WHAT EMPLOYEES NEED TO KNOW

Obtaining Information, Assistance and Support; Reporting Options

The term “sexual and gender-based violence” is used here as an umbrella term to cover “sexual assault,” as defined in the University’s Policy on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence (the “Policy”), Prohibited Conduct includes Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Based Harassment and Other Forms of Interpersonal Violence (the “Policy”). The Policy describes such measures in detail.

1 IMMEDIATELY AFTER INCIDENT

Reporing the Incident

You are strongly encouraged to report sexual and gender-based violence to the police.

Report to any police officer, in person, or by calling one of the numbers in the right. If you seek medical attention at the UVa Emergency Department (434) 924-7166, you may ask to make a police report at the hospital. Reporting to police will not affect your ability to pursue legal action or preserve evidence through the University process (see below). The University is independent of the criminal process.

Seeking Medical Attention

You are strongly encouraged to seek medical attention.

You should obtain medical attention at your earliest convenience. University Health Services (“UHS”) or other health care providers are considered confidential resources and cannot be limited. Employees are not required to report an incident to law enforcement or the University in order to receive medical attention or a forensic exam. Non-emergent and follow-up care may also be obtained through the University Health System.

WHERE TO GO FOR CONFIDENTIAL MEDICAL ATTENTION

http://bit.ly/1VLNnFw

WHERE TO GO FOR CONFIDENTIAL MENTAL HEALTH COUNSELING

First 24 hours: 434-924-3200

After 24 hours: 1-800-924-5255

WHERE TO GO FOR CRIMINAL MEDICAL EXAMINATION

http://bit.ly/1VLNnFw

Seeking Confidential Crisis Counseling

You are strongly encouraged to seek confidential counseling.

You may receive confidential counseling and information, advice and support through any of the sources listed to the right.

• University Counseling Center: (434) 924-3200 (daytime) (434) 924-3263 (evening/weekends)

• Women’s Center: (434) 924-3263 (daytime) (434) 924-3262 (evening/weekends)

• Sexual Assault Resource Agency (“SARA”): (434) 923-7723 (daytime) (434) 982-2252 (evening/weekends)

• Medicine Regional Cancer Program: (804) 758-6250

• UVa Office of Equal Opportunity Programs: (434) 924-3200

Seeking Remedial and Protective Measures

University Health Services’s (UHS) Sexual Assault Nurse Examiner Program (SANE) can arrange a forensic exam of protective measures, including (1) a “No-Contact Directive,” which is enforceable through relevant disciplinary procedures, and (2) appropriate and available university employment modifications.

Information you share with EOP will be evaluated to assess individual and community safety consistent with UNIVERSITY.OHIOSTATE.POLICY. University Health Services is not required to report an employee’s report to law enforcement or investigate under the Policy. The Resources Guide for Employees describes such measures in detail.

Judicial Protective Orders: When there is an immediate threat to health or safety, it may also be possible to obtain a judicial protective order. The University Police can provide information and assistance in filing for an injunctive order.

2 OTHER INFORMATION, ASSISTANCE AND SUPPORT

There are many sources of information, assistance, and support at the University and in the community.

Seeking Confidential Counseling

You may report to the police and/or to the University.

• University Police: (434) 924-7166

• City of Charlottesville Police: (434) 971-3400

• University Police: (434) 924-3200

• University Counseling Center: (434) 924-3200

• Women’s Center: (434) 924-3200

• Sexual Assault Resource Agency (“SARA”): (434) 923-7723 (daytime) (434) 982-2252 (evening/weekends)

• Medicine Regional Cancer Program: (804) 758-6250

• UVa Office of Equal Opportunity Programs: (434) 924-3200

3 REPORTING OPTIONS

You may report to the police and/or to the University.

University Report

You may report to the University through its reporting requirements and the University process. You may report to the University’s Title IX Coordinator, directly at (434) 924-3943 or through UHS.

You may also pursue University remedies under the Policy. The standard of proof is “preponderance of the evidence,” and sanctions may include disciplinary action up to and including suspension, expulsion or termination of employment.

Police Report

You may report to the University the police. The police may request assistance from UHS about how to report to the police. The criminal process is governed by applicable criminal statutes; the standard of proof is “beyond a reasonable doubt,” and sanctions may include all applicable criminal penalties.

Anonymous Report

You may report anonymously through RAP. However, the University’s ability to respond to some reports may be limited.

4 UNIVERSITY OBLIGATIONS

Once a report of Prohibited Conduct is received, the University will conduct an initial assessment, a threat assessment, and take any remedial action that may be necessary to protect the health and safety of individuals and the broader University community. Depending on the nature and severity of the conduct reported, the University may be required to share all available information, including names, with law enforcement. The University is committed to protecting the safety of the broader University community, which includes reporting criminalizations and, in some cases, issuing incident notifications in accordance with federal law. Most University employees “Responsible Employees” are required to report any knowledge of an incident of sexual or gender-based violence to the University’s Title IX Coordinator.

This document is not designed to cover all situations, and is intended to provide information to employees about reporting requirements and confidential resources in the University.

You may have experienced sexual or gender-based violence, there is a number of ways for you to report the incident and to multiple channels for obtaining information, assistance, and support to protect your health and safety, both physical and emotional. This high-risk situation is extremely complex; experience can var.