Sexual Misconduct Policy
https://prevent.richmond.edu/policy/index.html

Student Non-Discrimination Policy
https://prevent.richmond.edu/policy/student-nondiscrimination.html

Faculty/Staff Non-Discrimination Policy
http://hr.richmond.edu/policies/workplace-expectations/harassment.html

Preventing and Responding to Discrimination

The University of Richmond prohibits discrimination against and harassment of applicants, students, faculty, or staff on the basis of race, religion, national or ethnic origin, age, sex, sexual orientation, gender identity, gender expression, disability, status as a veteran or any classification protected by local, state, or federal law.

As a recipient of federal funds, the University complies with federal laws prohibiting discrimination, including Title IX of the Education Amendments of 1972. Title IX provides that: “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

The University of Richmond is committed to preventing and responding to conduct that violates its non-discrimination policy, including sexual misconduct. The University shall make reasonable efforts to investigate and appropriately address reports of discrimination and harassment (as defined in this policy). Upon receipt of a complaint, report, or information about possible discrimination or harassment, the University will respond in an effort to stop such conduct, eliminate any hostile environment, take reasonable steps to prevent a recurrence of such conduct, and address any effect that such conduct may have on the larger University community.

The University prohibits retaliation or retribution, in any form, against an individual who reports, in good faith, an actual, potential or suspected violation of this policy. Anyone who engages in or attempts to engage in retaliation or retribution against an individual who reports, in good faith, an actual, potential or suspected violation of this policy shall be subject to discipline in accordance with the policies and procedures of the University.

What is Sexual Misconduct?

Sexual misconduct is a broad range of behavior that includes, but is not limited to non-consensual sexual contact, non-consensual sexual intercourse, sexual exploitation, sexual harassment, dating/relationship violence, domestic violence, and stalking.

Sometimes students and employees are unsure if what they or their friends or colleagues experienced was sexual misconduct. If you are unsure, please contact the University's Title IX Coordinators:

Kristine Henderson, Director of Compliance & Title IX Coordinator, (804) 289-8186
Tracy Cassalia, Deputy Title IX Coordinator for Students, (804) 289-8464
Carl Sorensen, Associate Vice President, Human Resources and Deputy Title IX Coordinator, (804) 289-8166

Members of the University community may also contact:

Beth Simonds, Assistant Chief of Police, University of Richmond Police Department, (804) 289-8722

The University of Richmond strongly encourages reporting of potential sexual misconduct. Reports of possible sexual misconduct may be made to the Title IX Coordinators and to the University of Richmond Police Department. Please call the Police Department Emergency Number (804) 289-8911 if you witness a possible crime or if you or someone else needs immediate assistance.
The following University employees are **Responsible Employees** because they have the authority to take action to redress alleged sexual misconduct, including sexual violence:

- The Title IX Coordinators;
- The Vice President for Student Development;
- The Deans of Westhampton College and Richmond College, the Law School’s Associate Dean Student Services & Administration, Law School Dean’s Office, the Program Coordinator for Graduate Studies in Business, and Associate Dean, School of Professional and Continuing Studies;
- The University’s conduct officers;
- The Associate Vice President for Human Resources; and
- The sworn officers of the University of Richmond Police Department.

**Other than confidential resources**, the following University employees are **Responsible Employees** because they have a duty to report acts of sexual misconduct, including sexual violence, to the appropriate Title IX Coordinator.

- All faculty members.
- All University employees with the title of assistant director, associate dean or above;
- Residence Life staff including Resident Advisors and Area Coordinators.
- All employees engaged in academic advising.
- University staff accompanying students on off-campus programs or other University-related trips, within and outside the United States.

**All employees in the following divisions, departments, or offices:**

- Academic Deans;
- Academic Skills Center;
- Admissions;
- Athletics;
- Bursar;
- Camps and Conferences;
- Career Services;
- Chaplaincy (non-ordained personnel);
- Financial Aid;
- Human Resources;
- International Education;
- President’s Office;
- Provost’s Office;
- Registrar;
- Student Development; and
- University of Richmond Police Department.

All employees identified as Campus Security Authorities.

**Reporting Form:** [report.richmond.edu](http://report.richmond.edu)