registration lock and prohibits class registration, transcripts and graduation. The hold will remain in effect until pending allegations are resolved. The hold may be temporarily lifted during the course of the investigation for certain actions by contacting the Title IX Coordinator.

As required by § 23.1-900 of the Code of Virginia, the university shall include a prominent notation on the transcript of any Student who is suspended, expelled, or withdraws while under investigation for Sexual Assault as defined in the policy.

PROGRAMS TO PREVENT DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, AND STALKING

There are several offices at VCU who partner together to provide the creation and delivery of educational programs designed to prevent dating violence, domestic violence, sexual assault, and stalking. VCU engages in comprehensive, intentional and integrated programming, initiatives, strategies and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, informed by research, assessed for value, effectiveness, and outcome, and consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels. VCU collaborates with campus departments and community resources to ensure population-specific relevance and awareness.

Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for current students and employees that:

- Clearly communicate that the institution prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking (as defined by the Clery Act).
- Provide the definitions of dating violence, domestic violence, sexual assault, and stalking as defined by the Violence Against Women Act (VAWA).
- Provide the definitions of dating violence, domestic violence, sexual assault, and stalking according to any applicable jurisdictional definitions of these terms.
- Define Consent and describe what behaviors and actions constitute Consent.
- Provide a description of safe and positive options for bystander intervention.
- Provide information on risk reduction.
- Provide information regarding:
 - Procedure's victims should follow if a crime of dating violence, domestic violence, sexual assault, or stalking occurs
 - How the institution will protect the confidentiality of victims and other necessary parties
 - Existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both in the institution and in the community
 - Options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures
- Procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking

Primary Prevention and Awareness Programs

VCU Title IX office, Student Survivor Support Services, Residential Life & Housing, and VCU Police provide primary prevention and awareness programs to all incoming students and employees. These programs involve presenting and distributing educational

materials during new student and employee orientations, providing programs by invitation at staff meetings or academic programs, and requiring all incoming students to take online courses related to the prevention of sexual assault and high-risk drinking. These trainings include:

Orientation Programs: all incoming students are required to complete the Sexual Assault Prevention for Students training (which is provided by Vector Solutions). Incoming students also complete Ram Ready Orientation Modules online that educate new students about bystander intervention, alcohol, drugs, dating violence, domestic violence, sexual assault, and stalking.

State Required Employee Trainings: New employees are required to complete an online training Building Supportive Communities: Clery Act and Title IX Training within 45 days of being hired.

Ongoing Prevention and Awareness Programs

Ongoing prevention and awareness campaigns include domestic violence month events and activities, sexual assault and awareness month events and activities, bystander intervention programming, and programming specific to developing healthy relationships.

Several options are available as options that may be presented in academic courses, student housing, student organizations, and fraternities and sororities. Available workshops include information about bystander intervention, dating violence, domestic violence, sexual assault, and stalking. All educational workshops are designed to stop dating violence, domestic violence, sexual assault and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.

Topics include:

- **Consent Education:** helps students learn what consent looks like through interaction and instructional slides and videos.

- **Sexual Assault Prevention:** Education provided around what is sexual assault and efforts for prevention.
- **Bystander Intervention:** Teaches how to respond to potential sexual assault or domestic violence
- **Domestic Violence Workshops:** Education on unhealthy relationships and defines domestic and intimate partner violence

Awareness Months and Events

Multiple VCU departments come together throughout the year to develop campus-wide programming related to alcohol abuse, sexual assault, dating violence, domestic violence, stalking and bystander intervention. Events and resource fairs are offered to students and employees and are designed to increase knowledge, share information and resources to prevent violence, promote safety, and reduce perpetration. Topics include: Sexual Assault Awareness Month, Domestic Violence Awareness Month

Programming in the Residence Halls

Residence life staff programs, in conjunction with other departments on-campus, offer multiple active and passive opportunities in the residence halls each year. Program topics include issues such as safety on-campus, alcohol and drug abuse, healthy relationships, violence in relationships, sexual assault prevention, and personal life management skills. In 2024, Residence life staff hosted the following educational sessions:

- **Pumpkins and Chill:** Sexual Assault Awareness - fall-themed event focused on well-being, health, and empowerment. Attendees will engage in important conversations about sexual health, including ways to protect themselves during sex, recognizing red and green flags in relationships, and embracing the importance of being comfortable with being alone. Sexual Health Education: A discussion on protection during sex, the significance of recognizing red and green flags in sexual relationships, and navigating intimacy during cuddle season.
- **Pop the Red Flags:** Sexual Assault Awareness - Pop the Balloon of Red Flag Education is an engaging and interactive way to educate participants about recognizing red flags in relationships. By combining visual

presentation slides, an interactive balloon-popping activity, and open dialogue, this event will effectively encourage critical thinking and meaningful discussions on healthy relationships.

- **Frosting Frenzy:** Sexual Assault Awareness - provide accurate and comprehensive information about methods of contraception, discuss the importance of STI/STD prevention, highlight the importance of communication and consent.
- **Heartfelt Connections:** Sexual Assault Awareness - educate students about healthy relationships and identifying healthy and unhealthy behavior in both romantic and platonic relationships. Students learn how to maintain strong supportive connections with others and identify situations in which they should reach out for help. Students will learn about campus resources
- **Condoms and Cupcakes:** Sexual Assault Awareness - Residents will learn and discuss safe sex practices amongst themselves. Various forms of contraceptives will be provided (from rec well). Flyers on STI/STD prevention will be handed to residents to keep them engaged in the discussion.
- **Sexual Jeopardy:** Sexual Assault Awareness - program all about sexual health! We'll be playing trivia asking questions about safe sex, relationships, and more! I will be giving out condoms from the wellness resource center.
- **Twilight and Toxic Love:** Sexual Assault Awareness - Residents will take a handout made by Survivor Support Services as their "ticket" for entry. This handout will have information regarding red/green flags in relationships and resources including Title IX, Survivor Support/Support Group, and UCS describing the difference between these resources.

Participants read the handout and take notes of times in the movie you see characters exhibit either green or red flags. These red/green flags can be in a romantic, platonic, or familial context. At the end of the movie, there is a group discussion about the red/green flags and review what residents took down in their notes.

How to be an active bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. They are individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but recognize situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. VCU promotes a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. You may not always know what to do, even if you want to help. If you or someone else is in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive toward another and it is not safe for you to interrupt.

Below is a list of some ways to be an active bystander.

- Recognize a Problem
 - Be aware of your surroundings, look for red flags, and trust your gut.
- Assume Responsibility
 - Check-in with your friends to make sure they are okay, if you see something – say something.
- Determine a Plan
 - Stay calm, choose a course of action, make a plan, give clear and direct requests, don't judge the person.
- Engage Others
 - Who do you need to help you, give specific and clear instructions, if you're the person in need, call people to help, empower others to help
- Respond
 - Approach everyone as a friend, do not be antagonistic/confrontational, be honest and direct, when possible, keep yourself safe.
- Create a Safer Community
 - Hold people accountable for their actions, respect boundaries, communicate safety, and set clear expectations.

Disclosure of Crime Statistics

ANNUAL DISCLOSURE OF CRIME STATISTICS

The Jeanne Clery Campus Safety Act (20 USC §1092(f)) requires colleges and universities across the United States to disclose information about crimes that occurred on and around their campuses. This section includes information on crime statistics specific to the VCU Monroe Park Campus and MCV Campus in Richmond, VA and is reflective of the calendar years 2022, 2023, and 2024.

Crime statistics reported within the tables included are in accordance with the definitions of crimes provided by the FBI for use in the Uniform Crime Reporting (UCR) system. This report includes statistics for crimes reported that occurred within VCU's Clery geography and were reported to VCU Police or Campus Security Authorities (CSAs). The report also includes statistics for referrals for campus disciplinary action for categories required under the Clery Act. These categories include liquor, drug and weapon law violations. Statistical information for certain off-campus locations or property owned or controlled by the university, as well as public property within or immediately adjacent to campus, is gathered by VCU Police after requesting such information from local law enforcement agencies.

The crime statistic tables appearing on the following page(s) are prepared using data from documents provided, maintained and reviewed by the VCU Police Department, Office of Student Conduct & Academic Integrity, Equity and Access Services/ Title IX, Dean of Students, Residence Life & Housing, Integrity and Compliance, designated CSAs, local police, and cooperating external law enforcement agencies.

Clery Geography

To understand the following tables, please note that the included crime statistics are for reported crimes that occurred within a specific set of geography defined by the Clery Act. The crime statistics include all persons and incidents that occurred within this geography regardless of affiliation with the university. What

this means is that not all reported crimes involve a student or employee, not all reports are investigated, and statistics are based on reported allegations. The Clery Act uses a unique set of definitions to designate Clery geography and the statistics are published according to where they occurred. For purposes of the Clery Act, the crime statistics disclosed within the respective tables throughout this report occurred on or within the following Clery-defined geographic categories: (1) On-Campus Property; (2) On-campus Student Housing Facility; (3) Noncampus Property; and (4) Public Property. The following definitions are used to distinguish these various locations for statistical reporting purposes:

On-Campus

1. Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and
2. Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) above, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or retail vendor).

On-Campus Residence Halls

Any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility.

Noncampus Property

1. *Any building or property owned or controlled by a student organization that is officially recognized by the institution; or*
2. *Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.*

Public Property

All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

Reasonably Contiguous

Refers to a building or property an institution owns or controls that is in a location that students consider to be, and treat as, part of the "campus." VCU generally considers locations within one mile from the core or main campus border to be reasonably contiguous with the campus.

CLERY REPORTABLE CRIME DEFINITIONS

The Clery Act statistical disclosure in four general categories; Criminal Offenses, Hate Crimes, Violence Against Women's (VAWA) Offenses, and Arrests and Referrals for Disciplinary Action. Statistics must be disclosed separately for each of these four general categories. This means that when an incident meets definitions in more than one of these categories, it must be reported in each category. **For example**, any Criminal Offense that is also a Hate Crime or VAWA Offense, or results in an arrest or disciplinary action for a Weapons, Drug Abuse or Liquor Law Violation, should be counted as a Criminal Offense and also as a Hate Crime, VAWA Offense, arrest, or disciplinary referral, as appropriate.

When counting crimes within the Criminal Offenses category, the Hierarchy Rule applies and under this rule, when more than one criminal offense was committed during a single incident, only the most serious offense counts. A single incident means that the

offenses were committed at the same time and place. Beginning with the most serious offense, the hierarchy for reporting Criminal Offenses is: (1) Murder and Non-negligent Manslaughter, (2) Manslaughter by Negligence, (3) Sexual Assault, (4) Robbery, (5) Aggravated Assault, (6) Burglary, and (7) Motor Vehicle Theft. Exceptions to this rule applies to the crimes of Arson, Sexual Assault, Dating Violence, Domestic Violence, Stalking, and Hate Crimes are not governed by the Hierarchy Rule, and statistics for these incidents are reported in these categories in addition to any other crime category covered under the Hierarchy Rule, if applicable. There is no Hierarchy Rule for drug, liquor and weapon law violations, where the institution chooses the most severe infraction to count. An example of this would be if a person was arrested or referred for drug and liquor violations, a drug statistic would be counted and not the alcohol and an arrest is counted over a referral.

The following definitions and statistics are reported in accordance with those guidelines.

Criminal Offenses

Murder and Non-negligent Man-slaughter: The willful (non-negligent) killing of one human being by another.

Manslaughter by Negligence: The killing of another person through gross negligence.

Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest: sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: sexual intercourse with a person who is under the statutory age of consent.

Note: if force was used or threatened, or the victim was incapable of giving consent because of his/her age or temporary or permanent mental impairment the offense is rape.

Robbery: The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

Burglary: The unlawful entry of a structure to commit a felony or a theft.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle.

Arson: Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Violence Against Women Act (VAWA) Offenses

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

1. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship and the frequency of interaction between the persons involved in the relationship.
2. For the purposes of this definition:
 - a. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - b. It does not include acts covered under the definition of domestic violence.

Domestic Violence: A felony or misdemeanor crime of violence committed:

1. By a current or former spouse or intimate partner of the victim
2. By a person with whom the victim shares a child in common
3. By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner
4. By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred
5. By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to

1. Fear for the person's safety or the safety of others
2. Suffer substantial emotional distress
3. For the purpose of this definition:
 - a. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly or through third parties, by any action, method, device or means, follows, monitors, observes, surveils, threatens or communicates to or about a person, or interferes with a person's property.
 - b. A reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
 - c. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Arrest and Disciplinary Referrals

Arrest for law violation: persons processed by arrest, citation or summons

Referred for campus disciplinary action (Referral): The referral of any person to any campus official who initiates a disciplinary action for which a record is maintained and may result in the imposition of a sanction.

Liquor Law Violations: The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness.

Drug Abuse Violations: The violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrest for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs.

Weapons Law Violations (Carrying, Possessing, Etc.): The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.

Hate Crimes

The Clery Act defines a **Hate Crime** as a criminal offense (larceny-theft, simple assault, intimidation, destruction/damage/vandalism of property, and other Clery Act crimes) that manifests evidence that the victim was intentionally selected because of the perpetrator's bias (race, ethnicity, national origin, gender, gender identity, sexual orientation, religion and/or disability) against the victim. For the purposes of this section, the categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin and disability. In addition to the above mentioned Clery crime categories, the following crimes are also reportable as Hate Crimes.

Hate Crimes (in addition to the above categories)

Larceny-Theft: The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another.

Simple Assault: An unlawful physical attack by one person upon another where neither the offender displays a weapon nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration or loss of consciousness.

Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Destruction/Damage/Vandalism of Property: To willfully or maliciously destroy, damage, deface or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Hate Crime bias categories:

Race: A preformed negative attitude toward a group of persons who possess common physical characteristics, e.g., color of skin, eyes, and/or hair; facial features, etc., genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind, e.g., Asians, blacks or African Americans, whites.

Religion: A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or non-existence of a supreme being, e.g., Catholics, Jews, Protestants, atheists.

Sexual Orientation: A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation. Sexual Orientation is the term for a person's physical, romantic, and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) individuals.

Gender: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g., male or female.

Gender Identity: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals.

Ethnicity: A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry.

National Origin: A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.

Disability: A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

Unfounded Crimes

The reauthorization of the Violence Against Women Reauthorization Act added the requirement to include information related to Unfounded Crimes. This change allows create a reporting category where an institution may withhold or subsequently remove a reported crime from its crime statistics **only if**

sworn or commissioned law enforcement personnel have fully investigated the reported crime and based on the results of this full investigation and evidence, have made a formal determination that the crime report is false or baseless. A reported crime cannot be designated “unfounded” if no investigation was conducted or the investigation was not completed. Nor can a crime report be designated unfounded merely because the investigation failed to prove that the crime occurred; this would be an inconclusive or unsubstantiated investigation. For the purposes of Unfounded Crimes, the recovery of stolen property, the low value of stolen property, refusal of the victim to cooperate with the prosecution, the failure to make an arrest, and a determination by a coroner, court or jury are not adequate grounds for unfounding a crime report.

Crime Statistics

The crime statistics information for the calendar years of 2022, 2023, 2024 are below. These tables are divided by Clery geography and specific crimes. The Monroe Park Campus includes data related to On-campus Student Housing Facilities, while the MCV campus does not have this category as they do not have these facilities. The On-Campus geography category is divided into two groups; On-Campus Student Housing and the On-Campus total. The on-campus total number is a combination of incidents that occurred within a student housing facility and incidents that occurred on campus. The number reflected in the Student Housing category includes only those incidents that occurred within one of the residential facilities on campus.

2022-2024 Monroe Park Campus Statistics

The following crime statistics are compiled and reconciled from reports submitted by VCU Police Department, Residential Life & Housing, Dean of Student Advocacy, Office of Student Advocacy, Office of Student Conduct & Academic Integrity, Integrity and Compliance Office, Equity and Access Services (Title IX), and local law enforcement agencies. Crime statistics include reports of allegations of crime and are not related to the adjunction of an incident.

2022-2024 yearly totals — VCU Monroe Campus

Criminal Offenses					
Crime Classification	Year	On-Campus Student Housing ¹	On-Campus Total ²	Noncampus Property ³	Public Property ⁴
Murder/ Non-negligent Manslaughter	2024	0	0	0	0
	2023	0	0	0	2
	2022	0	0	0	0
Manslaughter by Negligence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Sex Offense: Rape	2024	14	16	6	0
	2023	10	12	0	1
	2022	30	37	2	1
Sex Offense: Fondling	2024	4	8	1	1
	2023	9	11	0	2
	2022	14	44*	1	10
Sex Offense: Incest	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Sex Offense: Statutory Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Robbery	2024	0	2	0	5
	2023	0	1	0	6
	2022	0	0	0	11
Aggravated Assault	2024	2	5	0	13
	2023	9	15	1	19
	2022	17	20	3	37
Burglary	2024	9	13	0	0
	2023	5	10	0	0
	2022	8	22	0	0
Motor Vehicle Theft ⁵	2024	0	6	0	19
	2023	0	8	0	33
	2022	0	2	0	39
Arson ⁶	2024	1	3	0	0
	2023	3**	5**	0	0
	2022	0	0	0	1

Violence Against Women Act Offenses					
Crime Classification	Year	On-Campus Student Housing ¹	On-Campus Total ²	Noncampus Property ³	Public Property ⁴
Domestic Violence	2024	3	4	0	1
	2023	0	0	0	3
	2022	1	3	0	1
Dating Violence	2024	21	25	0	4
	2023	13	21	1	1
	2022	279***	282***	0	5
Stalking	2024	42	75	0	7
	2023	46	90****	1	0
	2022	68	139	1	14

Arrests and Disciplinary Referrals for Violation of Weapons, Drug Abuse and Liquor Laws					
Crime Classification	Year	On-Campus Student Housing ¹	On-Campus Total ²	Noncampus Property ³	Public Property ⁴
Liquor Law Arrest	2024	5	13	1	16
	2023	9	16	1	14
	2022	3	11	0	19
Drug Law Arrest	2024	2	7	0	9
	2023	1	15	0	11
	2022	3	7	0	4
Weapon Law Arrest	2024	0	4	0	21
	2023	0	0	0	15
	2022	0	1	0	10
Liquor Law Referral ⁷	2024	162	166	0	6
	2023	176	188	0	35
	2022	113	118	8	10
Drug Law Referral ⁷	2024	93	96	0	7
	2023	72	108	4	0
	2022	64	87	0	3
Weapon Law Referral	2024	0	0	0	0
	2023	4	4	0	0
	2022	5	6	0	0

2022-2024 Unfounded⁸ reports (Monroe Park Campus)

2024 – There were two (2) unfounded crimes

2023 – There were one (1) unfounded crimes.

2022 – There were two (2) unfounded crimes

2022-2024 Hate crimes⁹ (Monroe Park Campus)

2023 – There were zero (0) hate crimes reported.

2023 – One (1) incident of **Intimidation** occurred on-campus, characterized by **national origin bias**.

One (1) incident of **Intimidation** occurred on public property, characterized by **racial bias**.

One (1) incident of **Simple Assault** occurred on public property characterized by **national origin bias**.

Seven (7) incidents of **Intimidation** occurred on-campus, characterized by **ethnicity bias**.[†]

One (1) incident of **Intimidation** occurred on-campus, within on-campus student housing facility, characterized by **gender identity bias**.

2022 – One (1) incident of **Intimidation** occurred on Public Property, characterized by **racial bias**.

One (1) incident of **Intimidation** occurred On-Campus, and On-Campus within a Residential Facility, characterized by **sexual orientation bias**.

One (1) incident of **Intimidation** occurred On-Campus, characterized by **racial bias**.

* In 2022 a report was submitted by two complainants, each alleging 10 incidents of fondling, committed by the same offender, which occurred over a two month period. This resulted in 20 counts of fondling from this report.

** In 2023 there was an arson reported where a student purposely burned a paper bag while inside their residence hall room. This report was not included in 2023 statistics and was found during 2024 report review.

*** In 2022 a report was submitted alleging a total of 244 incidents of dating violence, committed by the same individual on one person. The report alleged multiple incidents of dating violence occurred every week during a four-month period.

**** In 2023 there was a stalking incident reported that was not included in 2023 statistics. This report was found during 2024 report review and reconciliation.

¹ Incidents reported to have occurred in the student residential facilities on VCU campus. This is a subset of the On-Campus Total, not in addition to this total.

² Incidents reported to have occurred on VCU Campus, including those which occurred in VCU student residential facilities. Example: On-campus Total is 35 and student housing facilities is 30, means of the 35 incidents to have occurred On-campus, 30 of them occurred within student housing facilities.

³ Incidents reported to have occurred within any building owned or controlled by VCU, or a student organization, that is used in direct support of the institution's education purpose, is frequently used by students, and is not within the same reasonable contiguous geographical area of the institution. The Noncampus Clery geography category also includes domestic short stay away and repeated use trips with students where VCU controlled the location during the trip in support of the institution's educational purposes.

⁴ Incidents reported to have occurred on all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus.

⁵ Includes theft of motor vehicles, electric driven vehicle such as electric scooters and electric bikes. This does not include theft of items from within a vehicle.

⁶ Arson is NOT part of the hierarchy. Arson is always counted regardless of the nature of any other offense committed during the same incident. When multiple offenses are committed during the same distinct operation as an Arson offense, the most serious offense along with the Arson is counted.

⁷ Includes incidents where amnesty was applied in lieu of arrest or other disciplinary sanction.

⁸ Unfounded incidents are those determined by a sworn law enforcement officer to be false or baseless following a full investigation, and are not included in the total crime statistics count in the previous tables.

⁹ Clery reportable hate crimes include the crime categories in the above tables, as well as Larceny -Theft, Simple Assault, Intimidation, or Destruction/Damage/Vandalism of Property.

[†] In 2023 there were two reports of intimidation that occurred on-campus, characterized by ethnicity bias. In one of the reports there were five (5) complainants alleging intimidation, and in the other report there were two (2) complainants alleging intimidation. The incident total for both reports is seven(7).

NOTE: Hierarchy Rule - when more than one Criminal Offense was committed during a single incident you should only count the most serious offense. There are exception to this rule that apply to Arson, Sexual Assaults, Dating Violence, Domestic Violence, Stalking, and Hate Crimes.

The Hierarchy rule does not apply to Hate Crimes, which means all offenses committed in a multiple offense incident that are bias-motivated are counted. EX: if there is a single reported incident involving an aggravated assault and a motor vehicle theft that were both motivated by bias, count both the aggravated assault and motor vehicle theft.

The Hierarchy Rule does not apply to VAWA Offenses (Dating Violence, Domestic Violence, and Stalking), therefore any criminal offense, hate crime, or arrest for weapons, drugs or liquor law violations must be counted. EX: if an aggravated assault also occurred in a domestic violence incident, count the aggravated assault and the Domestic Violence.

2022-2024 MCV Campus Statistics

The following crime statistics are compiled and reconciled from reports submitted by VCU Police Department, Dean of Student Advocacy, Office of Student Advocacy, Office of Student Conduct & Academic Integrity, Integrity and Compliance Office, Equity and Access Services (Title IX), and local law enforcement agencies. Crime statistics include reports of allegations of crime and are not related to the adjudication of an incident. The MCV Campus does not have any residential housing facilities.

2022-2024 yearly totals – VCU MCV Campus

Criminal Offenses					
Crime Classification	Year	On-Campus Student Housing ¹	On-Campus Total ²	Noncampus Property ³	Public Property ⁴
Murder/ Non-negligent Manslaughter	2024	N/A	0	0	0
	2023	N/A	1	0	0
	2022	N/A	0	0	0
Manslaughter by Negligence	2024	N/A	0	0	0
	2023	N/A	0	0	0
	2022	N/A	0	0	0
Sex Offense: Rape	2024	N/A	3	1	0
	2023	N/A	5	0	2
	2022	N/A	1	0	1
Sex Offense: Fondling	2024	N/A	3	0	0
	2023	N/A	6	1	1
	2022	N/A	8	0	0
Sex Offense: Incest	2024	N/A	0	0	0
	2023	N/A	0	0	0
	2022	N/A	0	0	0
Sex Offense: Statutory Rape	2024	N/A	0	0	0
	2023	N/A	0	0	0
	2022	N/A	0	0	0
Robbery	2024	N/A	0	0	2
	2023	N/A	1	0	0
	2022	N/A	1	0	1
Aggravated Assault	2024	N/A	3	0	2
	2023	N/A	16	1	4
	2022	N/A	12	0	7
Burglary	2024	N/A	1	0	0
	2023	N/A	7	0	0
	2022	N/A	1	0	0
Motor Vehicle Theft ⁵	2024	N/A	3	0	2
	2023	N/A	7	0	4
	2022	N/A	5	0	6
Arson ⁶	2024	N/A	2	0	0
	2023	N/A	1	0	1
	2022	N/A	0	0	1

Violence Against Women Act Offenses					
Crime Classification	Year	On-Campus Student Housing ¹	On-Campus Total ²	Noncampus Property ³	Public Property ⁴
Domestic Violence	2024	N/A	7	0	1
	2023	N/A	19	2	5
	2022	N/A	5	0	3
Dating Violence	2024	N/A	1	0	0
	2023	N/A	2	0	3
	2022	N/A	1	0	2
Stalking	2024	N/A	11	0	0
	2023	N/A	19	1	0
	2022	N/A	26	0	1

Arrests and Disciplinary Referrals for Violation of Weapons, Drug Abuse and Liquor Laws					
Crime Classification	Year	On-Campus Student Housing ¹	On-Campus Total ²	Noncampus Property ³	Public Property ⁴
Liquor Law Arrest	2024	N/A	2	0	4
	2023	N/A	1	0	1
	2022	N/A	1	0	3
Drug Law Arrest	2024	N/A	28	1	4
	2023	N/A	15	0	6
	2022	N/A	11	0	5
Weapon Law Arrest ⁷	2024	N/A	22	0	5
	2023	N/A	19	0	5
	2022	N/A	11	0	9
Liquor Law Referral ⁸	2024	N/A	3	0	0
	2023	N/A	0	0	1
	2022	N/A	0	0	0
Drug Law Referral ⁸	2024	N/A	0	0	0
	2023	N/A	0	0	0
	2022	N/A	0	0	0
Weapon Law Referral	2024	N/A	0	0	0
	2023	N/A	0	0	0
	2022	N/A	0	0	0

2022-2024 Unfounded⁹ reports (MCV Campus)

2024 – There were zero (0) unfounded crimes.

2023 – There was one (1) unfounded crime.

2022 – There were zero (0) unfounded crimes.

2022-2024 Hate crimes¹⁰ (MCV Campus)

2024 – There were zero (0) hate crimes reported.

2023 – One (1) incident of **Simple Assault** occurred On-campus, characterized by **religious bias**.

2022 – There were zero (0) hate crimes reported.

¹ Incidents reported to have occurred in the student residential facilities on VCU campus. This is a subset of the On-Campus Total, not in addition to this total. MCV does not have student housing facilities.

² Incidents reported to have occurred on VCU MCV campus.

³ Incidents reported to have occurred within any building owned or controlled by VCU, or a student organization, that is used in direct support of the institution's education purpose, is frequently used by students, and is not within the same reasonable contiguous geographical area of the institution. The Noncampus Clery geography category also includes domestic short stay away and repeated use trips with students where VCU controlled the location during the trip in support of the institution's educational purposes.

⁴ Incidents reported to have occurred on all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus.

⁵ Includes theft of electric driven vehicle such as electric scooters and electric bikes. This does not include theft of items from within a vehicle.

⁶ Arson is NOT part of the hierarchy. Arson is always counted regardless of the nature of any other offense committed during the same incident. When multiple offenses are committed during the same distinct operation as an Arson offense, the most serious offense along with the Arson is counted.

⁷ In 2023 a weapons screening process was implemented within specific areas of the MCV Campus.

⁸ includes incidents where amnesty was applied in lieu of arrest or other disciplinary sanction.

⁹ Unfounded incidents are those determined by a sworn law enforcement officer to be false or baseless following a full investigation, and are not included in the total crime statistics count in the previous tables.

¹⁰ Clery reportable hate crimes include the crime categories in the above tables, as well as Larceny -Theft, Simple Assault, Intimidation, or Destruction/Damage/Vandalism of Property.

NOTE: Hierarchy Rule - when more than one Criminal Offense was committed during a single incident you should only count the most serious offense. There are exception to this rule that apply to Arson, Sexual Assaults, Dating Violence, Domestic Violence, Stalking, and Hate Crimes.

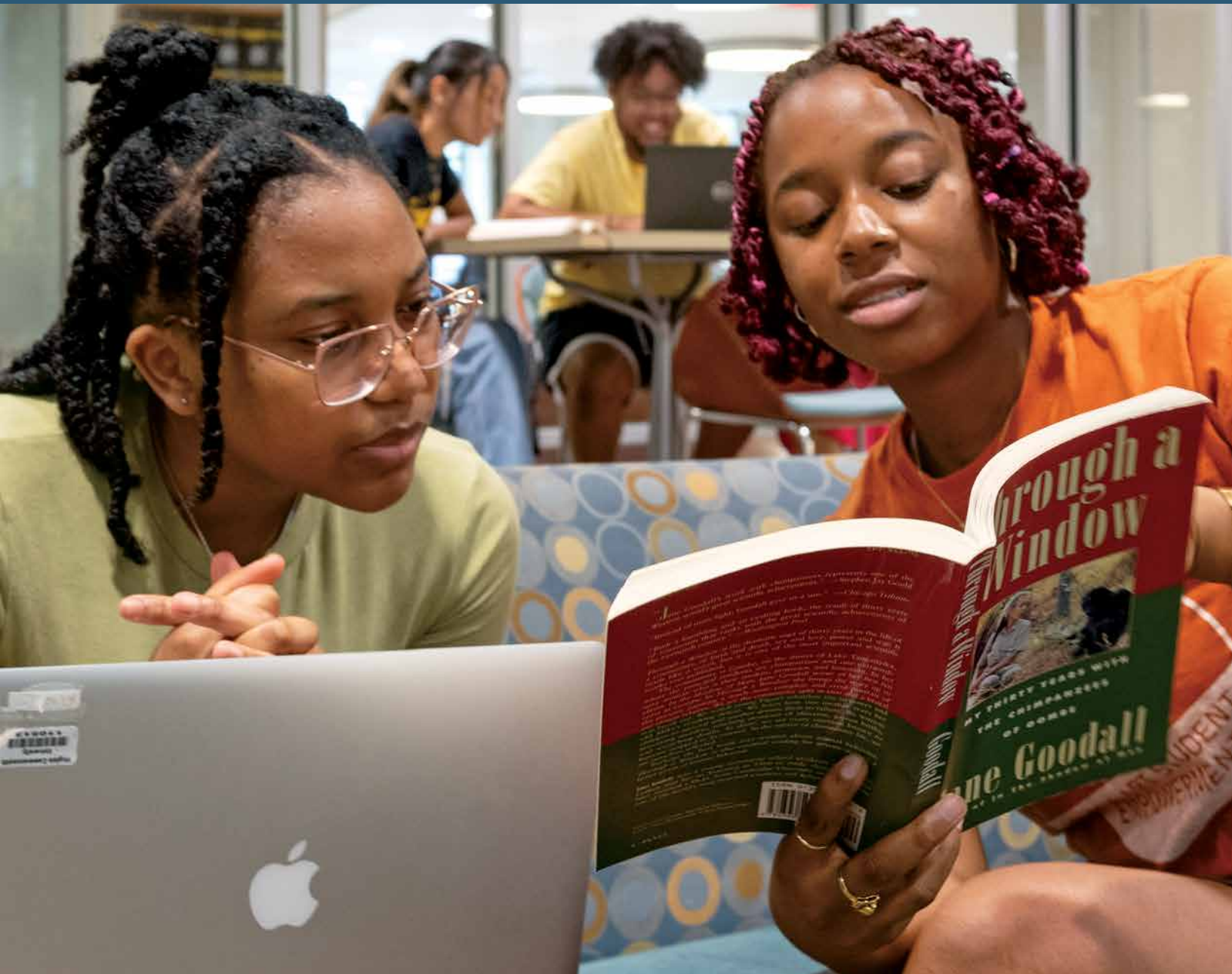
The Hierarchy rule does not apply to Hate Crimes, which means all offenses committed in a multiple offense incident that are bias-motivated are counted. EX: if there is a single reported incident involving an aggravated assault and a motor vehicle theft that were both motivated by bias, count both the aggravated assault and motor vehicle theft.

The Hierarchy Rule does not apply to VAWA Offenses (Dating Violence, Domestic Violence, and Stalking), therefore any criminal offense, hate crime, or arrest for weapons, drugs or liquor law violations-must be counted. EX: if an aggravated assault also occurred in a domestic violence incident, count the aggravated assault and the Domestic Violence.

Annual Fire Safety Report

Virginia Commonwealth University – Monroe Park Campus

The Richmond-based VCU Monroe Park is the only VCU campus that has on-campus student housing facilities.



This report is for the 2024-2025 academic year and contains statistical information for calendar years 2022, 2023, and 2024. Report published September 2025.

2025

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NOTICE OF THE ANNUAL FIRE SAFETY REPORT

Virginia Commonwealth University publishes this Fire Safety Report as part of its annual compliance with the Jeanne Clery Campus Safety Act and the Campus Fire Safety Right-to-Know Act. The Acts require colleges and universities with on-campus housing facilities to maintain a fire log and annually provide fire statistics, specific on on-campus residential facilities, and publish an Annual Fire Safety Report (AFSR) which gives students, parents and the public current information about policies, fire safety and fire statistics in on-campus residential facilities. The report is prepared and published by VCU Residential Life & Housing, Safety & Risk Management, and the Clery Compliance Officer. The report contains statistics about the number of fires for the 2022, 2023 and 2024 calendar years. The description and cause of the fire follow the classifications used by the U.S. Department of Education. The estimated dollar amount of damages for each fire is included utilizing the ranges required by the reporting criteria of the Department of Education. The report also includes a description of fire systems, the number of fire drills, evacuation procedures, education and training programs, future plans for fire safety improvements (if applicable), and the institution's policies on appliances, smoking, open flames, and other potential hazards. The Annual Fire Safety Report is distributed electronically within the Annual Security Report to all current faculty, staff, and students through email. The Annual Security and Fire Safety Report is made available online to all prospective students and employees via the Admissions and the Human Resources pages. Copies of this report may be obtained in person or by contacting from the VCU Integrity and Compliance Office (918 West Franklin St.) or the VCU Police Department (224 E. Broad St.) during normal business hours, 8:00 A.M. - 5:00 P.M., Monday through Friday.

Letter from Safety & Risk Management: Fire Safety/ Residential Life & Housing

Dear Campus Community,

At VCU, fire safety is more than compliance, as we are dedicated to fostering a safe, supportive, and caring environment for all residents living on campus. Our goal is to help protect not just property, but most importantly, the lives of every student, staff member, and guest, across the VCU community.

Fire safety is a collaborative effort requiring not just university offices and first responders to have well trained professionals and policies but also a responsibility of the campus community as well. We focus on prevention through education, whether that be fire drills, health and safety inspections, or programming efforts to inform students about fire safety policies.

Throughout this report, you will find information on how Occupational Health and Safety and Residential Life and Housing keep the campus community safe including fire safety information and statistics regarding fire safety within the residence halls. We thank you for your attention and working with us to create a safe on campus living experience. Your awareness and participation make a meaningful and life-saving difference.

Thank you,

Occupational Health and Safety, the Fire Safety Team, and Residential Life and Housing

Information about Occupational Health & Safety and Residential Life & Housing

About Fire Safety and Occupational Health & Safety

A unit under the Department of Occupational Health and Safety department, Fire Safety works closely with VCU Police (VCUPD), VCU Facilities, and the Richmond Fire Department to ensure coordinated, timely responses during emergencies. When fire alarms occur during normal business hours, our team responds directly. After hours, a structured on-call process through VCU Facilities ensures that every situation is handled promptly with care.

With 11 full-time professionals, our staff members and technicians are certified to the NICET (National Institute for Certification in Engineering Technologies) standard in fire sprinkler testing, meeting the highest state requirements for fire inspectors. This technical expertise supports our broader goal of keeping the community safe where they teach, study, or live.

We understand that a sense of security is essential to feeling at home. That is why we work closely with Residential Life and Housing and place a special emphasis on cooking safety, one of the most common causes of alarms in the residence halls. We are actively working to reduce these incidents through awareness and education for residents living on campus. We also offer hands-on fire extinguisher training throughout the year, helping residents feel empowered and prepared in the event of an emergency.

Each semester, VCU Fire Safety conducts fire drills in coordination with the State Fire Marshal's Office (SFM), reinforcing critical safety procedures. Our longstanding relationship with the SFMO helps us maintain a high standard of compliance, integrity, and care among the VCU community.

About Residential Life and Housing

An office under the Division of Student Affairs, Residential Life and Housing works to ensure that all 6,000 residents across 12 residential buildings can truly make their hall a home in a responsible and safe environment. We work closely with our campus partners in Fire Safety, VCU Police, Richmond Fire, and

the State Fire Marshal to ensure compliance with fire safety. Our policies, outlined in our Guide to Residential Living, along with ensuring testing of fire safety systems and fire drills, work to create a safe campus community.

Introduction

Residential Life and Housing and Occupational Health & Safety at Virginia Commonwealth University, in compliance with the Jeanne Clery Campus Safety Act and the Higher Education Opportunity Act (HEOA) have developed this annual fire safety report. This report summarizes the reporting components required by the Clery Act and HEOA.

This section only applies to the Monroe Park Campus within the city of Richmond, main campus because it is the only campus with on-campus student housing facilities.

Residential Life and Housing and Safety and Risk Managements are committed to providing students with fire safety training and a safe community for living and learning. For more information on fire safety in residence halls, visit housing.vcu.edu/help/resources/gtr/ or call VCU Fire Safety at (804) 828-0040.

Reporting a fire

If there is an active fire on campus, call VCUPD at (804) 828-1234. If a member of the campus community finds evidence of a fire that has been extinguished and the person is not sure whether VCUPD or the fire department has already responded, the community member should immediately notify VCUPD to investigate and document the incident.

Fire incidents reported to the staff, Residential Life and Housing, Occupational Health & Safety, or VCUPD which are found to have been actual fires will be included in the annual fire statistics.

Fire log

A log of all campus fires is maintained by VCUPD, in collaboration with Residential Life and Housing and Occupational Health & Safety. Upon receiving a report of a fire in on-campus student housing facilities, that report is entered in the log within two business days of receipt of that information. The log for the most recent 60 days may be viewed at the VCUPD Headquarters (224 E. Broad St.). To request a copy of the fire log please visit VCUPD during the hours of 8 a.m. to 4:30 p.m., Monday through Friday. For information on the fire log, call (804) 828-1196 or go to <https://police.vcu.edu/facts/logs.html>.

Fire/Arson investigations

Every fire that is not known to be accidental (such as a cooking fire) is investigated by Residential Life & Housing and VCU Fire Safety. The primary investigator in response to fire incidents is VCU Fire Safety and requests assistance from The Virginia State Fire Marshal's Office as necessary. Fires determined through investigation to be willfully or maliciously set are classified as arsons for Clery reporting purposes.

Plans for future improvements in fire safety

The university reviews the fire systems in our residence halls and will make upgrades, repairs and/or revisions when problems are identified. While there are no specific plans for future improvements, Residential Life and Housing and Occupational Health & Safety will continue to maintain, continually assess, and upgrade fire safety apparatus as needed.

Fire Safety Education and Training

The health and safety of all university employees, students and visitors to the VCU campus is paramount to everyone working and learning at the university. In order to achieve this, everyone must work together, be responsible for their own actions, and look out for those around you. Faculty, staff and students play an important role in ensuring campus safety, specifically within the residence halls and the reporting and protection from fires. In order to respond to emergencies within the residence halls, VCU provides training and education for those living in on-campus residential facilities.

Employees who work in the facilities should be aware of information related to fire and life safety within your work environment and students should attend offered training and respect the safety of the campus and others.

Fire safety and prevention training is available for all students and residence hall staff throughout the year during orientation, university functions and special events. The fire safety and prevention training include the procedures that students and staff should follow in the event of a fire. More information related to this can be found on page [INSERT PAGE]. Throughout the year, a variety of fire and life safety education opportunities are presented to residential students and Resident Assistants. Additional training is available upon request. Resident Assistants, Hall Directors, VCUPD and security personnel receive training every year. Every October, during National Fire Prevention Week, various safety activities are conducted. VCU also attends and contributes to an annual fire safety symposium each summer for higher education institutions throughout Virginia.

On-campus Student Housing Facilities Fire Safety Policies

Residential Life and Housing has developed policies and procedures for a safe community. These procedures are communicated to residential students through the publication, the Guide to Residential Living.

Students are also responsible for these policies, which are the rules and regulations for all students at the university as outlined in the VCU Student Code of Conduct. The following information is from VCU 2024-25 Guide to Residential Living and provides information on prohibited conduct and items within the residence halls.

Prohibited Items

Small appliances and equipment are permitted in residence halls only if they are UL-certified products and not on the Prohibited Items list, which is provided later in this document. UL-certified products meet certain product safety standards permitting them to be allowed within a residence hall. University policy, and Virginia Statewide Fire Prevention Code, prohibits the following

activities and/or possession of the following items in residence halls to prevent fire or the spread of fire, unless they are provided by Residential Life and Housing:

- Smoking
- Items that require an open flame to operate
- Cooking Appliances (Approved) The following items may be stored, but not used in the residence hall room. They may only be used in community kitchen areas, where available (Gladding Residence Center):
 - Crockpots, instapots and pressure cookers; rice cookers; toasters or toaster ovens, George Foreman-type grills, panini press, and air fryers
 - These items may be used within an apartment kitchen space, or in a community kitchen.
- Cooking Appliances (Unapproved) The following items with an exposed heating element are not permitted to be stored or used anywhere in a residence hall or apartment:
 - Hot plates, Deep fryers, Electric frying pans/griddles, Electric stoves
- Electrical Appliances:
 - Air conditioners, any other open-coiled appliance, black lights and black light bulbs, ceiling fans, desk lamps with USB charging ports, electric blankets, extension cords and multi-plug adapters (except for surge protectors meeting university safety standards), halogen torchiere lamps, lava lamps, portable dishwashers, refrigerators (including mini-fridges and freezers), space heaters, USB outlet adapter/extender, washing machines, window fans (floor fans are permitted)
 - Flammable Decorations and Open Flames: Candles (lit or unlit), candle wax burners, incense (lit or unlit), incense burners, live plants and trees exceeding two feet, non-flame-retardant curtains, oil lamps (lit or unlit), plug in air fresheners, torches/camping stoves, neon sign lights
 - Flammable Substances: gasoline, lighter fluid, motor and engine oil, propane
 - Hoverboards, defined as: self-balancing, battery powered boards known as hoverboards, or any other electric wheeled boards, sometimes referred to as electronic

skateboards or scooters, equipped with a rechargeable battery; using, possessing, charging, or storing in the residence hall is prohibited; non self-balancing electric skateboards, eBikes, or electronic mobility devices for people with disabilities are permitted

For a complete list of prohibited items, visit housing.vcu.edu/help/resources/gtr/.

Evacuation Procedures for On-campus Student Housing Facilities

If a fire occurs in a residence hall, the fire alarm response directly reports to the VCU Operations Center[], and they will contact VCUPD and Richmond Fire[do what]. Because the fire alarm system is an addressable system, the responding fire department will be given information in route that identifies the specific location in the building that was activated. This feature saves critical time for the responders as they search for fire conditions when they arrive.

When the fire alarm sounds the system is notifying building occupants of a potential fire, and a building evacuation is required by all individuals who are within the building. Building occupants are directed to the nearest building exit upon activation of the fire alarm system. Use of the elevators is strictly prohibited and is controlled by the fire department upon arrival to the fire call to assist in firefighting and rescue efforts. Evacuation information and route signs are located in the hallways, typically by the fire extinguisher on the floor of the residence halls. All should move as far away from the building as possible upon exiting. It is against the law to remain in a building during a nonscheduled or emergency fire alarm evacuation. Residents who do not evacuate in a timely manner or fail to adhere to instructions given by emergency personnel will be subject to disciplinary action. Building occupants cannot re-enter the building until the fire department, police department, or Residential Life staff indicates it is safe to do so.

After every fire alarm activation RLH sends a notice to the affected community with the reason for the alarm and any other relevant information.

Persons with disabilities

Residents with disabilities or accessibility challenges limiting their ability to follow standard evacuation procedures should seek accommodation by contacting Residential Life and Housing as early as possible to learn about alternative emergency procedures and provide relevant information to RLH staff for any necessary assistance during drills and emergencies.

Residential Life and Housing maintains a list of students with approved accommodations including but not limited to residents with mobility or access issues and residents with approved service or emotional support animals. This list is available to emergency personnel upon request from a Residential Life and Housing staff member.

Emergency evacuation procedures for residents are posted on the back of each room door.

Fire Evacuation: What to do

It is important for building occupants to become familiar with the procedures for evacuating the building before the need for evacuation occurs. Evacuation is required for safety and the safety of the firefighters, police and staff who respond during alarms.

In case of fire, immediately activate the building's fire alarm system. Evacuate the building unless otherwise notified and contact VCUPD at (804) 828-1234.

If you discover a fire:

1. Manually activate the building's fire alarm system.
2. Immediately evacuate the building, closing doors and windows behind you.
3. Do not use the elevators.
4. Report to your building's designated gathering point.
5. Call VCUPD at (804) 828-1234 to report the fire or possible fire. Be prepared to give location, name and phone number if possible.

Once the fire alarm is activated:

1. Dress quickly and appropriately for the weather conditions (i.e., coat, shoes).
2. Walk quickly to the nearest exit. Do not use the elevators.
3. If you can, help those who need assistance.
4. Notify fire personnel if you believe someone may still be in the building.
5. Gather away from the building and emergency responders at a designated location.
6. Do not re-enter the building until the fire department has cleared the scene.

If caught in smoke:

1. Do not breathe the smoke.
2. Drop to your knees and crawl to the closest safe exit.
3. Breathe through your nose, and use a shirt or towel to breathe through, if possible.

If trapped in a building:

1. Close all doors and windows.
2. Wet and place cloth material around and under the door to prevent smoke from entering.
3. Attempt to signal people outside of the building. Call for help using a telephone or cell phone.

Fire Evacuation, Persons with Disabilities:

What to do

IF YOU ARE A PERSON WITH A DISABILITY, FOLLOW THE ABOVE DIRECTIONS IN ADDITION TO:

If you are in your residence hall room/apartment and are NOT ABLE to evacuate:

1. Call VCUPD at 804-828-1234 or 911
2. State you have a disability and need assistance
 - a. You may have to explain the nature of your disability to the dispatch officer

3. Designate your location (In my room #X in X residence hall or in X stairwell on X floor in X hall)
4. The Fire Department Will Conduct the Rescue and Evacuation If Necessary.
5. Be prepared to explain or have a step-by-step explanation of the most efficient way to disengage any equipment to facilitate the evacuation.
6. Evacuation will occur only if necessary.

IF YOU ARE NOT IN YOUR ROOM AND USE A WHEELCHAIR OR OTHER MOBILITY VEHICLE OR DEVICE:

1. If you cannot safely reach the ground floor and exit, go to the nearest outside stairwell. Stay on the landing, off to the side.
2. As a last resort, go to the nearest interior stairwell.
3. If the fire alarm is sounding, NEVER use the elevators!
4. Establish a “buddy system” for your residence hall and each of your classes. Your “buddy” can assist you in evacuating quickly or notifying emergency personnel of your location in the event you cannot leave the building. This person cannot be a residence hall staff member as they cannot ensure availability or ability to perform only as your “buddy”.

On-campus Student Housing Facilities Fire Safety Systems

Fire equipment saves lives. Tampering with smoke detectors, intentionally causing false fire alarms, hanging items from sprinkler heads, covering smoke detectors, propping fire and smoke doors open, discharging a fire extinguisher, or tampering with other safety equipment could result in personal tragedy and, additionally, criminal charges, fines, university disciplinary action, and/or termination of a resident’s housing contract.

All residence halls are fully equipped with sprinklers with quick-response heads in accordance with NFPA 13. (The NFPA is the National Fire Protection Association standard that provides guidelines.) VCU has recently completed a campus-wide fire alarm system upgrade, improving the university’s communication

reliability of fire alarm transmissions to the monitoring station. See the information on page 122 for specific information about each residential facility.

Sprinklers

Do not hang anything on or from sprinkler heads. This can cause unnecessary water discharge and you could be held liable for damage to university and private property.

Fire Extinguishers

Fire extinguishers will be charged, available, and operable at all times. Tampering with fire extinguishers is a serious offense and could lead to your dismissal from the university.

Smoke Detectors

Smoke detectors save lives. Students must submit a work order at fss.vcu.edu or mycommunity.americancampus.com for GRC residents to report a damaged or faulty smoke detector. Only professionally trained staff may disconnect smoke detectors. Any resident who disconnects, covers, or otherwise tampers with a smoke detector will be referred to the university student conduct process. Also, state law provides that tampering with, removing, or destroying a life safety system, or device is a Class 1 Misdemeanor. This equipment is in place for residents’ safety and for that of neighboring rooms.

Fire Alarms and Fire Evacuation Drills

As required by the Statewide Fire Prevention Code of Virginia, the university schedules four fire drills per year in residence halls. One drill must take place within 10 days of the commencement of the fall semester. Then, at least one drill must take place during the hours after sunset and before sunrise.

Fire evacuation drills provide an opportunity for faculty, staff, students, and emergency responders to become familiar with the building’s fire safety features, to practice emergency procedures, and ensure the efficient and safe use of exits.

Inspection, testing and maintenance of fire protection systems and equipment

All residence halls have smoke detectors within bedrooms, suite/apartment spaces, hallways, and other community spaces. The

smoke detectors in Ackell Residence Center, Broad & Belvidere, Gladding Residence Center III, The Honors College, and Rhoads Hall are tested on a monthly basis. VCU Fire Safety functionally tests and inspects smoke detectors on an annual basis per NFPA 72 and conducts quarterly sprinkler testing and inspections per NFPA 25.

The following table contains detailed information about the fire safety systems within each of the residence halls.

Virginia Commonwealth University
On-Campus Student Housing Facilities Fire Safety Systems
Current Fire Safety Systems in place as of Calendar Year 2025

Residential Facility	Fire Alarm Monitoring Done on Site	Sprinkler System	Alarms	Pull stations	Smoke Detection	Heat Detection	Fire extinguishers	Evacuation plans & placards	# Fire Drills Per Year
Monroe Park Campus									
Ackell Residence Center 1100 W. Broad St.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	4
Brandt Hall 710 W. Franklin St.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	4
Broad and Belvidere Student Apts 700 W. Broad St.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	4
Cary and Belvidere Residential College 301 W. Cary St.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	4
Gladding Residence Center 711 W. Main St.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	4
Gladding Residence Center III 711 W. Main St.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	4
Grace and Broad Residence Center 1 1000 W. Grace St.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	4
Grace and Broad Residence Center 2 1010 W. Grace St.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	4
Honors College 701 W. Grace St.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	4
Rhoads Hall 710 W. Franklin St.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	4
West Grace Street Student Housing North 830 W. Grace St.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	4
West Grace Street Student Housing South 835 W. Grace St.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	4

Fire statistics

The fire statistics for the 2024, 2023, and 2022 calendar years are provided in the sections that follow. The category and cause of each listed fire follows the classifications used by the Department of Education. The estimated dollar values of damages for the events in each facility or complex area are also included utilizing the ranges required by the reporting criteria of the Department

of Education. These statistics are reported to the Department of Education annually. Fires which occurred in dining facilities which are part of the residence hall complexes are entered in the Department of Education website as occurring in one of the residence halls that are physically attached to the dining facility.

Virginia Commonwealth University On-Campus Residential Facilities Annual Fire Statistics - Calendar Year 2024

VCU On-campus Student Housing Facility	Total Fires in Each Building	Fire Number	Cause and Category of Fire	Number of injuries that required treatment at a medical facility	Number of deaths related to a fire	Value of property damage caused by fire
Monroe Park Campus						
Ackell Residence Center 1100 W. Broad St.	0	0	N/A	0	0	N/A
Brandt Hall 710 W. Franklin St.	0	0	N/A	0	0	N/A
Broad and Belvidere Student Apts 700 W. Broad St.	0	0	N/A	0	0	N/A
Cary and Belvidere Residential College 301 W. Cary St.	0	0	N/A	0	0	N/A
Gladding Residence Center 711 W. Main St.	1	1	Accidental: Cooking	0	0	\$0 – 99
Gladding Residence Center III 711 W. Main St.	0	0	N/A	0	0	N/A
Grace and Broad Residence Center 1 1000 W. Grace St.	0	0	N/A	0	0	N/A
Grace and Broad Residence Center 2 1010 W. Grace St.	0	0	N/A	0	0	N/A
Honors College 701 W. Grace St.	0	0	N/A	0	0	N/A
Rhoads Hall 710 W. Franklin St.	0	0	N/A	0	0	N/A
West Grace Street Student Housing North 830 W. Grace St.	2	1	Accidental: Candle fire	0	0	\$100 – 999
		2	Unintentional: Fireworks	0	0	\$1,000 – 9,999
West Grace Street Student Housing South 835 W. Grace St.	0	0	N/A	0	0	N/A

Virginia Commonwealth University On-Campus Residential Facilities Annual Fire Statistics - Calendar Year 2023

VCU On-campus Student Housing Facility	Total fires in each building	Fire number	Cause of fire	Number of injuries that required treatment at medical facility	Number of deaths related to a fire	Value of property damage caused by fire
Monroe Park Campus						
Ackell Residence Center 1100 W. Broad St.	0	0	N/A	NA	N/A	N/A
Brandt Hall 710 W. Franklin St.	0	0	N/A	NA	N/A	N/A
Broad and Belvidere Student Apts 700 W. Broad St.	0	0	N/A	NA	N/A	N/A
Cary and Belvidere Residential College 301 W. Cary St.	1	1	Intentional: Arson - paper burnt in hallway	0	0	\$0-\$99
Gladding Residence Center 711 W. Main St.	2	1	Electrical	0	0	\$0-\$99
		2*	Intentional: Arson - burnt paper bag in trashcan	0	0	\$0 – 99
Gladding Residence Center III 711 W. Main St.	0	0	N/A	N/A	N/A	N/A
Grace and Broad Residence Center 1 1000 W. Grace St.	0	0	N/A	N/A	N/A	N/A
Grace and Broad Residence Center 2 1010 W. Grace St.	0	0	N/A	N/A	N/A	N/A
Honors College 701 W. Grace St.	0	0	N/A	N/A	N/A	N/A
Rhoads Hall 710 W. Franklin St.	0	0	N/A	N/A	N/A	N/A
West Grace Street Student Housing North 830 W. Grace St.	0	0	N/A	N/A	N/A	N/A
West Grace Street Student Housing South 835 W. Grace St.	2	1	Accidental/ cooking	0	0	\$0-\$99
		2	Accidental/ cooking	0	0	\$0-\$99
The Graduate Hotel** 301 W. Franklin St.	0	0	N/A	NA	N/A	N/A
1200 Marshall Apartments*** 1200 W. Marshall St.	0	0	N/A	NA	N/A	N/A

* This incident was not disclosed in the 2024 Annual Fire Safety Report, and was found during reconciliation and case review of incidents for the 2025 Annual Security Report. Processes have been updated to ensure accurate inclusion in the future.

** This facility was leased for the Fall 2023 semester (August 1 - December 31) only.

*** VCU utilized this facility to house various student-athletes throughout the 2023 calendar year. For Clery Act purposes, this location therefore constitutes an On-Campus Student Housing Facility.

Virginia Commonwealth University On-Campus Residential Facilities Annual Fire Statistics - Calendar Year 2022

VCU On-campus Student Housing Facility	Total fires in each building	Fire number	Cause of fire	Number of injuries that required treatment at medical facility	Number of deaths related to a fire	Value of property damage caused by fire
Monroe Park Campus						
Ackell Residence Center 1100 W. Broad St.	0	0	N/A	NA	N/A	N/A
Brandt Hall 710 W. Franklin St.	0	0	N/A	N/A	N/A	N/A
Broad and Belvidere Student Apts 700 W. Broad St.	0	0	N/A	N/A	N/A	N/A
Cary and Belvidere Residential College 301 W. Cary St.	0	0	N/A	N/A	N/A	N/A
Gladding Residence Center 711 W. Main St.	0	0	N/A	N/A	N/A	N/A
Gladding Residence Center III 711 W. Main St.	0	0	N/A	N/A	N/A	N/A
Grace and Broad Residence Center 1 1000 W. Grace St.	0	0	N/A	N/A	N/A	N/A
Grace and Broad Residence Center 2 1010 W. Grace St.	0	0	N/A	N/A	N/A	N/A
Honors College 701 W. Grace St.	0	0	N/A	N/A	N/A	N/A
Rhoads Hall 710 W. Franklin St.	0	0	N/A	N/A	N/A	N/A
West Grace Street Student Housing North 830 W. Grace St.	0	0	N/A	N/A	N/A	N/A
West Grace Street Student Housing South 835 W. Grace St.	1	1	Accidental/ cooking	0	0	\$25,000-\$49,999
8 1/2 Canal Street Apartments* 8 1/2 Canal St.	0	0	N/A	NA	N/A	N/A
RAMZ Lofts at Capital Garage* 1301 W Broad St.	0	0	N/A	NA	N/A	N/A
1200 Marshall Apartments** 1200 W. Marshall St.	0	0	N/A	NA	N/A	N/A

* These facilities were leased for the Spring 2022 semester (January 1 - May 31) only.

** VCU utilized this facility to house various student-athletes throughout the 2022 calendar year. For Clery Act purposes, this location therefore constitutes an On-Campus Student Housing Facility.

Virginia-based Separate Campuses

In addition to VCU's main Monroe Park and MCV campuses located in Richmond, Virginia, VCU currently has four separate campuses throughout Virginia and one campus in Qatar. Information specific to the Richmond-based Monroe Park and MCV campuses is provided on the preceding pages of this report. The Annual Security Report for the VCUarts Qatar campus is captured in a separate publication. While much of the information in the main report also pertains to these campuses, the subsequent pages provide specific information that is different based on location. The following information below pertains to the VCU Inova, VCU Rice Rivers Center, VCU NoVA Poplar Run, and Southwest Virginia Higher Education Center campuses and is used to supplement information provided in the main body of this report.

VCU INOVA Campus

The VCU School of Pharmacy Inova Campus is situated on the Inova Fairfax Medical Campus in Falls Church, Virginia. The campus offers a dynamic and enriching learning environment where students engage with diverse patient populations. Each academic year, up to 24 Pharm.D. students choose to complete their final two years (P3 and P4) on this campus, benefiting from its strategic proximity to Washington, D.C., and access to a wide array of professional organizations and career opportunities.

In 2007, the VCU School of Pharmacy Inova Campus was established, whereby up to 24 students per class year self-select to come to the Inova Campus to complete their P3 and P4 years on the grounds of the Inova Fairfax Medical Campus. The VCU School of Pharmacy Inova Campus is located in the VCU/Educational Conference Center (ECC) building, first floor.

The combination of a diverse patient population, state-of-the-art hospital facilities and a committed teaching faculty helps to create an exceptional learning environment for pharmacy and all allied health students. Click [here](#) for more information about the VCU Inova Campus.

Throughout this report, the VCU School of Pharmacy Inova Campus will be referred to as the VCU Inova Campus, or simply VCU Inova.

Policies on Crime or Emergency Reporting

REPORTING TO INOVA FAIRFAX MEDICAL CAMPUS SECURITY

The Security Department employs an officer to staff a Security Control Center 24 hours a day. By call the Security Control Center (703.776.3180), you will reach an officer who can assist with your security needs and may dispatch one or more officers to any location for routine or emergency needs. All individuals are encouraged to accurately and promptly report crimes or emergencies to the Security Department, including when the victim of a crime elects to or is unable to make such a report. This enables the Security Department to have the incident assessed

for a timely warning or crime alert and for the purposes of annual statistical disclosure.

Recognizing officers

Security officers are distinguished by a uniform consisting of black pants and a black shirt with upper left chest insignia, as well as related security equipment. Part of this equipment is a two-way radio that can summon help immediately. Either on foot or in a security vehicle (white Ford Explorer or white Dodge Journey with a blue Allied logo on the sides), officers should be approached for any assistance you might require.

Reporting a crime or emergency to the Fairfax County Police Department

A person reporting a crime to Inova Fairfax Medical Campus Security has the right to report the crime to the Fairfax County Police Department by calling 911 or utilizing the Fairfax County Police nonemergency call center at 703.691.2131. Reporting crimes and emergencies may generate a law enforcement response. Whenever possible, the survivor or witness of the crime should call directly to report the incident. Firsthand information is always more accurate and complete. Any suspicious activity or person(s) seen in the parking lots or loitering around vehicles, inside buildings or around residence halls should immediately be reported to police. Accurate and prompt reporting ensures a strategic law enforcement response.

Reporting Workplace Violence Incidents

Inova Health System endeavors to provide a workplace that is safe for its employees. Threats or acts of violence that are made toward or by an employee will not be tolerated in support of a zero-tolerance policy. Although not all inclusive, workplace violence may include assaults, arguments, employee desertion, gossip, rumors, prejudice, unsafe working conditions, numerous accidents, petty or major thefts, domestic problems, use of drugs or alcohol, narcotic diversion, harassment, troublemakers, angry phone conversations and carrying a weapon at work. To report workplace violence:

- Notify immediate supervisor/director/administrative supervisor
- Notify human resources: 703.776.3172
- Notify the Employee Assistance Program: 800.346.0110
- Notify the compliance hotline: 888.800.4030
- Contact Employee Occupational Health Services: 703.776.3271
- Notify risk management/legal: 703.776.2789 or 703.289.2027
- Submit Safety Always form

ANONYMOUS AND CONFIDENTIAL REPORTING OPTIONS

Voluntary, confidential and anonymous reporting procedures

There are no VCU-employed pastoral or professional counselors at VCU Inova. VCU does not allow and, therefore, there are no procedures for voluntary confidential reporting due to state open-record laws. Crimes may be reported anonymously in multiple ways:

- Security Control Center: 703.776.3180
- Allied Security Director: 703.776.3837
- Allied Security Manager: 703.776.7950
- Inova Emergency Manager: 703.776.6418
- Inova Safety Manager: 703.776.2808
- Fairfax County Police Crime Solvers: 866.411.8477

UNDERSTANDING YOUR REPORTING OPTIONS AND WHAT HAPPENS NEXT

The Inova Fairfax Medical Campus Security and Fairfax County Police Department is responsible for responding to all crimes or emergencies reported on campus property. The response will depend on how the report was made and to whom it was made. Certain reports, like a report made to a Campus Security, will not automatically generate a police response, similarly reports made to campus offices don't always initiate a law enforcement response unless requested. All reports made directly to the security or police department will initiate a response, the type of response is dependent upon the call received.

Some instances of misconduct may constitute a violation of state, federal, or local law, while others may constitute university policies violations only, or in addition to a criminal violation. It is the student's or employee's option to report misconduct to the university, local law enforcement, or both. Employees are happy to assist in making a report to law enforcement and will accompany the survivor if requested.

There are many different reporting options available for the campus community. While some reporting options will initiate a police investigation, others will not. Below are the response options consistent with the reporting method.

Security and Police Response to Reports

Inova Fairfax Medical Campus Security procedures are in place which require a security officer(s) on the scene within six minutes or less for all critical (emergency) incident calls. Routine calls (nonemergency) require a Security Officer(s) on-scene within 12 minutes or less. Security dispatchers have the ability to communicate with Fairfax County Police and Fairfax County Fire Department through the Public Safety Communication Center and through the county radio system as a backup. Fairfax County Police have immediate access to five Rapid Deployment Stations on campus for rapid entry into buildings and for communication with security.

All reported safety and security incidents are documented in reports, and those reports are submitted to the Allied security director, Allied security manager, Inova safety manager, Inova parking manager and Inova director of public safety and emergency management for appropriate follow-up. Reports are further provided to Risk Management/Legal, appropriate department leaders and appropriate senior leaders for action. The current report classification system separates Clery reportable from all other security documents. Incidents involving crimes are logged into the daily incident log.

University Response to Reports

In some instances, a report may be made directly to the university and not involve law enforcement. Students are encouraged to speak with a CSA, faculty, staff, or other University staff member

for assistance in filing a report. Whether or not you choose to file a report with law enforcement, the university will offer a variety of options for assistance and will work to address any factors that may have led to this crime. A report to the university may allow for the initiation of interim protective measures such as academic accommodations, changes to housing, and changes to class or work schedules. The university may conduct its own hearings, interviews, and processes based on the information submitted and the office handling the report. A survivor may bring someone with them for support while making a report, to include a friend, roommate, or family member. If a report involving a Title IX violation is submitted to the university through an employee or the police, the university will begin its own independent investigation.

Campus and Community Resources

Important numbers

Security Control Center: 703.776.3180

Public Safety and Emergency Management Office: 703.776.3685

Inova Director of Public Safety and Emergency Management:
703.776.2987

Allied Security Director: 703.776.3837

Allied Security Manager: 703.776.7950

Inova Safety Manager: 703.776.2808

Inova Parking Services Manager: 703.776.3557

Inova Emergency Manager: 703.776.6418

Fairfax County Rape Crisis/Sexual Assault Hotline: 703.360.7273

Local Resources

Counseling and mental health services

George Mason University Counseling and Psychological Services:
703.993.2380

Inova Adult Psychiatry: 703.776.3626

Student health services

Fairfax Family Practice: 703.391.2020

3650 Joseph Siewick Dr., Suite 400

Fairfax, VA 22033

VCU School of Pharmacy, student services coordinator:

703.776.7972

HOW VCU INOVA PROTECTS YOU

Inova Fairfax Medical Campus Public Safety and Emergency Management

Inova Fairfax Medical Campus Public Safety and Emergency Management is the primary law enforcement agency responsible for the INOVA Fairfax Medical Campus. The department serves the entire campus. Uniformed Allied security officers are available 24 hours a day by calling the Security Control Center for routine service, or during emergency or critical incidents.

The campus, including buildings, parking areas, grounds and roadways, is patrolled by security officers using a zone concept. Officers in the field are dispatched by a Security Control Center located inside of the hospital. During select hours, security officers' staff the Women's Hospital, the Children's Hospital, the Heart and Vascular Institute, the South Patient Tower, Professional Services Building and the ER/Trauma Center. Officers respond to calls for service from these locations and roving officers are able to respond from their locations throughout the campus when needed. The security force is augmented with 1,796 security cameras, 1,825 ID prox readers, more than 129 emergency security call stations and 650 portable and fixed duress panic alarms. More than 140 stairwell voice discriminators are located throughout the campus. Identification badges are required by all students, faculty and staff.

Administrative services are provided by the Inova Director of Public Safety and Emergency Management, Allied Director of Security, Allied Security Manager, Allied Security Analyst, Inova Safety Manager, Inova Parking Services Manager, Inova Safety Technician and Inova Emergency Management Coordinator.

Managers are available 24 hours a day for matters involving critical incidents. The senior administrative coordinator is available Monday through Friday from 7 a.m. to 3:30 p.m. for processing applications for ID badges, parking permits and shuttle and car-pooling requests

VCU Inova Security

VCU Inova has a campus security force via the Inova Fairfax Medical Campus. The Inova Fairfax Medical Campus provides and administers this service.

Enforcement authority of campus security

The campus security force consists of contracted security officers, without police powers, who are not sworn personnel and one-armed officer from Sentry Force assigned to the Emergency Department lobby. The security officers are assigned to a variety of patrol and fixed-post assignments while on duty. This includes, but is not limited to, controlling ingress to the emergency department, patrolling their assigned buildings and any other special assignment that their supervisor may deem appropriate.

Allied, contracted by Inova Health System to provide security officers for Inova, does not have power of arrest although they are licensed by the Department of Criminal Justice Services. Arrests would be made by the Fairfax County Police. Fairfax County Police do not sign memorandums of understanding with facilities. Criminal incidents are reported to the Fairfax County Police. Inova Fairfax Medical Campus security maintains liaisons with federal, state and local law enforcement with an emphasis on preplanning; VIP/executive protection; and medical care access (emergency and non-emergent).

Their primary jurisdiction includes all Fairfax Medical Campus-owned, -leased and -controlled property and the adjacent streets and sidewalks.

VCU Inova security response to student organizations

VCU Inova does not have any officially recognized student organizations. As such, VCU Inova does not monitor or record through local police agencies any criminal activity involving students engaged at off-campus locations that do not meet the Clery definition of noncampus geography.

Transparency: Timely Warnings, Emergency Notifications, and Crime Logs

This section includes detailed information on policies, procedures, and processes related to campus notifications and transparency.

ENROLLING AND SIGNING UP FOR INOVA ALERTS

Alerting Inova team members in a timely and accurate manner is an essential part of Inova's issue and emergency response protocol. All team members with an Inova email address are automatically enrolled to receive an email to your Inova email address. It is also mandatory for VCU Inova students to register for text alerts. VCU Inova recommends you update your profile to include a phone number to receive voice and/or text alerts as well as to opt in to get location specific alerts, e.g., hospital, facility, etc. Updated instructions for customizing your profile settings are available on the Inova Alerts page on InovaConnect.

To sign up for text alerts, visit <https://inovanet.net.inova.org/InovaAlerts>.

TIMELY WARNING/CRIME ALERT NOTIFICATIONS

Additional information about the requirements of Timely Warnings can be found in the main body of this report. This section will provide information specific to the VCU Inova campus and its policies and procedures.

Anyone with information warranting a timely warning/crime alert should report the circumstances to the Security Department, 703.776.3180, or in person to Security or Public Safety and Emergency Management in the Original Building, second floor.

Decision to Issue a Crime Alert

The decision to issue a Crime Alert is made on a case-by-case basis considering the facts known at the time of the report. The assessment includes factors such as: the nature of the crime, the continuing danger to the campus community (including whether the suspect was quickly apprehended by law enforcement), and the amount of time that has elapsed between the crime's occurrence and the date of the report. A timely warning/crime alert is sent when Inova Fairfax Medical Campus senior leaders determine a reported incident presents a serious or ongoing

threat to members of the community, which includes VCU Inova.

The senior leaders involved in the decision process include: President, Chief Operating Officer, Chief Medical Officer, Chief Nursing Officer, Administrative supervisor, AVP - Building and Support Services, Administrator on-call, and the VP - Human Resources (if staff related)

Determining the Content of a Crime Alert

The content of the Crime Alert is intended to enable members of the campus community to protect themselves, and will typically include the following, unless issuing any of this information would risk compromising law enforcement efforts:

- A succinct statement of the incident including the date, time, general location, and nature of the reported crime(s);
- Possible connection to previous incidents;
- Information that will promote safety and potentially aid in the prevention of similar crimes (i.e., crime prevention or safety tips).
- Suspect description(s) when deemed appropriate and if there is sufficient detail (see below)
- Fairfax Medical Campus Security and local law enforcement contact information
- Other relevant and important information about the crime(s); as deemed appropriate

The description of subjects in a case will only be included in the alert if there is a sufficient amount of detail to describe the individual. If the only known descriptors are sex and race, that will not be included in the alert. To maintain confidentiality, all timely warnings/crime alerts will be provided to students and employees without the names of victims.

The following individual(s) develop the timely warning/crime alert messages: Inova Director of Public Safety and Emergency Management, Allied Security Director, Allied Security Manager, Inova Emergency Management Coordinator, Media Relations manager on-call, or the Telecommunications Manager.

Authority and Dissemination of Crime Alerts

If a timely warning/crime alert is deemed necessary, it will be initiated for the Inova Fairfax Medical Campus Emergency Management department. All members with an Inova email address are automatically enrolled to receive an email to your Inova email address. A Crime Alert may be supplemented with a text message on a case-by-case basis. Security Control Center dispatchers, Telecommunications and/or media relations activates the message.

EMERGENCY NOTIFICATIONS

Additional information about the requirements of Emergency Notifications can be found in the main body of this report. This section will provide information specific to the VCU Inova campus and its policies and procedures.

Conforming the Existing of a Significant Emergency or Dangerous Situation

Most significant emergencies are reported to Inova Medical Campus Security Control Center or directly to the Fairfax County Police Department. When a call is received, they will notify the appropriate emergency services department unless those services have already been notified and are responding. Emergencies on the Inova Fairfax Medical Campus are typically confirmed by the Security Department in coordination with local emergency responders and Inova public safety and emergency management officials. Confirmation may also involve the response and assessment of university offices and officials.

Determining the Appropriate Segment or Segments of the Campus Community to Notify

Regardless of the event, whenever the Emergency Notification system is activated all members of the Inova Medical Campus will be notified. There will be no segments of the campus that will be omitted from receiving an Emergency Notification.

Determining the Content of the Emergency Notification

The Inova public safety and emergency management officials will determine the content of the emergency notification. Notification content is determined based on the type of incident, the context

with which it is occurring, and the immediate danger or threat to the campus community and the need to advise campus community members to take action. The university will attempt to make such notification sufficiently specific so as to enable recipients to take an appropriate response to the threat.

Initiating the Notification System

If an emergency situation is confirmed, the Inova public safety and emergency management officials will, without delay, and taking into account the safety of the community, activate the components of the emergency communications system, unless issuing a notification will compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency. Activation of the emergency notification system will occur immediately upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, faculty or staff occurring on the VCU Inova campus, so that they may take reasonable precautions for their safety.

In the event a situation poses an immediate threat to campus community members, the university has various systems in place for communicating information quickly. The primary emergency communication tool is Inova Alert, which distributes notifications via phone call, text messages, and email.

Distribution Methods

While cell phone text/voice messaging and campus email are the most common and quickest forms of communication under these circumstances, a mass notification system allows notification to a wide range of electronic media. In the event of an impending or actual emergency, one or more of the following communication channels will be activated.

- **Text messages:** alert system will notify students, faculty and staff immediately about campus emergencies.
- **Emails:** sent to Inova email accounts
- **Message boards:** can be programmed and activated with messages
- **Emergency communication speaker system:** is utilized for digital and live voice for emergency alert announcements in order to provide the larger university

community with emergency information, as needed.

- **Public address system:** serves as a backup to the Emergency Communication Speaker System.

Procedures for Disseminating Emergency Information to the Larger Community and Follow Up Messages (i.e. individuals and organizations outside the campus community)

Follow-up information will be communicated as it becomes available using one of the above methods. By following the above university procedures, the university is not required to issue a crime alert based on the same circumstances that initiated the emergency notification; however, the university must provide adequate follow-up information to the community as needed.

In addition to the above internal notification methods, VCU Inova communicates with the larger community utilizing four digital message signs. These signs are capable of being programmed with messages pertaining to an incident. There are also two towable message boards located on the campus and are capable of being programmed in the field as necessary.

DAILY CRIME LOG

The Security Department will maintain a crime log. The log will include the nature, date, time and general location of reported criminal incidents, as well as the disposition of the complaint, if that is known at the time the log is created.

The Security Department reserves the right to exclude crime report information from the log in circumstances where posting may compromise ongoing police operations. Faculty, staff and students are encouraged to review the crime log periodically to become more familiar with the types and locations of criminal incidents which may impact the Inova community. The daily crime log can be accessed at the Security Office, Original Building, Second Floor, Inova Fairfax Medical Campus, 3300 Gallows Rd., and is available during regular business hours, Monday through Friday, 7 a.m. to 3:30 p.m.

Campus Safety, Personal Safety, and Crime Prevention

MAINTENANCE OF CAMPUS FACILITIES

The Safety Management Program is designed to develop, coordinate, manage and evaluate safety activities in an effort to provide a safe, effective and functional environment of care in a manner consistent with standards and federal, state and local regulatory requirements. The Safety Management Program is based on monitoring and evaluating of the environment of care, applicable laws and regulations, education about the environment, staff knowledge and skills to perform their responsibilities, and recognized practice.

Facilities Management immediately responds to reports including, but not limited to, inoperable doors, burned-out lights and broken windows and screens. The hospital requires and supports an effective safety management program and requires quarterly reports from the Environment of Care Safety Committee on key items, issues and concerns.

Hazards can be reported to the Security Control Center by calling 703.776.3180. Security officers will investigate, complete a report and take action to make the hazard safe, including notifying the Public Safety and Emergency Management Department, Engineering Department and/or other departments as appropriate.

SECURITY OF AND ACCESS TO CAMPUS FACILITIES

Security of campus facilities

The VCU/Educational Conference Center building is provided with security features consisting of:

- ID badge prox readers
- Electronic locking systems
- Panic alarm systems
- Security cameras
- Voice discrimination systems
- Security officer patrols
- Emergency call boxes
- Vehicle patrols

Access to facilities

Inova Fairfax Medical Campus is open to patients, staff, physicians, students, contractors and visitors. Building entrances, to include the Educational Conference Center, are controlled by coded ID prox card access issued in the form of a photo identification badge to authorized individuals or by means of a video intercom system commonly known as an A phone, which is answered by an officer at the Security Control Center 24 hours a day, seven days a week.

Interior space access is controlled by a combination of keys, cipher locks, electronic locks using ID prox cards or video intercom system. Access to designated staff, physician, student and contractor parking areas is controlled by the issued ID prox card system. All ID use is monitored in the Security Control Center, where dispatchers can view the name, department, title and photo of the individual using the ID. Select areas have a secondary validation by means of a video system.

CRIME PREVENTION AND SECURITY AWARENESS PROGRAMS

Inova Health System includes education in security concerns once at the beginning of each fall semester as part of new student and once during new employee orientation. The objective of the security and crime prevention education is to promote security and crime prevention awareness among all students, faculty and staff. Additional security and crime prevention training is arranged by contacting the security director at 703.776.3837. Security officers and select staff are provided training in recognizing and dealing with aggressive behaviors through a nonviolent crisis intervention program.

Things you can do if someone tries to harm you

- Stay calm and think rationally
- Remember what the attacker looks like
- Consider what you can do to defend yourself
- Alert campus security or the local police

At home

- Always lock your doors and windows
- Be careful when inviting casual acquaintances into your

home or office

- Do not allow anyone to duplicate your keys
- Re-key locks when moving into a previously rented residence or after keys have been lost or stolen
- Install deadbolt locks on all exterior doors and locks on windows
- Light entrances all night long

On the phone

- List only first initials and last name in directories
- Do not divulge your name and address to people you don't know
- Hang up immediately on obscene phone callers
- Never reveal that you are alone
- Note the date and time and what was said during the call for future reporting

In your car

- Lock your doors and windows
- Park in well-lit areas
- Store valuables out of sight and lock them in the trunk when the car is parked
- If your car breaks down, activate emergency flashers
- Stay in the locked car
- Immediately call for assistance; if someone stops to help, ask the person to call for help for you
- Sound the horn if threatened
- Never pick up strangers

Shopping

- Be aware of your surroundings
- Check ATMs for foreign attachments before inserting your card
- Keep pocketbooks/purses/bags in close proximity of one's person
- Do not carry unreasonable amounts of cash or valuables

Parking lots

There are 24-hour emergency call boxes located on surface lots and each level of the parking garages. If you need to contact

security from those areas, it does not have to be an emergency, simply follow the instructions below:

- Push the red button to activate the system. After a few seconds an officer will speak to you over the two-way radio inside the box.
- To speak to the officer after they have acknowledged your first push of the button, push and hold the button as you speak. Release the button to hear the reply.
- If you have an emergency and for some reason cannot speak, push the button. Officers will be automatically dispatched to your call box location to investigate.

Emergency Response, Evacuation, and Preparedness

In accordance with the Inova Fairfax Medical Campus Emergency Operations Plan, Inova public safety and emergency management officials will coordinate the emergency notification, response and evacuation of the Inova Fairfax Medical Campus, which includes VCU Inova.

These officials will also publicize VCU Inova's emergency response and evacuation procedures in conjunction with announcing the annual testing of these procedures. Individuals who are responsible for carrying out these procedures locally include, but are not limited to the: President Chief Operating Officer, Chief Medical Officer, Chief Nursing Officer, AVP, Building and Support Services, and Human Resources VP (if staff related).

The Public Safety and Emergency Management Department and the Security Department shall be responsible for the safe evacuation of all VCU Inova buildings in the event of fire, bomb threat, power outage, other natural disasters, civil disturbances and active threats. When appropriate, Fairfax County Police will be notified to assist in any crisis situation.

EMERGENCY EVACUATION PROCEDURES

At the sound of a fire alarm, facility alert, fire alarm activation announcement or if you are instructed to evacuate, leave your work area or classroom and immediately proceed to the nearest

exit and leave the building. If you are the first to recognize a fire situation, activate the alarm, evacuate to a safe location using the nearest exit and notify the Security Control Center, 703.776.3180 or extension 4911 from any Inova telephone to notify Security, 703.776.3180.

- Remain calm.
- Do not use elevators. Use the stairs.
- Assist the physically impaired; if the person is not ambulatory, make sure they are in a safe place and notify responding emergency services of the person's location.
- Move to the designated assembly area.
- Keep all roadways clear for emergency vehicles.
- Security will make sure the buildings are clear if safe to do so.
- Do not re-enter the building until Fairfax County Fire and Rescue, Public Safety and Emergency Management or security personnel advise it is safe to do so.

TESTING AND EXERCISE PROCEDURES

The emergency alert system is tested once per shift, per quarter, per building during campus wide fire drills and quarterly or semi-annually for other emergency plan activations (may be announced or unannounced). In addition, all speaker circuits are inspected, serviced and tested in order to maintain compliance with applicable codes/standards.

Crime Stats

The following statistical information was furnished by Inova Fairfax Medical Campus Security and the Fairfax County Police Department. The VCU Inova Campus does not have any residential housing facilities. More information about the Clery Geography categories and Clery Reportable Crime Definitions can be found on page 105.

2022-2024 yearly totals VCU Inova Campus

Criminal Offenses					
Crime Classification	Year	On-Campus Student Housing ¹	On-Campus Total ²	Noncampus Property ³	Public Property ⁴
Murder/ Non-negligent Manslaughter	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Manslaughter by Negligence	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Sex Offense: Rape	2024	N/A	0	N/A	0
	2023	N/A	1	N/A	0
	2022	N/A	1	N/A	0
Sex Offense: Fondling	2024	N/A	6	N/A	0
	2023	N/A	5	N/A	0
	2022	N/A	9	N/A	0
Sex Offense: Incest	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Sex Offense: Statutory Rape	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Robbery	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Aggravated Assault	2024	N/A	2	N/A	0
	2023	N/A	1	N/A	0
	2022	N/A	4	N/A	0
Burglary	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Motor Vehicle Theft ⁵	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	2	N/A	0
Arson ⁶	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0

Violence Against Women Act Offenses					
Crime Classification	Year	On-Campus Student Housing ¹	On-Campus Total ²	Noncampus Property ³	Public Property ⁴
Domestic Violence	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	3	N/A	0
Dating Violence	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	1	N/A	0
Stalking	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	1	N/A	0

Arrests and Disciplinary Referrals for Violation of Weapons, Drug Abuse and Liquor Laws					
Crime Classification	Year	On-Campus Student Housing ¹	On-Campus Total ²	Noncampus Property ³	Public Property ⁴
Liquor Law Arrest	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Drug Law Arrest	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	5	N/A	0
Weapon Law Arrest	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	8	N/A	0
Liquor Law Referral	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Drug Law Referral	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Weapon Law Referral	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0

2022-2024 Unfounded reports⁷ (Inova campus)

2024 – There were zero (0) unfounded offenses.

2023 – There were zero (0) unfounded offenses..

2022 – There were zero (0) unfounded offenses.

2022-2024 Hate crimes⁸ (Inova campus)

2024 – There are zero (0) reported hate crimes.

2023 – There are zero (0) reported hate crimes

2022 – Three (3) incidents of Simple Assault occurred on-campus, characterized by race.

¹ VCU INOVA Campus does not have student housing facilities

² Incidents reported to have occurred on or within VCU Inova's oncampus property, as supplied by the Inova Fairfax Medical Campus Security and the Fairfax County Police Department, which may include incidents that occurred within Inova Fairfax Hospital where the VCU Inova Campus is located.

³ VCU INOVA Campus does not have noncampus property locations

⁴ Incidents reported to have occurred within any building owned or controlled by VCU, or a student organization, that is used in direct support of the institution's education purpose, is frequently used by students, and is not within the same reasonable contiguous geographical area of the institution. The Noncampus Clery geography category also includes domestic short stay away and repeated use trips with students where VCU controlled the location during the trip in support of the institution's educational purposes.

⁵ Includes theft of motor vehicles, electric driven vehicle such as electric scooters and electric bikes.

⁶ Arson is NOT part of the hierarchy. Arson is always counted regardless of the nature of any other offense committed during the same incident. When multiple offenses are committed during the same distinct operation as an Arson offense, the most serious offense along with the Arson is counted.

⁷ Unfounded incidents are those determined by a sworn law enforcement officer to be false or baseless following a full investigation, and are not included in the total crime statistics count in the previous tables. Unfounded reports include all Clery reportable crimes and geographic categories.

⁸ Clery reportable hate crimes include the crime categories in the above tables, as well as Larceny -Theft, Simple Assault, Intimidation, or Destruction/Damage/Vandalism of Property.

VCU Rice Rivers Center

The VCU Rice Rivers Center is located at 3701 John Tyler Memorial Highway in Charles City, Virginia. The center is a field station devoted to environmental research, teaching and public service, with a mission to be internationally recognized for its academic programs focused on scientific research, education and public outreach, and for informing public policy related to river ecosystems, their watersheds and the conservation of species that inhabit those watersheds.

Located on 360 acres along the historic James River, midway between Richmond and Williamsburg, Virginia, the center is in the heart of diverse aquatic and terrestrial habitats. The grounds and research facilities provide an ideal gathering place for scientists, educators and resource managers.

Renowned faculty and collaborations with environmental agencies make the VCU Rice Rivers Center a research leader in river ecosystem science. Solutions are sought to pressing resource issues vital to society and the natural environment. Students from different disciplines come for field-based instruction, often working on studies led by faculty and affiliated research partners.

In June 2017, the Inger Rice Lodge opened, and it provides short-term, overnight living and cooking facilities for students and non-VCU guests who reserve the space. In October 2008, the Walter L. Rice Education Building opened, providing lecture and laboratory classrooms, a conference room and administrative offices, as well as an outdoor classroom pavilion. The 4,900-square foot education building was not only built at the highest level of green building standards, but is operated and maintained at the highest level of green building operations.

In October of 2021, the Rice Rivers Center Research Facility opened and provides 14,000 square feet of collaborative research laboratory space, a separate teaching laboratory, an office wing, flexible teaching and student resource spaces, a conference room, kitchen and dining area, and 3 bays for storage and for unloading equipment and samples.

Policies on Crime or Emergency Reporting

VCU Rice Rivers Center does not have a campus security department, and does not have a written agreement or contract with any local law enforcement personnel to provide campus security services.

REPORTING TO CHARLES CITY COUNTY SHERIFF'S OFFICE

All individuals are encouraged to accurately and promptly report crimes or emergencies, including when the victim of a crime elects to or is unable to make such a report. As the VCU Rice Rivers Center is located in Charles City County, crimes and other emergencies should be reported to the Charles City County Sheriff's Office by calling 911 (from a landline) for emergencies or 804.829.9265 for non-emergencies. (This also serves as the emergency number if calling from a cellular device.) The VCU Police can also be reached by calling 804.828.1234 for emergencies and 804.828.1196 for non-emergencies. Calling VCU police allows the incident to be assessed for a timely warning or crime alert and for the purposes of annual statistical disclosure.

REPORTING TO OTHER CAMPUS SECURITY AUTHORITIES

While community members are strongly encouraged to promptly report all crimes and other emergencies directly to the Charles City County Sheriff's Office or the VCU Police, reports can also be made to certain university officials and offices as "campus security authorities" (CSAs). For the VCU Rice Rivers Center, you can reach out to the designated CSA to whom criminal incidents may also be reported for the purpose of making timely warning reports and the annual statistical disclosure: Operations Coordinator, ricerivers@vcu.edu, or calling 804.827.5600.

ANONYMOUS AND CONFIDENTIAL REPORTING OPTIONS

There are no VCU-employed pastoral or professional counselors at VCU Rice Rivers Campus, but professional counselors with University Counseling Services may be accessed on the main

MPC campus in Richmond. VCU does not allow and, therefore, there are no procedures for voluntary confidential reporting due to state open-record laws. To report crimes anonymously, please call the Charles City County Sheriff's Office or VCU Police.

UNDERSTANDING YOUR REPORTING OPTIONS AND WHAT HAPPENS NEXT

The Charles City County Sheriff's Office is primarily responsible for responding to all crimes or emergencies reported on campus property. The response will depend on how the report was made and to whom it was made. Certain reports, like a report made to a Campus Security, will not automatically generate a police response, similarly reports made to campus offices don't always initiate a law enforcement response unless requested. All reports made directly to the security or police department will initiate a response, the type of response is dependent upon the call received.

Some instances of misconduct may constitute a violation of state, federal, or local law, while others may constitute university policies violations only, or in addition to a criminal violation. It is the student's or employee's option to report misconduct to the university, local law enforcement, or both. Employees are happy to assist in making a report to law enforcement and will accompany the survivor if requested.

There are many different reporting options available for the campus community. While some reporting options will initiate a police investigation, others will not. Below are the response options consistent with the reporting method.

Police Response to Reports

All crimes reported to Charles City Sheriff's Office are documented in reports maintained by the Sheriff's Office and shared with VCU Police upon request.

University Response to Reports

In some instances, a report may be made directly to the university and not involve law enforcement. Students are encouraged to speak with a CSA, faculty, staff, or other University staff member for assistance in filing a report. Whether or not you choose to file

a report with law enforcement, the university will offer a variety of options for assistance and will work to address any factors that may have led to this crime. A report to the university may allow for the initiation of interim protective measures such as academic accommodations, changes to housing, and changes to class or work schedules. The university may conduct its own hearings, interviews, and processes based on the information submitted and the office handling the report. A survivor may bring someone with them for support while making a report, to include a friend, roommate, or family member. If a report involving a Title IX violation is submitted to the university through an employee or the police, the university will begin its own independent investigation.

Campus and Community Resources

HOW VCU RICE RIVERS PROTECTS YOU

VCU Police and Emergency Management

Charles City Sheriff's Office is the primary law enforcement agency responsible for the VCU Rice Rivers Campus. The department serves the entire campus. The campus, including buildings, parking areas, grounds and roadways, is not regularly patrolled by officer. Officers respond to calls for service upon receiving a call.

Enforcement Authority of Police

The Charles City Sheriff's Office has full police powers, with sworn personnel and the authority to arrest.

Their primary jurisdiction includes all VCU Rice Rivers Campus-owned, -leased and -controlled property and the adjacent streets and sidewalks within the county.

Response to Student Organizations

VCU Rice Rivers Center does not have any officially recognized student organizations other than those on the Monroe Park and MCV campuses. As such, VCU Rice Rivers Center does not monitor or record, through local police agencies, any criminal activity involving students engaged at off-campus locations that do not meet the Clery definition of noncampus geography.

Transparency: Timely Warnings, Emergency Notifications, and Crime Logs

Due to the center's close proximity to VCU's Richmond-based main campuses, the Monroe Park and MCV campuses' timely warning/crime alert and emergency notification policies and procedures also apply to the VCU Rice Rivers Center campus. For additional information on these policies and procedures, see page 27.

DAILY CRIME LOG

Because VCU Rice Rivers Campus does not have on-site police or security, there is no crime log for this location.

Campus Safety, Personal Safety, and Crime Prevention

MAINTENANCE OF CAMPUS FACILITIES

VCU works to develop, coordinate, manage and evaluate safety activities in an effort to provide a safe, effective and functional environment of care in a manner consistent with standards and federal, state and local regulatory requirements. This process is based on monitoring and evaluating of the environment of care, applicable laws and regulations, education about the environment, staff knowledge and skills to perform their responsibilities, and recognized practice. Facilities staff responds to reports including, but not limited to, inoperable doors, burned-out lights and broken windows and screens.

SECURITY OF AND ACCESS TO CAMPUS FACILITIES

The front gate to the Center is closed and locked 24/7 which requires an access code. The administrative building at the VCU Rice Rivers Center is open 7:00 a.m.- 4:00 p.m. Monday through Friday. The administrative building has manual keyed locks on the exterior doors, and students, staff and faculty are not able to access this secured building after hours.

CRIME PREVENTION AND SECURITY AWARENESS PROGRAMS

VCU Police officers provide security awareness and crime prevention presentations during all new student orientations at the beginning of the fall and spring semesters and during new employee orientations throughout the year. The VCU Police

Department also provides campus security awareness and crime prevention presentations throughout the year to students and staff upon request. As part of the security awareness programs, students and employees are encouraged to be responsible for their own safety and the security of others. The crime prevention programs offered through the VCU Police Department are further described on page 37. For more information regarding available presentations, contact the VCU Police Department at 804.828.1209 or email crimeprevreq@vcu.edu with your request.

In addition to programs and education provided by VCU and the VCU Police Department, the following information provides tips related to various activities.

Things you can do if someone tries to harm you

- Stay calm and think rationally
- Remember what the attacker looks like
- Consider what you can do to defend yourself
- Alert campus security or the local police

At home

- Always lock your doors and windows
- Be careful when inviting casual acquaintances into your home or office
- Do not allow anyone to duplicate your keys
- Re-key locks when moving into a previously rented residence or after keys have been lost or stolen
- Install deadbolt locks on all exterior doors and locks on windows
- Light entrances all night long

On the phone

- List only first initials and last name in directories
- Do not divulge your name and address to people you don't know
- Hang up immediately on obscene phone callers
- Never reveal that you are alone
- Note the date and time and what was said during the call for future reporting

In your car

- Lock your doors and windows
- Park in well-lit areas
- Store valuables out of sight and lock them in the trunk when the car is parked
- If your car breaks down, activate emergency flashers
- Stay in the locked car
- Immediately call for assistance; if someone stops to help, ask the person to call for help for you
- Sound the horn if threatened
- Never pick up strangers

Shopping

- Be aware of your surroundings
- Check ATMs for foreign attachments before inserting your card
- Keep pocketbooks/purses/bags in close proximity of one's person
- Do not carry unreasonable amounts of cash or valuables

Parking lots

There are 24-hour emergency call boxes located on surface lots and each level of the parking garages. If you need to contact security from those areas, it does not have to be an emergency, simply follow the instructions below:

- Push the red button to activate the system. After a few seconds an officer will speak to you over the two-way radio inside the box.
- To speak to the officer after they have acknowledged your first push of the button, push and hold the button as you speak. Release the button to hear the reply.
- If you have an emergency and for some reason cannot speak, push the button. Officers will be automatically dispatched to your call box location to investigate.

Emergency Response, Evacuation, and Preparedness

Due to the center's close proximity to VCU's Richmond-based main campuses, the Monroe Park and MCV campuses' emergency response, evacuation, and preparedness policies and procedures also apply to the VCU Rice Rivers Center campus. For additional information on these policies and procedures, see pages 40.

Crime Stats

The following statistical information was furnished by the Charles County Sheriff's Office and the Virginia Department of Wildlife Resources. The VCU Rice Rivers Center does not have any residential housing facilities. More information about the Clery Geography categories and Clery Reportable Crime Definitions can be found on page 105.

2022-2024 yearly totals VCU Rice Rivers Center

Criminal Offenses					
Crime Classification	Year	On-Campus Student Housing ¹	On-Campus Total ²	Noncampus Property ³	Public Property ⁴
Murder/ Non-negligent Manslaughter	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Manslaughter by Negligence	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Sex Offense: Rape	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Sex Offense: Fondling	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Sex Offense: Incest	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Sex Offense: Statutory Rape	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Robbery	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Aggravated Assault	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Burglary	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Motor Vehicle Theft ⁵	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Arson ⁶	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0

Violence Against Women Act Offenses					
Crime Classification	Year	On-Campus Student Housing ¹	On-Campus Total ²	Noncampus Property ³	Public Property ⁴
Domestic Violence	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Dating Violence	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Stalking	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0

Arrests and Disciplinary Referrals for Violation of Weapons, Drug Abuse and Liquor Laws					
Crime Classification	Year	On-Campus Student Housing ¹	On-Campus Total ²	Noncampus Property ³	Public Property ⁴
Liquor Law Arrest	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Drug Law Arrest	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Weapon Law Arrest	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Liquor Law Referral	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Drug Law Referral	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Weapon Law Referral	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0

2022-2024 Unfounded reports⁷ (VCU Rice Rivers campus)

2024 – There were zero (0) unfounded offenses.

2023 – There were zero (0) unfounded offenses.

2022 – There were zero (0) unfounded offenses.

2022-2024 Hate crimes⁸ (VCU Rice Rivers campus)

2024 – There are zero (0) reported hate crimes.

2023 – There are zero (0) reported hate crimes.

2022 – There are zero (0) reported hate crimes.

¹ VCU Rice River Campus does not have student housing facilities

² Incidents reported to have occurred on VCU Rice River Campus.

³ VCU Rice River Campus does not have noncampus property locations

⁴ Incidents reported to have occurred on all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus.

⁵ Includes theft of motor vehicles, electric driven vehicle such as electric scooters and electric bikes.

⁶ Arson is NOT part of the hierarchy. Arson is always counted regardless of the nature of any other offense committed during the same incident. When multiple offenses are committed during the same distinct operation as an Arson offense, the most serious offense along with the Arson is counted.

⁷ Unfounded incidents are those determined by a sworn law enforcement officer to be false or baseless following a full investigation, and are not included in the total crime statistics count in the previous tables. Unfounded reports include all Clery reportable crimes and geographic categories.

⁸ Clery reportable hate crimes include the crime categories in the above tables, as well as Larceny -Theft, Simple Assault, Intimidation, or Destruction/Damage/Vandalism of Property.

Southwest Virginia Higher Education Center

The Southwest Virginia Higher Education Center (SVHEC) was established by the Virginia General Assembly in 1991 to strengthen the economy of southwest Virginia through education and training of the workforce. SVHEC is surrounded by Virginia Highlands Community College property and is located at One Partnership Circle in Abingdon, Virginia. The Center is a collaborative partnership between various higher education institutions, including Virginia Highlands Community College, Virginia Polytechnic Institute and State University, UVA-Wise Radford University, Old Dominion University, Emory & Henry College, King University, Bluefield College, Appalachian College of Pharmacy and VCU. The Center is comprised of one, 100,000-square-foot building, which contains professional classrooms, large conference areas, labs and administrative space. VCU currently offers degree programs for Bachelor of Science in medical laboratory sciences and Doctor of Nurse Anesthesia Practice at the Center.

Policies on Crime or Emergency Reporting

REPORTING TO VIRGINIA HIGHLANDS COMMUNITY COLLEGE CAMPUS POLICE

Students, employees and visitors are encouraged to report any issues, criminal activity or safety concerns to Campus Police as soon as possible, preferably as it is occurring. If there is a risk of imminent danger, the person witnessing or experiencing the threat should call 911. In a situation other than an imminent threat or danger, contact Campus Police at 276.614.8282, or by going to the ISC building, room 151.

When a criminal or safety complaint is made, VHCC will seek to honor the complainant/victim's request for anonymity, if made, to the extent permitted under law; however, confidentiality is not assured. If you wish to make a confidential report in a nonemergency situation, you may do so (identifying yourself or anonymously) through www.vhcc.edu/incident-report.

If you have any doubts about whether or not to report something

that has occurred, report it. Making a report ensures that the annual reported crime statistics will be accurate and prevents a crime from being committed.

If an incident occurs off campus, VHCC Campus Police will assist, if needed, those affected in contacting the appropriate Law Enforcement Agency for reporting the incident. VHCC has no residential facilities or off-campus student organizations.

REPORTING TO OTHER CAMPUS SECURITY AUTHORITIES

While community members are strongly encouraged to promptly report all crimes and other emergencies directly to the Abingdon Police Department, reports can also be made to certain university officials and offices known as campus security authorities (CSAs). For the SVHEC campus, the following has been designated a CSA to whom criminal incidents may also be reported for the purpose of making timely warning reports and the annual statistical disclosure: Executive Assistant to the Executive Director, khietala@swcenter.edu, or calling 276.619.4346\

ANONYMOUS AND CONFIDENTIAL REPORTING OPTIONS

There are no VCU-employed pastoral or professional counselors at SVHEC and VCU does not allow and, therefore, there are no procedures for voluntary confidential reporting because of state open-record laws. To report crimes anonymously, please contact the Abingdon Police Department or Virginia Highlands Community College Campus Police Department.

UNDERSTANDING YOUR REPORTING OPTIONS AND WHAT HAPPENS NEXT

The Highlands Community College Police is responsible for responding to all crimes or emergencies reported on campus property. The response will depend on how the report was made and to whom it was made. Certain reports, like a report made to a Campus Security, will not automatically generate a police response, similarly reports made to campus offices don't always initiate a law enforcement response unless requested.

All reports made directly to the security or police department will initiate a response, the type of response is dependent upon the call received.

Some instances of misconduct may constitute a violation of state, federal, or local law, while others may constitute university policies violations only, or in addition to a criminal violation. It is the student's or employee's option to report misconduct to the university, local law enforcement, or both. Employees are happy to assist in making a report to law enforcement and will accompany the survivor if requested.

There are many different reporting options available for the campus community. While some reporting options will initiate a police investigation, others will not. Below are the response options consistent with the reporting method.

Police Response to Reports

VHCC Campus Police document and investigate all reported incidents and do what is necessary to bring the incident to a logical conclusion. If necessary, Campus Police will work with the appropriate State's or Federal Prosecutor to prosecute offenders in the appropriate court of law, or disciplinary restrictions may be applied through referral to the Dean of Student Success' office.

University Response to Reports

In some instances, a report may be made directly to the university and not involve law enforcement. Students are encouraged to speak with a CSA, faculty, staff, or other University staff member for assistance in filing a report. Whether or not you choose to file a report with law enforcement, the university will offer a variety of options for assistance and will work to address any factors that may have led to this crime. A report to the university may allow for the initiation of interim protective measures such as academic accommodations, changes to housing, and changes to class or work schedules. The university may conduct its own hearings, interviews, and processes based on the information submitted and the office handling the report. A survivor may bring someone with them for support while making a report, to include a friend, roommate, or family member. If a report involving a Title IX violation is submitted to the university through

an employee or the police, the university will begin its own independent investigation.

Campus and Community Resources

HOW SOUTHWEST VIRGINIA HIGHER EDUCATION CENTER PROTECTS YOU

Highlands Community College Police

The Police seeks to provide a safe place to visit, work and learn and is committed to providing a safe and healthy environment for teaching and learning. The Police Chief/Emergency Management Coordinator is responsible for developing and recommending policies and procedures to the President and the Administrative Cabinet that meet regional, state, local, and institutional needs and requirements for effective emergency plans and operations. Campus safety policies and procedures are reviewed annually to ensure consistency with the Governor's Executive Order #41 (2019) and other applicable federal and state laws.

Enforcement Authority of Highlands Community College Police

VHCC campus police have full police authority within the jurisdiction of the VHCC campus and off-campus locations leased for college sponsored events under the Code of Virginia (Title 23.1, Chapter 8, Sections 812 and 815).

As a sworn law enforcement department of the Commonwealth of Virginia, the VHCC Campus Police mission is to: protect life and property; identify and prevent any criminal activity that may occur; apprehend and assist in the prosecution of any person who commits a crime on campus; provide a safe learning environment for all members of the college community utilizing campus oriented community policing philosophies as well as rules and regulations of the college and VCCS; providing training for faculty, staff and students; serving as a resource/liaison with community service agencies including mental health agencies; developing strategies to prevent and prosecute violent crimes against women at all campus locations; provide service to all people in a manner that demonstrates respect and dignity for each person; and to treat all persons fairly and equally.

SVHEC response to student organizations

SVHEC does not have any officially recognized student organizations other than those on the Monroe Park and MCV campuses. As such, SVHEC does not monitor or record, through local police agencies, any criminal activity involving students engaged at off-campus locations that do not meet the Clery definition of noncampus geography.

Transparency: Timely Warnings, Emergency Notifications, and Crime Logs

Additional information about the requirements of Timely Warnings can be found in the main body of this report. This section will provide information specific to the VCU SVHEC campus and its policies and procedures.

To receive notifications, subscribers must enroll a mobile phone number for SMS text alerts. When an incident or emergency occurs, authorized senders will instantly notify you using HEC Alerts. HEC Alerts will provide you with real-time updates in the event of an emergency or other critical incident.

ENROLLING AND SIGNING UP FOR INOVA ALERTS

Click [here](#) to enroll your mobile phone number to receive HEC Alerts. You will be redirected to our vendor, InformaCast, to complete enrollment. Alternatively, you may text #HECAlerts to 276-695-3567 to sign-up for SMS alerts. HEC staff, partners, and tenants on the HEC building-wide email distribution list will also receive an email notification each time an alert is sent.

TIMELY WARNING NOTIFICATIONS

Decision to Issue a Timely Warning

The decision to issue a Timely Warning is made on a case-by-case basis considering the facts known at the time of the report. The assessment includes factors such as: the nature of the crime, the continuing danger to the campus community (including whether the suspect was quickly apprehended by law enforcement), and the amount of time that has elapsed between the crime's occurrence and the date of the report. A timely warning is sent when, in the judgment of the Campus Police Chief, Dean of Student Services, or Vice President of Finance and Administration (or their designee), an incident constitutes an ongoing or continuing threat

Determining the Content of a Timely Warning

The content of the Timely Warning is developed by the Public Information Officer and is intended to enable members of the campus community to protect themselves, and will typically include the following, unless issuing any of this information would risk compromising law enforcement efforts:

- A succinct statement of the incident including the date, time, general location, and nature of the reported crime(s);
- Possible connection to previous incidents;
- Information that will promote safety and potentially aid in the prevention of similar crimes (i.e., crime prevention or safety tips).
- Suspect description(s) when deemed appropriate and if there is sufficient detail (see below)
- Law enforcement contact information
- Other relevant and important information about the crime(s); as deemed appropriate

Authority and Dissemination of Timely Warning

If a timely warning is deemed necessary, it will be initiated Campus Police Chief (or designee) or the Vice President of Finance & Administration. The warning will be sent through the college email system, IP phone based public address system and VHCC Alert (text messaging system) to students, faculty, staff, and other VHCC Alert subscribers.

EMERGENCY NOTIFICATIONS

Additional information about the requirements of Emergency Notifications can be found in the main body of this report. This section will provide information specific to the SVHEC campus and its policies and procedures.

Conforming the Existing of a Significant Emergency or Dangerous Situation

Most significant emergencies are reported to VHCC Police department. When a call is received, they will notify the appropriate emergency services department unless those services have already been notified and are responding. Emergencies on the VHCC campus are typically confirmed by Chief of Police in coordination with local emergency responders and Inova public

safety and emergency management officials. Confirmation may also involve the response and assessment of university offices and officials.

Determining the Appropriate Segment or Segments of the Campus Community to Notify

Because an emergency often involves a life-threatening situation, initial notification will be guided by the first emergency responders (police and/or fire) called to the incident. Those in active or imminent danger will receive emergency alerts with instructions – evacuate, seek shelter or lockdown. The breadth and timing of notification for any type of emergency will depend upon the individual incident, using these guidelines:

- **Campus-wide Emergency:** This level of emergency affects, or has the potential to affect, the entire campus. This type of emergency might include an approaching tornado or the threat of an active shooter or shooters at large on campus. In a campus-wide emergency, a text message will be sent to students, faculty and staff as quickly as possible. Subsequent information will be sent using one or more of the following: additional texts, email, social media, VHCC website, police bullhorns and campus fliers. It is important to note that in such cases, full information might not be immediately available. In those cases, until the exact nature of the emergency or threat is known, you may receive preliminary information with instructions for protective action, to be updated as more details become available.
- **Limited Area Emergency:** This level of emergency affects a limited area of campus. An example might be a small fire or flooding in a building that requires evacuation but is otherwise contained. Officials will restrict access to the affected area. In a limited area emergency, no general campus-wide text message should be anticipated. VHCC will inform affected areas via police personnel, building wardens and public address systems. A targeted communication protocol aims to minimize the arrival of observers who may put themselves in danger and/or interfere with police activity. VHCC may inform the broader campus at any point during or after the emergency has been resolved,

depending on the circumstances of the emergency. Communication tools could include phone, email, social media, VHCC website and campus fliers.

Determining the Content of the Emergency Notification

The Public Information Officer will determine the content of the emergency notification. Notification content is determined based on the type of incident, the context with which it is occurring, and the immediate danger or threat to the campus community and the need to advise campus community members to take action. The university will attempt to make such notification sufficiently specific so as to enable recipients to take an appropriate response to the threat.

Initiating the Notification System

Once a determination is made that a threat exists, the college's Emergency Communications Team will initiate the notification system. VHCC will, without delay, and taking into account the safety of the community, activate the components of the emergency communications system, unless issuing a notification will compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency. Activation of the emergency notification system will occur immediately upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, faculty or staff occurring on the VHCC campus, so that they may take reasonable precautions for their safety.

In the event a situation poses an immediate threat to campus community members, the university has various systems in place for communicating information quickly. The primary emergency communication tool is HEC Alert, which distributes notifications via phone call, text messages, and email.

Distribution Methods

VHCC's Emergency Notification System is designed for redundancy and employs both high and low-tech solutions for notifying constituents located on any of our locations. The ENS may utilize all, or any combination of the following communication modes based on the direction of first responders and the type

of emergency at hand.

- VHCC Alert
- E-mails
- Cisco's InformaCast
- Public address systems
- Outdoor siren/speaker
- Hand-held radios
- The VHCC website and social media pages
- Runners and Bullhorns

Procedures for Disseminating Emergency Information to the Larger Community and Follow Up Messages (i.e. individuals and organizations outside the campus community)

The college's Public Information Officer (PIO) will, in consultation with the College President, Incident Commander, Emergency Coordination Officer, Campus Police and/or Threat Assessment Team, decide when information should be disseminated to the broader community. The PIO will be responsible for the timing, frequency, content, and choice of media outlets to be used for all information communicated to the broader community about threats or emergencies occurring at the college. Furthermore, the PIO and campus police chief/emergency coordination officer are responsible for providing following-up information on emergencies to the college community.

DAILY CRIME LOG

The Daily Crime Log is used to record all criminal incidents that are reported to the VHCC Campus Police Department. The Daily Crime Log contains information referencing the offense, case number, date and time the offense was reported, date and time the offense occurred, location of the offense and case status/disposition. The crime log is updated daily by the VHCC Campus Police Department. The Daily Crime Log may be viewed by visiting the VHCC Campus Police Department in ISC, room 151. The College reserves the right to divulge information obtained, if it could affect the safety of others.

Campus Safety, Personal Safety, and Crime Prevention

MAINTENANCE OF CAMPUS FACILITIES

All campus facilities are maintained by VHCC Buildings and Grounds staff and patrolled by VHCC Campus Police. All buildings, grounds, parking areas, and roadways are maintained with concern for safety and security. Campus buildings and equipment are inspected regularly, and needed repairs to replace faulty equipment and to mitigate potential hazards are made promptly. To report safety or security concerns directly related to facilities, contact the facilities department at 276. 614.-8383 or online via the TIPS system on the website www.vhcc.edu/incident-report. VHCC Camera System In addition to Campus Police patrols, an added security feature is the VHCC Camera system which is used to aid in investigations.

SECURITY OF AND ACCESS TO CAMPUS FACILITIES

Access to Campus Buildings Exterior doors on all buildings on the main campus shall be open from 8 a.m. until 10:00 p.m. each day, Monday through Thursday, and from 8 a.m. until 7:00 p.m. on Friday, to allow ease of access by all college employees, visitors, and students, with the exception of certain administrative and special purpose buildings not utilized for teaching. On Saturday and Sunday, only the buildings that are necessary will be unlocked for the specified time of classes and or events scheduled. Any access being granted to the campus after normal operating hours must be preceded by written approval from the appropriate Dean and the Vice President of Finance and Administration. This approval should be forwarded to the Superintendent of Buildings and Grounds and the Chief of Police well in advance to the required entry. Some facilities may have individual hours, which may vary at different times of the year. Examples are the Diesel Lab, Welding Lab and the testing center. In these cases, the facilities will be secured according to schedules developed by the department responsible for the facility.

CRIME PREVENTION AND SECURITY AWARENESS PROGRAMS

SVHEC, in collaboration with local law enforcement agencies, provides campus security awareness and crime prevention

presentations throughout the year to students and staff upon request. Presentation topics include: active shooter, crime prevention, fire safety and general campus security procedures and practices.

In addition to programs and education provided by VCU and the VCU Police Department, the following information provides tips related to various activities.

Things you can do if someone tries to harm you

- Stay calm and think rationally
- Remember what the attacker looks like
- Consider what you can do to defend yourself
- Alert campus security or the local police

At home

- Always lock your doors and windows
- Be careful when inviting casual acquaintances into your home or office
- Do not allow anyone to duplicate your keys
- Re-key locks when moving into a previously rented residence or after keys have been lost or stolen
- Install deadbolt locks on all exterior doors and locks on windows
- Light entrances all night long

On the phone

- List only first initials and last name in directories
- Do not divulge your name and address to people you don't know
- Hang up immediately on obscene phone callers
- Never reveal that you are alone
- Note the date and time and what was said during the call for future reporting

In your car

- Lock your doors and windows
- Park in well-lit areas
- Store valuables out of sight and lock them in the trunk when the car is parked
- If your car breaks down, activate emergency flashers

- Stay in the locked car
- Immediately call for assistance; if someone stops to help, ask the person to call for help for you
- Sound the horn if threatened
- Never pick up strangers

Shopping

- Be aware of your surroundings
- Check ATMs for foreign attachments before inserting your card
- Keep pocketbooks/purses/bags in close proximity of one's person
- Do not carry unreasonable amounts of cash or valuables

Emergency Response, Evacuation, and Preparedness

EMERGENCY EVACUATION PROCEDURES

In some cases, college personnel and students may be asked to evacuate the building(s) or the campus. Evacuation maps are posted in all classrooms and throughout hallways. When evacuation becomes necessary or desirable, some or all of the communication systems listed above will be used to announce the evacuation.

TESTING AND EXERCISE PROCEDURES

At least annually, VHCC will test some element of its emergency response plan. The test may include a simulation or may be combined with an actual emergency. For example, evacuation and emergency notification procedures are often tested in conjunction with a sudden weather event. Tests of the emergency response plan may be announced or unannounced. The college makes every effort to issue reminders of relevant procedures prior to any announced test. Furthermore, each test is documented and reviewed for appropriate corrective action or improvements.

Crime Stats

The following statistical information was furnished by the executive director of the SVHEC, the Virginia Highlands Community College, and the Abingdon Police Department. Individuals who want to report crimes for inclusion in the Annual Security Report should report them to the Abingdon Police Department or the executive director of the SVHEC. The center does not have any residential housing facilities. More information about the Clery Geography categories and Clery Reportable Crime Definitions can be found on page 105.

2022-2024 yearly totals – Southwest Virginia Higher Education Center

Criminal Offenses					
Crime Classification	Year	On-Campus Student Housing ¹	On-Campus Total ²	Noncampus Property ³	Public Property ⁴
Murder/ Non-negligent Manslaughter	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Manslaughter by Negligence	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Sex Offense: Rape	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Sex Offense: Fondling	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Sex Offense: Incest	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Sex Offense: Statutory Rape	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Robbery	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Aggravated Assault	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Burglary	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Motor Vehicle Theft ⁵	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Arson ⁶	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0

Violence Against Women Act Offenses					
Crime Classification	Year	On-Campus Student Housing ¹	On-Campus Total ²	Noncampus Property ³	Public Property ⁴
Domestic Violence	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Dating Violence	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Stalking	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0

Arrests and Disciplinary Referrals for Violation of Weapons, Drug Abuse and Liquor Laws					
Crime Classification	Year	On-Campus Student Housing ¹	On-Campus Total ²	Noncampus Property ³	Public Property ⁴
Liquor Law Arrest	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Drug Law Arrest	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Weapon Law Arrest	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Liquor Law Referral	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Drug Law Referral	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0
Weapon Law Referral	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	0	N/A	0

2022-2024 Unfounded reports⁷ (Southwest Virginia Higher Education Center)

2024 – There were zero (0) unfounded offenses.

2023 – There were zero (0) unfounded offenses.

2022 – There were zero (0) unfounded offenses.

2022-2024 Hate crimes⁸ (Southwest Virginia Higher Education Center)

2024 – There are zero (0) reported hate crimes.

2023 – There are zero (0) reported hate crimes.

2022 – There are zero (0) reported hate crimes.

¹ VCU SVHEC Campus does not have student housing facilities

² Incidents reported to have occurred on VCU SVHEC Campus.

³ VCU SVHEC Campus does not have noncampus property locations.

⁴ Incidents reported to have occurred on all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus.

⁵ Includes theft of motor vehicles, electric driven vehicle such as electric scooters and electric bikes.

⁶ Arson is NOT part of the hierarchy. Arson is always counted regardless of the nature of any other offense committed during the same incident. When multiple offenses are committed during the same distinct operation as an Arson offense, the most serious offense along with the Arson is counted.

⁷ Unfounded incidents are those determined by a sworn law enforcement officer to be false or baseless following a full investigation, and are not included in the total crime statistics count in the previous tables. Unfounded reports include all Clery reportable crimes and geographic categories.

⁸ Clery reportable hate crimes include the crime categories in the above tables, as well as Larceny -Theft, Simple Assault, Intimidation, or Destruction/Damage/Vandalism of Property.

VCU NoVA Poplar Run

VCU NoVA at Poplar Run, situated at 5285 Shawnee Rd in Alexandria Virginia, was officially recognized as a separate campus on August 11, 2023. The VCU NoVA campus allows VCU to bridge the gap between employers' educational and staffing needs and the residents' educational and workforce development needs. VCU currently offers the Doctor of Nurse Anesthesia Practice (DNAP) in Nurse Anesthesia Practice degree program at this campus.

The 3,443 square feet of space is on the first floor of the Poplar Run office building and includes two classrooms, two private study or meeting rooms, a simulation lab/operating room, one faculty office, storage rooms, a break room and a reception area. The classrooms can each accommodate up to 22 people. The two private study/meeting rooms can each accommodate up to 6 people and can also serve as flex space for visiting faculty or staff.

The campus has a fully-equipped simulation laboratory and attached simulation control room that houses the equipment and supplies needed to simulate a functional operating room (OR). The campus is also equipped with wireless internet, video-conferencing capabilities, speaker podiums housing a desktop computer with a wired internet connection, two mounted monitors, a mounted two-way sound system, cameras for recording and live streaming and dry-erase boards.

Policies on Crime or Emergency Reporting

REPORTING TO CITY OF ALEXANDRIA POLICE

VCU NoVA at Poplar Run does not have a campus security department, nor does it have a written agreement or contract with any local law enforcement personnel to provide campus security services.

All individuals are encouraged to accurately and promptly report crimes or emergencies, including when the victim of a crime elects to or is unable to make such a report. Crimes and other emergencies should be reported to the City of Alexandria Police

Department by calling 911 for emergencies or 703.746.4444 for nonemergencies. The VCU Police may also be contacted by calling 804.828.1234 for emergencies or 804.828.1196 for nonemergencies. This enables incidents to be assessed for timely warning or crime alert and for the purposes of annual statistical disclosure.

REPORTING TO OTHER CAMPUS SECURITY AUTHORITIES

While community members are strongly encouraged to promptly report all crimes and other emergencies directly to the City of Alexandria Police Department (see above contact information), reports can also be made to certain university officials and offices known as campus security authorities (CSA's). For the VCU NoVA campus, the following person has been designated a CSA to whom criminal incidences may also be reported for the purpose of making timely warning reports and the annual security disclosure: Northern Virginia Site Coordinator, keholmes@vcu.edu, 703.823.4108.

ANONYMOUS AND CONFIDENTIAL REPORTING OPTIONS

There are no VCU-employed pastoral or professional counselors at VCU NoVA at Poplar Run. VCU does not allow and, therefore, there are no procedures for voluntary confidential reporting because of state open-record laws. To report crimes anonymously, please call the City of Alexandria Police Department or VCU Police (see above contact information).

UNDERSTANDING YOUR REPORTING OPTIONS AND WHAT HAPPENS NEXT

The City of Alexandria Police Department is responsible for responding to all crimes or emergencies reported on campus property. The response will depend on how the report was made and to whom it was made. All reports made directly to the police department will initiate a response, the type of response is dependent upon the call received.

Some instances of misconduct may constitute a violation of state, federal, or local law, while others may constitute university

policies violations only, or in addition to a criminal violation. It is the student's or employee's option to report misconduct to the university, local law enforcement, or both. Employees are happy to assist in making a report to law enforcement and will accompany the survivor if requested.

There are many different reporting options available for the campus community. While some reporting options will initiate a police investigation, others will not. Below are the response options consistent with the reporting method.

Police Response to Reports

All crimes reported to Charles City Sheriff's Office are documented in reports maintained by the Sheriff's Office and shared with VCU Police upon request.

University Response to Reports

In some instances, a report may be made directly to the university and not involve law enforcement. Students are encouraged to speak with a CSA, faculty, staff, or other University staff member for assistance in filing a report. Whether or not you choose to file a report with law enforcement, the university will offer a variety of options for assistance and will work to address any factors that may have led to this crime. A report to the university may allow for the initiation of interim protective measures such as academic accommodations, changes to housing, and changes to class or work schedules. The university may conduct its own hearings, interviews, and processes based on the information submitted and the office handling the report. A survivor may bring someone with them for support while making a report, to include a friend, roommate, or family member. If a report involving a Title IX violation is submitted to the university through an employee or the police, the university will begin its own independent investigation.

Campus and Community Resources

HOW VCU NoVA POPLAR RUN PROTECTS YOU

City of Alexandria Police

City of Alexandria police is the primary law enforcement agency responsible for the VCU Poplar Run Campus. The department

serves the entire campus, including buildings, parking areas, grounds and roadways, is not regularly patrolled by officer. Officers respond to calls for service upon receiving a call.

Enforcement Authority of Police

The Alexandria police department has full police powers, with sworn personnel and the authority to arrest. Their primary jurisdiction includes the City of Alexandria and all VCU Poplar Run campus-owned, -leased and -controlled property and the adjacent streets and sidewalks within the city.

Response to Student Organizations

VCU NoVA does not have any officially recognized student organizations other than those on the Monroe Park and MCV campuses. As such, VCU NoVa does not monitor or record, through local police agencies, any criminal activity involving students engaged at off-campus locations that do not meet the Clery definition of noncampus geography.

Transparency: Timely Warnings, Emergency Notifications, and Crime Logs

Due to the center's close proximity to VCU's Richmond-based main campuses, the Monroe Park and MCV campuses' timely warning/crime alert and emergency notification policies and procedures also apply to the VCU NoVA Poplar Run campus. For additional information on these policies and procedures, see page 27.

DAILY CRIME LOG

Because the VCU NoVA Poplar Run campus does not have on-site police or security, there is no crime log for this location.

Campus Safety, Personal Safety, and Crime Prevention

MAINTENANCE OF CAMPUS FACILITIES

VCU works to develop, coordinate, manage and evaluate safety activities in an effort to provide a safe, effective and functional environment of care in a manner consistent with standards and federal, state and local regulatory requirements. This process is based on monitoring and evaluating of the environment of care, applicable laws and regulations, education about the

environment, staff knowledge and skills to perform their responsibilities, and recognized practice. Facilities staff responds to reports including, but not limited to, inoperable doors, burned-out lights and broken windows and screens.

SECURITY OF AND ACCESS TO CAMPUS FACILITIES

The VCU at NoVA Poplar Run site is on the first floor of the Poplar Run building in Alexandria Va. The building is open Monday through Friday from 6am to 6pm. Entry to the suite requires a security access code. An administrative receptionist is present during class times. Staff and faculty have after-hours access via issued keys, while students are not permitted entry outside of operating hours. The building features comprehensive fire and life safety systems, including full sprinkler coverage and smoke detectors. These systems are regularly inspected and monitored 24/7 by a remote center that alerts the fire department in an emergency. Ground parking is available in front of the building.

CRIME PREVENTION AND SECURITY AWARENESS PROGRAMS

VCU Police officers provide security awareness and crime prevention presentations during all new student orientations at the beginning of the fall and spring semesters and during new employee orientations throughout the year. The VCU Police Department also provides campus security awareness and crime prevention presentations throughout the year to students and staff upon request. As part of the security awareness programs, students and employees are encouraged to be responsible for their own safety and the security of others. The crime prevention programs offered through the VCU Police Department are further described on page 37. For more information regarding available presentations, contact the VCU Police Department at 804.828.1209 or email crimeprevreq@vcu.edu with your request.

In addition to programs and education provided by VCU and the VCU Police Department, the following information provides tips related to various activities.

Things you can do if someone tries to harm you

- Stay calm and think rationally
- Remember what the attacker looks like

- Consider what you can do to defend yourself
- Alert campus security or the local police

At home

- Always lock your doors and windows
- Be careful when inviting casual acquaintances into your home or office
- Do not allow anyone to duplicate your keys
- Re-key locks when moving into a previously rented residence or after keys have been lost or stolen
- Install deadbolt locks on all exterior doors and locks on windows
- Light entrances all night long

On the phone

- List only first initials and last name in directories
- Do not divulge your name and address to people you don't know
- Hang up immediately on obscene phone callers
- Never reveal that you are alone
- Note the date and time and what was said during the call for future reporting

In your car

- Lock your doors and windows
- Park in well-lit areas
- Store valuables out of sight and lock them in the trunk when the car is parked
- If your car breaks down, activate emergency flashers
- Stay in the locked car
- Immediately call for assistance; if someone stops to help, ask the person to call for help for you
- Sound the horn if threatened
- Never pick up strangers

Shopping

- Be aware of your surroundings
- Check ATMs for foreign attachments before inserting your card
- Keep pocketbooks/purses/bags in close proximity of one's person

- Do not carry unreasonable amounts of cash or valuables

Parking lots

There are 24-hour emergency call boxes located on surface lots and each level of the parking garages. If you need to contact security from those areas, it does not have to be an emergency, simply follow the instructions below:

- Push the red button to activate the system. After a few seconds an officer will speak to you over the two-way radio inside the box.
- To speak to the officer after they have acknowledged your first push of the button, push and hold the button as you speak. Release the button to hear the reply.
- If you have an emergency and for some reason cannot speak, push the button. Officers will be automatically dispatched to your call box location to investigate.

Emergency Response, Evacuation, and Preparedness

EMERGENCY EVACUATION PROCEDURES

Due to the center's close proximity to VCU's Richmond-based main campuses, the Monroe Park and MCV campuses' emergency response, evacuation, and preparedness policies and procedures also apply to the VCU NoVA at Poplar Run campus. For additional information on these policies and procedures, see pages 40.

Crime Stats

The following statistical information was furnished by the City of Alexandria Police Department. Individuals who want to report crimes for inclusion in the Annual Security Report should report them to the City of Alexandria Police Department. The center does not have any residential housing facilities. More information about the Clery Geography categories and Clery Reportable Crime Definitions can be found on page 105.

2022-2024 yearly totals – VCU NoVA Poplar Run Campus

Criminal Offenses					
Crime Classification	Year	On-Campus Student Housing ¹	On-Campus Total ²	Noncampus Property ³	Public Property ⁴
Murder/ Non-negligent Manslaughter	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	N/A	N/A	N/A
Manslaughter by Negligence	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	N/A	N/A	N/A
Sex Offense: Rape	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	N/A	N/A	N/A
Sex Offense: Fondling	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	N/A	N/A	N/A
Sex Offense: Incest	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	N/A	N/A	N/A
Sex Offense: Statutory Rape	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	N/A	N/A	N/A
Robbery	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	N/A	N/A	N/A
Aggravated Assault	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	N/A	N/A	N/A
Burglary	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	N/A	N/A	N/A
Motor Vehicle Theft ⁵	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	N/A	N/A	N/A
Arson ⁶	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	N/A	N/A	N/A

Violence Against Women Act Offenses					
Crime Classification	Year	On-Campus Student Housing ¹	On-Campus Total ²	Noncampus Property ³	Public Property ⁴
Domestic Violence	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	N/A	N/A	N/A
Dating Violence	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	N/A	N/A	N/A
Stalking	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	N/A	N/A	N/A

Arrests and Disciplinary Referrals for Violation of Weapons, Drug Abuse and Liquor Laws					
Crime Classification	Year	On-Campus Student Housing ¹	On-Campus Total ²	Noncampus Property ³	Public Property ⁴
Liquor Law Arrest	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	N/A	N/A	N/A
Drug Law Arrest	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	N/A	N/A	N/A
Weapon Law Arrest	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	N/A	N/A	N/A
Liquor Law Referral	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	N/A	N/A	N/A
Drug Law Referral	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	N/A	N/A	N/A
Weapon Law Referral	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
	2022	N/A	N/A	N/A	N/A

2022-2024 Unfounded reports⁷ (Inova campus)

2024 – There were zero (0) unfounded offenses.

2023 – There were zero (0) unfounded offenses.

2022 – This campus was not open in 2022.

2022-2024 Hate crimes⁸ (Inova campus)

2024 – There are zero (0) reported hate crimes.

2023 – There are zero (0) reported hate crimes.

2022 – This campus was not open in 2022.

Note: The VCU Poplar Run campus opened in 2023, therefore there are no statistics for 2022

¹ VCU NoVA Poplar Run Campus does not have student housing facilities

² Incidents reported to have occurred on VCU NoVA Poplar Run Campus.

³ VCU NoVA Poplar Run Campus does not have noncampus property locations

⁴ Incidents reported to have occurred on all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus.

⁵ Includes theft of motor vehicles, electric driven vehicle such as electric scooters and electric bikes.

⁶ Arson is NOT part of the hierarchy. Arson is always counted regardless of the nature of any other offense committed during the same incident. When multiple offenses are committed during the same distinct operation as an Arson offense, the most serious offense along with the Arson is counted.

⁷ Unfounded incidents are those determined by a sworn law enforcement officer to be false or baseless following a full investigation, and are not included in the total crime statistics count in the previous tables. Unfounded reports include all Clery reportable crimes and geographic categories.

⁸ Clery reportable hate crimes include the crime categories in the above tables, as well as Larceny -Theft, Simple Assault, Intimidation, or Destruction/Damage/Vandalism of Property.