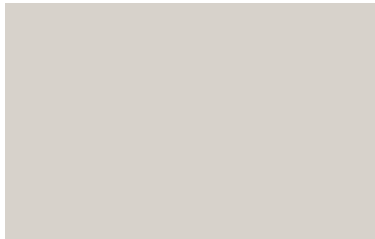


Office for Civil Rights Compliance
and Prevention Education

2024-2025 Annual Report



CIVIL RIGHTS COMPLIANCE
AND PREVENTION EDUCATION
VIRGINIA TECH.

From the Associate Vice President

The 2024–25 academic year brought unprecedented regulatory changes requiring the Office for Civil Rights and Prevention Education (CRCPE) to be agile and responsive in a rapidly evolving environment. As I reflect on our previous year’s goals to increase education and outreach initiatives, improve response to reports of discrimination and harassment, improve policies and procedures to promote clarity and transparency, implement sustainable models for gender-based violence prevention, and improve campus accessibility, I acknowledge some of our goals shifted in unanticipated ways. I am encouraged by the resiliency of our team and our ability to quickly pivot to meet the needs of our campus. I am encouraged by our team’s achievements, including but not limited to:



- Increasing training and outreach to improve awareness of Title I of the ADA and launching a cross-functional team to develop a strategy to meet new digital accessibility requirements under Title II of the ADA.
- Partnering with the Office of the President and University Legal Counsel to implement a comprehensive program review to evaluate the university’s compliance with federal guidance and the Board of Visitors’ resolution on Diversity, Equity and Inclusion programs.
- Enhancing civil rights and equal employment opportunity compliance technical assistance programs to ensure campus units had necessary guidance to comply with civil rights regulations, guidance, and governing board directives.
- Launching the Sexual Violence Prevention and Education unit to include hiring professional staff, establishing a peer educator program, and implementing comprehensive prevention education programming.

We are grateful for continued collaboration and engagement with our institutional partners and colleagues as we recognize fostering a culture of belonging and respect is a shared responsibility. Together, through our collective work, we find ways to overcome challenges and create space for every individual to feel valued.

We offer the following annual report to illustrate this significant work and document trends from the 2024-25 academic year. With the exception of the equal employment opportunity and search exemption information, which is based on the federal fiscal year of Oct. 1, 2024 - Sept. 30, 2025, the data in this report reflect the academic year from Aug. 1, 2024 - July 31, 2025.

In sharing this view of our current campus climate, I look forward to the new ways the community will combine efforts to create a more fair and accessible Virginia Tech - free from harassment and discrimination - where all employees and students can thrive in the years to come.

Sincerely,

Kelly Oaks

Associate Vice President

Office for Civil Rights Compliance and Prevention Education

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The Office for Civil Rights Compliance and Prevention Education: Our Role

CRCPE engages in the following activities to further Virginia Tech's commitment to learning and working environments that protect against harassment and discrimination, consistent with the Principles of Community:

- Assess the university's progress toward full equal employment opportunity for protected Veterans and individuals with disabilities.
- Review requests for search exemptions to determine if there are compelling justifications to limit equal employment opportunity in hiring practices.
- Provide reasonable accommodations to employees with disabilities and oversee institutional practices to ensure physical and programmatic accessibility for students, employees, and visitors.
- Develop and deliver training programs to inform members of the campus community of their rights and responsibilities under [University Policy 4075: University Accommodations of Persons with Disabilities](#), [Policy 1025: Harassment, Discrimination, and Sexual Assault](#), and [Policy 1026: Title IX Sexual Harassment and Responsible Employee Reporting](#).
- Respond promptly to allegations of conduct prohibited by the university's nondiscrimination and anti-harassment policies.
- Fulfill institutional commitment to respond to reports of sexual and gender-based misconduct.
- Serve on campus, community, state, and national committees and boards focused on civil rights and gender-based violence prevention.

In addition to response efforts, the team focuses heavily on strategic partnerships, community engagement, and professional association leadership to ensure the campus fulfills its commitment to accessibility. CRCPE team members:

- Coordinate and provide administrative guidance to the [Campus Accessibility Working Group \(CAWG\)](#), an initiative of the Office of the Executive Vice President and Chief Operating Officer, to advance accessibility as an institutional priority.
- Partner with the Division of Information Technology and Technology-enhanced Learning and Online Strategies (TLOS) to lead campus efforts supporting digital accessibility in all university communications.
- Align efforts with the Division of Facilities and other campus partners to implement improvements for physical accessibility on the university's campuses.
- Collaborate with the Division of Human Resources to ensure fair and non-discriminatory hiring processes.
- Maintain active membership in the National Industry Liaison Group to champion effective relationships between federal contractors and the federal agency that oversees contractor compliance.
- Engage in campus governance activities via roles in the Administrative and Professional Faculty Senate, Commission on Administrative and Professional Faculty Affairs, and Staff Senate.

Americans with Disabilities Act (ADA) and Accessibility Services

Virginia Tech is committed to equal employment and education opportunity for individuals with disabilities and complies with the Americans with Disabilities Act (ADA), as amended; the Rehabilitation Act, as amended; and other state and local laws that apply to individuals with disabilities.

The ADA provides protection from discrimination for individuals on the basis of disability and extends civil rights protection for people with disabilities to employment in the public and private sectors, transportation, public accommodations, services provided by state and local government, and telecommunications. In addition to physical accessibility, the ADA mandates programmatic accessibility, including electronic media and web pages, and offers educational activities regarding accessibility to the university community, including ADA training for employees and students.

Additionally, the ADA and Accessibility Services team handles Title I employee accommodation requests and authorizes reasonable accommodations per Policy 4075: University Accommodations of Persons with Disabilities for qualified employees with disabilities.

During the Aug. 1, 2024 - July 31, 2025, reporting period, ADA and Accessibility Services received 329 accommodation requests. Of these, 273 accommodations were authorized. **(Figure 1)**

When grouping all workplace-related requests (including travel), the ADA team processed 155 workplace accommodations. **(Figure 2)**

The team also managed 118 return-to-work accommodations, the majority of which were associated with physical limitations.

Figure 1

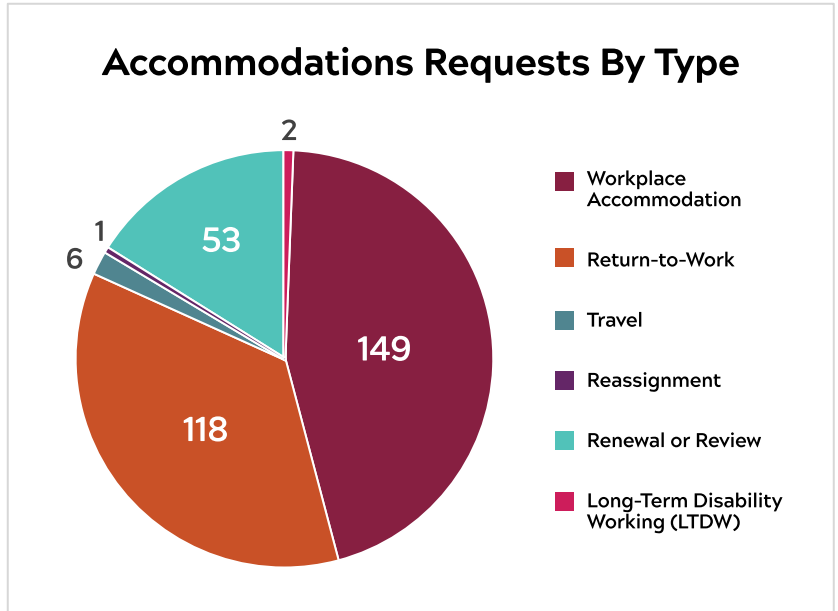
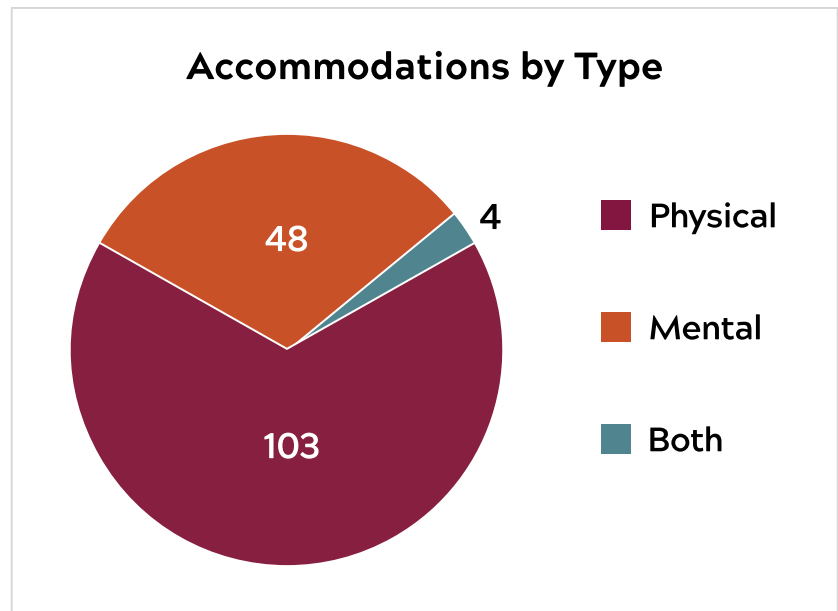


Figure 2



A total of 15 requests were rescinded by employees who no longer needed accommodations. Additional outcomes for requests not authorized included employee-initiated withdrawal, non-responsiveness, or determination that no reasonable accommodation was available.

Outreach and Training

The team offers educational and outreach opportunities throughout the year. These include departmental trainings, resource fairs, ADA Liaisons Network meetings, graduate student trainings, educational trainings, new employee orientations, and National Disability Employment Awareness Month events in October. During the reporting period, the team provided 116 training and outreach opportunities for the university community. There were 5,434 training and outreach participants for the reporting period, which was a 38 percent increase when compared to the last reporting period. Participants included graduate students, supervisors, HR division directors and managers, staff, faculty, and undergraduate students.

Physical Accessibility

The campus ADA architect ensures compliance with the ADA Standards for Accessible Design in all new construction and renovations. This role:

- Evaluates, assesses, and improves accessibility in existing campus structures.
- Educates the campus community on accessibility through presentations, trainings, and consultations.
- Investigates and works with campus teams to resolve barrier reports.
- Collaborates with university Facilities personnel on a wide range of accessibility-related issues on construction projects such as ramps, walkways, and building interiors.
- Works with numerous departments across disciplines on the most beneficial and cost-effective ways to address and correct complex accessibility issues on the Blacksburg and extended campus sites.

In the past year, 32 barrier reports were filed and were promptly investigated: 6 of the barrier reports involved doors or door operators, 4 involved accessible routes, 1 was related to parking, and 21 were related to elevators. Of the 32 reports, 14 of the barrier reports were resolved, 2 required the initiation of renovation projects that are ongoing, and 16 will be resolved as needed through administrative and operational measures under Title II Program accessibility standards.

The ADA architect maintains a catalogue of accessibility issues covering the majority of campus buildings and is working towards initiating renovation projects to correct these accessibility issues. Through regular inspections, the ADA Architect also identifies smaller issues outside of the scope and scale of capital projects that can be rectified by the renovations team.

The ADA architect is also actively engaged with the campus community. He has lectured as part of the Certified Professional in Accessibility Core Competencies (CPACC) cohort, Virginia Tech's Wicked Con, and at numerous classes for the Architecture and Residential Design departments.

Digital Accessibility

The digital accessibility officer oversees online and electronic accessibility compliance at Virginia Tech, leading efforts to create and streamline processes for digital accessibility testing for products used within websites such as platforms and systems for education, learning management, communications, payments, and registration systems procured by the university. With the assistance of an accessibility developer and partners in Technology-enhanced Learning and Online Strategies (TLOS), the team is working to comply with laws, regulations, and policy. Additionally, the digital accessibility officer is actively coordinating the response and compliance work for the new ADA Title II digital accessibility standards and updated Commonwealth of Virginia's IT Access Act to meet the April 24, 2026, deadline resulting in conducting 750 consultations with various campus digital stakeholders.

The team also conducted numerous classes, seminars, and consultations on digital accessibility, including 32 classes related to compliance and accessibility in the reporting year.

Civil Rights Compliance and Conflict Resolution

CRCPE's Civil Rights Compliance and Conflict Resolution team guides the university's efforts to maintain living, learning, and working environments free from discrimination, harassment, and retaliation. While the team always keeps their focus on the core work of responding to reports of discrimination, they are exploring different ways to use the office's collective expertise to help proactively prevent discrimination. For example, during this reporting year, the team partnered with CRCPE's Equal Employment Opportunity Compliance team and senior-level leaders of academic and administrative units across the university to formalize opportunities for units to seek "technical assistance," on university policy and the myriad of regulations and enforcement guidance from state and federal agencies that affect interpretations of policy.

Looking forward, the Civil Rights Compliance and Conflict Resolution team expects to continue to think creatively about how to partner with other units in this proactive space.

Response to Reports of Prohibited Conduct

In the 2024-25 reporting year, the team evaluated and responded to 252 reports of potential discrimination, harassment, or retaliation. This represents a slight decrease from the previous reporting year. While report and complaint numbers will always fluctuate some between years, looking forward it is not anticipated that the sharp changes explained in last year's report, which is attributed to revisions to procedures for cases involving a student or student organization alleged to have violated the nondiscrimination policy.

As noted in last year's report, the current process ensures that every report that potentially includes an allegation of discrimination is reviewed and evaluated by a trained civil rights subject matter expert. It also ensures that students, faculty, and staff at all levels of the university and in all areas of university operations are provided consistent information about their rights under the university's nondiscrimination policies.

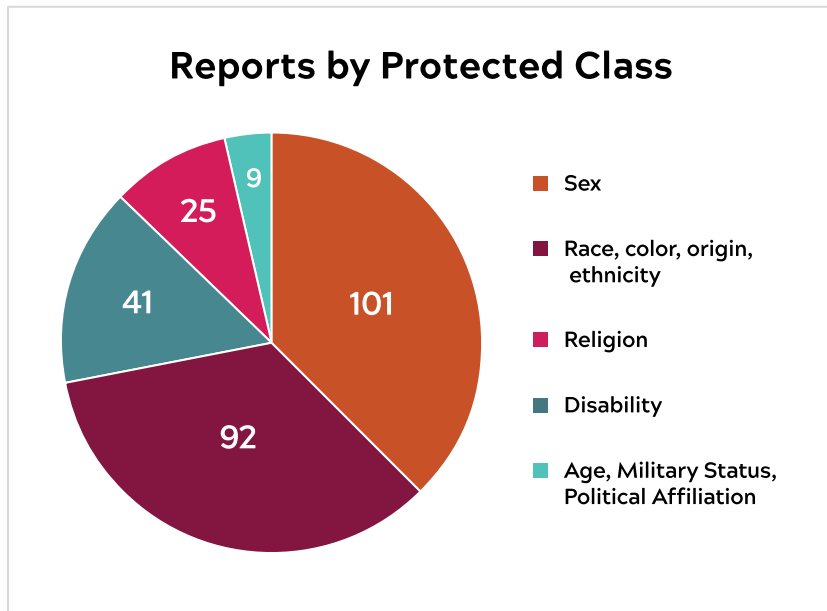
Summary of Reports of Discrimination, Harassment, and Retaliation

The team is mindful that every report that comes to the office is part of a broader context. Just as the team has an obligation to respond promptly to all reports of discrimination and investigate thoroughly and impartially all complaints containing a potential violation of the nondiscrimination policy, it's also important to identify trends and patterns in reports and complaints. To that end, the team tracks and regularly monitor a range of data about the reports and allegations received, including (1) what kind of discrimination is being reported; (2) who is experiencing the discrimination; (3) who is being accused of discrimination; (4) how reports are resolving; and (5) how promptly complaints are being resolved.

First, in terms of what kind of discrimination is being reported, the team categorizes every allegation by the protected trait, characteristic or status that appears to be involved, such as whether an allegation appears to involve potential sex discrimination or religiously motivated discrimination, or maybe both. To do this effectively, we group classes that receive protection under Policy 1025 into five major categories.

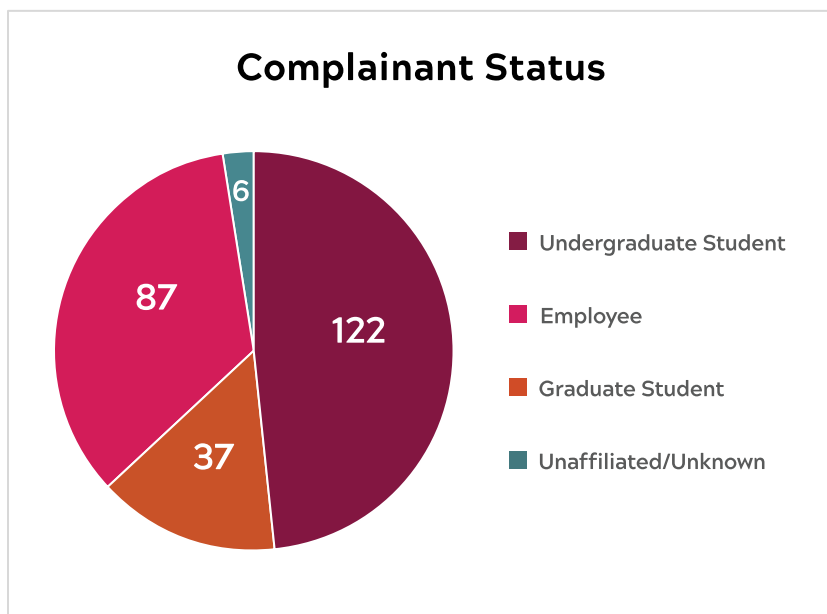
Those categories include the following: (1) race, color, and national and ethnic origin, including caste and shared ancestry (“race, color, or origin”); (2) sex, including gender, sexual orientation, gender identity, gender expression, and pregnancy (“sex”); (3) disability; (4) religion; and (5) other categories, including age, political affiliation, and military status (“other”). For the 2024-25 reporting year, 40 percent of reports included one or more possible allegations of discrimination based on sex, a category that includes reports of sexual harassment. More than a third of reports included a possible allegation of discrimination based on race, color, national origin, or ethnicity. About 15 percent included an allegation of discrimination based on disability, and about ten percent included an allegation of discrimination based on religion. Three percent of reports focused on potential discrimination based on age, military status, or political affiliation. **(Figure 3)**

Figure 3



Second, for each report, the team tracks the university affiliation of the person or people alleged to be experiencing the discrimination (“complainant(s)”) and the affiliation of the person or group who is accused of potential discrimination (“respondent(s)”). The categories for affiliation are student (undergraduate and graduate), employee, and unaffiliated or identity unknown. For the reporting year, a little less than half of complainants were undergraduate students, and 15 percent were graduate students. Just over 35 percent of complainants were employees. **(Figure 4)**

Figure 4



In comparison, employees are much more likely to be identified as respondents in reports: a little more than a fifth of respondents were identified as students and about three quarters were employees, with the remainder unaffiliated or unknown. **(Figure 5)**

Third, reports are constantly monitored on how they are resolved. Reports typically resolve in one of three ways: (1) with outreach, meaning a complainant did not respond to outreach attempts or declined a consultation or other form of support from the office; (2) with a consultation, meaning a trained civil rights expert met with one or more complainants and provided options for resolving the report but no further action was requested or taken (or a referral or other form of support requested by the complainant resolved the report); or (3) with a resolution process, such as a determination from CRCPE under the nondiscrimination policy or an investigation and referral to a campus partner. For the reporting year, we saw a relatively equal distribution between how reports were resolved. For example, just under 40 percent concluded with consultation (most resulting in either a referral to a campus partner or support measures), 30 percent resolved through a resolution process, and the remainder resolved after outreach to the complainant. **(Figure 6)**

Figure 5

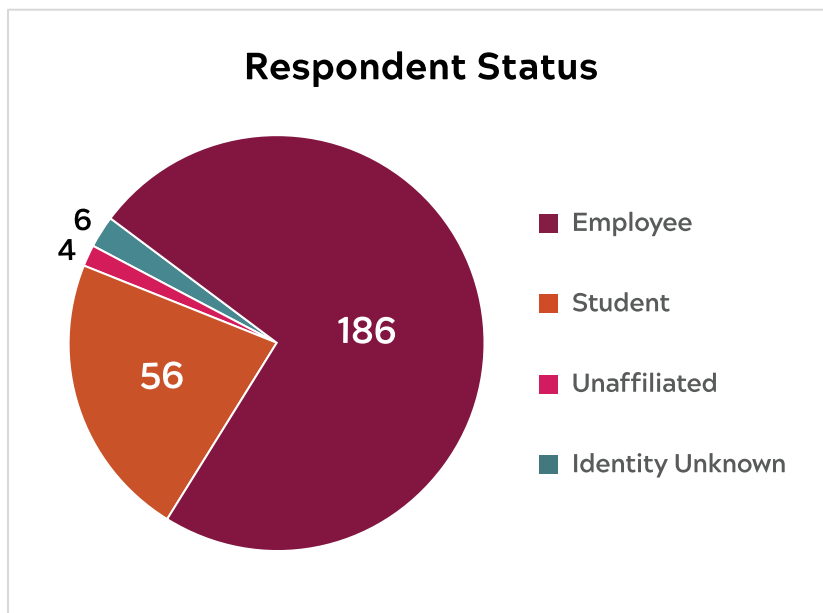
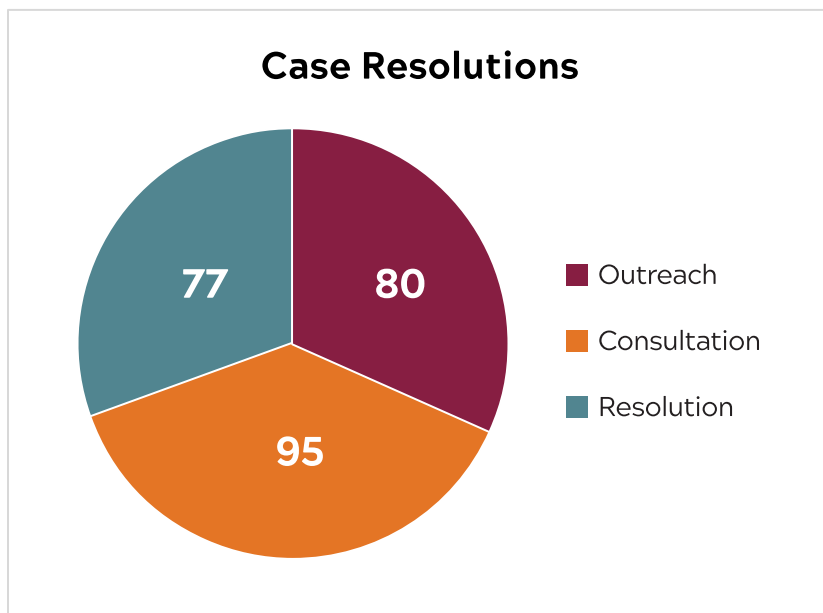


Figure 6



Prompt and Thorough Response to Complaints

The Civil Rights Compliance team serves as an unbiased, impartial place to file a complaint alleging discrimination or harassment to the university. When a complaint is received, a response is provided that is both prompt and thorough. While we try to resolve every complaint within 75 days from the date it is filed, in practice, the team cannot sacrifice any amount of thoroughness to achieve promptness. Therefore, the team starts each year with the goal of resolving 80 percent of complaints within 75 days or fewer. In the most recent reporting period, we met this goal by resolving 80 percent of complaints within 75 days or fewer. It took an average of 45 days for complaints to resolve; the median complaint resolved in 35 days.

Training and Education Efforts

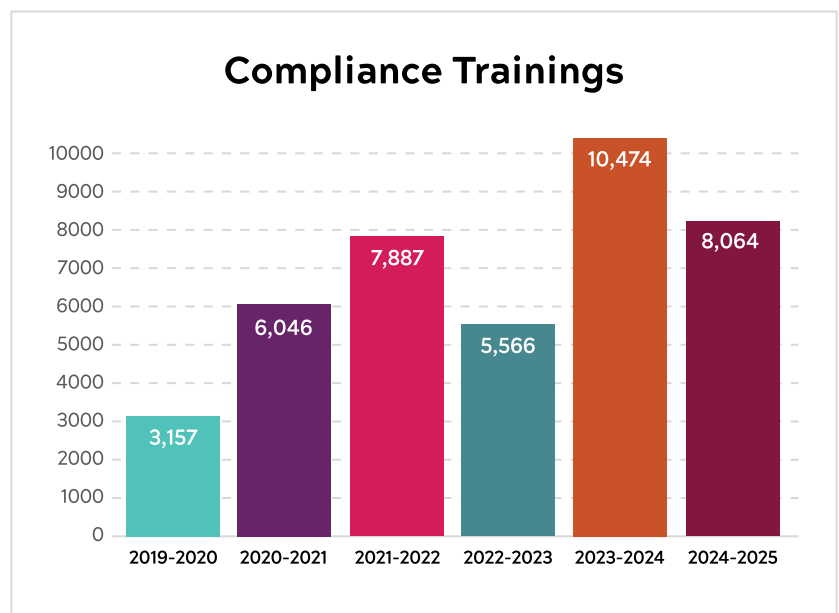
Civil rights compliance is a shared responsibility. In order to respond promptly and appropriately to reports of discrimination, CRCPE depends on every employee of the university to know and understand the university's responsible employee reporting policy— that is the policy that requires employees to report discrimination and harassment to the CRCPE office.

Civil rights compliance training serves as the foundation of efforts to establish a shared understanding of university nondiscrimination policies, including reporting responsibilities. New hires are expected to complete the training within 90 days of their first day, and all employees are expected to retake the compliance training every two years. **Figure 7** shows the trends in the total numbers of employees who complete the compliance training in each reporting year for the past five years. With the development and rollout of the redesigned Respect in Employment and Anti-Discrimination Compliance Training (READ) compliance training, the percentage of employees with records showing expired compliance training decreased by 10%. During the 2024-25 fiscal year, 8,064 employees completed the READ training.

Each year, the team explores and implements innovative ways to augment compliance training and engage with key partners to provide education about the university's nondiscrimination policies. During the reporting period, the team focused on increasing the visibility of our office through targeted training sessions with the university's faculty and staff,

such as the Pamplin School of Business; the Center for Engineering Excellence and Discovery; Residential Wellbeing; the College of Architecture, Art, and Design; Virginia Tech Transportation Institute; Commonwealth Cyber Initiative; and the Department of Large Animal Sciences.

Figure 7



Conflict Resolution Services

A great civil rights process must, when possible, empower parties and stakeholders to make the choices that are best for all involved. The Civil Rights Compliance and Conflict Resolution team offers a range of opportunities for employees to resolve conflicts and concerns informally— meaning without filing a complaint and participating in a formal process. Participation in a conflict resolution service or process is always voluntary, and services range from individual conflict coaching sessions to department- or office-wide climate reviews. This year, coaching sessions were taken by 183 students and employees, and more than 600 members of the university community received training in effective conflict resolution and communication skills.

Services in the Greater Washington, D.C., Area

Reporting to the director of compliance and conflict resolution, CRCPE’s civil rights and education manager is based in Academic Building One in Alexandria, Va., and serves as a regional, in-person point of contact for questions and concerns related to the university’s nondiscrimination policies. The civil rights and education manager works with partners, such as [Cook Counseling Center](#), Division of Human Resources, and the [university ombuds](#) and [graduate ombuds](#) offices, to create a robust network of support for the region’s students, faculty, and staff.

During the reporting year, in addition to hosting regular office hours across [Virginia Tech’s campuses in the greater D.C. area](#), the civil rights and education manager facilitated or hosted many events for students and employees, and provided conflict resolution for faculty and staff in the region.

Equal Employment Opportunity Compliance

As a federal contractor, Virginia Tech takes proactive steps to ensure equal employment opportunity for covered veterans, and individuals with disabilities. The Equal Employment Opportunity Compliance team continually evaluates personnel processes, analyze recruiting efforts, and develop action-oriented programs.

While responsibilities are evolving, the following information reflects the efforts made in the last year to eliminate discrimination and support merit-based decision-making practices.

During the past year, the Equal Employment Opportunity Compliance team:

- Sunset Functional Affirmative Action Plans for the university.
- Revised and updated the Search Exemption training.
- Updated and submitted the Virginia DHRM Employment Opportunity Plan.
- Continued spotlight features on Veterans to recognize those who have served in the U.S. military.

Members of CRCPE's Equal Employment Opportunity Compliance team hold membership in the National Industry Liaison Group (NILG) and in a regional industry liaison group, as well as in the American Association for Access, Equity and Disability. These groups comprise a consortium of federal contractors, subcontractors, and higher education institutions who work in partnership with federal agencies to achieve equal employment opportunity for all employees. Their efforts are critical to strengthening the relationships federal contractors have with the government and ensuring merit-based employment practices.

As part of efforts to extend influence beyond the campus, the EEO team presented a "How to Conduct Investigations Workshop" for EEOC counselors and investigators. The annual refresher training is designed for Federal EEO Counselors and Investigators who are required to have eight hours of training annually by the Equal Employment Opportunity Commission.

University Workforce Data

The Equal Employment Opportunity Compliance team takes a snapshot of the university's workforce annually on October 1 to track progress toward full alignment with the core values and priorities as outlined in the 2020 strategic plan: The Virginia Tech Difference: Advancing Beyond Boundaries.

The Vietnam Era Veteran's Readjustment Assistance Act (VEVRAA) is a law that prohibits federal contractors and subcontractors from discriminating in employment against protected veterans and requires employers take affirmative action to recruit, hire, promote, and retain these individuals. To help measure the effectiveness of Virginia Tech's outreach and recruitment efforts of veterans, applicants and employees are asked to voluntarily self-identify as a veteran covered by VEVRAA. The information is kept private and not utilized against the individual in any way.

As of the third quarter of 2025, 306 Virginia Tech employees identified as Veterans. The overall representation of veterans in the workforce across all employment categories remained constant at 3 percent.

The hiring benchmark for Veterans set by the federal government is 5.1 percent. The Office of Federal Contract Compliance Programs (OFCCP) describes the benchmark as an aspirational goal that is utilized as a comparison tool to measure the progress and effectiveness of outreach and recruitment efforts. As of this year's snapshot, Virginia Tech hired Veterans at 4.6 percent. As a Virginia Values Veterans (V3 Program) certified employer for the Commonwealth of Virginia, one of the university's in-house recruiters attends workshops, hosts virtual job fairs, and visits military installation bases in a proactive approach to recruit and communicate with the university's Veteran Caucus and the Veteran community about the importance of self-identification.

As with Veterans, it is legally permissible for employers to create programs to proactively recruit and hire individuals with disabilities. The Americans with Disabilities Act (ADA) and other disability rights laws, like Section 503 of the Rehabilitation Act encourage practices that benefit people with disabilities. Section 503 requires covered federal contractors and subcontractors, like Virginia Tech, to take steps to employ and advance in the employment of individuals with disabilities.

The OFCCP requires that federal contractors annually analyze their utilization of individuals with disabilities against the 7 percent aspirational goal set forth in Section 503 of the Rehabilitation Act. Within Virginia Tech's workforce, 7.5 percent of employees self-identify themselves as having a disability. CRCPE continued regular communications to university employees throughout the year to encourage them to self-identify.

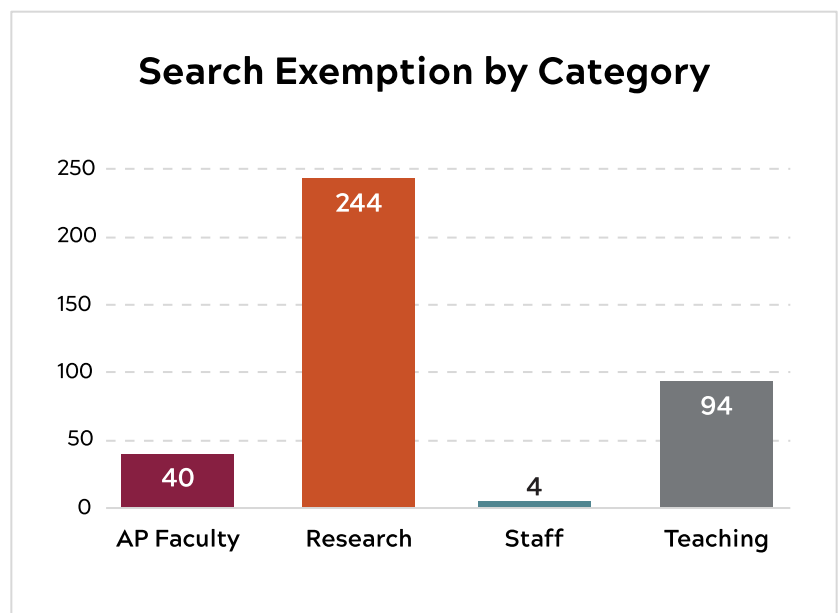
Working in collaboration with colleagues in the Division of Human Resources and Office of the Executive Vice President and Provost, the Equal Employment Opportunity Compliance team will continue to evaluate our efforts to improve the demographic representation of Veterans and people with disabilities in the workforce.

Search Exemptions

Virginia Tech is committed to providing equal employment opportunity for all qualified individuals. In support of this commitment, competitive searches are conducted to fill many vacancies.

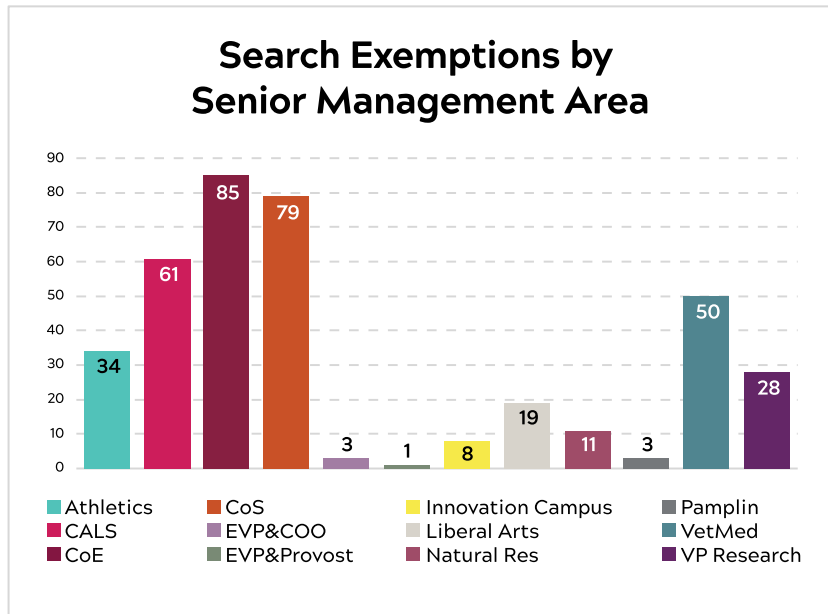
There are some instances in which the competitive process is not used, and the positions are filled using the search exemption process when specific criteria are met. The overwhelming majority (54%) of search exceptions are for research faculty, followed by Teaching & Research faculty at 21%. **(Figure8)**

Figure 8



During the 2025 affirmative action plan year of Oct. 1, 2024 - Sept. 30, 2025, 455 search exemptions were processed by CRCPE. The majority of requests were from the College of Engineering followed by the College of Science. **(Figure 9)**

Figure 9



Sexual Violence Prevention and Education (SVPE)

The 2024-25 academic year marked the inaugural year of CRCPE's Office of Sexual Violence Prevention and Education (SVPE) at Virginia Tech. This report highlights the programs, partnerships, and strategic initiatives that shaped the first year as the team established a strong foundation for prevention education and responded to the evolving needs of the Virginia Tech campus community.

Overview

Throughout the fall and spring semesters, SVPE delivered 96 programs, reaching more than 3,550 participants through a combination of workshops, trainings, and outreach events. These efforts were led by both VOICES Peer Educators and SVPE professional staff, each contributing distinctive strengths to the mission of cultivating a safer and more informed campus environment. SVPE hosted programs on multiple campuses including Blacksburg, Roanoke, and Northern Virginia.

Of the total programs delivered:

67 were workshops or trainings

29 were outreach or tabling events

93 were offered in collaboration with one or more campus partners, including academic departments, student organizations, and Student Affairs units.

Engagement and Participation Trends

Program engagement showed a clear upward trajectory throughout the academic year. Activities launched in August and steadily increased through the fall, peaking in October during Domestic Violence Awareness Month (DVAM), before slowing during winter break. The spring semester followed a similar pattern, ramping up quickly after mid-January and reaching a peak in March with 20 events. Programming remained strong through April, driven by Sexual Assault Awareness Month (SAAM), which featured a diverse array of high-impact, collaborative events that fostered campus-wide dialogue around prevention, accountability, and survivor support.

Program Delivery and Impact

In its inaugural year, SVPE launched the VOICES peer education program. VOICES empowers students to promote a culture of respect, safety, and acceptance at Virginia Tech through peer-led education, outreach, and advocacy. By engaging peers in meaningful dialogue and action, students work to create a campus where all individuals feel supported, valued, and free from gender-based violence.

VOICES Peer Educators played a pivotal role in SVPE's reach, delivering 58 programs and engaging approximately 2,340 participants through 41 workshops and 17 outreach events.

Professional Staff

In the past year, SVPE onboarded four staff members between September - July. In that time, SVPE professional staff led 38 programs, reaching more than 1,210 participants through 26 workshops and 12 outreach events. Workshop topics included healthy relationships, conflict management, and boundaries, along with specialized sessions such as:

- Neurodivergence and Healthy Relationships (with Cook Counseling Center)
- Mentorship and Communication (with the Roanoke Graduate Student Association)
- Healing Is Not Linear (with the Pride Center)

Notable outreach highlights included the SAAM Kickoff, which drew an estimated 300 attendees, and the Survivor Picnic, which created a space for reflection, empowerment, and community healing.

Campus Partnerships and Engagement

SVPE worked to develop relationships with key university bodies, including academic departments, Student Affairs and student leaders. The team also helped build student trust and fostered relationships with Graduate and Professional Student Senate, Roanoke Graduate Student Association, Undergraduate Student Senate of Virginia Tech, and the Sexual Violence Prevention Initiative (SVPI) Student Committee – whose members were instrumental in shaping the office's formation.

In addition, SVPE expanded its digital presence through Instagram, posting 31 times and reaching 15,869 accounts, with 377 active engagements and 365 followers by year's end. This growing platform continues to serve as a vital tool for awareness, education, and event promotion.

Title IX

CRCPE's Title IX team is dedicated to addressing discrimination on the basis of sex, including sexual harassment and violence. In collaboration with partners across the university, the team stewards a prompt and equitable process for responding to reports of sexual harassment and violence. The Title IX process empowers those impacted by discrimination or harassment to make the choices that are best for them, including whether to initiate a thorough investigation into the allegations. The work of the Title IX team goes beyond investigating complaints; Title IX compliance specialists also meet with students to explore and design supportive measures as necessary to maintain or restore access to the university's programs and activities. We constantly track developments in Title IX to ensure that Virginia Tech's policies and procedures are compliant and in service of the university community. Underscoring the team's work is the goal of creating a university community free from sexual harassment and violence and a university culture that protects against sexual violence.

Responding to Reports

During the reporting period, the Title IX team responded to 379 reports of sexual harassment and gender based violence, including 13 formal complaints that proceeded to investigation. Guided by the goal of restoring and preserving access to the academic environment, the team provided 128 students with supportive measures tailored to meet their individual needs— support that, for many, was critical to continuing their academic journey.

To offer a comprehensive understanding of the issues impacting the Virginia Tech community, detailed data on reports of sexual harassment and sexual violence involving students are available in the Title IX Annual Report on the [SAFE at VT website](#).

Monitoring Policy and Practice

The Title IX team continuously reviews and solicits feedback on university policy and process related to Title IX, striving to go beyond compliance to create a supportive and fair experience for all students. For the reporting year, the Title IX Team led an advisory group of key university partners who met weekly to ensure all reports of sexual harassment and gender based violence received a consistent and appropriate response. In addition, the team hosted the Title IX Student Advisory Board, which met three times per semester to provide feedback on the student experience. This year, discussions focused on resource awareness and emerging trends within the Title IX landscape.

The Title IX Policy and Practice Committee, a cross-campus group of stakeholders, including undergraduate and graduate students, were tasked with reviewing and recommending improvements to university policies and practices to promote environments free from harassment and discrimination. They have been an integral mechanism for soliciting feedback. As part of the university's comprehensive and coordinated approach to Civil Rights Compliance, the committee is being expanded and renamed the Civil Rights Policy and Practice Committee. This restructured committee will provide a unified forum for reviewing all institutional civil rights policies to ensure alignment, consistency, and compliance across regulatory areas. This broader scope promotes cross-functional collaboration and reduces policy silos.

Looking Forward

In the 2025-26 academic year, CRCPE will continue its work to cultivate an educational and professional setting free from harassment, discrimination, and retaliation. Goals for the office, by unit, include:

Americans with Disabilities Act (ADA) and Accessibility Services

- Continue expanding ADA outreach and training opportunities to include accessible online ADA training, if available.
- Evaluating current physical and digital barrier reporting systems for adequacy.
- Providing digital accessibility tools to review web accessibility.
- Continuing to provide prompt responses to requests for accommodation.

Civil Rights Compliance and Conflict Resolution

- Refining existing methods for providing technical assistance to students, faculty, and staff about the university's nondiscrimination policy as a tool to prevent discrimination.
- Collaborating with partners and stakeholders to consider ways to make more accessible the policies that have a direct impact on the team's mission to provide a prompt and thorough response to complaints and reports of discrimination, harassment, and retaliation.

Equal Employment Opportunity Compliance

- Enhancing the partnership with the Division of Human Resources and college leaders to review and revise existing strategies, focusing on outreach and recruitment efforts essential to the Non-Discrimination in Employment Plan component designed to increase the variety of applicant pools for protected veterans and people with disabilities at Virginia Tech.
- Implementing an updated search committee training module.
- Continuing the campaign to encourage protected Veterans and people with disabilities to self-identify.

Sexual Violence and Prevention Education (SVPE)

- Building on this year's momentum by expanding both peer-led and staff-led programming, deepening campus partnerships, enhancing curriculum structure and impact, and implementing data collection.

Title IX

- Increasing participation in the Title IX Student Advisory Board to ensure a regular process for engagement and feedback of the student experience.
- Increasing awareness and offering of the facilitated resolution process as a voluntary alternative option to resolve Title IX matters outside of a formal investigation.
- In collaboration with ADA and Accessibility Services and Civil Rights Compliance, moving forward with a Civil Rights Policy and Practice Committee to regularly review and update university policy and procedures related to all forms of discrimination and harassment based on a protected class.

Resources

Accessible Technologies

assist.vt.edu

Cook Counseling Center

ucc.vt.edu

CRCPE Glossary

civilrights.vt.edu/about/glossary

Report a Barrier

vt.edu/accessibility/barrier

SAFE at VT

safe.vt.edu

Services for Students with Disabilities

ssd.vt.edu

**Gender-Based Harassment
and Violence Reporting Form**

bit.ly/TitleIX_Reporting_Form



**Discrimination and Harassment
Reporting Form**

bit.ly/VT_Discrimination_Reporting_Form



**CIVIL RIGHTS COMPLIANCE
AND PREVENTION EDUCATION**
VIRGINIA TECH.

220 Gilbert Street
Suite 5200
Blacksburg, VA 24061

540-231-2010
civilrights@vt.edu
civilrights.vt.edu

