



A message to the Virginia Tech community from President Tim Sands *Originally published Monday, Oct. 29*

Dear Members of the Virginia Tech Community,

We are grieving for the loss of life at the Tree of Life synagogue. We feel pain and anger for the families, the friends, the Jewish community of Pittsburgh, and all of those across our country who are impacted by this hate crime. Also reported this week were the mail bombs targeting individuals and two African-American senior citizens that were killed at a store in Kentucky. We are living in challenging times with increased violence against others and increased public rhetoric of hate and incivility.

University campuses are places with many voices, diverse opinions, and vigorous debates. We welcome civil discourse and strive to debate across differences so that we all grow in understanding. We are part of a complex world and we must do better to accept each other and to understand that it is by embracing our differences that we create a functional society.

At Virginia Tech, we hold up our Principles of Community as a guidepost. Our collective commitment to advancing Virginia Tech as a model for diversity and inclusion in the spirit of *Ut Prosim* (That I May Serve) is an imperative, more now than ever.

I am asking you to pause what you are doing and read our Principles of Community.

The following principles are fundamental to our ongoing efforts to increase access and inclusion and to create a community that nurtures learning and growth for all of its members:

- We affirm the inherent dignity and value of every person and strive to maintain a climate for work and learning based on mutual respect and understanding.
- We affirm the right of each person to express thoughts and opinions freely. We encourage open expression within a climate of civility, sensitivity, and mutual respect.
- We affirm the value of human diversity because it enriches our lives and the University. We

acknowledge and respect our differences while affirming our common humanity.

- We reject all forms of prejudice and discrimination, including those based on age, color, disability, gender, gender identity, gender expression, national origin, political affiliation, race, religion, sexual orientation, and veteran status. We take individual and collective responsibility for helping to eliminate bias and discrimination and for increasing our own understanding of these issues through education, training, and interaction with others.
- We pledge our collective commitment to these principles in the spirit of the Virginia Tech motto of *Ut Prosim* (That I May Serve).

I encourage you to think about what it means to embrace our principles and what you can do to help create a culture of civility in our communities and across the country.

As a community, we can continue our work, every day, to advance Virginia Tech as a civil and welcoming campus. We owe this to current and future Hokies, to the citizens in Pittsburgh, and to the nation as we strive to make this country a better place for all.

Tim Sands,
President

Take the campus climate survey soon

Employees have just over a week to take the campus climate survey. The survey closes on Friday, Nov. 9.

We encourage every employee to take about 20 minutes to share your perceptions about the university's climate, engagement, diversity, inclusion, leadership, work environment, and job satisfaction. Your responses will help us understand where we do well and where we need to work harder to improve our campus climate.

If you haven't completed the survey, look for an email message from Ross Mecham (rmecham@vt.edu), director of organizational development for Virginia Tech. The message contains a personalized survey link, which has

been pre-populated with some organizational information about you in order to ensure accurate reporting. Because the survey is personalized to you, do not forward your link to others.

Employees who do not have access to email may complete a paper copy of the survey.

We appreciate you taking this opportunity to speak up, speak out, and let your voice be heard. Read more: bit.ly/2NKE7Sb.

Flu shot reminder: Protect yourself and others this flu season

According to the Centers for Disease Control and Prevention, flu season in the United States can begin as early as October and last as late as May. Virginia Tech encourages all Hokies to act now to protect yourself and others by getting your annual flu vaccine.

Hokie Wellness flu vaccination clinics: As a service to all employees, Hokie Wellness offers flu vaccination clinics each fall. Salaried employees who are covered by state health insurance plans only need to show their insurance card to receive a free vaccine. Wage employees may also receive a free flu vaccine by showing their Hokie Passport. Students are also welcome to attend the clinics. Students may need to be prepared to pay \$25 by cash or check if pharmacists aren't able to verify that the student's insurance is accepted.

There are several clinics left this fall:

- Nov. 1: North End Center, Room 2410
- Nov. 6: Wallace Hall, First Floor Atrium
- Nov. 8: Squires Student Center, Room 219
- Nov. 13: Biocomplexity Institute, Conference Room Foyer

All clinics are open from 7:30 a.m. to 2 p.m. Registration is preferred but walk-ins are welcome.

Other ways to get a flu vaccine: If you are unable to make it to a Hokie Wellness clinic, vaccinations are also available at most local pharmacies and through health care providers.

Vaccination is the best protection against contracting the flu. Read more: bit.ly/2PuwAfi.

Homecoming Week is Oct. 29-Nov. 4

Virginia Tech is celebrating Homecoming this week with activities for students, alumni, and friends. Don't miss the Homecoming Parade, tailgate, football game, and more! Read more: vt.edu/homecoming.html. Football parking information: bit.ly/2DeNo4k.

Virginia Tech Police shares tips for avoiding counterfeit ticket scams

Virginia Tech Police is sharing tips for avoiding counterfeit ticket scams – and what to do if you think you may be victim to a ticket scam.

- Purchase tickets from official ticketing partners.
- Consider doing the ticket transaction at a local police station for an added layer of security.
- Examine your tickets closely for irregularities and take extra steps to verify tickets.
- If you think you may have purchased counterfeit tickets, contact your local law enforcement agency to file police report, contact your credit card company, and submit a complaint with the ticket transaction site
- Don't post your tickets on social media before the game.

Read more: bit.ly/2CVTSno.

Volleyball Faculty and Staff Appreciation

The Virginia Tech Volleyball team would like to show their appreciation with Faculty and Staff Appreciation Day on Sunday, Nov. 4, at 1 p.m., at the Cassell Coliseum. The first 50 Virginia Tech faculty and staff members to show their VTID at the marketing table will receive a free concession item. Additionally, faculty and staff members will be recognized during the match. Admission is free.

2018 Commonwealth of Virginia campaign continues raising money for local charities

Thanks to the generosity of our employees, the campaign has raised more than \$165,000 of the university's \$375,000 goal since the kickoff on Sept. 24.

CVC is a workplace giving program where state employees designate financial gifts to one or more participating charities varying in health and human services, animal welfare, environmental conservation, and medical research.

This year's campaign will run until Dec. 14, so there is still plenty of time left to contribute. No donation is too small, and all donations will help reach our university goal.

Employees can donate through online payroll deduction, choosing either a one-time deduction or a 24-pay period deduction. To contribute to the campaign, donations can be made through the campaign website. Cash and checks are also accepted; pledge cards are available for those who do not have online access. Learn more: cvc.hr.vt.edu.