



# OLD DOMINION UNIVERSITY

Medical Campus



MACON & JOAN BROCK VIRGINIA HEALTH SCIENCES

## Eastern Virginia Medical School

AT OLD DOMINION UNIVERSITY

&

MACON & JOAN BROCK VIRGINIA HEALTH SCIENCES

## EVMS School of Health Professions

AT OLD DOMINION UNIVERSITY

# 2025 Annual Security and Fire Safety Report

Dear Monarchs and Prospective Monarchs,

At Old Dominion University, keeping our campus safe is something we do together. Our strongest defense against crime comes from building a community where everyone stays aware, informed, and looking out for one another.

This annual report fulfills our requirements under the Jeanne Clery Campus Safety Act and provides essential safety and security information specifically for ODU's medical campus. Our medical campus encompasses two primary academic schools within Macon and Joan Brock Virginia Health Sciences at Old Dominion University: Eastern Virginia Medical School and the EVMS School of Health Professions. What makes this campus unique is its location within the broader Eastern Virginia Medical Center consortium, which includes Sentara Norfolk General Hospital, Children's Hospital of The King's Daughters, and the Norfolk Department of Public Health.



We're committed to maintaining a secure and welcoming environment where everyone in our community can succeed. In this report, you'll find detailed information about our safety and security policies, prevention and protection programs, and the resources available to support a safe campus atmosphere. As a vital center for health sciences education and patient care in Hampton Roads, Old Dominion University's medical campus plays an essential role in our comprehensive safety approach.

While most Monarchs never experience crime at ODU, we can make our campus even safer through collaboration, awareness, and promptly reporting any suspicious or criminal activity to the Old Dominion University Police Department. I encourage you to read this report, get involved in our safety and educational programs, and take advantage of the resources the University provides.

The Old Dominion University Police Department operates as a professional law enforcement agency with two international accreditations—a testament to our commitment to best practices in policies and procedures. These standards help us deliver policing that's efficient, effective, and fair, building the trust and confidence our community deserves.

Additionally, our Office of Fire Safety within the Department of Emergency Management continually works to enhance its services. Through our certified Storm Ready program, emergency and continuity planning, fire safety initiatives, and community engagement efforts, we're focused on one goal: creating a safe and secure environment for everyone—students, faculty, staff, and visitors. We remain dedicated to strengthening our outreach and initiatives to support this vital mission.

Sincerely,

A handwritten signature in black ink that reads "Garrett Shelton".

Garrett Shelton

Chief of Police & Assistant Vice President of Public Safety

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## OVERVIEW

On July 1, 2024, Old Dominion University (ODU) formally assumed successor status to Eastern Virginia Medical School pursuant to §23.1-2005 of the Code of Virginia. This legislative transition resulted in the establishment of Macon and Joan Brock Virginia Health Sciences at Old Dominion University.

The institutional integration led to the establishment of Old Dominion University's Medical Campus, which consists of two principal academic schools within Macon and Joan Brock Virginia Health Sciences at Old Dominion University: Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School at Old Dominion University and Macon & Joan Brock Virginia Health Sciences EVMS School of Health Professions at Old Dominion University. These schools operate within the broader Eastern Virginia Medical Center (EVMC) consortium, which includes Sentara Norfolk General Hospital, Children's Hospital of The King's Daughters, and the Norfolk Department of Public Health.

## PREPARATION OF THE ANNUAL SECURITY AND FIRE SAFETY REPORT

At Old Dominion University's medical campus, the safety and welfare of students, faculty, staff, and visitors is a top priority. Many programs and services have been designed to enhance a safe and secure living and learning environment. In compliance with the Jeanne Clery Campus Safety Act, also known as the Clery Act.

### **The Clery Act requires colleges and universities to:**

1. Publish an annual report by October 1 that contains three most recent calendar years of campus crime and fire statistics, certain campus security policies and fire prevention statements.
2. Disclose crime statistics for campus, public areas immediately adjacent to or running through the campus, non-campus facilities and remote classrooms.
3. Issue campus alerts to provide the campus community with information necessary to make informed decisions about their health and safety.
4. Publish on-campus housing fire statistics from the three most recent calendar years, and fire drills from the previous year.
5. Compile, prepare and distribute this report by working with local law enforcement and other university officials who have significant responsibility for student and campus activities.
6. Provide annual, mandatory training for all Campus Security Authorities (CSA).
7. Maintain a daily crime and fire log of all criminal incidents reported to the ODU Police Department that are alleged to have occurred within the University's Clery Act geography or otherwise within the patrol jurisdiction of the Police Department. This log will be available for public inspection during normal business hours at the ODU Police department and online, when, as, and to the extent required by the Clery Act.
8. Establish a Missing Student Policy, and issue notification to an emergency contact and/or parent/legal guardian, and local law enforcement agency, within 24 hours after a student who lives in on-campus housing has been determined to be missing, as well as generate a missing person report; and issue notification to an emergency contact and/or parent/legal guardian when advised by local law enforcement that a student who lives off campus has been determined to be missing.

The Old Dominion University Police Department (ODUPD) has overall responsibility for the preparation and distribution of the University's Annual Campus Security and Fire Safety Report (ASR). To ensure the ASR is accurate and comprehensive, ODUPD analyzes its records and requests Clery crime statistics from any law enforcement agency that has jurisdiction over properties owned or controlled by the university. Additionally, ODUPD collaborates with, and collects Clery Act information and data from Campus Security Authorities (CSAs), Old Dominion University's medical campus Student Affairs, and other University departments and organizations designated with significant responsibilities for students, employees, and University activities.



As such, this report provides a multitude of policy statements regarding safety, reporting rights and options, as well as resources available to the campus community. ODU community members and prospects are encouraged to use this report as a guide for safe practices on and off campus. The crime data collected, relative to the Clery Act, is electronically submitted annually to the Department of Education, as required by university policy and the federal law. Fire statistics are compiled by gathering reports from ODU Emergency Management. For a printed copy of this report, please contact ODUPD at [cleryact@odu.edu](mailto:cleryact@odu.edu) or call 757-466-7474.

## CLERY ACT GEOGRAPHY

The Clery Act requires Old Dominion University's medical campus to disclose crime statistics based on where the reported crimes occurred on campus, non-campus locations or buildings, or public property as defined below.

On Campus: (1) Any building or property owned or controlled by the institution within the same 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 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).

Non-Campus Building or 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.

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*Old Dominion University's medical campus does not have any officially recognized student organizations with non-campus locations.*

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Public Property: All public property, including thoroughfares, streets, sidewalks, and parking facilities, which are within the campus or immediately adjacent to and accessible from the campus. The crime statistics do not include crimes that occur in privately owned homes or businesses within or adjacent to the campus boundaries.

## CAMPUS SAFETY AND SECURITY

Campus safety and security at Old Dominion University's medical campus is a shared responsibility. The best protection against campus crime is to be aware, informed, alert and report. The vast majority of our students, faculty, staff, and visitors do not experience crime at the Old Dominion University's medical campus; however, despite our best efforts, crimes may occur.

## ACCESS TO ACADEMIC AND ADMINISTRATIVE BUILDINGS

Old Dominion University's medical campus students and staff are required to always have their ID badges visible. Visitors to buildings are required to check in at the Public Safety desk located at the entrances to buildings. The academic and administrative buildings are access controlled, and access may be gained through use of the ID badges. The clinical buildings are open to the public during normal business hours. However, building accessibility is controlled by card or key after normal business hours, and buildings have varied types and levels of access.

## ACCESS TO HAGUE CLUB APARTMENTS

Tenants of the Medical Campus Apartments, formerly known as the Hague Club Apartments, are issued keys to their apartment and locks are rekeyed when tenants take possession.








## SECURITY AND MAINTENANCE OF CAMPUS FACILITIES

ODUPD works with the University Architect to develop and implement Crime Prevention through Environmental Design (CPTED) strategies, which include safety and security-related design standards for new buildings and conducts ongoing evaluations of existing structures. Strategies include ensuring proper exterior lighting around the campus, including around buildings, along sidewalks, and roadways, to create a well-lit, attractive, and safe environment. Furthermore, shrubbery maintenance is carried out with both security and aesthetics in mind. This approach considers environmental conditions and the potential for crime or other unwanted behaviors, aiming to minimize or eliminate opportunities for such incidents.

The department also collaborates with University Facilities Management and ITS to recommend security and safety related hardware and technologies for all campus buildings. Residential exterior doors, except in those buildings that house University offices, and dorm room entry doors in all residence hall buildings are equipped with auto-locks and some include a secondary self-locking mechanism, except during official move-in hours, each fall. Residents of a building and their escorted guests, as well as authorized people, access the building by utilizing either the electronic card access or an ODU specific proprietary key. Additionally, all academic and administrative building entries are equipped with an electronic lock, a proprietary key, or both.

Everyone is encouraged to report any security or maintenance emergencies, damage, or other concerns to ODUPD by calling 757-446-5199. Specifically, members of the campus community can do so by contacting Facilities Management by calling 757-446-5874 or using the ODU Safe app with ODUPD by selecting "report a tip" and then choosing "repair needed." Old Dominion University's medical campus Facilities Management Department maintains and inspects campus facilities regularly, and repairs are made as quickly as possible. Hague Club apartments are non-residence hall apartments that are maintained by Physical Facilities and patrolled by ODUPD.

## GENERAL SAFETY TIPS

-  Download the ODU Safe app on your android or iOS cell phone.
-  Program the ODUPD's medical campus telephone number (757-446-5911) into your cell phone.
-  Stay vigilant and immediately notify the ODUPD of suspicious activity or people.
-  Do not leave valuables in the open and unattended.
-  Utilize GPS or "locate" software for your electronics.
-  Do not prop open locked outside doors and stairwell doors; ensure they close and lock behind you.
-  Be aware of your surroundings.

## FIREARMS, WEAPONS AND CERTAIN RELATED DEVICES

The university seeks to provide a safe and secure environment for our community. In furtherance of that goal, the University Board of Visitors has adopted a regulation on the use of privately-owned firearms and prohibits firearms, weapons, and related devices to the extent permitted by Virginia law.<sup>1</sup>

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8VAC65-10-20. Possession of weapons is prohibited.

Possession or carrying of any weapon by any person, except a Police officer, is prohibited on university property in academic buildings, administrative office buildings, student residence buildings, or dining facilities, or while attending sporting, entertainment, or educational events. Entry upon the university property described in this section in violation of this chapter is expressly forbidden.

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<sup>1</sup> <https://www.odu.edu/bov/gun-and-weapon-regulation>

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8VAC65-10-30. Person lawfully in charge.

In addition to individuals authorized by university policy, Old Dominion University police officers are lawfully in charge for the purposes of forbidding entry upon or remaining upon university property while possessing or carrying weapons.

## DAILY CRIME AND FIRE LOG

ODUPD maintains Old Dominion University's medical campus combined Daily Crime and Fire Log of all incidents of a criminal nature occurring within Old Dominion University's medical campus patrol jurisdiction. This log also lists all fires occurring in a Medical Campus apartment. This log will include the incident type, the date the incident was reported, date and time of occurrence, and a general location of each reported incident, as well as the disposition of the incident, if this information is known.

Entries in Old Dominion University's medical campus Daily Crime and Fire Log are within two business days of receiving a report of an incident and reserve the right to exclude reports from the log in certain circumstances as permitted by law. The most recent 60 days of information is available at ODUPD's medical campus location at 700 W. Olney Rd., Room 1020 during normal business hours. Requests for logs older than 60 days will be made available within two business days.

## REPORTING CRIMES AND OTHER EMERGENCIES

The safety of the ODU community is of utmost importance, and we offer several ways for community members and visitors to report crimes, serious incidents, and other emergencies to the appropriate authorities if they choose to do so. By not reporting crimes, Old Dominion University's medical campus is limited in its ability to prevent potential future incidents from occurring. Together, we can create a safer environment for everyone. ODU and ODUPD strongly encourage community members to report all crimes, emergencies, potential threats, or risks, accurately and promptly, to the ODUPD or appropriate law enforcement agency, when the victim of a crime elects to, or by third party if the victim is unable to. Your report equates to ensure that a prompt and effective investigation can be conducted.

Every effort will be made to respect and safeguard the privacy interests of all individuals involved in a manner consistent with the need for a careful assessment of the allegation and any necessary steps to eliminate the conduct, prevent its recurrence, and address its effects. Information related to a report will only be shared with those University employees who "need to know" to assist in the active review, investigation, or resolution of the matter, consistent with FERPA, Title IX, and other applicable privacy laws. While not bound by confidentiality, individuals must be discreet and respect the privacy of all individuals involved in the process. Additionally, reporting helps make determination in issuing emergency notifications or timely warnings when necessary.

At ODU, ensuring safety and security is not just a reaction to incidents, it is a proactive approach that involves a range of measures aimed at creating a secure campus environment. ODUPD personnel patrol the on and off campus regularly to monitor any suspicious activities. Additionally, the campus is equipped with surveillance cameras in strategic locations to enhance security.

ODU offers a free personal safety mobile app called ODU Safe that's available for all students, faculty, and staff to download. The app is designed to provide a fast, discreet, and easy way to report incidents, suspicious activity, and provide tips or other information directly to the ODU Police Department anonymously if chosen to do so.

## REPORTING TO LAW ENFORCEMENT

Old Dominion University's medical campus community members should report any criminal activity or emergencies promptly to the ODUPD, by calling 757-446-5911 or utilizing the ODU Safe app. ODUPD is available 24 hours a day to initiate a report and answer questions. In response to a call regarding a reported crime, a



police officer will accurately assess the reported incident, take appropriate measures to ensure the safety of the reporting party, the community, and the scene, arrange for the necessary resources to manage the incident, arrange for victim services as needed or requested, and investigate the crime. Crimes will be thoroughly documented in an incident report and investigated with a goal of ensuring adequate resources are available to the victim, correctly identifying the offender, closing the case through arrest or other appropriate means, and diligently pursuing the matter through a successful prosecution. We recommend that you report any crime, regardless of whether an investigation is ongoing and location, to ODUPD so they can evaluate all security concerns and alert the community if there is any significant threat.

Contact numbers for security offices and local police departments are listed in Appendix A.

Crimes that occur outside the jurisdiction of ODU Police should be immediately reported to the appropriate local law enforcement agency (911 for emergency) where the crime occurred.

We recommend that you report any crime, regardless of whether an investigation is ongoing and location, to ODUPD so they can evaluate all security concerns and alert the community if there is any significant threat.

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## EMERGENCY CALL BOXES AND PANIC ALARMS

Emergency call boxes are located at the outside entrances to campus buildings and garages and inside through-out the interior of academic, administrative, and clinical buildings which ring directly into the ODU Police Communications Center at Old Dominion University's medical campus. In addition, Old Dominion University's medical campus has the Lynx panic alarm system, a silent panic alarm activated from computers keyboards, is deployed on campus to notify ODUPD about an on-going emergency.

## REPORT TO A CAMPUS SECURITY AUTHORITY (CSA)

While ODU strongly encourages community members to promptly report all crimes and other emergencies directly to ODUPD, Old Dominion University's medical campus also recognizes that some may prefer to report to other individuals. The Clery Act recognizes certain University officials and offices as "campus security authorities" (CSAs). Under the Clery Act and implementation regulations, CSAs at Old Dominion University's medical campus include individuals such as:

- 👑 A member of the ODUPD.
- 👑 Someone responsible for campus security but not part of the ODUPD.
- 👑 University officials with significant responsibility for student and campus activities, including, but not limited to, apartment resident manager, student discipline and campus judicial proceedings; and
- 👑 Any individual or organization specified in a statement of the University's security policies as a place to report criminal offenses.

Campus security authorities (CSAs) must report Clery Act crimes or alleged Clery Act crimes that occur in Old Dominion University's medical campus defined Clery locations. CSAs must report to an ODU police officer or through [Campus Security Authority Reporting Form | Old Dominion University \(odu.edu\)](#).



## ANONYMOUS & CONFIDENTIAL REPORTING

The Clery Act requires that Old Dominion University's medical campus disclose any available provisions for "confidential reporting." Old Dominion University's medical campus adheres to this requirement by providing the option to report incidents to ODUPD without disclosing personal information. This is also referred to as an anonymous report to ODUPD.

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## ANONYMOUS REPORTING

To enhance campus safety and security, ODUPD has introduced an anonymous crime reporting function on the ODU Safe app. This feature empowers the ODU community to anonymously report suspicious activities, incidents, or provide tips to ODUPD. Through anonymous reporting, the university can maintain accurate records of incidents that occur on university property while respecting individual privacy. The information gathered from these reports helps identify trends, assess potential dangers, and counts and discloses statistics of the reports filed in this manner in the Annual Security and Fire Safety Report.

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## CONFIDENTIAL REPORTING<sup>2</sup>

Should a reporting party prefer to maintain the confidentiality of a report, they are required to report it to a certified health care provider or licensed counselor. These officials are regarded as confidential personnel and are employed by the University Counseling Services and Student Health Services. These officials are available to provide advice and assistance and are not required to report any information about the incident to anyone else at the University. However, the University will be unable to investigate or take disciplinary action against the perpetrator if you only speak to these individuals. Additionally, while these officials can still help you receive other necessary protection and support, they may not be able to assist you with academic support or accommodation, changes to living or working arrangements, or adjustments to course schedules. It's worth noting that a victim who initially requests confidentiality may later decide to file a complaint with the University or report the incident to the police. Furthermore, a certified health care provider, pastoral, and professional counselors, when they deem it appropriate, are encouraged to inform the individuals they are counseling of any procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics. This exemption allows victims of crime to seek guidance and/or support without having the crime reported to University Officials.

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## STUDENT MENTAL HEALTH FOR MEDICAL STUDENTS AND HEALTH PROFESSION STUDENTS AT OLD DOMINION UNIVERSITY'S MEDICAL CAMPUS

Student Mental Health (SMH) offers evaluations, consultation, and short-term psychotherapy (i.e., counseling) to all full-time students and their spouses/partners. Our program is located in the Student Health Clinic, 2nd Floor, Andrews Hall. For students located in Virginia, services are also available through telehealth. SMH services are covered by student fees and are entirely separate from your insurance benefits. No charges are submitted to your insurance provider when you seek services under the SMH program. Generally, the number of SMH sessions available to a student or his or her spouse/partner is limited to seven visits per year. SMH clinicians are not involved in academic evaluations of clients under their care.

As noted, SMH provides evaluations, consultation, and brief psychotherapy (i.e., counseling) for students and their spouses/partners. The first appointment with SMH consists of an evaluation during which the client's presenting concerns and additional background information are collected. The initial appointment generally lasts for about one hour. Depending upon the presenting problem, at the end of this initial evaluation, a client will either be scheduled for short-term treatment through SMH or referred to appropriate resources in the community for longer-term or specialized services (e.g., a neuropsychological evaluation). Students are encouraged to consider coverage when choosing a provider.



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<sup>2</sup> For community safety reasons, there are some exceptions to confidentiality, which may require notifying other school officials or sharing personally identifying information about you. These include: 1. If you show signs that you intend to harm yourself or others. 2. In certain cases where there is suspected abuse or neglect of a minor, elders, or other vulnerable adults. 3. Under state and federal law, such as in response to a subpoena or court order. 4. If there is a medical emergency. 5. For the purposes of Clery Act reporting determined by the geographical location of the crime and are not required to include personally identifying information.

Sessions for short-term psychotherapy are scheduled in advance. Although walk-in appointments cannot be guaranteed due to the time-intensive nature of individual evaluations and psychotherapy, SMH can sometimes offer appointments on the same day depending on schedule availability.

Although the following list is not all inclusive, some common problems that may benefit from short-term treatment include:

- 👑 adjusting to the demands of your academic program
- 👑 anxiety (e.g., test taking, social)
- 👑 balancing the demands of school and other aspects of your life
- 👑 coping with mild depression
- 👑 creating a healthy lifestyle
- 👑 dealing with relationship issues

Because SMH offers evaluations, consultation, and brief psychotherapy, long-term treatment options are not available through SMH. When a client benefits from long-term care, SMH will provide a referral for services in the community. In this case, the client would use his or her insurance benefits. Referrals to community providers are primarily made for long-term psychotherapy, psychiatric evaluation, and medication management, or both services. Please note that SMH does not provide evaluations for learning disorders or Attention-Deficit/Hyperactivity Disorder.

If you are in a crisis situation that may be life-threatening (e.g., if you are experiencing suicidal thoughts with an active intent to harm yourself), *do not attempt to schedule an appointment with SMH*. In this type of situation, proceed immediately to the nearest emergency room or call 911.

For a student or spouse/partner in a crisis situation that is not life-threatening, SMH will see the individual within 48 hours of his or her first contact the clinic whenever possible.

SMH has a legal and ethical responsibility to protect clients' confidentiality. Personal information that a client shares with SMH is confidential unless one or more of the following exceptions apply:

- 👑 The client signs a form authorizing release of his or her records.
- 👑 The client reports an active intent to harm himself or herself or is deemed to be a danger to himself or herself or others.
- 👑 The client reports abuse of a child or incompetent adult.
- 👑 Disclosure is required by Federal, State, or Local law or judicial proceedings.

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## DEFINING PASTORAL<sup>3</sup> AND PROFESSIONAL COUNSELOR

**Pastoral Counselor:** A person who is associated with a religious order or denomination, 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<sup>3</sup>.

**Professional Counselor:** A person whose official responsibilities include providing psychological counseling to members of the institution's community, and who is functioning within the scope of his or her license or certification.

## REPORTING TO TITLE IX IN CRIMINAL INCIDENTS OF SEXUAL MISCONDUCT

You may report to the Office of Institutional Equity and Diversity, specifically the University Title IX Coordinator or Deputy Title IX Coordinators under circumstances specific to students and employees. The complaint procedure<sup>4</sup> and complaint form can be found at [Submit a Complaint or Report | Old Dominion University](#).

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<sup>3</sup> ODU currently does not provide access to pastoral counselors, although such resources are available within the community.

<sup>4</sup> Additional Information regarding compliant procedures for reporting to Title IX is covered in the reporting sexual misconduct section of this document.

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## FOR STUDENTS

If you are a student and believe you have been subjected to:

1. Sexual harassment (including sexual assault, sexual violence, or other forms of sexual misconduct); or
2. Any other form of gender discrimination under Title IX

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## FOR EMPLOYEES

Sexual harassment including sexual assault and violence is a form of gender discrimination prohibited by Title IX. A university employee who believes they have been subjected to discrimination or harassment in the workplace because of their sex may also file a complaint with the Title IX Coordinator.<sup>4</sup>

## LOCAL AND NATIONAL RESOURCES

There are several local and national resource agencies that provide support and assistance to victims. These agencies are not subject to the University's reporting policy, and they will not disclose identifiable information to the University. Please refer to Appendix A for the list of resources.

## OLD DOMINION UNIVERSITY POLICE DEPARTMENT (ODUPD)



ODUPD is a service oriented, nationally, and internationally accredited and state certified law enforcement agency. ODU Police officers are committed to providing professional police and safety services to the university community. The department operates twenty-four hours a day, seven days a week. ODUPD consists of 168 employees, including Virginia certified police officers, who have arrest authority, unarmed campus safety officers, certified unarmed security officers through a private security contractor, whom have no arrest authority, certified dispatchers, and civilian administrative staff. The department proactively addresses safety and security-related issues and educates members of our university community regarding their role in maintaining a safe campus environment. ODUPD headquarters is located at 4516 Monarch Way, in Norfolk, VA 23508 and Old Dominion University's medical campus satellite location is in Lewis Hall, 700 W. Olney Road, Norfolk, VA 23507.

## ROLE, AUTHORITY AND CERTIFICATION





ODUPD is the primary responder to all calls for service and is responsible for providing safety and security services for Old Dominion University's medical campus and has the police officers have statutory arrest jurisdiction for property owned and controlled by the University and upon the streets, sidewalks, and highways immediately adjacent to any such property as established by the Code of VA. The Public Safety Officers of ODUPD have no arrest authority, these individuals typically wear grey shirts.

Additionally, ODUPD has an extended jurisdiction contiguous to the university through a memorandum of understanding (MOU) with the City of Norfolk, VA. The limits of the area of jurisdiction are bounded north by Redgate Avenue beginning at its intersection with Hampton Boulevard and proceeding east to Redgate's intersection with Colonial Avenue. Then go south on Colonial Avenue to its intersection with West Olney Road, then east on West Olney Road to its intersection with Mowbray Arch. Bounded on the east by Mowbray Arch to its intersection with Memorial Place, along Memorial Place to its intersection with Yarmouth Street, south on Yarmouth Street until its intersection West Brambleton Avenue until its intersection with the eastern shore of the Hague. Then extended across the Hague to the southwest corner of the intersection of Radar Street and Front Street. Bounded on the west by Front Street to its intersection with Colley Avenue, then north along Colley Avenue to its intersection with Southampton Avenue, then west on Southampton Avenue to Riverview Avenue. North on Riverview Avenue until its intersection with West Brambleton Avenue. North on West Brambleton Avenue until it

becomes Hampton Boulevard. Continuing along Hampton Boulevard to its intersection with Redgate Avenue. In addition, if there are any sidewalks on both sides of the streets, those boundaries are included in the boundaries described.

ODUPD has implemented a multitude of safety and security initiatives; however, the most extensive plan cannot succeed without the awareness and cooperation of those who work, study, and live on our campuses. So please, if you "See Something, Say Something."

Some of the initiatives that ODUPD has put in place include:

-  Patrol, Selective Enforcement and Surveillance: ODUPD personnel patrol the on and off campus regularly to monitor any suspicious activities. Additionally, the campus is equipped with surveillance cameras in strategic locations to enhance security.
-  Emergency response protocols: ODUPD has established clear emergency response protocols to ensure that any incidents are responded to promptly and effectively. The protocols provide guidance on how to respond to a range of emergencies, including natural disasters, medical emergencies, and security threats.
-  Safety awareness campaigns: ODUPD will regularly engage with Old Dominion University's medical campus community through safety awareness campaigns to raise awareness about the importance of upholding a secure campus environment. The campaigns cover a range of topics, including personal safety, cyber safety, and emergency preparedness.
-  Collaborative partnerships: ODUPD works closely with other university departments, local law enforcement agencies, and community organizations to ensure that safety and security concerns are addressed collaboratively. Educate members of the community about safety strategies, risk awareness, relevant laws and ordinances, safety services and liaisons with the local civic league, to create a better environment for all community members residing on campus and near ODU.

## RELATIONSHIPS WITH LOCAL, STATE AND FEDERAL LAW ENFORCEMENT AGENCIES

As mentioned, ODUPD works in collaboration with the City of Norfolk through a mutual aid and cooperative patrol agreement which enables ODUPD officers to have jurisdiction in the Norfolk Main Campus' surrounding area. This agreement allows ODUPD to provide a full range of police services, including enforcement of traffic violations, criminal laws, and city code enforcement, as well as addressing quality of life issues. ODUPD can also request assistance from other Virginia-based college and university Police Departments, in line with the Code of Virginia. A mutual aid agreement with the Virginia State Police is also in place in compliance with VA Code Section 23.1-815(C) to define procedures and practices for cooperation in the investigation of any felony sexual assault, medically unattended death or any death resulting from an incident occurring at facilities or upon lands owned or operated by the University.

ODUPD has established cooperative relationships with the City of Norfolk, Virginia Beach, Suffolk, and Portsmouth police departments, which includes intraoperative radio capability with Norfolk, training programs, special events coordination, and joint investigation of serious incidents. Additionally, ODUPD maintains effective partnerships with Virginia law enforcement agencies, such as the Virginia State Police and Department of Alcoholic Beverage Control, as well as several federal agencies including the Naval Criminal Investigative Services (NCIS), the Federal Bureau of Investigation (FBI), the Drug Enforcement Agency (DEA), and the United States Secret Service. During large-scale events at the Norfolk main campus, ODUPD often seeks assistance from the City of Norfolk Sheriff's Office and Police Department. These agencies have full arrest powers

**Out of about 18,000 U.S. law enforcement agencies, only 4.3% are CALEA accredited, and less than 100 University Police Departments hold this accreditation.**

**ODUPD is the sole non-municipal law enforcement**



but will inform ODUPD upon making an arrest. While local law enforcement agencies at each campus possess arrest authority, they typically do not use this authority without informing or enlisting the aid of ODUPD.

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## LAW ENFORCEMENT ACCREDITATION – “THE GOLD STANDARD IN PUBLIC SAFETY”

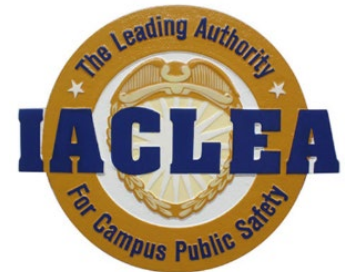


Old Dominion University Police Department has been awarded by Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) advanced law enforcement accreditation in May 2019 and re-accredited in the advanced law enforcement accreditation in July 2023.

Achieving accreditation represents the completion of a four-year department-wide period of self-evaluation which concluded with a thorough review by a team of independent assessors. In receiving the status, CALEA has confirmed that the department met or exceeded 459 standards established by CALEA and accepted by the international law enforcement community as best practices.

The CALEA Law Enforcement Accreditation Program was developed to enhance law enforcement as a profession. The program is open to all types of law enforcement agencies and provides a process to systematically assess agency policies, procedures, and practices. Departments enrolled in the program exhibit a willingness to compare decision making practices with top law enforcement agencies across the world. Participating agencies demonstrate courage to transform processes when presented with unquestionable operating principles. The quest for accreditation represents a desire to achieve professional excellence.

ODUPD is also accredited through the International Association of Campus Law Enforcement Administrators (IACLEA). Overall, Accreditation programs require an agency to develop a comprehensive, well thought-out, uniform set of written directives or policies and procedures to reach administrative and operational goals, while also providing direction to personnel. Continued compliance and achievement of accredited status strengthens an agency's accountability, both within the agency and the community, through a continuum of standards that clearly define authority, performance, and responsibilities.



## CRIME PREVENTION AND SECURITY AWARENESS PROGRAMS

Old Dominion University police officers and public safety staff provide crime prevention and safety awareness programs through seminars, forums, and training classes for ODU students, faculty, and staff. These programs are designed to inform members of the community about campus resources, safety related information, and to encourage individuals to be cognizant of their role in personal safety and in maintaining a safe campus environment for all members of the campus community.

Programming is delivered throughout the year to various members of the campus community on and off campus. The groups include, but are not limited to, the annual incoming student/transfers, residence halls, fraternity and sorority groups, athletic teams, and Student Government Association orientation as well as monthly new employee orientations, student and neighborhood civic league meetings, and Housing and Residence Life meetings. Events include National Night Out and neighborhood safety walks in support of community action.

There are several programs and services that are available upon request and are \*annually scheduled such as:

- 👑 \*Run-Hide-Fight (Active Shooter) - As part of ODUPD's proactive active shooter preparedness strategy, training is provided on the actions to take to prevent and prepare for potential active shooter incidents which are framed by the FBI's "Run-Hide-Fight" Training. Active threat training is regularly presented at

adjunct faculty orientations, annual staff training sessions, and to student groups and organizations. Individual or customized training sessions are also available upon request.

👑 Report It – Online Tool for Registering Valuables: The Old Dominion University Police Department encourages all Monarch community members to protect their personal property by registering valuables online through [reportit.leadsonline.com](https://reportit.leadsonline.com). This free and secure service, operated by LeadsOnline, allows you to:

- Record serial numbers, detailed descriptions, and photos of your items.
- Upload receipts or other proof of ownership.
- Easily access your records anytime, anywhere.
- Help law enforcement quickly identify and recover your property in the event of theft or loss.

👑 \*Rape Aggression Defense - The Rape Aggression Defense (RAD) System is a program of realistic, self-defense tactics and techniques. The RAD System is a comprehensive course that begins with awareness, prevention, risk reduction, and avoidance, and progresses to the basics of hands-on self-defense training. RAD is not a martial arts program. Courses are taught by certified RAD instructors and participants (students, employees, and community members) are provided with a workbook/reference manual.

👑 \*Citizen's Police Academy - Provides an excellent opportunity for citizens who work or live in the area surrounding ODU to become familiar with the day-to-day operations of their Police Department. It will enable participants to gain a better understanding of the procedures, guidelines, responsibilities, demands, personnel, equipment, policies, and laws that guide the Police Department's decision-making process.

👑 \*Bicycle Registration –This service is provided free of charge and is available 24 hours a day. Registering your bicycle may increase the chances of your bicycle being returned if it is lost or stolen and subsequently recovered.

👑 CPTED (Crime Prevention Through Environmental Design) is a crime prevention method that uses the environment itself to help deter crime. Through CPTED, modification(s) of the environment encourages "desirable behavior and decrease antisocial Criminal" behavior.

👑 Residential Safety Assessments – As part of the ODU PD proactive protection philosophy, we offer FREE Residential Safety Assessments (Safety Surveys) to off-campus residents who request it. Safety Surveys assess areas of risk that you may not be aware of and identify ways to address them. The evaluation includes an inspection of your doors, locks, windows, and lights with recommendations for safety devices and procedures that could reduce or eliminate your home's exposure to criminal activity.

👑 \*Community Civic Partnerships - Monthly meetings with the surrounding communities Civic Leagues assist in reducing crime, enhancing positive relationships between off-campus students and the local community, as well as identifying ways to improve the economic and social vitality of these neighborhoods.

👑 Child Seat Safety Check- ODUPD provides safety seat inspections to the University and community at-large. As Norfolk's only recognized Virginia Department of Health Safety Seat Check Station, certified car seat technicians will check your child safety seat for recalls, ensure it is properly sized for your child, and verify that both the harness and vehicle installation are correct. Scheduled inspections are held periodically on campus and are also available by appointment.

👑 Neighborhood Knock and Talks- Police officers along with various city representatives walk the surrounding campus neighborhoods periodically distributing safety information.

👑 \*Start by Believing - a global awareness campaign designed to end the cycle of silence and change the way we respond to sexual assault. It is based on decades of research documenting that disclosures by sexual assault victims often elicit responses of doubt and blame, rather than compassion and support.

👑 Driver Improvement Program - facilitates two types of Driver Improvement Training courses: the DMV Training program, which is open to the public for \$60/attendee; and the ODU Employee Training which is a condensed training (based on DMV program) and offered at no charge to ODU employees, such as those required to take it to drive state vehicles.

👑 ODUPD also offers the community with special safety presentations and demonstrations on a number of topics including, Threat Assessment, Safe Space (LGBTQ resources), Drunk Goggles, Drug/Alcohol Awareness, Hazing, Campus Safety (in an urban environment), Bar & House Party Safety, Off-Campus Living, social media/Cyber Safety, Terrorism Awareness, Active Threat and more.

## VIRGINIA CRIME VICTIM AND WITNESS RIGHTS

The Crime Victim and Witness Rights Act was made law by the Virginia General Assembly in 1995. The purpose of this law is to ensure that victims and witnesses of crime are victims:

- 👑 are treated with dignity, respect, and sensitivity, and that their privacy is protected where the law allows;
- 👑 are informed of their rights;
- 👑 have the opportunity to make the courts aware of the full impact of the crime;
- 👑 receive authorized services; and
- 👑 have the opportunity to be heard at all stages of the criminal justice process.

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### COMPENSATION FOR VICTIMS OF CRIME

If you are the victim of a crime in Virginia; physically/emotionally injured during a crime; injured trying to stop a crime; injured trying to catch a person who committed a crime; or are the surviving spouse, parent, grandparent, sibling, or child of a victim who was killed, then you may be awarded benefits up to a maximum award of \$15,000 for certain unreimbursed losses, such as wages, medical expenses, mental health counseling expenses, funeral/burial expenses up to \$3,500, moving expenses up to \$1,000, crime scene clean-up expenses, pregnancy expenses resulting from rape, and other reasonable/necessary expenses incurred as a result of the crime (e.g., prescriptions). In order to be eligible to apply you must:

- 👑 Report<sup>5</sup> the crime to law enforcement within 120 hours (5 days) after the crime (or show good cause for not doing so), cooperate with law enforcement agencies, be willing to press criminal charges, and file a compensation claim within one year from the date of the crime (or show good cause for not doing so).

For more [information](#) or an application, contact the Criminal Injuries Compensation Fund at 800-552-4007 or SSAC at 703-993-3686.

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### VINELINK: RELIABLE, CONFIDENTIAL NOTIFICATIONS

Vine is the nation's leading victim notification network. It allows survivors, victims of crime, and other concerned citizens to access timely and reliable information about offenders or criminal cases in U.S. jails and prisons. in U.S. jails and prisons. Click [here](#) to learn more.

## CRISIS AND EMERGENCY MANAGEMENT

Old Dominion University's Crisis and Emergency Management Plan (CEMP) establishes a framework within which the University coordinates the prevention of, mitigation against, preparedness for, response to, and recovery from threats to life, health, safety, property, continuance of the University's mission, and a communal sense of normalcy. The CEMP provides flexible, scalable, all-hazards guidance applicable to the management of incidents, emergencies, and planned events regardless of campus location.

The CEMP is designed to outline and address both known and potential threats to the University community, detailing organized response strategies and management protocols. It specifies the roles and responsibilities assigned during various incidents. Moreover, the plan aligns functional roles with established State and Federal incident management guidelines. It includes specific actions for a range of potential situations such as active threats, fires, health emergencies, hazardous material incidents, weather conditions, evacuations, and shelter-in-place directives.

Complementing the guidelines of the CEMP, University Policy 1021 (Emergency Management) mandates that each University building and department develop independent Emergency Action Plans and Continuity Plans tailored to their specific staff and areas of responsibility.

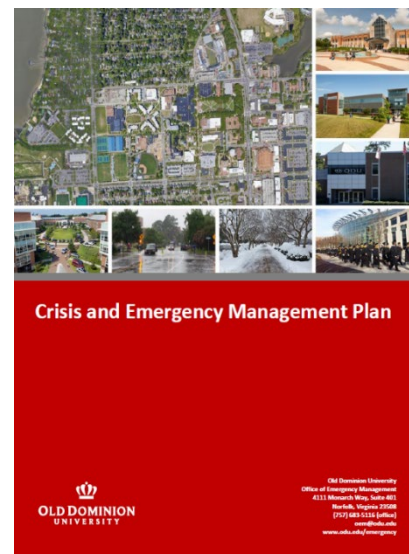
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<sup>5</sup> A victim of child sexual assault has 10 years past the date of their 18th birthday to file a claim.

As part of our commitment to ensuring a state of readiness, the University conducts annual emergency response and evacuation exercises. These include tabletop exercises, drills, field operations, and tests of the emergency notification systems—some announced, others not. These exercises serve as critical training opportunities to evaluate and enhance our preparedness and resiliency. After each test, we conduct a thorough review to assess performance and identify areas for improvement in our policies and procedures.

To further our readiness, the Office of Emergency Management will circulate our emergency response and evacuation procedures every calendar year through University Announcements, coinciding with at least one exercise or drill.

In the event of an actual emergency, the University will utilize the ODU Alerts system to communicate hazards, protective measures, and impacts. Continual updates will be provided through this system. We encourage you to familiarize yourself with the emergency response procedures available on the ODU Emergency Management website at <http://www.odu.edu/emergency>.



## ODU ALERTS – EMERGENCY NOTIFICATION SYSTEM

ODU is committed to ensuring that its community receives timely, accurate and useful information in the event of an emergency or dangerous situation that affects the health and safety of ODU community members. The University has a multitiered notification system employing various means for communicating information quickly. The University's Emergency Notification System (ODU Alert) utilizes: a siren/public address system; text messaging; email; desktop notifications; and ODU's home page. ODU uses some or all these methods of communication in the event an emergency notification is needed. Additionally, at least twice a year, the University will test emergency notification systems. The campus community will be notified in advance of such tests.

These exercises and tests are designed to assess and evaluate the plans and capabilities of the institution, serve as a unique training opportunity for members of and partners to the University community, and provide a means to understand and practice roles and responsibilities relative to realistic scenarios to enhance the institution's preparedness and resiliency posture. Additionally, all exercises and tests are subject to an after-action review process that assesses exercise performance and highlights areas for sustainability and improvement in existing policies, plans, procedures, and protocol.

Each test will be documented and includes a description, the date and time of the exercise and whether it was announced or unannounced.

Members of the ODU community with active ODU email accounts are automatically enrolled to receive email alerts and can add a mobile number to their account to receive emergency text messages. To best reach the campus community during incidents and emergencies, all ODU students are automatically registered with their provided primary cell phone in the ODU Alerts system. Students can manage their account and add additional numbers to receive notifications using the "Update Me Now" button on the My Information panel in the [myODU Portal](#). All faculty and staff can opt-in to receive alerts via <https://getrave.com/login/odu>. Using your MIDAS ID and password login, you can register the contact methods that are best for you. Users may select up to six different methods of contact from ODU Alerts.

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## ODU URGENT ALERT: EMERGENCY NOTIFICATION

Emergency Notifications are reserved for incidents [on campus](#) that pose a significant threat to the health or safety of the campus community, in whole or in part, and include but are not limited to: Extreme weather

conditions such as a tornado or hurricane; Gas leak Terrorist incident Armed intruder Bomb threat or explosion Chemical or hazardous substance exposure Civil unrest or rioting. Any member of the ODU community that is aware of an emergency or a potential for an incident on campus that poses a threat to the health and safety of the community should contact ODU Police immediately. The University has developed a wide range of template messages addressing several types of emergencies. The individual authorizing the alert 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 individual authorizing the alert will develop a succinct message to convey the appropriate information to the community. Emergency Notifications will contain the following minimum information: The nature of the emergency, the location of the emergency action to be taken by affected community. When time permits, emergency communications from ODUPD are coordinated by the Chief of Police.

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## CONFIRMING THE EXISTENCE OF A SIGNIFICANT EMERGENCY OR DANGEROUS SITUATION AND INITIATING THE EMERGENCY NOTIFICATION SYSTEM

Should a situation arise within the Clery geography that is confirmed to pose an **immediate threat** to the health and safety of students or employees on-campus, an ODU Emergency Notification will be issued immediately. The goal of an Emergency Notification is to notify as many people as possible, as rapidly as possible, of potential life safety information, with adequate follow-up information provided as needed. As per the requirements of the law, or when time permits ODUPD will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of the first responders (including, but not limited to: ODUPD, local PD, and/or the local Fire and Emergency Medical Services), compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency response. In protracted or large-scale incidents, the university website will provide updates and serve as a central reference point for official, vetted information.

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### WHO CONFIRMS?

Generally, ODUPD becomes aware of these situations through reports to the emergency communications center or during the course of executing official duties as public safety officials. It is possible that the initial and primary responder may be different, particularly for incidents such as an outbreak of serious illness; extreme weather conditions; earthquake; gas leak; or chemical or hazardous waste spill. In either situation, the ranking or senior officer/administrator on the scene will quickly assess the situation and notify the Chief of Police or the highest-ranking officer on-duty.

The Chief of Police or their designee in absence will confirm that there is, in fact, an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the campus community.

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### WHO ISSUES? (RESPONSIBLE PARTY)

The Chief of Police, Vice President for Student and Campus Life, and the University President or their designee will make the notification to the university. If time permits, the Chief of Police or designee may consult with other senior administrators at the University. However, if the consultation would result in a significant delay in disseminating the information, UPD will send alerts on its own initiative, using predetermined templates.

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## DETERMINING THE APPROPRIATE SEGMENT OR SEGMENTS OF THE UNIVERSITY COMMUNITY TO RECEIVE AN EMERGENCY NOTIFICATION.

In the event of a critical incident or dangerous situation, ODUPD supervisors or an authorized representative of a campus representative of a critical incident or dangerous situation will assist those preparing the emergency notification by determining what segment or segments of the campus community should receive the notification. Typically, University community members in the immediate area of the dangerous situation (i.e., the building, adjacent buildings, or surrounding area) will receive the emergency notification first. The University may issue



follow-up notifications and may broaden the notification to a wider group of community members. Should the emergency impact a significant portion of the campus, University officials will ensure the notification reaches the entire ODU community. Additionally, the universities mass notification system will inform local media ensuring the broader community is aware and understand the necessary steps to ensure personal and community safety. Relevant messages regarding emergencies may also be posted to the university website, [www.odu.edu](http://www.odu.edu).

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## ODU SAFETY ALERT: TIMELY WARNING

To provide timely notice to Old Dominion University's medical campus community in the event of a Clery Act crime that may pose a serious or ongoing threat to members of the community, the Chief of Police or designee, may direct the issue of a timely warning, which are titled "ODU SAFETY Alert: Safety Timely Warning," for the following crimes: Murder/Non-Negligent Manslaughter; Manslaughter by negligence; Sexual Assault; Robbery; Aggravated assault; Burglary; Motor Vehicle Theft; Arson; Fondling; Incest; Statutory Rape; Hates Crimes; and Alcohol; Drug; and Weapons law violations. The purpose of a timely warning is to notify the university community of the incident and to provide information that may enable community members to better protect themselves from similar incidents.

The Chief of Police or designee will coordinate with the University Public Information Officer or designee to issue a timely warning whenever the following criteria are met: 1) a Clery Act crime is reported by a CSA; 2) the crime occurred in a Clery-reportable location; 3) the perpetrator has not been apprehended; 4) there is a **serious or ongoing threat** to the university community because of this crime. The decision to issue a Timely Warning shall be decided on a case-by-case basis considering the following criteria:

- 👑 Was the suspect identified?
- 👑 Was the suspect apprehended?
- 👑 If known, does the suspect have prior arrests, reports or complaints or any other history of violent behavior?
- 👑 If known, does the suspect have a history of failure to comply with a University No Contact Directive, other protective measures, or judicial protective order?
- 👑 Did the incident involve physical violence?
- 👑 Has the suspect threatened to commit physical violence?
- 👑 Did the incident involve multiple victims?
- 👑 Does it appear to be an isolated incident involving a specifically "targeted" victim?
- 👑 Does the report reveal a pattern of behavior (e.g., by the suspect, by a particular group or organization, around a particular recurring event or activity or at a particular location)?
- 👑 Did the suspect use "date-rape" or similar drugs or intoxicants?
- 👑 Did the incident occur while the victim was unconscious, physically helpless, or unaware that it was occurring?
- 👑 Was the victim under 18 years of age?
- 👑 Were there other aggravating circumstances or signs of predatory behavior that may constitute a serious or ongoing threat?

Campus security authorities (CSAs) must report Clery Act crimes or alleged Clery Act crimes that occur within Old Dominion University's medical campus Clery defined locations to ODUPD within 48 hours. Additionally, for instances that may pose **an immediate threat**, CSAs are instructed to call ODUPD or local law enforcement immediately.

When the criteria for issuing a timely warning are met, a notice will be prepared utilizing specific crime templates. This notice will be revised as relevant information becomes available and subsequently disseminated by the Chief of Police, a designee, or another designated official. Timely warnings are typically communicated via email; however, they may also be shared through press releases, text messages, posters, desktop alerts, and messages on the ODUPD website as deemed appropriate. It is important to note that not all distribution methods will be employed for every timely warning.

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## CONTENT OF A TIMELY WARNING

The following information is typically included in a Timely Warning if available:

- 👑 Date and time or timeframe of the incident.
- 👑 A brief description of the incident.
- 👑 The location of the incident.
- 👑 Information that will promote safety and potentially aid in the prevention of similar crimes (crime prevention or safety tips).
- 👑 Suspect description(s) when deemed appropriate and if there is sufficient detail.
- 👑 Police/Public Safety agency contact information.
- 👑 Other information as deemed appropriate by the Chief of police or designee.

When issuing Timely Warnings, some specific information may be withheld if there is a possible risk of compromising law enforcement efforts to investigate and/or solve the crime.

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## ODU COMMUNITY ALERT

In certain circumstances, an incident may not meet the criteria of a Clery Reportable Crime occurring in Clery Reportable Location but may constitute a serious or ongoing threat to the campus community or general safety and security information needs to be shared. For instances in which an ODU Timely Warning is not required, the Chief of Police or designee may choose to issue an "ODU Community Alert" via email notifying the campus community of safety and security information. The content of a community alert may vary depending on the type of incident reported and the location in which it occurred.

## UNIVERSITY RESPONSE TO SEXUAL MISCONDUCT

The University is committed to providing and promoting safe and non-discriminatory learning, living, and working environments for all members of the University community. The University does not discriminate on the basis of sex or gender in any of its education or employment programs and activities. To that end, the University prohibits specific forms of behavior that violate Title IX of the Education Amendments of 1972 (Title IX); Title VII of the Civil Rights Act of 1964 (Title VII); and/ or the Virginia Human Rights Act. When the University receives reports of prohibited conduct, it is also required to fulfill certain obligations under the Violence Against Women Reauthorization Act of 2013 and the Clery Act.

Old Dominion University has adopted policies on [Title IX and Sexual Misconduct](#) and [Discrimination Policy](#) with a commitment to the following:

- 👑 Eliminating, preventing and addressing the effects of Title IX Prohibited conduct, which includes, quid pro quo harassment, sexual assault, dating violence, domestic violence, and stalking, and Sexual and Gender-Based Prohibited Conduct, which includes quid pro quo harassment, sexual and/or gender-based hostile environment harassment, non-consensual sexual contact and non-consensual sexual intercourse, sexual exploitation, intimate partner violence, stalking, complicity in the commission of any act prohibited by the Sexual Misconduct Policy, and retaliation against a person



for the good faith reporting of any of these forms of conduct or participation in any investigation or proceeding under the Sexual Misconduct Policy (collectively, Prohibited Conduct)

- 👑 Fostering the University's community of trust, in which Prohibited Conduct is not tolerated.
- 👑 Cultivating a climate where all individuals are well-informed and supported in reporting Prohibited Conduct
- 👑 Providing a fair and impartial process for all parties.
- 👑 Identifying the standards by which violations of the Sexual Misconduct Policy will be evaluated and disciplinary action may be imposed.

Employees (faculty and staff) or students who violate the Sexual Misconduct Policy may face disciplinary action up to and including termination or expulsion. The University will take prompt and equitable action to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects. The University conducts ongoing prevention, awareness and training programs for employees and students to facilitate the goals of the Sexual Misconduct Policy.

## RESPONSIBLE EMPLOYEES

A "responsible employee" means a person employed by a public institution of higher education or private nonprofit institution of higher education who has the authority to take action to redress incidents of sexual violence and harassment, dating and domestic violence, and stalking, who has been given the duty of reporting such acts or any other misconduct by students to the Title IX coordinator or designee; or whom an employee or student could reasonably believe has the authority or duty. All teaching and research faculty, graduate teaching assistants, graduate research assistants, residential assistants, law enforcement, campus security personnel and all employees in a supervisory role are Responsible Employees. Under VA code 23.1-806, and university policy 1008 on Title IX and Sexual Misconduct, any responsible employee who in the course of his/her employment obtains information that an act of sexual violence and harassment, dating and domestic violence, and stalking may have been committed against a student attending the institution or may have occurred on campus, in or on a non- campus building or property, or on public property shall report such information to the Title IX coordinator as soon as practicable after addressing the immediate needs of the victim. The reports can be made in person, by mail, by telephone, by electronic mail, or through the online reporting form to any of the individuals identified above.

## UNIVERSITY TRAINING

ODU provides training to all employees likely to witness or receive reports of sexual harassment, including faculty, ODUPD employees, administrators, counselors, general counsel, athletic coaches, health personnel, and housing and residence life staff. Training for employees will include practical information about how to prevent and identify sexual misconduct; the behaviors that may lead to and result in sexual misconduct; the attitudes of bystanders that may allow conduct to continue and bystander intervention methods; the potential for re-victimization by responders and its effect on victims; appropriate methods for responding to a victim who may have experienced sexual misconduct, including the use of nonjudgmental language; the impact of trauma on victims; and, as applicable, the person(s) to whom such misconduct must be reported. Additionally, the training for Responsible Employees will explain the Responsible Employees' reporting obligation, including what should be included in a report and any consequences for the failure to report, the procedure for responding to Complainant's requests for confidentiality, and the process to provide the contact information for the University's Title IX Coordinator. The University will train Responsible Employees to inform Complainants and/or Respondents of the reporting obligations of Responsible Employees; options to request confidentiality and available confidential advocacy, counseling, or other support services; and the right to file a complaint with Talent Management and Culture and to report a crime to campus or local law enforcement.

Individuals who conduct the complaint procedures receive annual training on the issues related to dating violence, domestic violence, sexual assault and stalking and on how to conduct an investigation, how to

conduct Title IX hearings, and how to conduct an appeal process in a way that protects the safety of individuals involved and promote accountability. Additionally, all ODUPD Detectives receive annual training on issues related to sexual and gender-based harassment, sexual assault, dating violence, domestic violence, and stalking, and on how to conduct an investigation that is fair and impartial, provides parties with notice and a meaningful opportunity to be heard, and protects the safety of complainants and the University community while promoting accountability.

The University will publish training received by the Title IX Coordinator, Deputy Title IX Coordinators, Title IX Liaisons, investigators, decision-makers, and persons who facilitate informal resolutions on the University's website or make the materials available upon request for inspection by members of the public.

Largely, it is the responsibility of every member of the University community to foster an environment free of Sexual Misconduct. All members of the University community are encouraged to take reasonable and prudent actions to prevent or stop an act of Prohibited Conduct. The University will support and assist community members who take such actions.

Conduct included under the Sexual Misconduct Policy is prohibited regardless of the sex, sexual orientation and/or gender identity/expression of the complainant or respondent. Prohibited Conduct includes the following specifically defined forms of behavior: Quid Pro Quo Harassment, Sexual Assault, Dating Violence, Domestic Violence, Stalking, Sexual and/or Gender-Based Hostile Environment Harassment, Sexual Exploitation, Intimate Partner Violence, Complicity and Retaliation. Dating Violence and Domestic Violence are defined by VAWA and Intimate Partner Violence includes "dating violence" and "domestic violence" as defined by VAWA. Consistent with VAWA, the University will evaluate the existence of an intimate relationship based upon the Complainant's statement and taking into consideration the length of the relationship, the type of relationship and the frequency of interaction between the persons involved in the relationship.

## DEFINING SEXUAL MISCONDUCT

- A. Sexual Misconduct - any form of sexual harassment (Title IX and non-Title IX sexual harassment) and sexual exploitation.
- B. Sexual Harassment – As defined by Title IX, it is any of three types of misconduct on the basis of sex which jeopardize equal access to education:
  - B.1. Quid pro quo - an employee of the University conditioning the provision of aid, benefit, or service on an individual's participation in unwelcome sexual conduct.
  - B.2. Any unwelcome sex-based conduct that a reasonable person would find so severe, persistent/pervasive, and objectively offensive that it denies a person equal educational access. Unwelcome conduct on the basis of sex should be reviewed from the perspective of a reasonable person in the shoes of the Complainant such that age, abilities, and relative positions of authority of the individuals involved in an incident are considered.
  - B.3. Any instance of sexual assault, dating violence, domestic violence, or stalking.
- C. Sexual Assault is defined as the following forcible and nonforcible sex offenses:
  - C.1. Forcible Sex Offenses
    - a. Rape is:
      - i. penetration,
      - ii. no matter how slight,
      - iii. of the vagina or anus with any body part or object,
      - iv. or oral penetration by a sex organ of another person,
      - v. without the consent of the Complainant.
    - b. Sodomy is:
      - i. oral or anal sexual intercourse with another person,
      - ii. forcibly,

- iii. and/or against that person's will (non-consensually) or,
- iv. not forcibly or against a person's will (non-consensually) in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

c. Sexual Assault with an Object is:

- i. the use of an object or instrument to penetrate,
- ii. however slightly,
- iii. the genital or anal opening of the body of another person,
- iv. forcibly,
- v. and/or against the person's will (non-consensually),
- vi. or not forcibly or against the person's will (non-consensually) in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

d. Fondling is:

- i. The touching of the private body parts of another person (buttocks, groin, breasts),
- ii. for the purpose of sexual gratification,
- iii. forcibly,
- iv. and/or against that person's will (non-consensually),
- v. or not forcibly or against the person's will in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

C.2. Nonforcible sex offenses

a. Incest is:

- i. Nonforcible sexual intercourse,
- ii. Between people who are related to each other within the degrees wherein marriage is prohibited by Virginia law.

b. Statutory Rape is:

- i. Nonforcible sexual intercourse,
- ii. With a person who is under the statutory age of consent in the Commonwealth of Virginia, which is 17.

D. Sexual Exploitation - Any act of taking non-consensual, unjust, or abusive sexual advantage of another person for one's own advantage or benefit or to benefit or advantage of anyone other than the person being exploited. Sexual exploitation includes, but is not limited to:

- D.1. Causing or attempting to cause another person to be incapacitated in order to gain a sexual advantage over such person.
- D.2. Prostituting another person (i.e., personally gaining money, privilege, or power from the sexual activities of another).
- D.3. Non-consensual videotaping, photographing, or audiotaping of sexual activity or a person's intimate body parts (e.g., genitalia, breasts, buttocks), and/or non-consensual distribution of these materials via media such as, but not limited to, the Internet, or the threat of such distribution.
- D.4. Exceeding the boundaries of consent (e.g., allowing another person to observe consensual sex without the knowledge of or consent from all participants);Facilitating a violation of the Policy on Title IX and Sexual Misconduct through, for example, the intentional use of drugs or alcohol to incapacitate another person's ability to give consent to sexual activity, or aiding, promoting, encouraging, or being complicit in a violation of the Policy on Title IX and Sexual Misconduct by another person.
- D.5. Failing to use contraception or deliberately removing or compromising contraception (Stealthing) without the other party's knowledge.
- D.6. Voyeurism; and
- D.7. Knowingly or recklessly transmitting a sexually transmitted disease to another individual.



- E. Non-Title IX sexual harassment - Defined as unwelcome sexual advances, requests for sexual favors, or other conduct of a sexual nature including: verbal (e.g., specific demands for sexual favors, sexual innuendoes, sexually suggestive comments, jokes of a sexual nature, sexual propositions, or sexual threats); non-verbal (e.g., sexually suggestive emails, other writings, articles or documents, objects or pictures, graphic commentaries, suggestive or insulting sounds or gestures, leering, whistling, or obscene gestures); or physical (e.g., touching, pinching, brushing the body, any unwelcome or coerced sexual activity, including sexual assault). This conduct is sexual harassment when it constitutes a term or condition of employment and/or hostile environment as described above. Sexual harassment can involve persons of the same or different sexes. Sexual harassment may also include sex-based harassment directed toward stereotypical notions of gender identity or a failure to conform to those gender stereotypes. The types of non-Title IX sexual harassment prohibited by University policy are (1) Term or Condition of Employment (often referred to as "quid pro quo" harassment), which occurs when the terms or conditions of employment, educational benefits, academic grades or opportunities, living environment or participation in a University activity are conditioned upon, either explicitly or implicitly, submission to or rejection of unwelcome sexual advances or requests for sexual favors, or such submission or rejection is a factor in decisions affecting that individual's employment, education, living environment, or participation in a University program or activity; and (2) Hostile Environment, which occurs when verbal, non-verbal and/or physical conduct is sexual and/or based on sex, gender, gender identity or sexual orientation (actual or perceived), and is sufficiently severe, persistent or pervasive and objectively offensive that it interferes with, limits, or denies the ability of an individual to participate in or benefit from the educational programs, services, opportunities, or activities or the individual's employment access, benefits or opportunities. Mere subjective offensiveness is not enough to create a hostile environment. In determining whether conduct is severe, persistent or pervasive and thus creates a hostile environment, the following factors will be considered: (a) the degree to which the conduct affected one or more individuals' education or employment; (b) the nature, scope, frequency, duration and location of the incident(s); (c) the identity, number and relationships of persons involved; and (d) the perspective of a "reasonable person" in the same situation as the person subjected to the conduct. Petty slights, annoyances, and isolated incidents (unless extremely serious) will not rise to the level of a violation.
- F. Consent - Consent is knowing, voluntary and clear permission, by word or action, which a reasonable person would interpret as a willingness to participate in mutually agreed-upon sexual acts.
- F.1. Important points regarding consent:
- Past consent to sexual activities, or a current or previous dating relationship, does not imply ongoing or future consent.
  - Consent to some sexual activity (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse).
  - Consent may be withdrawn at any time.
  - The existence of consent is based on the totality of the circumstances, including the context in which the alleged incident occurred.
  - Incapacitation of an individual to consent to sexual activity, whether caused by age, disability, use of drugs or alcohol, or any other reason, may result in a determination that the individual was unable to provide necessary consent. The use of alcohol or drugs does not diminish one's responsibility to obtain consent and does not excuse conduct that constitutes a violation of the Policy on Title IX and Sexual Misconduct.
- F.2. Consent cannot be inferred from:
- Silence, passivity, or lack of resistance alone.
  - Accepting a meal, a gift, or an invitation for a date.
  - A person's manner of dress or flirtatious behavior.
- G. Intimate Partner Violence includes any act of violence or threatened act of violence that occurs between individuals who are involved or have been involved in a sexual, dating, spousal, domestic or other intimate relationship. Intimate Partner Violence includes "dating violence" and "domestic violence," as defined by VAWA. Consistent with VAWA, the University will evaluate the existence of an intimate relationship based

upon the Complainant's statement and taking into consideration the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

G.1. Physical violence means that a person is exerting control over another person through the use of physical force. Examples of physical violence include hitting, punching, slapping, kicking, restraining, strangling, and brandishing or using any weapon. Physical Assault is defined as threatening or causing physical harm or engaging in other conduct that threatens or endangers the health or safety of any person. Physical Assault will be addressed under the Policy on Title IX and Sexual Misconduct if it involves Sexual or Gender-Based Harassment, Intimate Partner Violence, or is part of a course of conduct under the Stalking definition.

G.2. As noted above, when parties consent to BDSM or other forms of kink, non-consent may be shown by the use of a safe word. Resistance, force, violence, or even saying "no" may be part of the kink and thus consensual, so the evaluation of communication in kink situations should be guided by reasonableness, rather than strict adherence to policy that assumes non-kink relationships as a default.

- H. Dating Violence is conduct defined as violence on the basis of sex committed by a person (A) who is or has been in a social relationship of a romantic or intimate nature with the Complainant; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors (1) length of relationship, (2) type of relationship, and (3) frequency of interaction between the persons involved in the relationship.
- I. Domestic Violence is defined as violence on the basis of sex committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, by a person who is cohabitating with or who has cohabitated with the Complainant as a spouse or intimate partner, or by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Virginia, or by any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of Virginia.
- J. Stalking<sup>6</sup> - In the context of intimate partner relationships, it is a course of conduct<sup>7</sup> directed at a specific person that would cause a reasonable person to:
  - J.1. Fear for his or her safety or the safety of others.
  - J.2. Suffer substantial emotional distress<sup>8</sup>;
  - J.3. Stalking includes "cyber stalking," a particular form of stalking in which a person uses electronic media, such as the internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact.

## DEFINING SEXUAL MISCONDUCT IN VIRGINIA

The Commonwealth of Virginia criminalizes and punishes some behavior that violates the Sexual Misconduct 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.

### Criminal Sexual Assault

#### § 18.2-61. Rape.

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<sup>6</sup> This definition is consistent with Title IX's interpretation not the Clery Acts.

<sup>7</sup> "Course of conduct" means two or more acts, including but not limited to acts in which a person directly, indirectly, or through third parties, by any actions, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about another person, or interferes with another person's property.

<sup>8</sup> "Substantial emotional distress" means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

- A. If any person has sexual intercourse with a complaining witness, whether or not his or her spouse, or causes a complaining witness, whether or not his or her spouse, to engage in sexual intercourse with any other person and such act is accomplished (i) against the complaining witness's will, by force, threat or intimidation of or against the complaining witness or another person; or (ii) through the use of the complaining witness's mental incapacity or physical helplessness; or (iii) with a child under age 13 as the victim, he or she shall be guilty of rape.
- B. A violation of this section shall be punishable, at the discretion of the court or jury, by confinement in a state correctional facility for life or for any term not less than five years, and in addition:
1. For a violation of clause (iii) of subsection A where the offender is more than three years older than the victim, if done in the commission of, or as part of the same course of conduct as, or as part of a common scheme or plan as a violation of (i) subsection A of § 18.2-47 or § 18.2-48, (ii) § 18.2-89, 18.2-90, 18.2-91, or (iii) § 18.2-51.2, the punishment shall include a mandatory minimum term of confinement for life.
  3. For a violation of clause (iii) of subsection A where it is alleged in the indictment that the offender was 18 years of age or older at the time of the offense, the punishment shall include a mandatory minimum term of confinement for life. The mandatory minimum terms of confinement prescribed for violations of this section shall be served consecutively with any other sentence. If the term of confinement imposed for any violation of clause (iii) of subsection A, where the offender is more than three years older than the victim, is for a term less than life imprisonment, the judge shall impose, in addition to any active sentence, a suspended sentence of no less than 40 years. This suspended sentence shall be suspended for the remainder of the defendant's life, subject to revocation by the court.
- There shall be a rebuttable presumption that a juvenile over the age of 10 but less than 12, does not possess the physical capacity to commit a violation of this section. In any case deemed appropriate by the court, all or part of any sentence imposed for a violation under this section against a spouse may be suspended upon the defendant's completion of counseling or therapy, if not already provided, in the manner prescribed under § 19.2-218.1 if, after consideration of the views of the complaining witness and such other evidence as may be relevant, the court finds such action will promote maintenance of the family unit and will be in the best interest of the complaining witness.
- C. Upon a finding of guilt under this section, when a spouse is the complaining witness in any case tried by the court without a jury, the court, without entering a judgment of guilt, upon motion of the defendant who has not previously had a proceeding against him for violation of this section dismissed pursuant to this subsection and with the consent of the complaining witness and the attorney for the Commonwealth, may defer further proceedings and place the defendant on probation pending completion of counseling or therapy, if not already provided, in the manner prescribed under § 19.2-218.1. If the defendant fails to complete such counseling or therapy, the court may make final disposition of the case and proceed as otherwise provided. If such counseling is completed as prescribed under § 19.2-218.1, the court may discharge the defendant and dismiss the proceedings against him if, after consideration of the views of the complaining witness and such other evidence as may be relevant, the court finds such action will promote maintenance of the family unit and be in the best interest of the complaining witness.

Code 1950, § 18.1-44; 1960, c. 358; 1972, c. 394; 1975, cc. 14, 15, 606; 1981, c. 397; 1982, c. 506; 1986, c. 516; 1994, cc. 339, 772, 794; 1997, c. 330; 1999, c. 367; 2002, cc. 810, 818; 2005, c. 631; 2006, cc. 853, 914; 2012, cc. 575, 605; 2013, cc. 761, 774.

#### **§ 18.2-63. Carnal Knowledge of Child Between thirteen and fifteen years of age.**

- A. If any person carnally knows, without the use of force, a child thirteen years of age or older but under fifteen years of age, such person shall be guilty of a Class 4 felony.
- B. If any person carnally knows, without the use of force, a child thirteen years of age or older but under fifteen years of age who consents to sexual intercourse and the accused is a minor and such consenting child is three years or more the accused's junior, the accused shall be guilty of a Class 6 felony. If such consenting child is less than three years the accused's junior, the accused shall be guilty of a Class 4 misdemeanor.

In calculating whether such child is three years or more a junior of the accused minor, the actual dates of birth of the child and the accused, respectively, shall be used.

- C. For the purposes of this section, (i) a child under the age of thirteen years shall not be considered a consenting child and (ii) "carnal knowledge" includes the acts of sexual intercourse, cunnilingus, fellatio, anilingus, anal intercourse, and animate and inanimate object sexual penetration.

1978, c. 803; 1981, c. 397.

### **§ 18.2-67.1. Forcible Sodomy**

- A. An accused shall be guilty of forcible sodomy if he or she engages in cunnilingus, fellatio, anilingus, or anal intercourse with a complaining witness whether or not his or her spouse, or causes a complaining witness, whether or not his or her spouse, to engage in such acts with any person, and
1. The complaining witness is less than 13 years of age; or
  2. The act is accomplished against the will of the complaining witness, by force, threat, or intimidation of or against the complaining witness or another person, or through the use of the complaining witness's mental incapacity or physical helplessness.

- B. Forcible sodomy is a felony punishable by confinement in a state correctional facility for life or for any term not less than five years, and in addition:

1. For a violation of subdivision A 1, where the offender is more than three years older than the victim, if done in the commission of, or as part of the same course of conduct as, or a part of a common scheme or plan as a violation of (i) subsection A of § 18.2-47 or § 18.2-48, (ii) § 18.2-89, § 18.2-90, or § 18.2-91, or (iii) § 18.2-51.2, the punishment shall include a mandatory minimum term of confinement of 25 years; or
2. For a violation of subdivision A 1 where it is alleged in the indictment that the offender was 18 years of age or older at the time of the offense, the punishment shall include a mandatory minimum term of confinement for life.

The mandatory minimum terms of confinement prescribed for violations of this section shall be served consecutively with any other sentence. If the term of confinement imposed for any violation of subdivision A 1, where the offender is more than three years older than the victim, is for a term less than life imprisonment, the judge shall impose, in addition to any active sentence, a suspended sentence of no less than 40 years. This suspended sentence shall be suspended for the remainder of the defendant's life, subject revocation by the court.

In any case deemed appropriate by the court, all or part of any sentence imposed for a violation under this section against a spouse may be suspended upon the defendant's completion of counseling or therapy, if not already provided, in the manner prescribed under § 19.2-218.1 if, after consideration of the views of the complaining witness and such other evidence as may be relevant, the court finds such action will promote maintenance of the family unit and will be in the best interest of the complaining witness.

- C. Upon finding of guilt under this section, when a spouse is the complaining witness in any case tried by the court without a jury, the court, without entering a judgment of guilt, upon motion of the defendant who has not previously had a proceeding against him for violation of this section dismissed pursuant to this subsection and with the consent of the complaining witness and the attorney for the Commonwealth, may defer further proceedings and place the defendant on probation pending completion of counseling or therapy, if not already provided, in the manner prescribed under § 19.2-218.1. If the defendant fails to complete such counseling or therapy, the court may make final disposition of the case and proceed as otherwise provided. If such counseling is completed as prescribed under § 19.2-218.1. If the defendant fails to complete our therapy, the court may make final disposition of the case and proceed as otherwise provided. If such counseling is completed as prescribed under § 19.2-218.1, the court may discharge the defendant and dismiss the proceedings against him if, after consideration of the views of the complaining witness and such other evidence as may be relevant, the court finds such action will promote maintenance of the family unit and be in the best interest of the complaining witness.

1981, c. 397; 1986, c. 516; 1994, cc. 772, 794; 1999, c. 367; 2005, c. 631; 2006, cc. 853, 914; 2012, cc. 575, 605; 2013, cc. 761, 774.

### **§ 18.2-67.2 Object Sexual Penetration**

- A. An accused shall be guilty of inanimate or animate object sexual penetration if he or she penetrates the labia majora or anus of a complaining witness, whether or not his or her spouse, other than for a bona fide medical purpose, or causes such complaining witness to so penetrate his or her own body with an object or causes a complaining witness, whether or not his or her spouse, to engage in such acts with any person or to penetrate, or to be penetrated by, an animal, and
1. The complaining witness is less than 13 years of age; or
  2. The act is accomplished against the will of the complaining witness, by force, threat, or intimidation of or against the complaining witness or another person, or through the use of the complaining witness's mental incapacity or physical helplessness.
- B. Inanimate or animate object sexual penetration is a felony punishable by confinement in the state correctional facility for life or for any term not less than five years; and in addition:
1. For a violation of subsection A 1, where the offender is more than three years older than the victim, if done in a commission of, or as part of the same course of conduct as, or as part of a common scheme or plan as a violation of (i) subsection A of § 18.2-47 or § 18.2-48, (ii) § 18.2-89, § 18.2-90, or § 18.2-91, or (iii) § 18.2-51.2, the punishment shall include a mandatory minimum term of confinement of 25 years; or
  2. For a violation of subdivision A 1 where it is alleged in the indictment that the offender was 18 years of age or older at the time of the offense, the punishment shall include a mandatory minimum term of confinement for life.

The mandatory minimum terms of confinement prescribed for violations of this section shall be served consecutively with any other sentence. If the term of confinement imposed for any violation of subsection A 1, where the offender is more than three years older than the victim, is for a term less than life imprisonment, the judge shall impose, in addition to any active sentence, a suspended sentence of no less than 40 years. This suspended sentence shall be suspended for the remainder of the defendant's life, subject revocation by the court.

In any case deemed appropriate by the court, all or part of any sentence imposed for a violation under this section against a spouse may be suspended upon the defendant's completion of counseling or therapy, if not already provided, in the manner prescribed under § 19.2-218.1 if, after consideration of the views of the complaining witness and such other evidence as may be relevant, the court find such action will promote maintenance of the family unit and will be in the best interest of the complaining witness.

- C. Upon a finding of guilt under this section, when a spouse is the complaining witness in any case tried by the court without a jury, the court, without entering a judgment of guilt, upon motion of the defendant who has not previously had a proceeding against him for violation of this section dismissed pursuant to this subsection and with the consent of the complaining witness and the attorney for the Commonwealth, may defer further proceedings and place the defendant on probation pending completion of counseling or therapy, if not already provided, in the manner prescribed under § 19.2-218.1. If the defendant fails to complete such counseling or therapy, the court may make final disposition of the case and proceed as otherwise provided. If such counseling is completed as prescribed under § 19.2-218.1, the court may discharge the defendant and dismiss the proceedings against him if, after consideration of the views of the complaining witness and such other evidence as may be relevant, the court finds such action will promote maintenance of the family unit and be in the best interest of the complaining witness.

1981, c. 397; 1982, c. 508; 1986, c. 516; 1988, c. 437; 1993, c. 549; 1994, cc. 772, 794; 1999, c. 367; 2005, c. 631; 2006, cc. 853, 914; 2012, cc. 575, 605; 2013, cc. 761, 774.

### **§ 18.2-67.3. Aggravated Sexual Battery; penalty**

- A. An accused is guilty of aggravated sexual battery if he or she sexually abuses the complaining witness, and
1. The complaining witness is less than 13 years of age; or
  2. The act is accomplished through the use of the complaining witness's mental incapacity or physical helplessness; or



3. The offense is committed by a parent, stepparent, grandparent, or step-grandparent and the complaining witness is at least 13 but less than 18 years of age; or
  4. The act is accompanied against the will of the complaining witness by force, threat, or intimidation, and
    - a. The complaining witness is at least 13 but less than 15 years of age; or
    - b. The accused causes serious bodily or mental injury to the complaining witness; or
    - c. The accused threatens to use a dangerous weapon; or
  5. The offense is not a recognized form of treatment in the profession, and is committed without the express consent of the patient, by (i) a massage therapist, or a person purporting to be a massage therapist, during and actual or purported practice of massage therapy, as those terms are defined in § 54.1-3000; (ii) a person practicing or purporting to practice the healing arts, as those terms are defined in § 54.1-2900 and § 54.1-2903 or (iii) a physical therapist, or a person purporting to be a physical therapist, during an actual or purported practice of physical therapy, as those terms are defined in § 54.1-3473.
- B. Aggravated sexual battery is a felony punishable by confinement in a state correctional facility for a term of not less than one nor more than 20 years and by a fine of not more than \$100,000.

1981, c. 397; 1993, c. 590; 2004, c. 843; 2005, cc. 185, 406; 2020, c. 1003.

#### **§ 18.2-67.4. Sexual Battery**

- A. An accused is guilty of sexual battery if he sexually abuses, as defined in § 18.2-67.10, (i) the complaining witness against the will of the complaining witness, by force, threat, intimidation, or ruse, (ii) within a two-year period, more than one complaining witness or one complaining witness on more than one occasion intentionally and without the consent of the complaining witness, (iii) an inmate who has been committed to jail or convicted and sentenced to confinement in a state or local correctional facility or regional jail, and the accused is an employee or contractual employee of, or a volunteer with, the state or local correctional facility or regional jail; is in a position of authority over the inmate; and knows that the inmate is under the jurisdiction of the state or local correctional facility or regional jail, or (iv) a probationer, parolee, or a pretrial defendant or posttrial offender under the jurisdiction of the Department of Corrections, a local community-based probation services agency, a pretrial services agency, a local or regional jail for the purposes of imprisonment, a work program or any other parole/probationary or pretrial services or agency and the accused is an employee or contractual employee of, or a volunteer with, the Department of Corrections, a local community-based probation services agency, a pretrial services agency or a local or regional jail; is in a position of authority over an offender; and knows that the offender is under the jurisdiction of the Department of Corrections, a local community-based probation services agency, a pretrial services agency or a local or regional jail.
- B. Sexual battery is a class 1 misdemeanor.

1981, c. 397; 1997, c. 643; 1999, c. 294; 2000, cc. 832, 1040; 2006, c. 284; 2007, c. 133; 2014, c. 656.

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

- A. An attempt to commit rape, forcible sodomy, or inanimate or animate object sexual penetration shall be punishable as a Class 4 felony.
- B. An attempt to commit aggravated sexual battery shall be a felony punishable as a Class 6 felony.
- C. An attempt to commit sexual battery is a Class 1 misdemeanor.

1981, c. 397; 1993, c. 549.

### **Stalking**

#### **§ 18.2-60.3. Stalking; penalty**

- A. Any person, except a law-enforcement officer, as defined in § 9.1-101, and acting in the performance of his official duties, and a registered private investigator, as defined in § 9.1-138, who is regulated in accordance with § 9.1-139 and acting in the course of his legitimate business, who on more than one occasion engages in conduct, either in person or through any other means, including by mail, telephone, or an electronically

transmitted communication, directed at another person with the intent to place, or when he knows or reasonably should know that the conduct places that other person in reasonable fear of death, criminal sexual assault, or bodily injury to that other person or to that other person's family or household member is guilty of a Class 1 misdemeanor. If the person contacts or follows or attempts to contact or follow the person at whom the conduct is directed after being given actual notice that the person does not want to be contacted or followed, such actions shall be prima facie evidence that the person intended to place that other person, or reasonably should have known that the other person was placed, in reasonable fear of death, criminal sexual assault, or bodily injury to himself or a family or household member.

- B. Any person who is convicted of a second offense of subsection A occurring within five years of a prior conviction of such an offense under this section or for a substantially similar offense under the law of any other jurisdiction is guilty of a Class 6 felony.
- C. A person may be convicted under this section in any jurisdiction within the Commonwealth wherein the conduct described in subsection A occurred, if the person engaged in that conduct on at least one occasion in the jurisdiction where the person is tried or in the jurisdiction where the person at whom the conduct is directed resided at the time of such conduct. Evidence of any such conduct that occurred outside the Commonwealth may be admissible, if relevant, in any prosecution under this section.
- D. Upon finding a person guilty under this section, the court shall, in addition to the sentence imposed, issue an order prohibiting contact between the defendant and the victim or the victim's family or household member.
- E. The Department of Corrections, sheriff or regional jail director shall give notice prior to the release from a state correctional facility, or a local or regional jail of any person incarcerated upon conviction of a violation of this section, to any victim of the offense who, in writing, requests notice, or to any person designated in writing by the victim. The notice shall be given at least 15 days prior to release of a person sentenced to a term of incarceration of more than 30 days or, if the person was sentenced to a term of incarceration of at least 48 hours but no more than 30 days, 24 hours prior to release. If the person escapes, notice shall be given as soon as practicable following the escape. The victim shall keep the Department of Corrections, sheriff or regional jail director informed of the current mailing address and telephone number of the person named in writing to receive notice.

All information relating to any person who receives or may receive notice under this subsection shall remain confidential and shall not be made available to the person convicted of violating this section. For purposes of this subsection, "release" includes a release of the offender from a state correctional facility or a local or regional jail (i) upon completion of his term of incarceration or (ii) on probation or parole.

No civil liability shall be attached to the Department of Corrections nor to any sheriff or regional jail director or their deputies or employees for a failure to comply with the requirements of this subsection.

- F. For purposes of this section: "Family or household member" has the same meaning as provided in § 16.1-228.

1192, c. 888; 1994, cc. 360, 521, 739; 1995, c. 824; 1996, cc. 540, 866; 1998, c. 570; 2001, c. 197; 2002, c. 377; 2013, c. 759; 2016, cc. 545, 696, 745; 2022, c. 276.

## **Domestic Violence**

### **§ 18.2-57.2. Assault and Battery Against a Family or Household Member; Penalty.**

- A. Any person who commits an assault and battery against a family or household member is guilty of a Class 1 misdemeanor.
- B. Upon a conviction for assault and battery against a family or household member, where it is alleged in the warrant, petition, information, or indictment on which a person is convicted, that such person has been previously convicted of two offenses against a family or household member of (i) assault and battery against a family or household member in violation of this section, (ii) malicious wounding or unlawful wounding in violation of § 18.2-51, (iii) aggravated malicious wounding in violation of § 18.2-51.2, (iv) malicious bodily injury by means of a substance in violation of § 18.2-52, (v) strangulation in violation of § 18.2-51.6, or (vi) an offense under the law of any other jurisdiction which has the same elements of any of the above offenses, in any combination, all of which occurred within a period of 20 years, and each of which occurred on a different date, such person is guilty of a class 6 felony.

- C. Whenever a warrant for a violation of this section is issued, the magistrate shall issue an emergency protective order as authorized by § 16.1-253.4, except if the defendant is a minor, an emergency protective order shall not be required.
- D. The definition of “family or household member” in § 16.1-228 applies to this section.









1991, c. 238; 1992, cc. 526, 886; 1996, c. 866; 1997, c. 603; 1999, cc. 697, 721, 807; 2004, cc. 448, 738; 2009, c. 726; 2014, c. 660.

### **§ 16.1-228 Family or Household Member Defined**

(i) the person's spouse, whether or not he or she resides in the same home with the person, (ii) the person's former spouse, whether or not he or she resides in the same house with the person, (iii) the person's parents, stepparents, children, stepchildren, brothers, sisters, half-brothers, half-sisters, grandparents and grandchildren, regardless of whether such persons reside in the same home with the person, (iv) the person's mother-in-law, father-in-law, sons-in-law, daughters-in-law, brothers-in-law and sisters-in-law who reside in the same home with the person, (v) any individual who has a child in common with the person, whether or not the person and that individual have been married or have resided together at any time, or (vi) any individual who cohabits or who, within the previous 12 months, cohabitated with the person, and any children of either of them residing in the same home with the person.

## **REPORTING SEXUAL MISCONDUCT<sup>9</sup>**

Students, student organizations/groups, employees, visitors to the institution, contractors working on campus who are not University employees, and students and employees participating in university-sponsored activities are urged to report any Sexual Misconduct to the following entities:

-  ODU Police Department or local law enforcement agency;
-  The Title IX Coordinator or within the Office of Institutional Equity and Diversity or Deputy Coordinators;
-  The ODU Victim Advocate within the Women and Gender Equity Center;
-  The Dean of Students or any Associate Dean of Students;
-  Staff of Housing and Residence Life;
-  Human Resources;
-  Counseling Services; and/or
-  Student Health Services

These entities will provide students and employees, regardless of the offense occurring on or off campus, with their written notification of all their rights, options<sup>10</sup>, resources, and the universities procedure regarding disciplinary action, regardless of whether a student chooses to report Sexual Misconduct to the University or the police. You may choose one or more reporting avenues, or none. However, ODU strongly encourages victims who have experienced, have knowledge of or have witnessed an act of Sexual Misconduct to make a report to the University. Although there is no time limit for reporting Sexual Misconduct to the University, the University's ability to respond may diminish over time, as evidence may erode, memories may fade, and respondents may no longer be affiliated with the University.

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<sup>9</sup> Title IX Investigation timeline from complaint to adjudications could take up to 105 days; however, this is typically not the case. 75 days for investigation; 15 Days for Hearing 15Days for grievances/sanctions.

<sup>10</sup> Rights: Regarding legal assistance, victim advocacy, counseling, health and mental services, visa and immigration assistance, student financial aid, forensic evidence collection, assist in and notify law enforcement, or the right to decline notification to such authorities, University Investigation by the Title IX office, Information on protective order's/no-contact directives and the university's responsibility to enforce such; and other services available to victims, both within the institution and in the community.

Options: They will provide written notification to victims about the importance of preserving evidence, including forensic evidence, how to request changes to academic, living, transporting, working situations and, protective measures if they are reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement, or the offense occurred on or off campus.

Under Title IX, once an institution has actual knowledge of sexual harassment or allegations of sexual harassment, which is notice to the Title IX Coordinator or any official of the institution who has authority to institute corrective measures on behalf of the institution, it is required to respond promptly in a manner that is not deliberately indifferent. The Title IX Coordinator (1) must promptly notify the Complainant to provide written notification of, if not already provided, and discuss the availability of supportive measures, (2) consider the Complainant's wishes with respect to supportive measures, (3) inform the Complainant of the availability of supportive measures with or without filing a formal complaint, and (4) explain to the Complainant the process for filing a formal complaint.

ODU Police and local law enforcement agencies have unique legal authority to seek and execute search warrants, to collect forensic evidence that may have been left at the scene or at other relevant locations, and to make an arrest when supported by probable cause to believe a crime has been committed. In addition, they are also able to assist University community members in seeking emergency protective orders.

Police can be reached by calling 757-683-4000 or 911. Individuals seeking medical attention at an emergency department can ask that police be called on their behalf.

Victims have the right to notify police or decline to notify police. Anyone may contact the police directly. Alternatively, an individual may seek assistance in notifying local police from the resources listed in Appendix A, which can assist in setting up an initial meeting with police and can accompany University community members to that meeting. Filing a police report does not obligate a Victim to participate in any subsequent criminal proceedings. Although a police report may be made at any time, a one-year statute of limitations may apply to certain misdemeanors in Virginia. All University community members are encouraged, and all responsible employees<sup>11</sup> are required to report Sexual Misconduct through the [secure online reporting system](#), or by contacting the Title IX Coordinator, Deputy Title IX Coordinators listed in Appendix A.

## UNIVERSITY COMMITTED TO CONFIDENTIALITY<sup>12</sup>

The University is committed to protecting the privacy of all individuals involved in the investigation and resolution of a report of Sexual Misconduct. The University is also committed to aiding students; employees and third parties make informed choices. With respect to any report of Sexual Misconduct, the University will make reasonable efforts to protect the privacy of participants, in accordance with applicable state and federal law, while balancing the need to gather information to assess the report and to take steps to eliminate Sexual Misconduct, prevent its recurrence and remedy its effects. The University will maintain as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide accommodations or protective measures.

Information related to a report or complaint under the Policy on Title IX and Sexual Misconduct will only be shared with those University employees who “need to know” in order to assist in the active review, investigation, obtaining supportive measures/accommodations, or resolution of the matter, consistent with FERPA and other applicable privacy laws. While not bound by confidentiality, individuals must be discreet and respect the privacy of all individuals involved in the process.

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, and counselors, all of whom may engage in confidential communications under

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<sup>11</sup> Includes any employee who has the authority to act to redress incidents of Sexual Misconduct; who has been given the duty of reporting such incidents or any other misconduct to the Title IX Coordinator or designee; or whom an employee or student could reasonably believe has this authority or duty. All teaching and research faculty, graduate teaching assistants, graduate research assistants, residential assistants, law enforcement, and campus security authorities are Responsible Employees. Additionally, all employees in a supervisory role are Responsible Employees.

<sup>12</sup> Additional information on Confidentiality, Privacy, Anonymity and Requests Not to Pursue an Investigation can be located in the University Policy 1008: Policy on Title IX and Sexual Misconduct.

Virginia law. The University has designated individuals who have statutory obligations to maintain confidentiality as "Confidential Employees." When information is shared by an individual with a Confidential Employee or a community professional with the same legal obligations, the Confidential Employee (and/or such community professional) cannot reveal the information to any third party except when applicable to law or a court order.

If a complainant of conduct in violation of the Policy on Title IX and Sexual 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, the Women and Gender Equity Center's ODU Victim Advocate, and the ODU contracted service company the YWCA of Hampton Roads. The current directory of these resources can be found in Appendix A.

ODU does not publish any personal identifying information belonging to victims or other necessary parties, like witnesses, in its disclosures of public records in compliance with the Clery Act.

When conducting Informal Resolutions all writings and communications made during, or in connection with, the informal resolution process that relates to the substance of the complaint shall be regarded as confidential by all mediators, parties, and OIED staff. Confidentiality surrounding informal resolutions must be kept pursuant to [Virginia Code §8.01-581.22](#). No informal resolution-related documents are to be kept as part of a student educational record or personnel file. Recording the informal resolution process, secretly or otherwise, is strictly prohibited. Disclosing the fact that informal resolution took place is not a breach of confidentiality. A violation of the confidentiality requirement of this section may constitute a separate violation of the Sexual Misconduct policy. If a resolution cannot be reached, then the Office of Institutional Equity and Diversity will determine further guidance.

## PROCEDURES VICTIMS SHOULD FOLLOW

An individual who experiences Sexual Misconduct is strongly encouraged to seek immediate medical attention to assess the presence of injuries related to physical trauma; evaluate for sexually transmitted infections and possible pregnancy, proscribe medications as needed, and, if the Complainant later decides to pursue legal options, to obtain evidence to assist in criminal prosecution, a civil action, and/or in obtaining a civil protection order.

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### PRESERVATION OF EVIDENCE

The University recognizes that making the decision to report Sexual Misconduct may take time. Nevertheless, pending the decision to report, all individuals are strongly encouraged to take immediate steps to preserve all evidence, as once the evidence is no longer available it is exceedingly difficult to prove a case. Such evidence may include the following:

- A. Forensic sexual assault examination.<sup>13</sup> (within 120 hours and if possible, do not brush your teeth, bathe/shower, change your clothes, or use the bathroom. This is to ensure all available forensic evidence is preserved for collection. If you have already done some/all of these things, it is still worth obtaining a PERK exam. Forensic evidence may still be present for collection; regardless, it is also important to seek medical and mental health treatment. You may wish to bring a change of clothes with you.)
- B. Forensic strangulation examination (within 72 hours, strangulation is an extremely dangerous event that can cause potentially lethal injury without any external signs of damage. If you or someone you love has been choked by another person, it is a medical emergency.)

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<sup>13</sup> Providers can assess injuries related to physical trauma; evaluate for sexually transmitted infections and possible pregnancy; and provide medical care (including medications to prevent infections and pregnancy). A Sexual Assault Nurse Examiner (SANE) is on call 24 hours a day.

- C. Electronic exchanges (e.g., text messages, emails and Facebook, Instagram, Snapchat, or other social media posts, to the extent that they can be captured or preserved)
- D. Photographs/Videos (including photographs stored on smartphones and other devices)
- E. Voice mail messages and other physical, documentary and/or electronic data that might be helpful or relevant in an investigation.

ODU PD can facilitate the transportation to and from examinations, and **a victim is not required to disclose their name to coordinate the evidence collection.** A Sexual Assault Nurse Examiner "SANE" can assess injuries related to physical trauma; evaluate for sexually transmitted infections and possible pregnancy; provide medical care (including medications to prevent infections and pregnancy.) During a forensic exam, the SANE nurse documents and collects evidence of sexual contact and/or physical trauma (including injuries to the body and genitals), trace evidence, biological fluids, and identifiable DNA. When there is reason to believe that an assault may have been facilitated by the use of drugs or alcohol, the forensic exam may also include the collection of urine and blood samples for toxicology testing. Regardless of whether a forensic exam is obtained within the 120 hour (sexual assault) or 72 hours (strangulation), all individuals are encouraged to seek follow-up care to address any ongoing medical concerns.

Students may access follow-up care at Student Health Services, a confidential resource, or through any appropriate health care provider outside of the University. Employees may access follow-up care at any appropriate health care provider.

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## SERVICES AND SUPPORT

Students and employees are urged to seek immediate emotional support after any incident of Sexual Misconduct. There are several confidential sources and "hotlines" for crisis counseling, both at the University and in the local community. ODU's confidential counselors can provide trauma-informed support and offer information about reporting options. See Appendix A for resources.










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## SUPPORTIVE MEASURES

Supportive measures are individualized services reasonably available that are non-punitive, non-disciplinary, and not unreasonably burdensome to the other party while designed to ensure equal educational access, protect safety, or deter sexual misconduct.

The University offers a wide range of resources for students and employees, to provide support and guidance throughout the initial investigation, and resolution of a formal complaint of sexual misconduct. The University will provide reasonably available supportive measures to protect and facilitate continued access to university employment or education programs and activities. These measures may be both remedial (designed to address safety and well-being and continued access to educational opportunities) or protective and may be temporary or permanent.

Supportive measures for academic, living, transportation, working and protective measures, include but are not limited to:

-  Academic modifications and support;
-  Resident modifications and
-  Transportation for medical evaluations/evidence collection,
-  Post-evaluation coordination,
-  Escorts on campus;
-  Interim suspensions;
-  Safety planning;
-  No contact orders;
-  Referral and coordination of counseling and health services;



- 👑 Work schedule modifications;
- 👑 Suspension from employment; and
- 👑 Pre-disciplinary leave (with or without pay), where applicable.

Upon request, supportive measures are available regardless of whether the individual files or pursues a complaint, participates in an investigation, or reports to university or local law enforcement. The Title IX Coordinator has the responsibility of coordinating the implementation of supportive measures based on all available information and is available to meet with a Complainant or Respondent to address any concerns about the provision of supportive measures.

In instances involving a Respondent's emergency removal under Title IX, such as through an interim suspension, suspension from employment, or pre-disciplinary leave from employment, an individualized safety and risk analysis must determine that an immediate threat to the physical health or safety of an individual arising from the allegations of sexual misconduct justifies removal. The individualized safety and risk analysis should be conducted by the Title IX Emergency Removal Team. The student or employee subject to such suspension or leave will be given the opportunity to meet with the Title IX Coordinator to show why the suspension or leave should not be implemented. The Title IX Coordinator may consult with University officials and units such as the Office of Student Conduct & Academic Integrity, Academic Affairs, Human Resources, and the Threat Education, Assessment and Management team to make a final determination. This provision may not be construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act.

The University may provide reasonable supportive measures to third parties as appropriate and available, considering the role of the third party and the nature of any relationship with the University.

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## PROTECTION ORDERS AND NO CONTACT DIRECTIVES

Where prohibited or illegal conduct is reported, it may be possible to obtain a court-ordered emergency or preliminary protective order. These protective orders<sup>14</sup> may be issued if the judge or magistrate believes that there is an immediate threat to health or safety to the complainant. After a full hearing, the court may agree to issue a "permanent" protective order, which can remain in place for up to two years under Virginia law and, in some cases, may be extended for an additional two years. "Protective orders" are separate and distinct from "no-contact orders". Protective orders may be obtained only from a court of law and are enforceable anywhere in the United States; their violation may result in criminal charges upon notification to ODUPD or a local law enforcement agency.

Students or employees may speak with the ODUPD, local law enforcement agency or the YWCA who can explain the process for seeking a protective order and can escort a student or employee to the appropriate office to initiate a petition seeking a protective order. If a protective order is in place, the complainant should alert the ODUPD who will respond to violations of the order.

In contrast, the Office of Student Conduct & Academic Integrity and the Office of Institutional Equity and Diversity may arrange a No-Contact Directive, enforceable through the University. No-Contact Directives are issued to enhance safety, prevent retaliation, and/or avoid an ongoing hostile environment. These directives prohibit a student or faculty/staff from contacting another specific student or faculty/staff. A No-Contact Directive issued written notices bi-laterally (both parties must refrain from direct or indirect contact) and the duration of the No-Contact Directive is determined by the issuing office.

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<sup>14</sup> Referred as a restraining order in some jurisdictions.

Students or employees may speak with any of the listed reporting entities for additional information and assistance in obtaining a No-Contact Directive.

## FILING A FORMAL COMPLAINT FOR SEXUAL HARASSMENT (PROCEDURE A-TITLE IX INCIDENTS)

A formal complaint alleging sexual harassment and requesting that the University investigate, must be filed with the Talent management and Culture to the attention of the Title IX Coordinator.

Complainers are encouraged to file formal complaints as soon as possible, as the passage of time may impact on the University's ability to respond or take appropriate action. There is no time restriction for filing a complaint. However, the Complainant must, at the time of filing a formal complaint, be participating in, or attempting to participate in a university program or activity. A formal complaint may be filed with the Title IX Coordinator in person, by mail, fax, or by electronic mail at the contact information listed in Appendix A of the Policy on Title IX, or by submitting the online complaint form. It is a violation of the Policy on Title IX for a student or an employee to interfere with an individual's right to file a complaint under the Policy on Title IX and Sexual Misconduct.

### A. Considerations when filing a formal complaint:

- A.1. Only formal complaints will be processed.
- A.2. Nothing herein prohibits referral to supportive measures when a formal complaint is not an option, or a person chooses not to go forward with a formal complaint.
- A.3. Once a formal complaint is filed, the Title IX Coordinator will review the formal complaint to determine the following factors:
  - a. The person submitting the formal complaint qualifies as a Complainant as defined in the policy and as required by Title IX, including the requirement that they be participating in or attempting to participate in a university program or activity.
  - b. The conduct alleged, if proven, would constitute sexual harassment as defined by the policy.
  - c. The conduct alleged occurred against a person in the United States.
  - d. The conduct allegedly occurred within a university program or activity.
- A.4. If the formal complaint (or any allegation therein) does not meet one or more of the factors listed above, the formal complaint (or any allegation therein) will be dismissed for purposes of the Title IX Policy, and a referral will be made to other applicable policies and procedures (Code of Ethics, Discrimination Policy, Employee Handbooks, or Code of Student Conduct) as appropriate. Referral to Procedure B (for non-Title IX Incidents) may be applicable. The Title IX Coordinator will send prompt written notice of the dismissal, including the reasons for the dismissal, to the parties (or to the Complainant only if the Respondent was never notified of the complaint). A Complainant may appeal this dismissal to the Vice President of Human Resources. The Respondent may raise the defense that one or more of the factors listed above were not met once the Respondent is provided notice of the formal complaint.
- A.5. A formal complaint (or any allegation therein) may also be dismissed if the Complainant wishes to withdraw their formal complaint, the Respondent is no longer enrolled or employed by the University or if specific circumstances prevent the gathering of sufficient evidence to reach a determination/resolution as to the formal complaint or allegations therein. Upon such dismissal, the Title IX Coordinator will send prompt written notice of the dismissal, including the reasons for the dismissal, to the parties (or to the Complainant only if the Respondent was never notified of the complaint). A complainant may appeal this dismissal to the Vice President of Human Resources and Diversity, Equity, and Inclusion.
- A.6. Following the Title IX Coordinator's review of a formal complaint, but no more than three days after the complaint commencement date, the Complainant will receive acknowledgement of the formal complaint by issuance of the "Title IX Letter." Following a reasonable time to gather sufficient information

from the Complainant, the Respondent will also receive acknowledgement of the formal complaint by issuance of the Title IX Letter. The Title IX Letter will include<sup>15</sup>:

- a. A description of the allegations potentially constituting a violation of the Title IX policy.
  - b. Sufficient details about the incident were known at the time, including: the names of the parties involved, and the date and location of the incident.
  - c. A description of the available informal resolution procedures.
  - d. A statement that the Respondent is presumed not responsible for the alleged conduct until a determination of responsibility is made following the hearing process.
  - e. A statement informing the parties that they may have an advisor of their choice who may be, but is not required to be, an attorney.
  - f. A statement informing the parties that making false statements or knowingly submitting false information during the complaint process is prohibited.
  - g. A statement informing parties of their right to inspect and review evidence gathered during the investigation, as well as their ability to suggest witnesses to be interviewed during the course of the investigation.
  - h. A description of available resources.
  - i. An attached copy of the Title IX Policy.
- A.7. A Complainant may withdraw their formal complaint, or any allegations therein, at any time during an investigation or hearing by submitting a written request to the Title IX Coordinator. The Title IX Coordinator will process this request consistent with the procedures in section F.2 of the policy. The Title IX Coordinator will send prompt written notification of the outcome of the request to the parties.
- A.8. In cases where the Complainant cannot or is unwilling to file a formal complaint or participate in an investigation, the Title IX Coordinator, or designee, has discretion to file a formal complaint by submitting a written and signed complaint form. In such cases, the Title IX Coordinator does not become a party to the complaint. The Respondent will receive prompt acknowledgement of the formal complaint by issuance of the Title IX Letter.
- A.9. Multiple formal complaints may be consolidated for investigation and hearing purposes where the allegations of sexual misconduct arise out of the same facts or circumstances.

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## INVESTIGATING FORMAL COMPLAINTS (PROCEDURE A – FOR TITLE IX INCIDENTS)

Talent Management and Culture will investigate the allegations in any formal complaint, unless both parties provide voluntary informed and written consent to informally resolve the formal complaint. All proceedings will include a fair, prompt, fair, and impartial process from the initial investigation through the resolution of the formal complaint.

- A. Parties have the right to have an advisor, of their choice, present during any related meeting or proceeding. However, advisors will not be permitted to speak to participants other than quietly to the advisee to avoid disruptions. Advisors violating this requirement may be asked to leave or abstain from participation. If a Complainant or Respondent does not have an advisor, the University shall offer one free of charge. The University will make all reasonable efforts to ensure equitable advisement of the parties. Complainants and Respondents needing a university-provided advisor are encouraged to make their request as soon as possible in the process. Requests for University-provided advisors may not be applied retroactively.
- A.1. A team of two investigators from the Office of Institutional Equity and Diversity will conduct a prompt, adequate, reliable, and impartial investigation of the formal complaint.
- A.2. Written notice of the time, location, participants, and purpose of investigation proceedings will be provided to the parties with sufficient time to prepare.

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<sup>15</sup> During an investigation, new allegations are identified for investigation, a new Title IX Letter will be provided to the parties whose identities are known.

- A.3. Typically, an investigation, not including the time necessary for a hearing and potential appeals, will be completed within 75 days of the complaint commencement date. If extension of the investigation beyond 75 days is necessary, all parties will be notified of the expected timeframe.
- A.4. The Respondent shall be presumed not responsible for the alleged conduct until a determination of responsibility has been made at the conclusion of the hearing and any subsequent appeals. The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on the University.
- A.5. Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.
- A.6. Character witnesses and character statements are considered not relevant for purposes of the investigation.
- A.7. Recording investigation interviews is not permissible.
- A.8. The University shall strive to make the process transparent and fair to all parties. Prior to the conclusion of the investigation report, the Complainant and Respondent and their respective advisors, if any, shall receive for review all evidence obtained as part of the investigation that is related to the allegations raised. The parties will have 10 days to submit a written response to the evidence which the investigators will consider prior to completion of the investigation report.
- A.9. At the conclusion of the investigation, and at least 10 days prior to the hearing, an investigation report that fairly summarizes the relevant evidence shall be provided to the complainant and the Respondent concurrently as well as their respective advisors, if any. A notice containing information about hearing and appeal procedures shall accompany the investigation report.
- A.10. The investigation report and the evidence obtained during the investigation shall be provided to the hearing officer(s). The evidence shall be made available to the parties during the hearing so that they may refer to the evidence, including for cross-examination.
- A.11. Within 10 days of issuance of the investigation report, the parties may submit a written response. The written response(s) to the investigation report will be provided to the hearing officer(s) for review, and the opposing party shall simultaneously be provided with a copy of the written response(s).
- A.12. No additional documentation or evidence will be allowed to be introduced prior to or during the hearing.

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## HEARINIG AND DETERMINATIONS OF RESPONSIBILITY – (PROCEDURE A – FOR TITLE IX INCIDENTS)

### A. General Considerations:

- A.1. A live hearing will determine responsibility for allegations of conduct in violation of the Policy on Title IX and Sexual Misconduct. The hearing procedures referenced below are guided by the same principles of fairness and respect for Complainants and Respondents. The hearing shall not constitute a re-investigation. The University applies the "preponderance of the evidence" standard when determining whether the Policy on Title IX and Sexual Misconduct has been violated. "Preponderance of the evidence" means that it is more likely than not that a policy violation occurred.
- A.2. The University shall not require the participation of parties or witnesses. Inferences cannot be drawn about responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination questions.
- A.3. Live hearings will be conducted in person or via video conference, at the discretion of the hearing officer(s). All parties and witnesses shall be afforded the opportunity to participate orally, and in real time. Audio or audiovisual recording, or transcript, of any live hearing will be created.
- A.4. The hearing will allow cross-examination by each party's advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the advisor and

never by a party personally. Only relevant cross-examination and follow-up questions may be asked of a party or witness. Before a party or witness answers a cross-examination or other question, the hearing officer(s) must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are presumed not relevant. Such questions and evidence may only be permitted if they are offered to prove that someone other than the Respondent committed the conduct alleged to be in violation of the Policy on Title IX and Sexual Misconduct, or if they concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

- A.5. If a party does not have an advisor present at the hearing, the University will provide an advisor of its choice, without fee, to conduct cross-examination on behalf of that party. However, advisors will not be permitted to speak to participants other than to conduct cross-examination and for the purpose of providing advice to the advisee. Advisors must participate in a non-disruptive manner and may be asked to leave or abstain from participation by the hearing officer(s) if in violation of this requirement.
- A.6. A written notice of the outcome of a hearing will be provided to the parties simultaneously and will include:
  - a. The allegations of conduct in violation of the Policy on Title IX and Sexual Misconduct.
  - b. A description of procedural steps taken in the formal complaint process.
  - c. An analysis of the application of the Policy on Title IX and Sexual Misconduct to the facts of the case.
  - d. A statement of the determination of responsibility for each allegation, including a rationale and findings of fact supporting the determinations(s).
  - e. The availability of appeal procedures.
- A.7. The Title IX Coordinator will also be notified of the outcome of the hearing. Following a determination made in the hearing and at the conclusion of any appeal, a party may have further rights should sanctions be imposed.
- A.8. General Considerations for the Hearing Panel: For each hearing, a panel of three hearing officers will be selected from a pool of representatives from across the University. The representation in the pool will include, but is not limited to, Academic Affairs, Human Resources, Student and Campus Life, Athletics, and the University Police Department. In cases involving teaching & research faculty respondents, the panel will consist of three teaching & research faculty members. The Title IX Coordinator will ensure that hearing officers have no conflicts of interest and are appropriately trained.

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## INFORMAL RESOLUTION (PROCEDURE A – FOR TITLE IX INCIDENTS)

The informal resolution process may be offered to all students, faculty, administrators, and staff. This process offers an opportunity to facilitate informal resolution options, such as mediation, so long as both parties give voluntary, informed, written consent to attempt informal resolution of a formal complaint. This process will be facilitated by a trained professional.

Parties are not required to participate in an informal resolution process and may only elect to participate in an informal resolution process once a formal complaint is filed.

Any party has the right to withdraw from the informal resolution process and resume the formal complaint process at any time prior to agreeing to an informal agreement.

The informal resolution process is not applicable to facilitate resolution of allegations that an employee (whether faculty, administrator, or staff) sexually harassed a student.

## FILING A FORMAL COMPLAINT FOR SEXUAL MISCONDUCT (PROCEDURE B – NON-TITLE IX INCIDENTS)

A formal complaint alleging sexual misconduct and requesting that the University investigate must be filed with the Office of Institutional Equity and Diversity for the attention of the Title IX Coordinator. Formal complaints under this procedure may include prohibited conduct and circumstances that fall outside of scope and jurisdiction of Title IX.

Complainers are encouraged to file formal complaints as soon as possible, as the passage of time may impact on the University's ability to respond or take appropriate action. There is no time restriction for filing a complaint. Complainants are not required to participate in or attempt to participate in a university program or activity; however, the Title IX coordinator may dismiss the complaint if the Complainant has no affiliation with the University and/or the University cannot provide redress. A formal complaint may be filed with the Title IX Coordinator in person, by mail, fax, or by electronic mail at the contact information listed in Appendix A of the Policy on Title IX, or by submitting the online complaint form. It is a violation of the Policy on Title IX for a student or an employee to interfere with an individual's right to file a complaint under the Policy on Title IX and Sexual Misconduct.

### B. Considerations when filing a formal complaint:

- B.1. Only formal complaints will be processed.
- B.2. Nothing herein prohibits referral to supportive measures when a formal complaint is not an option, or a person chooses not to go forward with a formal complaint.
- B.3. Once a formal complaint is filed, the Title IX Coordinator will review the formal complaint to determine the following factors:
  - a. The conduct alleged, if proven, would constitute sexual misconduct as defined by the policy.
  - b. The conduct allegedly occurred within a university program or activity or has continuing effects that create a hostile work environment on campus. This includes off-campus conduct by university employees that have sufficient nexus to the workplace of the University's operations, services, or reputation.
- B.4. If the formal complaint does not meet one or more of the factors listed above, the Title IX coordinator may dismiss the complaint and a referral will be made to other applicable policies or procedures (Code of Ethics, Discrimination Policy, Employee Handbooks, or Code of Student Conduct) as appropriate. The Title IX Coordinator will send prompt written notice of the dismissal, including the reasons for the dismissal, to the Complainant. A complainant may appeal this dismissal to the Vice President of Human Resources and Diversity, Equity, and Inclusion.
- B.5. A formal complaint may also be dismissed if the Respondent is no longer enrolled or employed by the University or if specific circumstances prevent the gathering of sufficient evidence to reach a determination as to the formal complaint or allegations therein. Upon such dismissal, Title IX will send prompt written notice of the dismissal to the Complainant. A Complainant may appeal this dismissal to the Vice President of Human Resources and Diversity, Equity, and Inclusion.
- B.6. Following the Title IX Coordinator's review of a formal complaint, but no more than three days after the complaint commencement date, the Complainant will receive acknowledgement of the formal complaint in the form of a letter. Following a reasonable time to gather sufficient information from the Complainant, the Respondent will also receive acknowledgement of the formal complaint by issuance of a letter. The letter of acknowledgment will include:
  - a. A description of the allegations potentially constituting a violation of the Title IX policy.
  - b. Sufficient details about the incident were known at the time, including: the names of the parties involved, and the date and location of the incident.
  - c. A description of the available informal resolution procedures.
  - d. A statement informing the parties that they may have an advisor of their choice present during the complaint proceedings.
  - e. A description of available resources.
  - f. An attached copy of the Title IX Policy.



- B.7. A Complainant may withdraw their formal complaint, or any allegations therein, at any time during an investigation or hearing by submitting a written request to the Title IX Coordinator. The Title IX Coordinator will process this request consistent with the procedures in section F.2 of the policy. The Title IX Coordinator will send prompt written notification of the outcome of the request to the parties.
- B.8. In cases where the Complainant cannot or is unwilling to file a formal complaint or participate in an investigation, the Title IX Coordinator, or designee, has discretion to file a formal complaint. The Respondent will receive prompt acknowledgement of the formal complaint by issuance of the Title IX Letter.
- B.9. Multiple formal complaints may be consolidated for investigation and hearing purposes where the allegations of sexual misconduct arise out of the same facts or circumstances.

#### INVESTIGATING FORMAL COMPLAINTS (PROCEDURE B – FOR NON-TITLE IX INCIDENTS)

Talent, Management, and Culture will investigate the allegations in any formal complaint unless informal resolution is requested.

B. Parties have the right to have an advisor, of their choice, who may or may not be an attorney, present during any related meeting or proceeding. However, advisors will not be permitted to speak to participants other than quietly to the advisee to avoid disruptions. Advisors violating this requirement may be asked to leave or abstain from participation. If a Complainant or Respondent does not have an advisor, the University may offer one free of charge. The University will make all reasonable efforts to ensure equitable advisement of the parties. Complainants and Respondents needing a university-provided advisor are encouraged to make their request as soon as possible in the process. Requests for University-provided advisors may not be applied retroactively.

- B.1. A team of two investigators from the Office of Institutional Equity and Diversity will conduct a prompt, adequate, reliable, and impartial investigation of the formal complaint.
- B.2. Written notice of the time, location, participants, and purpose of investigation proceedings will be provided to the parties with sufficient time to prepare.
- B.3. Typically, an investigation, not including the time necessary for a hearing and potential appeals, will be completed within 75 days of the complaint commencement date. If extension of the investigation beyond 75 days is necessary, all parties will be notified of the expected timeframe.
- B.4. The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on the University.
- B.5. Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.
- B.6. Character witnesses and character statements are considered not relevant for purposes of the investigation.
- B.7. Both the Complainant and Respondent will have the same opportunity to inspect and review evidence obtained during an investigation. The University shall strive to make the process transparent and fair to all parties.
- B.8. Recording investigation interviews is not permissible.
- B.9. At the conclusion of the investigation, and at least 10 days prior to the hearing, an investigation report that fairly summarizes the relevant evidence shall be provided to the Complainant and the Respondent concurrently as well as their respective advisors, if any. A notice containing information about hearing and appeal procedures shall accompany the investigation report.
- B.10. The investigation report and the relevant evidence obtained during the investigation shall be provided to the hearing officers(s). The evidence should be made available to the parties during the hearing so that they may refer to the evidence.

- B.11. Within 10 days of issuance of the investigation report, the parties may submit a written response. The written response(s) to the investigation report will be provided to the hearing officer(s) for review, and the opposing party shall simultaneously be provided with a copy of the written response(s).
- B.12. No additional documentation or evidence will be allowed to be introduced prior to or during the hearing.

#### HEARINGS AND DETERMINATIONS OF RESPONSIBILITY (PROCEDURE B – FOR NON-TITLE IX INCIDENTS)

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B. General Considerations:

- B.1. A live hearing will determine responsibility for allegations of conduct in violation of the Policy on Title IX and Sexual Misconduct. The hearing procedures referenced below are guided by the same principles of fairness and respect for Complainants and Respondents. The hearing shall not constitute a re-investigation. The University applies the "preponderance of the evidence" standard when determining whether the Policy on Title IX and Sexual Misconduct has been violated. "Preponderance of the evidence" means that it is more likely than not that a policy violation occurred.
- B.2. Live hearings will be conducted in person or via video conference, at the discretion of the hearing officer(s). All parties and witnesses shall be afforded the opportunity to participate orally, and in real time. Audio or audiovisual recording, or transcript, of any live hearing will be created.
- B.3. Advisors will not be permitted to speak to participants other than to provide advice to the advisee. Advisors must participate in a non-disruptive manner and may be asked to leave or abstain from participation by the hearing officer(s) if in violation of this requirement.
- B.4. A written notice of the outcome of a hearing will be provided to the parties simultaneously and will include:
- a. The allegations of conduct in violation of the Policy on Title IX and Sexual Misconduct.
  - b. A description of procedural steps taken in the formal complaint process.
  - c. An analysis of the application of the Policy on Title IX and Sexual Misconduct to the facts of the case.
  - d. A statement of the determination of responsibility for each allegation, including a rationale and findings of fact supporting the determination(s).
  - e. The availability of appeal procedures.
  - f. For cases involving student Respondents only: a description of the sanctions imposed, if any.
- B.5. The Title IX Coordinator will also be notified of the outcome of the hearing. Following a determination made in the hearing and at the conclusion of any appeal, a party may have further rights should sanctions be imposed.
- B.6. General Considerations for the Hearing Panel: For each hearing, a panel of three hearing officers will be selected from a pool of representatives from across the University. The representation in the pool will include, but is not limited to, Academic Affairs, Human Resources, Student and Campus Life, Athletics, and the University Police Department. In cases involving teaching & research faculty respondents, the panel will consist of three teaching & research faculty members. The Title IX Coordinator will ensure that hearing officers have no conflicts of interest and are appropriately trained.

#### INFORMAL RESOLUTION (PROCEDURES B FOR NON-TITLE IX INCIDENTS)

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A Complainant may elect to resolve their complaint through informal means such as mediation, facilitated discussions, and request to put the Respondent on notice of problematic behavior, or other means. Fact-finding may still be conducted as part of the informal resolution. Informal resolution is not applicable to allegations that an employee (whether faculty, administrator, or staff) sexually harassed a student.

Parties are not required to participate in an informal resolution process and may only elect to participate in an informal resolution process once a formal complaint is filed.

## SANCTIONS FOR SEXUAL MISCONDUCT (TITLE IX AND NON-TITLE IX INCIDENTS)

A decision regarding the imposition of sanctions against an employee shall be made following the outcome of the hearing, determining responsibility, unless party files an appeal. A decision regarding the imposition of sanctions against students shall be made as part of the hearing to determine responsibility. The parties shall be informed in writing simultaneously by the individual imposing any applicable sanctions.<sup>16</sup> Included in this notification will be the rationale for any applicable sanctions. The Title IX Coordinator shall be provided with a copy of such written notification. The Title IX Coordinator also will disclose in writing to the Complainant the final results.<sup>17</sup> of a disciplinary proceeding involving the Respondent with regard to any crime of violence or non-forcible sex offense as permitted by State and Federal law including FERPA and the Virginia Freedom of Information Act.

### FOR STUDENTS

- A. Possible sanctions or protective measures that may be imposed for students following the final determination of responsibility include the following:
  - A.1. Reprimand. A reprimand is an official written notice that the respondent is in violation of the Code. Subsequent violations of the Code will normally be met with more severe sanctions, including conduct probation.
  - A.2. Conduct Probation. Conduct probation is a period of fixed duration during which the fitness of a respondent to continue at the University is evaluated. A student or student organization placed on probation is not considered to be in good conduct standing.
  - A.3. Educational or Restorative Measures. Educational or restorative measures may include, but are not limited to, the following:
    - A.4. Active or passive sanctions, such as research or reflection papers, projects, meetings, or attending or organizing appropriate educational activities.
    - A.5. A specific number of community restitution hours in which a student or student organization must perform service to a designated community.
    - A.6. Participation in classes, assessments, counseling, program, modules, or workshops.
  - A.7. Loss of Privileges. Loss of privileges includes denial or restriction of privileges for a designated period of time. Loss of privileges may include, but are not limited to, the following:
    - A.8. Restriction or exclusion from university premises or University activities, or from hosting visitors or guests on university premises;
    - A.9. Withdrawal or transfer from a course on which the student is currently enrolled (tuition refunds will be evaluated in accordance with the Tuition Refund Policy as outlined in the Old Dominion University Catalog).
  - A.10. Restitution to the University. Restitution may include reasonable compensation for loss or damage to university property, funds, or premises.
  - A.11. Termination of the Housing Agreement. Termination of the Housing Agreement occurs when the student's current Housing Agreement is cancelled or revoked for violating this Code. When a Housing Agreement is terminated, the student will remain financially responsible for the entire cost of the agreement period for the assigned building.
  - A.12. Suspension of Student Organization Status. Student organizations may have their status as a student organization suspended on a temporary or permanent basis. An organization whose status is suspended is no longer eligible to receive benefits normally afforded to student organizations including but not limited to the ability to utilize University facilities or funds to support any student organization related activity. A deferment of suspension may be granted if the organization complies with certain conditions.

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<sup>16</sup> Where a Respondent is both a student and an employee, the Respondent may be subject to any of the sanctions applicable to students or employees.

<sup>17</sup> For crime of violence, or a non-forcible sex offense, the University will disclose, upon request, the results of any disciplinary proceeding conducted to the victim's next of kin, if the victim is deceased.

A suspended organization must comply with any conditions imposed as well as any reactivation or recognition privileges in effect at the time the suspension is set to expire.

- A.13. Conduct Suspension. Conduct suspension is the separation of a student from the University for a pre-determined period of time, normally no less than one semester and not more than two years. Suspension may include satisfaction with conditions for re-enrollment in the University as established by the Conduct Officer or panel. Re-enrollment in a specific College or academic degree program is subject to that College or program's approval. During a suspension, the suspended student is not permitted on university premises or at university activities without express permission from the Director. A registration hold is placed on the student during the suspension. In cases of suspension, tuition refunds will be evaluated in accordance with the Tuition Refund Policy as outlined in the Old Dominion University Catalog. A deferment of suspension may be appropriate if the student complies with certain conditions set forth by the Conduct Officer.
- A.14. Conduct Expulsion. Conduct expulsion is the permanent separation of a student from the University with no opportunity for re-enrollment. The expelled student is not permitted on university premises or at university activities and may also be subject to trespass orders. In cases of expulsion, tuition refunds will be evaluated in accordance with the Tuition Refund Policy as outlined in the Old Dominion University Catalog.
- A.15. Revocation of Admission and/or degree. Admission to or a degree awarded from the University may be revoked for fraud, misrepresentation, or other violations of institutional standards in obtaining the degree, or for other serious violations committed by a student prior to graduation.

#### FOR TEACHING AND RESEARCH FACULTY

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The teaching and research faculty will be determined in accordance with the Teaching and Research Faculty Handbook. Possible sanctions include mandatory counseling, training, reassignment, suspension, with or without pay, removal from administrative positions, or proceedings to dismiss.

#### SANCTIONS FOR ADMINISTRATIVE AND PROFESSIONAL FACULTY

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Sanctions for Administrative/Professional faculty shall be determined in accordance with the Administrative & Professional Faculty Guidebook. Possible sanctions can be informal such as verbal or written counseling/training or formal which include letters of reprimand, demotion, suspension, and/or termination.

#### SANCTIONS FOR CLASSIFIED EMPLOYEES

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Sanctions for classified employees will be determined in accordance with University Policy 6600, Standards of Conduct for Classified Employees. Sanctions include informal verbal counseling, formal written counseling, or a written notice of formal discipline which may be accompanied by additional actions like suspension, demotion, or transfer with reduced responsibilities and a disciplinary salary action, a transfer to an equivalent position in a different work area, or termination.

#### SANCTIONS FOR CONTRACTORS AND VISITORS

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The University reserves the right to require a Contractor to remove from campus any employee who violates the Policy on Title IX and Sexual Misconduct. Contractors shall assign only employees acceptable to the University for duty. Visitors who violate the Policy on Title IX and Sexual Misconduct will be directed to leave campus immediately and may be subject to a permanent ban from campus.

#### APPEALS

Decisions regarding appeals shall be based on the written record (the investigation report, the notice of hearing outcome, and the written appeal) and any new evidence. Appeals shall not constitute a reinvestigation of the matter in question.

Either party may appeal a determination regarding responsibility on the following bases: procedural irregularity that affected the outcome of the matter, newly discovered evidence that could affect the outcome of the matter, and/or Title IX personnel had a conflict of interest or bias, that affected the outcome of the matter.

All appeals must be in writing and must be filed within 15 calendar days from the date of issuance of the written notice of the outcome of the hearing. All documents or evidence to be considered must be included with the written appeal. The written appeal should include the basis for the appeal as described in the paragraph above.

General Considerations: As with the hearing process, the parties must have an equal opportunity to present relevant information in the appeals. The University will permit the parties' lawyers or other advisors to participate in the appeal process. Parties and witnesses shall be afforded the opportunity to participate remotely (teleconference) from another location. Both parties must be notified, in writing, of the outcome of the appeal.

A complaint involving a student Respondent may be appealed by either party (complainant or respondent) to the Vice President for Student and Campus Life, or designee, within 15 calendar days from the date on which the hearing decision letter was sent. The decision of the Vice President for Student and Campus Life or designee is final.

A complaint involving faculty, administrators, or staff as Respondent may be appealed by either party to the respective Vice President/Provost or designee within 15 calendar days of the notice of the outcome of the hearing. The decision of the Vice President/Provost or designee is final.

Either party may appeal a dismissal of a formal complaint or any allegation therein, on the following bases: procedural irregularity that affected the outcome of the matter, newly discovered evidence that could affect the outcome of the matter, and/or Title IX personnel had a conflict of interest or bias, that affected the outcome of the matter. The appeal must be submitted within 15 calendar days of the dismissal of the complaint and must be submitted in writing to the Vice President for Human Resources and Diversity, Equity, and Inclusion.

The decision on an appeal is final under the Policy on Title IX and Sexual Misconduct and is not subject to further university appeals or grievance. However, nothing in the Policy on Title IX and Sexual Misconduct invalidates post-adjudication rights as provided by state and federal law (i.e., State Grievance Procedure, under Chapter 30 (§2.2-3000 et. seq. of Title 2.2 of the Code of Virginia); the Office for Civil Rights; and/or the Equal Opportunity Employment Commission).

## **FILING A FORMAL COMPLAINT FOR SEXUAL MISCONDUCT (PROCEDURE B – NON-TITLE IX INCIDENTS)**

A formal complaint alleging sexual misconduct and requesting that the University investigate, must be filed with Talent Management and Culture to the attention of the Title IX Coordinator. Formal complaints under this procedure may include prohibited conduct and circumstances that fall outside of scope and jurisdiction of Title IX.

Complainers are encouraged to file formal complaints as soon as possible, as the passage of time may impact on the University's ability to respond or take appropriate action. There is no time restriction for filing a complaint. Complainants are not required to participate in or attempt to participate in a university program or activity; however, the Title IX coordinator may dismiss the complaint if the Complainant has no affiliation with the University and/or the University cannot provide redress. A formal complaint may be filed with the Title IX Coordinator in person, by mail, fax, or by electronic mail at the contact information listed in Appendix A of the Policy on Title IX, or by submitting the online complaint form. It is a violation of the Policy on Title IX for a student or an employee to interfere with an individual's right to file a complaint under the Policy on Title IX and Sexual Misconduct.

B. Considerations when filing a formal complaint:

- B.1. Only formal complaints will be processed.
- B.2. Nothing herein prohibits referral to supportive measures when a formal complaint is not an option, or a person chooses not to go forward with a formal complaint.
- B.3. Once a formal complaint is filed, the Title IX Coordinator will review the formal complaint to determine the following factors:
  - a. The conduct alleged, if proven, would constitute sexual misconduct as defined by the policy.
  - b. The conduct allegedly occurred within a university program or activity or has continuing effects that create a hostile work environment on campus. This includes off-campus conduct by university employees that have sufficient nexus to the workplace of the University's operations, services, or reputation.
- B.4. If the formal complaint does not meet one or more of the factors listed above, the Title IX coordinator may dismiss the complaint and a referral will be made to other applicable policies or procedures (Code of Ethics, Discrimination Policy, Employee Handbooks, or Code of Student Conduct) as appropriate. The Title IX Coordinator will send prompt written notice of the dismissal, including the reasons for the dismissal, to the Complainant. A complainant may appeal this dismissal to the Vice President of Human Resources and Diversity, Equity, and Inclusion.
- B.5. A formal complaint may also be dismissed if the Respondent is no longer enrolled or employed by the University or if specific circumstances prevent the gathering of sufficient evidence to reach a determination as to the formal complaint or allegations therein. Upon such dismissal, Title IX will send prompt written notice of the dismissal to the Complainant. A Complainant may appeal this dismissal to the Vice President of Human Resources and Diversity, Equity, and Inclusion.
- B.6. Following the Title IX Coordinator's review of a formal complaint, but no more than three days after the complaint commencement date, the Complainant will receive acknowledgement of the formal complaint in the form of a letter. Following a reasonable time to gather sufficient information from the Complainant, the Respondent will also receive acknowledgement of the formal complaint by issuance of a letter. The letter of acknowledgment will include:
  - a. A description of the allegations potentially constituting a violation of the Title IX policy.
  - b. Sufficient details about the incident were known at the time, including: the names of the parties involved, and the date and location of the incident.
  - c. A description of the available informal resolution procedures.
  - d. A statement informing the parties that they may have an advisor of their choice present during the complaint proceedings.
  - e. A description of available resources.
  - f. An attached copy of the Title IX Policy.
- B.7. A Complainant may withdraw their formal complaint, or any allegations therein, at any time during an investigation or hearing by submitting a written request to the Title IX Coordinator. The Title IX Coordinator will process this request consistent with the procedures in section F.2 of the policy. The Title IX Coordinator will send prompt written notification of the outcome of the request to the parties.
- B.8. In cases where the Complainant cannot or is unwilling to file a formal complaint or participate in an investigation, the Title IX Coordinator, or designee, has discretion to file a formal complaint. The Respondent will receive prompt acknowledgement of the formal complaint by issuance of the Title IX Letter.
- B.9. Multiple formal complaints may be consolidated for investigation and hearing purposes where the allegations of sexual misconduct arise out of the same facts or circumstances.

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#### INVESTIGATING FORMAL COMPLAINTS (PROCEDURE B – FOR NON-TITLE IX INCIDENTS)

Talent Management and Culture will investigate the allegations in any formal complaint unless informal resolution is requested.



- B. Parties have the right to have an advisor, of their choice, who may or may not be an attorney, present during any related meeting or proceeding. However, advisors will not be permitted to speak to participants other than quietly to the advisee to avoid disruptions. Advisors violating this requirement may be asked to leave or abstain from participation. If a Complainant or Respondent does not have an advisor, the University may offer one free of charge. The University will make all reasonable efforts to ensure equitable advisement of the parties. Complainants and Respondents needing a university-provided advisor are encouraged to make their request as soon as possible in the process. Requests for University-provided advisors may not be applied retroactively.
- B.1. A team of two investigators from the Office of Institutional Equity and Diversity will conduct a prompt, adequate, reliable, and impartial investigation of the formal complaint.
  - B.2. Written notice of the time, location, participants, and purpose of investigation proceedings will be provided to the parties with sufficient time to prepare.
  - B.3. Typically, an investigation, not including the time necessary for a hearing and potential appeals, will be completed within 75 days of the complaint commencement date. If extension of the investigation beyond 75 days is necessary, all parties will be notified of the expected timeframe.
  - B.4. The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on the University.
  - B.5. Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.
  - B.6. Character witnesses and character statements are considered not relevant for purposes of the investigation.
  - B.7. Both the Complainant and Respondent will have the same opportunity to inspect and review evidence obtained during an investigation. The University shall strive to make the process transparent and fair to all parties.
  - B.8. Recording investigation interviews is not permissible.
  - B.9. At the conclusion of the investigation, and at least 10 days prior to the hearing, an investigation report that fairly summarizes the relevant evidence shall be provided to the Complainant and the Respondent concurrently as well as their respective advisors, if any. A notice containing information about hearing and appeal procedures shall accompany the investigation report.
  - B.10. The investigation report and the relevant evidence obtained during the investigation shall be provided to the hearing officers(s). The evidence should be made available to the parties during the hearing so that they may refer to the evidence.
  - B.11. Within 10 days of issuance of the investigation report, the parties may submit a written response. The written response(s) to the investigation report will be provided to the hearing officer(s) for review, and the opposing party shall simultaneously be provided with a copy of the written response(s).
  - B.12. No additional documentation or evidence will be allowed to be introduced prior to or during the hearing.

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## HEARINGS AND DETERMINATIONS OF RESPONSIBILITY (PROCEDURE B – FOR NON-TITLE IX INCIDENTS)

### B. General Considerations:

- B.1. A live hearing will determine responsibility for allegations of conduct in violation of the Policy on Title IX and Sexual Misconduct. The hearing procedures referenced below are guided by the same principles of fairness and respect for Complainants and Respondents. The hearing shall not constitute a re-investigation. The University applies the "preponderance of the evidence" standard when determining whether the Policy on Title IX and Sexual Misconduct has been violated. "Preponderance of the evidence" means that it is more likely than not that a policy violation occurred.

- B.2. Live hearings will be conducted in person or via video conference, at the discretion of the hearing officer(s). All parties and witnesses shall be afforded the opportunity to participate orally, and in real time. Audio or audiovisual recording, or transcript, of any live hearing will be created.
- B.3. Advisors will not be permitted to speak to participants other than to provide advice to the advisee. Advisors must participate in a non-disruptive manner and may be asked to leave or abstain from participation by the hearing officer(s) if in violation of this requirement.
- B.4. A written notice of the outcome of a hearing will be provided to the parties simultaneously and will include:
- a. The allegations of conduct in violation of the Policy on Title IX and Sexual Misconduct.
  - b. A description of procedural steps taken in the formal complaint process.
  - c. An analysis of the application of the Policy on Title IX and Sexual Misconduct to the facts of the case.
  - d. A statement of the determination of responsibility for each allegation, including a rationale and findings of fact supporting the determination(s).
  - e. The availability of appeal procedures.
  - f. For cases involving student Respondents only: a description of the sanctions imposed, if any.
- B.5. The Title IX Coordinator will also be notified of the outcome of the hearing. Following a determination made in the hearing and at the conclusion of any appeal, a party may have further rights should sanctions be imposed.
- B.6. General Considerations for the Hearing Panel: For each hearing, a panel of three hearing officers will be selected from a pool of representatives from across the University. The representation in the pool will include, but is not limited to, Academic Affairs, Human Resources, Student and Campus Life, Athletics, and the University Police Department. In cases involving teaching & research faculty respondents, the panel will consist of three teaching & research faculty members. The Title IX Coordinator will ensure that hearing officers have no conflicts of interest and are appropriately trained.

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#### INFORMAL RESOLUTION (PROCEDURES B FOR – NON-TITLE IX INCIDENTS)

A Complainant may elect to resolve their complaint through informal means such as mediation, facilitated discussions, and request to put the Respondent on notice of problematic behavior, or other means. Fact-finding may still be conducted as part of the informal resolution. Informal resolution is not applicable to allegations that an employee (whether faculty, administrator, or staff) sexually harassed a student.

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#### SANCTIONS FOR SEXUAL MISCONDUCT (TITLE IX AND NON-TITLE IX INCIDENTS)

A decision regarding the imposition of sanctions against an employee shall be made following the outcome of the hearing, determining responsibility, unless party files an appeal. A decision regarding the imposition of sanctions against students shall be made as part of the hearing to determine responsibility. The parties shall be informed in writing simultaneously by the individual imposing any applicable sanctions.<sup>18</sup> Included in this notification will be the rationale for any applicable sanctions. The Title IX Coordinator shall be provided with a copy of such written notification. The Title IX Coordinator also will disclose in writing to the Complainant the final results.<sup>19</sup> of a disciplinary proceeding involving the Respondent with regard to an alleged forcible or non-forcible sex offense, act of stalking, domestic violence, or dating violence on the Complainant, as permitted by State and Federal law including FERPA and the Virginia Freedom of Information Act.

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<sup>18</sup> Where a Respondent is both a student and an employee, the Respondent may be subject to any of the sanctions applicable to students or employees.

<sup>19</sup> For crime of violence, or a non-forcible sex offense, the University will disclose, upon request, the results of any disciplinary proceeding conducted to the victim's next of kin, if the alleged victim is deceased.

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## FOR STUDENTS

- B. Possible sanctions or protective measures that may be imposed for students following the final determination of responsibility include the following:
- B.1. Reprimand. A reprimand is an official written notice that the respondent is in violation of the Code. Subsequent violations of the Code will normally be met with more severe sanctions, including conduct probation.
  - B.2. Conduct Probation. Conduct probation is a period of fixed duration during which the fitness of a respondent to continue at the University is evaluated. A student or student organization placed on probation is not considered to be in good conduct standing.
  - B.3. Educational or Restorative Measures. Educational or restorative measures may include, but are not limited to, the following:
    - B.4. Active or passive sanctions, such as research or reflection papers, projects, meetings, or attending or organizing appropriate educational activities.
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be evaluated in accordance with the Tuition Refund Policy as outlined in the Old Dominion University Catalog.

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### APPEALS

Decisions regarding appeals shall be based on the written record (the investigation report, the notice of hearing outcome, and the written appeal) and any new evidence. Appeals shall not constitute a reinvestigation of the matter in question.

Either party may appeal a determination regarding responsibility on the following bases: procedural irregularity that affected the outcome of the matter, newly discovered evidence that could affect the outcome of the matter, and/or Title IX personnel had a conflict of interest or bias, that affected the outcome of the matter.

All appeals must be in writing and must be filed within 15 calendar days from the date of issuance of the written notice of the outcome of the hearing. All documents or evidence to be considered must be included with the written appeal. The written appeal should include the basis for the appeal as described in the paragraph above.

General Considerations: As with the hearing process, the parties must have an equal opportunity to present relevant information in the appeals. The University will permit the parties' lawyers or other advisors to participate in the appeal process. Parties and witnesses shall be afforded the opportunity to participate remotely (tele-conference) from another location. Both parties must be notified, in writing, of the outcome of the appeal.

A complaint involving a student Respondent may be appealed by either party (complainant or respondent) to the Vice President for Student and Campus Life, or designee, within 15 calendar days from the date on which

the hearing decision letter was sent. The decision of the Vice President for Student and Campus Life or designee is final.

A complaint involving faculty, administrators, or staff as Respondent may be appealed by either party to the respective Vice President/Provost or designee within 15 calendar days of the notice of the outcome of the hearing. The decision of the Vice President/Provost or designee is final.

Either party may appeal a dismissal of a formal complaint or any allegation therein, on the following bases: procedural irregularity that affected the outcome of the matter, newly discovered evidence that could affect the outcome of the matter, and/or Title IX personnel had a conflict of interest or bias, that affected the outcome of the matter. The appeal must be submitted within 15 calendar days of the dismissal of the complaint and must be submitted in writing to the Vice President for Human Resources and Diversity, Equity, and Inclusion.

The decision on an appeal is final under the Policy on Title IX and Sexual Misconduct and is not subject to further university appeals or grievance. However, nothing in the Policy on Title IX and Sexual Misconduct invalidates post-adjudication rights as provided by state and federal law (i.e., State Grievance Procedure, under Chapter 30 (§2.2-3000 et. seq. of Title 2.2 of the Code of Virginia); the Office for Civil Rights; and/or the Equal Opportunity Employment Commission)

## PROGRAMMING AND CAMPAIGNS TO PROMOTE AWARENESS OF SEXUAL MISCONDUCT

The University aims to prevent all forms of Sexual Misconduct by offering prevention-based education and awareness programming. All incoming students and new employees receive primary prevention and awareness programming as part of orientation and onboarding, and returning students and current employees continue to receive ongoing prevention and awareness programs via vector solutions consisting of:

- 👑 Identifying domestic violence, dating violence, sexual assault, and stalking as illegal and prohibited conduct, utilizing definitions provided by the Department of Education, as well as Virginia law, to specify what behavior constitutes these acts. The University's stance prohibiting acts of Sexual Misconduct, and information on procedures ODU follows when one of these crimes is reported and rights within disciplinary proceedings.
- 👑 Providing a comprehensive description of consent to sexual activity in the Commonwealth of Virginia and/or utilizing the definition of consent found in the Old Dominion University Discrimination Policy as Virginia does not define consent.
- 👑 Ensuring cultural relevance, inclusivity of diverse communities and identities, sustainability, responsiveness to community needs, and informed by research or assessed for value, effectiveness, or outcome.
- 👑 Considering environmental risk and protective factors at individual, relationship, institutional, community, and societal levels.
- 👑 Offering a detailed account of safe and positive options for bystander intervention, including recognizing potential harm situations, understanding institutional structures and cultural conditions that facilitate





violence, overcoming barriers to intervention, identifying safe and effective intervention options, and taking action to intervene.

- 👑 Providing information on risk reduction, including options designed to decrease perpetration and bystander inaction, increase empowerment for victims to promote safety, and help individuals and communities address conditions that facilitate.
- 👑 Offering an overview of the information contained in the Annual Security Report, in compliance with the Clery Act.

Ongoing Prevention and Awareness Programs are community-wide or audience-specific, initiatives and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration. Ongoing Prevention and Awareness Campaigns feature programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout the institution and including information described in ODU's most recent Annual Security Report. Primary Prevention Programs focus on programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome that are intended 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.

## PREVIOUS PREVENTION AND AWARENESS PROGRAMMING

Prevention and Awareness Programming Conducted in from July 1, 2024, and Spring 2025

| Date                    | Event<br>(*Conducted Annually)  | Description   |
|-------------------------|---|---|
| 9/24/2024               | We Keep Us S.A.F.E.*  | Navigating the Red Zone: Dive into conversations with ODUPD, Title IX, OCS, and HP as we spotlight essential well-being and safety resources. This event is part of the Campus Safety and Violence Prevention Awareness Month.  |
| 9/9/2024<br>10/1/2024   | Green Dot*  | Green Dot ODU works to build a shared vision of a violence free campus and a shared sense of responsibility for campus safety. Research demonstrates that incidents of sexual assault, relationship violence and stalking begin to plummet by as much as 50% when faculty, staff, and students become active in spreading the Green Dot message.                        |
| 9/26/2024;<br>9/27/2024 | M-Power Peer Training*  | M-POWER Peer Education Network serves the student body at ODU as an educational resource on the issues of sexual & relationship violence. Peer educators engage their fellow students in programs and discussions that promote gender equality and anti-violence. Through its presence and programs on the ODU campus, M-POWER creates spaces for education and change. |
| 10/8/2024               | "S.A.F.E.LY" in Love  | Interactive Relationship Awareness, a tabling event promoting the Red Flag Campaign. Engage with interactive components that address and identify red flags in relationships.   |
| 10/29/2024              | Boo'd Up: Twin, Where Have You Been?  | An interactive tabling event, discussing Domestic Violence in pop culture through interactive activities on how to identify signs of DV and resources available.  |
| 11/21/2024              | Threads of Hope: A DVAM & LGBTQIA+ Pop-Up Closet                                | "Threads of Hope" offers students a chance to go thrifting with a cause: to raise awareness and support for local domestic violence shelters and trans-affirming resource organizations. All remaining items will be donated to shelters and agencies dedicated to supporting affected populations.   |
| 1/21/2025               | Let's Talk About It: Recognizing and Preventing Trafficking                     | A discussion presented by the Samaritan House on identifying signs of human trafficking and resources.  |
| 1/28/2025               | Stop the Pop (Playing on My Phone): When Digital Communication Becomes Stalking | Interactive tabling event discussing signs and resource on digital stalking.  |
| 2/10/2025               | Swipe Right: Crafting a Healthy Dating Profile                                  | A workshop for Healthy Relationships Week assisting students in how to create healthy dating profiles on dating apps.   |
| 3/6/2025                | I'm Worth It: Celebrating Women Across Cultures                                 | Tabling activities that challenge rape culture, promote equality in relationships.  |
| 4/2/2025*               | Take Back the Night/Fear 2 Freedom  | SAAM signature event of the Monarch community rallying against Sexual assault and standing with survivors. Event in partnership with Fear 2 Freedom which allows students to come together to assemble fear to freedom After-Care and iCare kits that will be distributed to victims of sexual assault after they leave the hospital.                                   |



|            |   |  |
|------------|---|--|
| 4/17/2025* | Pride Picnic  | Pride Fest for the Monarch Community as the showstopping conclusion to the 2024 Monarch Pride Month. The fest will include LGBTQIA+ resources and organizations from the local community and campus partners and performances! |
| 4/16/2025  | Teal Table Talk, Part 2: Consent and Sexual Agency in LGBTQ Community | Discussion on sexual violence and consent within the queer community.  |

## UPCOMING PREVENTION AND AWARENESS PROGRAMMING

Upcoming prevention and awareness programming for all ODU campuses.

| Date       | Event  | Description  |
|------------|--|--|
| 10/2/2025  | Mixed Signals and Milkshakes                     | Tabling event on identifying red flag behaviors in relationships.  |
| 10/8/2025  | Phoenix Rising: Women Who Turned Pain into Power | Domestic Violence Awareness Month panel discussion on survivor stories and resources.                      |
| 10/28/2025 | "No Diddy"                                       | Interactive event discussion of current cases in pop culture and domestic violence.                        |
| 11/4/2025  | Brownies and Boundaries                          | Table event on boundaries in relationships.  |
| 11/6/2025  | The Giveback Garment Pop-Up                      | Domestic Violence Awareness Month event helping thrift clothes and supporting domestic violence survivors. |
| 11/11/2025 | Nacho Average Bystander                          | Tabling event on Bystander Intervention techniques during campus inter-personal violence scenarios.        |

## RISK REDUCTION

### STRATEGIES TO AVOID VICTIMIZATION

The following are some strategies to reduce one's risk of sexual violence (adapted from the Rape, Abuse, and Incest National Network at [rainn.org](http://rainn.org) and Love is Respect at [loveisrespect.org](http://loveisrespect.org)). Risk reduction options are designed to decrease perpetration and bystander inaction, and to increase empowerment for victims to promote safety and to help individuals and communities address conditions that facilitate violence. This list is not exhaustive but offers suggestions from nationally recognized organizations involved in the prevention and awareness of issues such as sexual violence. If you need to get out of an uncomfortable or scary situation, here are some things that you can try:

If someone is pressuring, you...

- 👑 Remember that being in this situation is not your fault. You did not do anything wrong; it is the person who is making you uncomfortable who is to blame.
- 👑 Be true to yourself. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and with what you are comfortable.
- 👑 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 without the person you are with knowing. Your friends or family can then get you or make up an excuse for you to leave.
- 👑 Lie. If you don't want to hurt the person's feelings, it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
- 👑 Try to think of an escape route. How would you try to get out of the room? Where are the doors or windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
- 👑 If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

In a social situation...

- 👑 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.
- 👑 Knowing where you are and who is around you may help you to find a way out of a bad situation.
- 👑 Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately.
- 👑 Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, get a new one.
- 👑 Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
- 👑 Make or order your own drinks and never feel pressured to have "just one more."
- 👑 Watch out for your friends, and vice versa. If a friend seems out of it, is too intoxicated by the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
- 👑 If you suspect you or a friend has been drugged, contact law enforcement immediately. Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others)

Additionally, trust your intuition; It's right most of the time:

- 👑 If someone is behaving disrespectfully or making you feel uncomfortable, use the 3Ds (Direct, Distract, or Delegate) to address the behavior. Take steps to remove yourself from the situation early if you are concerned it may become violent.
- 👑 If you feel as though someone may be stalking you, ask someone who understands these issues, like police, Student Conduct, the Women's and Gender Equity Center, or Title IX coordinator to help you clarify what's going on and develop a safety plan. If you are being stalked, tell everyone you know. Ask your friends to keep an eye on your stalker.
- 👑 If you feel afraid, call 911 or use transportation resources.
- 👑 If you feel threatened on campus or in nearby areas, call 911 or look for a red or blue-light emergency phone.
- 👑 You have the right to defend your body, your personal integrity, yourself.
- 👑 Do not second-guess yourself or the intentions of the person harming you. If you have indicated that you do not want to engage in a particular sexual activity and your partner ignores you, take this as a sign that they have no intention of taking your feelings into consideration. This will help you decide what to do next.
- 👑 There is no shame in being victimized. Talk to someone who has knowledge of community and University resources. There are many people on Grounds and in the community who can help you identify resources and options and who may be able to reduce the impact on your well-being and help you end the abuse.

Empower yourself with self-defense through your voice and body language. Learn effective ways to use them by taking self-defense classes. Rape Aggression Defense (R.A.D.) is a FREE comprehensive course for women that teaches realistic self-defense tactics and techniques. Founded by an ODU Police Officer in 1989 and taught today by ODU Police Officers who are nationally certified R.A.D. instructors, the course begins with awareness, prevention, risk education, and risk avoidance, and progresses to hands-on basic defense training. Though R.A.D. is not a martial arts program, it is dedicated to teaching women defense concepts and techniques against various types of assault by utilizing easy, effective, and proven self-defense tactics. R.A.D. is not only informative, but FUN. In the last class, students have a chance to test their new skills in simulated "attacks" by officers in protective gear. Women who complete the course will leave with developed and enhanced options of self-defense to make educated decisions about resistance when attacked. The R.A.D. Course consists of 12 hours of instruction, which can be broken into any configuration that works best for your group, depending on availability of instructors.

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## PROACTIVE APPROACH FOR FOSTERING POSITIVE BEHAVIOR

Understand Healthy versus Unhealthy Relationships- Healthy relationships are built on mutual respect, trust, honesty, individuality, communication, compromise, and problem-solving . Unhealthy or potentially abusive relationships often include hostility, controlling behaviors, emotional or physical intimidation, jealousy, pressure for sexual activity, or isolation of a partner. Learning to recognize these warning signs early is essential to avoid harmful behaviors.

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## STRATEGIES TO PROMOTE POSITIVE BEHAVIOR AND PREVENT HARMFUL ACTIONS

Respect Boundaries and Consent: Always seek clear, ongoing consent for any physical or sexual activity, and respect a partner's autonomy in all decisions. Consent is a fundamental principle that applies both in-person and online.

Manage Emotions and Conflict Safely: Avoid expressing anger or frustration through violence, threats, or coercion. Practice healthy communication, anger management, and problem-solving skills.

Avoid Controlling or Abusive Behavior: Do not engage in stalking, harassment, manipulation, or isolation of a partner. Refrain from monitoring phones, social media, or pressure a partner into unwanted interactions.

Develop Empathy and Awareness: Understand the impact abusive behaviors have on a partner, including emotional, mental, and physical harm. Participate in the educational programs like those mentioned in the [Primary Prevention Programs](#) or the prevention initiatives to reinforce recognition of unhealthy patterns.

Foster Personal Responsibility and Self-Regulation: Learn to reflect on your own behavior, accept accountability, and seek help if you notice tendencies toward aggression or coercion. Students needing assistance with, but not limited to, conflict resolution, anger management, or effective communication, all endorsing well-being and academic success should visit the ODU Office of Counseling Services. Faculty/Staff should reach out to the Division of Talent Management and Culture for EAP assistance with these resources.

Additionally, ODUPD provides several other courses aimed at students, employees, and the surrounding community, including personal safety presentations, de-escalation presentations, and awareness and prevention presentations for Student organizations, hazing, alcohol/drug abuse, active/violent incident, and threat assessment training available.

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## BECOME AN ACTIVE BYSTANDER (BYSTANDER INTERVENTION)

Bystanders are the largest group of people involved in violence; they greatly outnumber both the perpetrators and the victims. Bystander Intervention is a 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 violence, specifically, dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing 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.

Our goal is to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. Bystanders may not always know what to do even if they want to help.

Here is a list of ways to be an active bystander (adapted strategies from Stanford University):

-  Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are okay.

- 👑 Confront people who seclude, hit on, and try to make out with, or have sex with people who are incapacitated.
- 👑 Speak up when someone discusses plans to take sexual advantage of another person.
- 👑 Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
- 👑 Refer people to on- or off- campus resources listed in this document for support in health, counseling, or with legal assistance.

Old Dominion University is not advocating that you risk your own safety in order to be an active bystander. If you or someone else are in immediate danger, calling 911 is the best action a bystander can take.

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## ODU ALERT SYSTEM

As mentioned previously, Old Dominion University may issue community-wide notifications to assist in the prevention of similar incidents and to disseminate safety information, empowering you to make informed decisions regarding your personal safety.

## SEX OFFENDER REGISTRY – CAMPUS SEX CRIMES PREVENTION ACT

The federal Campus Sex Crimes Prevention Act requires sex offenders to provide notice to each institution of higher education at which the person is employed, carries a vocation, volunteers services 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](http://sex-offender.vsp.virginia.gov/sor). The United States Department of Justice also maintains a registered sex offender database that can be accessed at <http://www.nsopw.gov>.

## MISSING STUDENTS

The Clery Act requires institutions that maintain on-campus housing facilities to establish a missing student notification policy and related procedures (20 USC §1092(j), Section 488 of the Higher Education Opportunity Act of 2008). When it is determined that a residential student is missing, University staff, in collaboration with the university police department, will be guided by Old Dominion University's medical campus Missing Student Notification Policy and related procedures.

## PROVISIONS

Any individual who has reason to believe or has received an official report that a student from Old Dominion University's medical campus community is missing shall contact the Old Dominion University Police Department (ODUPD) immediately for investigation and appropriate action. ODUPD will notify Academic Affairs and/or Student and Campus Life upon receipt of the information that a student has been reported missing, if not already advised. ODUPD, Academic Affairs, and/or Student and Campus Life will work collaboratively to determine which entity is responsible for ensuring any applicable specific provisions and/or any applicable notifications are completed in accordance with the timeline specified.

When making a report, individuals should provide as much information as possible regarding the missing person, including a physical description; what they were wearing when last seen; where they were last seen; what physical condition they were in when last seen; if they were driving or had a vehicle and its description; whom they were with; any known information related to medical or other special conditions; and the length of time missing. To best ensure students' safety, individuals are encouraged to report a potentially missing student as soon as concern has been noted for the student's whereabouts, even if it is unclear if a student is actually missing.

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## LIVING IN ON-CAMPUS HOUSING PROVISIONS

Specifically, if a student living in on-campus housing is missing for more than 24 hours, the person suspecting or believing the student is missing must immediately contact the ODUPD.<sup>20</sup> Additionally, students living in on-campus housing are afforded the opportunity to identify a confidential contact person(s) to be notified within 24 hours if they are determined to be missing.<sup>20</sup> Students identify this contact through the [Self-Service Portal](#). ODU will maintain the privacy of the confidential missing person contact information and it will only be accessible to authorized campus officials and may not be disclosed except to law enforcement personnel in furtherance of a missing person investigation.

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## STUDENTS UNDER 18 PROVISIONS

If a missing student is under 18 and not emancipated, the University will notify the student's custodial parent or guardian within 24 hours of determining that the student is missing.

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## INVESTIGATION PROCESS

Upon receiving a missing student report, ODUPD, Academic Affairs, and/or Student and Campus Life will work collaboratively to confirm the student is indeed missing. The steps include, but are not limited to:

- 👑 ODUPD will investigate the report's validity and manage information according to established policies, procedures, and the law. They may consult other law enforcement agencies if/as necessary. ODUPD will notify local law enforcement within 24 hours of determining that a student is missing, unless local law enforcement was the entity that made the determination.
- 👑 Academic Affairs and/or Student and Campus Life will try to contact the students through all reasonable and available means and provide ODUPD updates on a continual basis.
  - If the missing student is living in on-campus housing this includes seeking assistance from Housing and Residence Life staff to locate the resident by checking the student's room, residence hall common areas, and inquiring among friends or roommates.
- 👑 When/if the missing student is located, ODUPD, Academic Affairs, and/or Student and Campus Life will reach out to the student to offer support and notify the reporting party, the confidential contact, and parents (if applicable) to confirm the student has been found.

## UNIVERSITY POLICY ON DRUGS AND ALCOHOL

The U.S. Department of Education's Drug Free Schools and Communities Act requires that as a condition of receiving any form of financial assistance under any Federal program, an institution of higher education must adopt and implement a program to prevent the unlawful possession, use, manufacture or distribution of illicit drugs and alcohol by students and employees. University [policy](#) establishes the required components of that program, and applies to all employees, students, agents, volunteers, employees of affiliated organizations who are paid through the University, and visitors to the institution. Employees include all staff, administrators, faculty, full- or part-time, and classified or non-classified people who are paid by the University. Students include all persons admitted to the University who have not completed a program of study for which they were enrolled; student status continues whether the University's programs are in session. Agents include all persons authorized to represent, act on behalf of, and/or bind the University. Affiliated organizations are separate entities that exist for the benefit of the University through an operating agreement and include the Foundations, the Community

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<sup>20</sup> This does not preclude initiating notification procedures as soon as any individual suspects or determines a student is missing.

Development Corporation, and the Alumni Association. Visitors include vendors and their employees, parents of students, volunteers, guests, uninvited guests, and all other people located on property owned, leased, or otherwise controlled by the University.

University policy prohibits the unlawful possession, use, manufacture or distribution of illicit drugs and alcohol, and drunken or disorderly behavior on property owned or controlled by the University or at functions sponsored or supervised by the University. Certain residence halls prohibit the consumption of alcohol. In all other residence halls, students may consume alcoholic beverages in residence hall rooms only if they have reached the legal drinking age of 21. The use or possession of alcoholic beverages in public areas is strictly prohibited unless specifically authorized in writing by the Dean of Students or designee. Employees may only be authorized to consume alcoholic beverages on campus at events approved by the appropriate Dean, Vice President or the President.

In addition, annually University Human Resources sends notification to all employees, Dean of Students to all Students, the standards of conduct that prohibit unlawful possession, use or distribution of illicit drugs and alcohol; a list of applicable legal sanctions; a description of the health risks associated with abuse of alcohol or use of illicit drugs; a list of resources for counseling, treatment and rehabilitation from drug and alcohol abuse; and, a clear statement that the University will impose disciplinary sanctions for violations of the standards of conduct; and ODUPD or other law enforcement (local, state or federal) may take criminal action against violators.

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## UNIVERSITY SANCTIONS

Failure to comply with the requirements of the university's Drug and Alcohol Policy (including but not limited to prohibitions surrounding tobacco, alcohol, cannabis, and illegal drugs/controlled substances as specified above) and the requirements as an event sponsor may result in disciplinary action up to and including termination or expulsion in accordance with relevant University policies. Certain violations may be referred by University authorities for criminal prosecution. In addition, there may be consequences imposed under local, state, and federal laws and regulations. Additionally, a federal or state drug conviction can disqualify a student for federal student aid. Convictions only count against a student for aid eligibility purposes if they were for an offense that occurred during a period of enrollment for which the student was receiving federal student aid. The period of ineligibility for FSA funds depends on whether the conviction was for sale or possession and whether the student had previous offenses.

## ALCOHOL

Virginia laws concerning the purchase, possession, consumption, sale, and storage of alcoholic beverages include the following:

- 👑 Any sale of an alcoholic beverage requires a license from the Virginia Alcoholic Beverage Control Board.
- 👑 Alcoholic beverages are not to be given, sold, or served to people under 21 years of age.
- 👑 Alcoholic beverages are not to be given, sold, or served to people who are intoxicated.
- 👑 Virginia state law prohibits the following: drinking in unlicensed public places; possession, consumption, or purchase of alcoholic beverages by a person under 21 years of age; falsely representing one's age for the purpose of procuring alcohol; purchasing, giving, providing, or assisting in providing an alcoholic beverage for a person who is under 21 years of age; public intoxication; and providing alcohol to an intoxicated person.

Old Dominion University assumes no responsibility for any liability incurred at any event not sponsored by the University where alcohol is served and/or sold. Students and members of contracted independent organizations or of organizations with a Fraternal Organizational Agreement are obliged to conduct themselves in accordance with the laws of the Commonwealth of Virginia and to assume full responsibility for their activities and events.



## TOBACCO AND NICOTINE VAPOR PRODUCTS (E-CIGARETTES)

Virginia law prohibits the purchase and possession of tobacco products, nicotine vapor products (e-cigarettes), and alternative nicotine products by anyone under 21 years of age (apart from active-duty military personnel). Such products may not be sold to anyone under 21 years of age. The University does not tolerate or condone the use of these products by students or employees under 21 years of age. Students and employees who violate this law may be referred by University authorities for civil prosecution and appropriate University conduct procedures.

## DRUGS

The unauthorized manufacture, distribution, use and/or possession of "controlled sub-stances" (illegal drugs), including prescription drugs, cannabis, and cocaine, are prohibited by both Virginia and federal law and are punishable by severe penalties. The University 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 prohibits 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.

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### 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 for your information.


Controlled substances are classified under the Controlled Substances Act into "schedules" that indicate their relative medicinal use and probability of abuse and dependence (addiction). ODU's policies address these controlled substances.

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#### Controlled Substances Schedules

-  Schedule I: The 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. There is a lack of accepted safety for use of the drug or other substance under medical supervision. 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. Abuse of the drug or other substance may lead to severe psychological or physical dependence. 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 the drugs or other substances in Schedules I and II. The drug or other substance has a currently accepted medical use in treatment in the United States. Abuse of the drug or other substance may lead to moderate or low physical dependence or high psychological dependence. Anabolic steroids, codeine and hydrocodone with aspirin or

Tylenol, Ketamine, and some barbiturates are Schedule III substances.

- 👑 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. Abuse of the drug or other substance may lead to limited physical dependence or psychological dependence relative to the drugs or other substances in Schedule III. 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. Abuse of the drug or other substances may lead to limited physical dependence or psychological dependence relative to the drugs or other substances in
- 👑 Schedule IV. Over-the-counter cough medicines with codeine are classified in Schedule V.

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## PENALTIES

The law prescribes ranges of permissible penalties upon conviction. 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 of the Drug Control Act, upon conviction, 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 of the Drug Control Act, upon conviction, 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 of the Drug Control Act, upon conviction, 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 of the Drug Control Act, upon conviction, 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 of the Drug Control Act with the intent to sell or otherwise distribute, upon conviction, 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 of the Drug Control Act or an imitation controlled substance which imitates a controlled substance classified in Schedule III, IV, or V, except for an anabolic steroid classified in Schedule III constituting a violation of Virginia Code 18.2-248.5, with the intent to sell or otherwise distribute, upon conviction, 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.

Virginia Code § 4.1-1105.1. Possession of marijuana or marijuana products is unlawful in certain cases.

- 👑 No person younger than 21 years of age shall consume or possess, or attempt to consume or possess, any marijuana or marijuana products, except by any federal, state, or local law-enforcement officer or his agent when possession of marijuana or marijuana products is necessary in the performance of his duties. Such person may be prosecuted either in the county or city in which the marijuana or marijuana products were possessed or consumed or in the county or city in which the person exhibits evidence of physical indicia of consumption of 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.

Virginia Code § 4.1-1107. Using or consuming marijuana or marijuana products while in a motor vehicle being driven upon a public highway.

- 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.
- A judge or jury may make a permissive inference that a person has consumed marijuana or marijuana products in violation of this section if (i) an open container is located within the passenger area of the motor vehicle, (ii) the marijuana or marijuana products in the open container have been at least partially removed and (iii) the appearance, conduct, speech, or other physical characteristic of such person, excluding odor, is consistent with the consumption of marijuana or marijuana products. Such person may be prosecuted either in the county or city in which the marijuana was used or consumed, or in the county or city in which the person exhibits evidence of physical indicia of use or consumption of marijuana.
- Any person who violates this section is guilty of a Class 4 misdemeanor.

Virginia Code § 4.1-1108. Consuming marijuana or marijuana products, or offering them to another, in public places.

- No one 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 or "ecstasy." 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 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.

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## Drug Types

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### Prescription Drugs

Oxy, cotton, blue, 40, 80 (OxyContin®) 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 (for pain), central nervous system depressants (for anxiety and sleep disorders), and stimulants (for ADHD and narcolepsy). Opioids include hydrocodone (Vicodin®), oxycodone (OxyContin®), propoxyphene (Darvon®), hydromorphone (Dilaudid®), meperidine (Demerol®), and diphenoxylate (Lomotil®). Central nervous system depressants include barbiturates such as pentobarbital sodium (Nembutal®), and

benzodiazepines such as diazepam (Valium®) and alprazolam (Xanax®). Stimulants include dextroamphetamine (Dexedrine®), methylphenidate (Ritalin® and Concerta®), and amphetamines (Adderall®).

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 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.

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#### BATH SALTS: BLISS, BLUE SILK, CLOUD NINE, DRONE, LUNAR

Bath Salts products contain various amphetamine-like chemicals, such as methylenedioxypyrovalerone (MPDV), mephedrone, and pyrovalerone. These drugs are administered orally, by inhalation, or by injection, with the worst outcomes associated with snorting or intravenous administration. Mephedrone is of particular concern because it presents a high risk for overdose. 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 unlike those experienced by methamphetamine users. They can also confer a high risk for other medical adverse effects. Some of these may be linked to the fact that, beyond their known psychoactive ingredients, the contents of "bath salts" are largely unknown, which makes the practice of abusing them, by any route, that much more dangerous. Effects of bath salts have been reported as chest pain, increased blood pressure, increased heart rate, agitation, hallucinations, extreme paranoia, and delusions.

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#### COCAINE: COKE, SNOW, FLAKE, BLOW

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.

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#### FENTANYL: APACE, CHINA GIRL, DANCE FEVER, GOODFELLAS, GREAT BEAR, POISON, TANGO & CASH

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.

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#### HEROIN: SMACK, H, SKA, JUNK

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.

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#### INHALANTS: WHIPPETS, POPPERS, SNAPPERS

Inhalants are breathable chemical vapors that 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).

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#### LSD (ACID): ACID, BLOTTER, DOTS

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.

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#### MARIJUANA: POT, GANGA, WEED, GRASS, 420

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.

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#### MDMA (ECSTASY): XTC, X, ADAM, HUG, BEANS, LOVE DRUG, MOLLY

MDMA is a synthetic drug that has stimulants 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.

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#### METHAMPHETAMINE (METH): SPEED, METH, CHALK, ICE, CRYSTAL, GLASS

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.

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#### PCP: ANGEL DUST, OZONE, WACK, ROCKET FUEL

PCP is a synthetic drug sold as tablets, capsules, or white or colored powder. It can be snorted, smoked, or eaten. Developed in the 1950s as an IV anesthetic, 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, with symptoms mimicking schizophrenia (delusions, hallucinations, disordered thinking, and extreme anxiety).

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#### STEROIDS (ANABOLIC): JUICE, GYM CANDY, PUMPERS, STACKERS

Most anabolic steroids are synthetic substances similar to the male sex hormone testosterone. They are taken orally or are injected. Some people, especially athletes, abuse anabolic steroids to build muscle and enhance performance. Abuse of anabolic steroids can lead to serious health problems, some of which are irreversible. 37 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.

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#### 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.

Cigarettes and chew tobacco are illegal substances in most U.S. states for those under 21. Nicotine is highly addictive. 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 FDA and thus their safety has not been established. Concerns raised by the University of Michigan's school of public health include lack of adequate scientific data, industry misrepresentations regarding health and safety and cessation benefits, potential that e-cigarette marketing will increase nicotine addiction among young people and prompt use of tobacco products, and secondhand exposure of bystanders (not "just" pure nicotine – complex mixture of chemicals) – impact on asthmatics and children.

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#### SPICE: BLISS, BLACK MAMBA, BLAZE, FAKE WEED, GENIE, RED X

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.

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#### OVERALL, HEALTH RISKS.<sup>21</sup>

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.

Stimulants (e.g., cocaine, speed) raise blood pressure, increase the heart rate, and cause rapid breathing. Frequent and long-term stimulant use may cause paranoia, anxiety, hallucinations, insomnia, and depression.

#### HAZARDS OF ALCOHOL AND DRUGS

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. Further, the use of drugs and alcohol is not conducive to an academic atmosphere. Drugs impede the learning process and can 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 are 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.

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<sup>21</sup> Only a partial list of the health risks caused by the misuse or abuse of alcohol or drugs.



Hallucinogens (e.g., LSD, “shrooms”) can result in memory impairment and flashbacks and have been known to lead to injuries and deaths if the user gets violent or out of control due to a “trip.” Sedatives (e.g., heroin, GHB) can cause memory loss, vertigo, reduced heart rate, seizures, insomnia, anxiety, tremors, and respiratory failure.

## RESOURCES AND PROGRAMS

Old Dominion University provides a variety of services to students, faculty, and staff. Through its programs and policies regarding the possession, sale and consumption of alcoholic beverages, ODU encourages members of the campus community to make safe, responsible decisions about alcohol that are consistent with existing local, state, and federal laws. The University provides training to certain campus staff and any interested faculty and staff to help them identify and refer persons who may be having problems associated with alcohol or other drugs. Upon request, the ODU PD also provides educational programs about the effects/impacts of impairment from alcohol and drugs on personal safety.

Students who desire help with drug and alcohol concerns can contact the Old Dominion University Office of Counseling Services at 757-683-4401. Counseling services are available to all students on a scheduled appointment basis. Any student can make a confidential appointment to talk about their concerns regarding alcohol, drugs, and subsequent consequences.

Faculty and staff members are encouraged to utilize the Employee Assistance Program (EAP) or contacting Human Resources. The Employee Assistance Program (EAP) is a confidential counseling, assessment, and referral service developed to help employees cope with drug and alcohol as well as other concerns. Services are confidential and without charge. The EAP is available to all employees and their family members who are enrolled in one of the state's health benefits plans (COVA HealthAware, COVA Care, or COVA HDHP). To access the EAP, employees should call the telephone number on the back of the COVA card or contact the Department of Human Resources for the number.

Furthermore, many community resources are available to provide services to students, faculty, and staff experiencing drug and alcohol concerns. Additional university and community resources are listed in Appendix B.

## HAZING

The Stop Campus Hazing Act was signed into law on December 23, 2024, creating a significant amendment added to the Clery Act. The Act expands reporting requirements to include incidents of hazing, reflecting a growing recognition of the serious safety risks such activities pose on college campuses. Under this requirement, colleges and universities must document and disclose hazing incidents that occur on or near campus or in connection with recognized student organizations. This addition ensures greater transparency and accountability by capturing behaviors that may not have previously been tracked but can significantly impact campus safety and student well-being. By including hazing in annual security reports and crime statistics, institutions are better equipped to inform students, faculty, staff, and the public about the prevalence of these incidents, strengthen prevention efforts, and foster a safer campus culture. Ultimately, the collected hazing statistics will begin to appear in the 2026 Annual Security Report and Fire Safety Report, reflecting data from calendar year 2025.

## APPLICABILITY

All faculty, staff, students, and student organizations, whether officially recognized or not, are required to comply with federal and state law and the university policy against hazing.

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### STATEMENT ON HAZING

It is the responsibility of all student organizations to encourage an atmosphere of learning, social responsibility, and respect for human dignity. "Hazing" is an unproductive and hazardous custom that has no place in our university life, either on or off campus.

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### VIRGINIA HAZING LAW

§18.2-56 of the Code of Virginia provides the following:

"It shall be unlawful to haze, or otherwise mistreat so as to cause bodily injury, any student at any school, college, or university." Any person found guilty thereof shall be guilty of a Class 1 misdemeanor.

Any person receiving bodily injury by hazing shall have a right to sue, civilly, the person or person guilty thereof, whether adults or infants.

The President or other presiding official of any school, college, or university receiving appropriations from the state treasury shall, upon satisfactory proof of the guilt of any student hazing another student, sanction and discipline such student in accordance with the institution's policies and procedures. The institution's policies and procedures shall provide for expulsions, or other appropriate discipline based on the facts and circumstances of each case and shall be consistent with the model policies established by the Department of Education or the State Council of Higher Education for Virginia, as applicable. The President or other presiding official of any school, college, or university receiving appropriations from the state treasury shall report hazing which causes bodily injury to the attorney for the Commonwealth of the county or city in which such school, college, or university is, who shall take such action as he deems appropriate.





For the purposes of this section, "hazing" means to recklessly or intentionally endanger the health or safety of a student or students or to 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.

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### DESCRIPTION AND EXAMPLES OF HAZING

Hazing refers to any action taken or situation created, intentionally, whether on or off campus to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Consent to hazing is never a defense of a violation of this policy and allowing yourself to be hazed is also a violation of this policy.

Examples of hazing include, but are not limited to, forcing, requiring, or expecting pledges, associate members, prospective members, new members, or members of university organizations to participate in any of the following actions or activities:

-  Requiring persons to consume alcohol or drugs, liquid, food, or other substance.
-  All forms of physical activity which are used to harass, or which are not part of an organized athletic or ROTC/military context and not specifically directed toward constructive work.
-  Nudity.
-  Requiring exposure to uncomfortable elements or any strong odor that could make an individual feel ill or uncomfortable.

- 👑 Intentionally or recklessly requiring that a person does or submit to any act that will alter physical appearance (e.g., branding, tattooing, using makeup, paint, or markers on a person; or shaving the head or body).
- 👑 Forcing, coercing, someone to wear apparel that is conspicuous and not within community norms or which are not part of an organized athletic or ROTC/military context.
- 👑 Carrying any item (shields, paddles, bricks, hammers, etc.) that serve no constructive purpose or that are designed to punish or embarrass the carrier.
- 👑 Requiring activities that disrupt a person's normal schedule. A normal schedule includes the opportunity for sufficient eating and rest, course requirements (class, labs, practicums, and internships), time required for study outside of scheduled class hours, and reasonable time for personal hygiene.
- 👑 Timed quests, treasure hunts, or scavenger hunts, or any activity which requires members to search for various items around a location in a specified amount of time.
- 👑 Hitting or pretending to hit an individual; paddling in any form.
- 👑 Misuse, theft, damage, or destruction of property.
- 👑 Spray painting or pelting with any substance.
- 👑 Verbal harassment.
- 👑 Any violation of the Code of Student Conduct such as threatening, physical restraint, or abuse (being held down, tied up, taped), kidnapping, transporting, or abandoning a person.
- 👑 Any violation of the University's Discrimination Policy such as sexual violence, targeting on the basis of their actual or perceived race, sex, color, national origin, religion, age, veteran status, sexual orientation, gender identity, pregnancy, genetic information, political affiliation, marital status, disability, or other legally protected status;
- 👑 Interrogating individuals in an intimidating or threatening manner.
- 👑 Requiring a person to perform acts of servitude or perform personal errands for others.
- 👑 Deceiving new members prior to their gaining membership in an attempt to convince them that they will not be initiated or will be hurt.
- 👑 Blindfolding and parading individuals in public areas, blindfolding and transporting in a motor vehicle, or privately conducting blindfolding activities that serve no constructive purpose.
- 👑 Binding or restricting any person's arms or legs that would prohibit them from moving on their own.
- 👑 Engaging in activity that compels an individual or group to remain in a certain place or transporting anyone without their knowledgeable consent (e.g., taking a person on a road trip to an unknown destination, or kidnapping).
- 👑 Requiring a pledge or associate period of unusual length (more than 10-12 weeks) for reasons other than achieving academic requirements.

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## SANCTIONS FOR VIOLATIONS


Organizations found in violation of this policy and/or Virginia law may face sanctions ranging from a warning to a loss of status as a recognized student organization. Individuals found to be in violation of this policy may face sanctions ranging from a warning to dismissal.

## CLERY DEFINED HAZING

To determine responsibility in a reported case of hazing the following definition will be utilized:

Hazing is any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or person to participate, that:

- 👑 is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and

-  Causes or create a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for the participation in an athletic team), of physical or psychological injury including –
- Whipping, beating, striking, electronic shocking, placing a harmful substance on someone's body, or similar activity.
  - Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity.
  - Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances.
  - Causing, coercing, or otherwise inducing another person to perform sexual acts.
  - Any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
  - Any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

Student Organization – an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.

## HOW AND WHERE TO REPORT HAZING

Any person who has knowledge of or who wants to self-report any activity or conduct which may constitute hazing is encouraged to do so and can report their concerns to the ODU Police Department. Additionally, allegations of hazing can also be reported to the Office of Student Accountability & Academic Integrity by completing a [Non-Academic Incident Report Form](#).

Any allegation of hazing will be referred to the Office of Student Accountability & Academic Integrity for review, investigation, and sanctioning, when applicable. In cases where the ODUPD were not the initial report takers, the Office of Student Accountability & Academic Integrity will share the complaint with ODUPD for investigation, if meeting the VA definition and/or reporting a hazing incident in which causes bodily injury for ODUPD to make the Commonwealth Attorney's Office.

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## HAZING REPORTING IMMUNITY

To remove any behavior(s) or action(s) that degrades, intimidates, or endangers the health, safety, and well-being of any individual in our community, individual(s) who report an ongoing or pending act of hazing shall be provided immunity from disciplinary action for hazing or for their personal consumption of alcohol or other drugs occurring at the time of the reported incident providing:

-  The disclosure is made by a survivor of, or bystander who is not an active participant in such acts and
-  The disclosure is a good faith report of hazing made before or during an incident.

## INVESTIGATING ALLEGATIONS OF HAZING

All complaints alleging hazing by an individual or an organization are taken seriously at ODU. Hazing allegations are investigated the same as other allegations of prohibited conduct under [the Code of Student Conduct](#) and both individuals and Student Organizations, may be investigated. Similarly, interim measures may be appropriate pending the outcome of an investigation. Additionally, complaints of hazing meeting VA definition will be investigated by the ODUPD, and criminal charges may be filed.

## PREVENTION AND AWARENESS PROGRAMMING

The university has developed evidence-based best-practice hazing prevention and awareness programming seeking to create a safe environment for all students, faculty, and staff at all times. The prevention and awareness programming includes information on identifying hazing, bystander intervention, ethical leadership and ways to build group cohesion without hazing, how to report, the investigation process, and consequences of engaging in hazing activities (including mental health, student wellness, student conduct, student organization, criminal and civil).

## ANNUAL DISCLOSURE OF CRIME STATISTICS

The Clery Act requires colleges and universities across the United States to disclose information about crime on and around their campuses that occurred on Clery geography. The ODUPD maintains a close relationship with all police departments where the Old Dominion University owns or controls property. These relationships help ODUPD maintain awareness of crimes reported in other police jurisdictions that involve the University.

The Clery Compliance Coordinator within ODUPD collects the crime statistics. Police dispatchers and officers enter all reports of crime incidents made directly to the ODUPD through an integrated computer-aided dispatch systems/records management system. After an officer enters the report in the system, a department supervisor verifies the report is appropriately classified in the correct crime category. The department periodically examines the data to ensure accurate recording according to the crime definitions outlined in the FBI Uniform Crime Reporting Handbook and the FBI National Incident-Based Reporting System Handbook. In addition to the crime data that the Clery Compliance Coordinator maintains, the statistics below also include crimes that were reported to various campus security authorities, as defined in this report, and for local law enforcement<sup>22</sup> entities in which the university had control over briefly. The statistics reported here generally reflect the number of criminal incidents reported to the various authorities. The statistics reported for the subcategories on liquor laws, drug laws and weapons offenses represent the number of people arrested or referred to campus judicial authorities for respective violations, not the number of offenses documented.

For purposes of the Clery Act, the locations of crime statistics are defined as:

- A. On-Campus: 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 any building or property that is within or reasonably contiguous to the area identified in paragraph of this definition, 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 other retail vendor). 34 CFR 668.46(a)
- B. On-Campus Student Housing Facilities: 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. 34 CFR 668.41(a)
- C. Non-campus buildings and Property: Any building or property owned or controlled by a student organization officially recognized by the institution; or 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. 34 CFR 668.46(a)
- D. Public Property: All public property, including thoroughfares, streets, sidewalks, and parking facilities, which are within the campus, or immediately adjacent to and accessible from the campus. 34 CFR 668.46(a)

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<sup>22</sup> Data from local law enforcement officials are subject to availability and may be subject to review and revision by those agencies. The Old Dominion University Police Department is not responsible for the accuracy of the data provided by other law enforcement agencies.

- E. Separate Campus: A location of an institution that is geographically apart and independent of the main campus of the institution. The location of an institution is considered independent of the main campus if the location is permanent in nature, offers courses in educational programs leading to a degree or other recognized educational credential, has its own faculty and administrative or supervisory organization, and has its own budgetary and hiring authority. 34 CFR 600.2

## DEFINITIONS OF REPORTABLE CRIMES

- A. Criminal Homicide
- A.1. Manslaughter by Negligence: The killing of another person through gross negligence. Murder and
  - A.2. Non-negligent Manslaughter: The willful (non-negligent) killing of one human being by another.
- B. Sex Offenses: Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.
- B.1. 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.
  - B.2. 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.
  - B.3. Incest: Non-forcible sexual intercourse between people who are related to each other within the degree wherein marriage is prohibited by law.
  - B.4. Statutory Rape: Non-forcible sexual intercourse with a person who is under the statutory age of consent.
- C. 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.
- D. 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. (It is not necessary that injury result from an aggravated assault when a gun, knife or other weapon is used, which could and probably would result in serious personal injury if the crime were successfully completed.)
- E. Burglary: The unlawful entry of a structure to commit a felony or a theft; for reporting purposes this definition includes unlawful entry with intent to commit a larceny or felony, breaking and entering with intent to commit a larceny, housebreaking, safecracking, and all attempts to commit any of the aforementioned.
- F. Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. (This includes all cases where automobiles are taken by people who do not have lawful access, even if the vehicles are later abandoned-including joyriding.)
- G. Arson: Any willful or malicious burning or attempt to burn, with or without intending to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.
- H. Hate crime: A crime reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator's bias 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 reportable crimes listed in A-H, Larceny-Theft, Simple Assault, Intimidation, or Destruction/Damage/Vandalism of Property are also reported under *Clery Act* requirements if it is determined the victim was intentionally selected because of the perpetrator's bias against the victim. The following are descriptions of the hate crime categories of bias.
- H.1. 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.



- H.2. 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 nonexistence of a supreme being, e.g., Catholics, Jews, Protestants, atheists.
- H.3. Sexual Orientation: A preformed negative opinion or attitude toward a group of people 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.
- H.4. 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.
- H.5. 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.
  - a. 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.
  - b. National Origin: A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.
  - c. Disability: A preformed negative opinion or attitude toward a group of people 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.
- H.6. Larceny-Theft (Except Motor Vehicle Theft): The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another, including attempted larcenies. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.
- H.7. 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.
- H.8. 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.
- H.9. Destruction/Damage/Vandalism of Property: To destroy willfully or maliciously, damage, deface or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.
- I. Arrests by Law Enforcement and Referrals to Conduct Disciplinary Action/Education
  - I.1. 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.
  - I.2. 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; includes the unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. These statistics include arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.
  - I.3. Weapons: 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.
- J. Violence Against Women Reauthorization Act Offenses
  - J.1. 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. The existence of such a relationship shall be determined based on the reporting party's statement and consideration of the length of the relationship, the type of relationship and the frequency of interaction between the persons involved in the relationship. Dating

violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. It does not include acts covered under the definition of domestic violence.

- J.2. Domestic Violence: A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim, a person with whom the victim shares a child in common, a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, 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, or 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.
- J.3. Stalking: Engaging in a course of conduct<sup>23</sup> directed at a specific person that would cause a reasonable person<sup>24</sup> to fear the person's safety or the safety of others, or to suffer substantial emotional distress<sup>25</sup>.

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<sup>23</sup> "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.

<sup>24</sup> "Reasonable person" means a reasonable person under similar circumstances and with similar identities to the victim.

<sup>25</sup> "Substantial emotional distress" means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

## OLD DOMINION UNIVERSITY'S MEDICAL CAMPUS

| Clery Crimes/Offense                | 2024*          |                 |            |                 |       |           | 2023           |                 |            |                 |       |           | 2022           |                 |            |                 |       |           | Total Unfounded |
|-------------------------------------|----------------|-----------------|------------|-----------------|-------|-----------|----------------|-----------------|------------|-----------------|-------|-----------|----------------|-----------------|------------|-----------------|-------|-----------|-----------------|
|                                     | On Campus      |                 | Non-Campus | Public Property | Total | Unfounded | On Campus      |                 | Non-Campus | Public Property | Total | Unfounded | On Campus      |                 | Non-Campus | Public Property | Total | Unfounded |                 |
|                                     | Residence Hall | Total on Campus |            |                 |       |           | Residence Hall | Total on Campus |            |                 |       |           | Residence Hall | Total on Campus |            |                 |       |           |                 |
| Murder & Non-Negligent Manslaughter | 0              | 0               | 0          | 0               | 0     | 0         | NA             | NA              | NA         | NA              | NA    | NA        | NA             | NA              | NA         | NA              | NA    | NA        | 0               |
| Manslaughter by Negligence          | 0              | 0               | 0          | 0               | 0     | 0         | NA             | NA              | NA         | NA              | NA    | NA        | NA             | NA              | NA         | NA              | NA    | NA        | 0               |
| Rape                                | 0              | 0               | 0          | 0               | 0     | 0         | NA             | NA              | NA         | NA              | NA    | NA        | NA             | NA              | NA         | NA              | NA    | NA        | 0               |
| Fondling                            | 0              | 0               | 0          | 0               | 0     | 0         | NA             | NA              | NA         | NA              | NA    | NA        | NA             | NA              | NA         | NA              | NA    | NA        | 0               |
| Incest                              | 0              | 0               | 0          | 0               | 0     | 0         | NA             | NA              | NA         | NA              | NA    | NA        | NA             | NA              | NA         | NA              | NA    | NA        | 0               |
| Statutory Rape                      | 0              | 0               | 0          | 0               | 0     | 0         | NA             | NA              | NA         | NA              | NA    | NA        | NA             | NA              | NA         | NA              | NA    | NA        | 0               |
| Robbery                             | 0              | 0               | 0          | 0               | 0     | 0         | NA             | NA              | NA         | NA              | NA    | NA        | NA             | NA              | NA         | NA              | NA    | NA        | 0               |
| Aggravated Assault                  | 0              | 0               | 0          | 0               | 0     | 0         | NA             | NA              | NA         | NA              | NA    | NA        | NA             | NA              | NA         | NA              | NA    | NA        | 0               |
| Burglary                            | 0              | 0               | 0          | 0               | 0     | 0         | NA             | NA              | NA         | NA              | NA    | NA        | NA             | NA              | NA         | NA              | NA    | NA        | 0               |
| Motor Vehicle Theft                 | 0              | 1               | 0          | 1               | 2     | 0         | NA             | NA              | NA         | NA              | NA    | NA        | NA             | NA              | NA         | NA              | NA    | NA        | 0               |
| Arson                               | 0              | 0               | 0          | 0               | 0     | 0         | NA             | NA              | NA         | NA              | NA    | NA        | NA             | NA              | NA         | NA              | NA    | NA        | 0               |
| Violence Against Women Act (VAWA)   |                |                 |            |                 |       |           |                |                 |            |                 |       |           |                |                 |            |                 |       |           |                 |
| Domestic Violence                   | 0              | 0               | 0          | 0               | 0     | 0         | NA             | NA              | NA         | NA              | NA    | NA        | NA             | NA              | NA         | NA              | NA    | NA        | 0               |
| Stalking                            | 0              | 1               | 0          | 0               | 1     | 0         | NA             | NA              | NA         | NA              | NA    | NA        | NA             | NA              | NA         | NA              | NA    | NA        | 0               |
| Dating Violence                     | 0              | 0               | 0          | 0               | 0     | 0         | NA             | NA              | NA         | NA              | NA    | NA        | NA             | NA              | NA         | NA              | NA    | NA        | 0               |
| Arrests                             |                |                 |            |                 |       |           |                |                 |            |                 |       |           |                |                 |            |                 |       |           |                 |
| Liquor Law Violation                | 0              | 1               | 0          | 0               | 1     | 0         | NA             | NA              | NA         | NA              | NA    | NA        | NA             | NA              | NA         | NA              | NA    | NA        | 0               |
| Drug Law Violation                  | 0              | 1               | 0          | 0               | 1     | 0         | NA             | NA              | NA         | NA              | NA    | NA        | NA             | NA              | NA         | NA              | NA    | NA        | 0               |
| Weapon Law Violation                | 0              | 1               | 0          | 0               | 1     | 0         | NA             | NA              | NA         | NA              | NA    | NA        | NA             | NA              | NA         | NA              | NA    | NA        | 0               |
| Disciplinary Referrals              |                |                 |            |                 |       |           |                |                 |            |                 |       |           |                |                 |            |                 |       |           |                 |
| Liquor Law Violation                | 0              | 0               | 0          | 0               | 0     | 0         | NA             | NA              | NA         | NA              | NA    | NA        | NA             | NA              | NA         | NA              | NA    | NA        | 0               |
| Drug Law Violation                  | 0              | 0               | 0          | 0               | 0     | 0         | NA             | NA              | NA         | NA              | NA    | NA        | NA             | NA              | NA         | NA              | NA    | NA        | 0               |
| Weapon Law Violation                | 0              | 0               | 0          | 0               | 0     | 0         | NA             | NA              | NA         | NA              | NA    | NA        | NA             | NA              | NA         | NA              | NA    | NA        | 0               |
| Hate Crimes                         |                |                 |            |                 |       |           |                |                 |            |                 |       |           |                |                 |            |                 |       |           |                 |
|                                     | 0              |                 |            |                 |       |           | NA             |                 |            |                 |       |           | NA             |                 |            |                 |       |           | 0               |

\*This information pertains to Old Dominion University's medical campus for the period of July 1 - December 31, 2024. The statistical information reported to the U.S. Department of Education's Office of Postsecondary Education will not reflect as published herein under guidance from them. For statistical data prior to Old Dominion University's succession of Eastern Virginia Medical School, please refer to Eastern Virginia Medical School's Annual Security and Fire Safety Report or visit the Campus Safety and Security [website](#).

## FIRE SAFETY REPORT

### HIGHER EDUCATION OPPORTUNITY ACT

The [Higher Education Opportunity Act \(HEOA\)](#) became Public Law 110-315 on August 14, 2008. Under the HEOA, institutions of higher education that provide on-campus housing facilities for students must publish an annual fire safety report containing information about campus fire safety practices and policies.

Old Dominion University (ODU) is fully committed to fire prevention and safety. The University's Office of Emergency Management has a fire prevention team consisting of a full-time Fire Prevention Manager and a Fire Marshal dedicated to providing fire prevention and life safety inspections, training, and services for students, faculty, staff, and visitors. ODU works closely with the municipal fire department (Norfolk Fire-Rescue) and the Virginia State Fire Marshal's Office to meet or exceed applicable local and state code requirements. Norfolk Fire-Rescue is the first responder to all fire and medical emergencies. The University's fire log is combined with the crime log.

### DESCRIPTION OF MEDICAL CAMPUS APARTMENTS

Medical Campus Apartments at Old Dominion University, formerly known as Hague Club Apartments, is a residential complex comprising eight three-story buildings with a total of 82 units. The apartment configurations include one-bedroom, two-bedroom, and loft-style layouts and are strategically located across the street from Old Dominion University's medical campus.

### DESCRIPTION OF FIRE SAFETY SYSTEMS

Each unit at Medical Campus Apartments has one working smoke detector which is hard wired to the housing electrical circuit. Each unit also has an ABC type portable fire extinguisher. Fire drills are not conducted at Medical Campus Apartments as they are not classified as a residence hall/dormitory under Virginia Statewide Fire Prevention Code (VSFPC).

### EVACUATION PROCEDURES DURING A FIRE ALARM OR FIRE EMERGENCY

- 👑 Assume there is an emergency any time the fire alarm sounds; all occupants **MUST** evacuate immediately.
- 👑 Remain calm, don't panic, and act quickly.
- 👑 Always check the door first for heat before opening. If the door is hot, do not open; if it is cool, open slowly.
- 👑 Always close doors behind you.
- 👑 If smoke is encountered during evacuation, crawl (air is cooler/less toxic near floor).
- 👑 Assist people with disabilities during evacuation.
  - Know who may need what kind of help before an emergency.
  - Coordinate additional helpers if needed.
  - People take priority over their mobility aids.
- 👑 Go to the nearest exit.
- 👑 Do not use the elevator – use nearest stairwell.
- 👑 Report to the building's designated Emergency Assembly Area as set forth in the Housing and Residence Life Emergency Action Plan, or in an open, hazard-free area at least 50 feet away from the building.
- 👑 Do not re-enter the building for any reason until directed to do so by proper authorities.
- 👑 If not already notified, call the ODU Police Department at 757-446-5911 or 757-683-4000 or 911.
- 👑 Be available to assist emergency personnel as needed.
- 👑 Failure to evacuate when a fire alarm sounds for any reason may result in disciplinary action, including but not limited to:
  - Student referral to the Office of Student Accountability and Academic Integrity, or
  - Employee referral to their supervisor and/or ODU Talent Management and Culture

## PROCEDURES ON PORTABLE APPLIANCES, SMOKING, OPEN FLAMES, AND OTHER PROHIBITED ITEMS

- 👑 Old Dominion University's medical campus has current procedures in effect which prohibit the use of all tobacco products anywhere on campus. Aggressive enforcement of this procedure is monitored by ODUPD, supervisors and staff members.
- 👑 Per University Policy 3231, self-balancing electric wheeled boards ("hoverboards") are not allowed in any building owned by Old Dominion University, including the Medical Campus Apartments.
- 👑 Open flames, including candles, or burning is prohibited and may be illegal in certain circumstances as per city ordinances.
- 👑 Cooking is allowed within apartments on a range. Cooking on grills is allowed on the first-floor area only and must be done 10 feet away from all combustible building components. Propane tanks used for cooking shall not be stored inside the residence.
- 👑 Only commercial grade appliances are authorized for use on the campus. All appliances used within the campus housing apartments must be UL listed and approved for the intended uses only.

## FIRE SAFETY EDUCATION AND TRAINING PROGRAMS

Resident staff receive annual fire prevention and safety training prior to the start of the Fall Semester. Fire prevention and safety training is also provided to students, faculty, and staff by request. Training programs may consist of the following curricula:

- 👑 Internal and Emergency Assembly Areas
- 👑 Role of the Building Emergency Coordinator
- 👑 Reporting a fire or other emergency to the ODU Police Department
- 👑 Evacuation procedures
- 👑 Fire prevention regulations
- 👑 Nuisance fire alarm prevention
- 👑 Sprinkler head awareness
- 👑 False fire alarm regulations
- 👑 Fire Watch Procedure
- 👑 Hands-On Fire Extinguisher Training
- 👑 Fire Drill Procedures Review and Mock Fire Code Violations Inspection
- 👑 "After the Fire" Presentation for new RAs
- 👑 Training is available to all members of the University community by request:
- 👑 Hands-On Fire Extinguisher Training
- 👑 Fire Prevention PowerPoint Presentation
- 👑 Topic-specific fire safety presentations (e.g., fire drills, evacuation, cooking)
- 👑 Emergency Action Plan Orientation PowerPoint Presentation
- 👑 Emergency Preparedness PowerPoint Presentation
- 👑 Basic First Aid Training
- 👑 Cardiopulmonary Resuscitation (CPR) Training
- 👑 Automated External Defibrillator (AED) Training and Stop the Bleed

## PLANS FOR FUTURE IMPROVEMENTS IN RESIDENCE HALL FIRE SAFETY

The University's housing facilities meet or exceed minimum fire and life safety standards; however, we are continually evaluating the need for improvement and upgrades to existing fire and life safety systems.

Questions about ODU fire prevention and safety should be directed to:

Office of Emergency Management - Fire Prevention Team

4111 Monarch Way, Suite 401

Norfolk, Virginia 23508

[fireprevention@odu.edu](mailto:fireprevention@odu.edu) | 757-683-5166

## FIRE STATISTICS

| Name/Address  | 2024* | 2023 | 2022 | Date/<br>Time | Location | Cause | Injured | Fatalities | Value of<br>Property | Drills |
|---|-------|------|------|---------------|----------|-------|---------|------------|----------------------|--------|
| Hague Club Apartments:<br>600 Fairfax Avenue<br>(Units A-L) | 0     | N/A  | N/A  |               |          |       |         |            |                      | 0      |
| Hague Club Apartments:<br>602 Fairfax Avenue<br>(Units A-L) | 0     | N/A  | N/A  |               |          |       |         |            |                      | 0      |
| Hague Club Apartments:<br>604 Fairfax Avenue<br>(Units A-L) | 0     | N/A  | N/A  |               |          |       |         |            |                      | 0      |
| Hague Club Apartments:<br>606 Fairfax Avenue<br>(Units A-L) | 0     | N/A  | N/A  |               |          |       |         |            |                      | 0      |
| Hague Club Apartments:<br>608 Fairfax Avenue<br>(Units A-L) | 0     | N/A  | N/A  |               |          |       |         |            |                      | 0      |
| Hague Club Apartments:<br>610 Fairfax Avenue<br>(Units A-G) | 0     | N/A  | N/A  |               |          |       |         |            |                      | 0      |
| Hague Club Apartments:<br>612 Fairfax Avenue<br>(Units A-L) | 0     | N/A  | N/A  |               |          |       |         |            |                      | 0      |

\*This information pertains to Old Dominion University's medical campus for the period of July 1 to December 31, 2024, and Eastern Virginia Medical School for the period of January 1 to June 30, 2024. For statistical details before Old Dominion University succeeded Eastern Virginia Medical School, please visit the U.S. Department of Education's CSS [website](#).



## APPENDIX A

### LAW ENFORCEMENT

ODU Police Department\*

4516 MONARCH WAY NORFOLK, VA

Emergency: **757-683-4000**

Non-Emergency: **757-683-5665**

Old Dominion University's medical campus  
700 W. OLNEY ROAD, LEWIS HALL, NORFOLK VA

Emergency: **757-446-5911**

Non-Emergency: **757-446-5199**

NORFOLK POLICE: **757-441-5610**

PORTSMOUTH POLICE: **757-393-5300**

SUFFOLK POLICE: **757-923-2350**

VIRGINIA BEACH POLICE: **757-385-5000**

HAMPTON POLICE: **757-727-611**

### TITLE IX CONTACTS\*

A. KATE COUCH **757-683-3141**

TITLE IX COORDINATOR

DEPUTY TITLE IX COORDINATORS (Old Dominion  
University's medical campus)

MELISSA SCOTT **757-446-8927**

MATTHEW SCHENK **757-446-6043**

### ESCORTS SERVICES\*

Walking Escort

**757-446-5199**

### ODU OFFICES AND DEPARTMENTS\*

Women's & Gender Equity Center

**757-683-4409**

Student Conduct & Academic Integrity

**757-683-3431**

Student Outreach & Support

**757-683-3442**

Hague Club Apartments

**757-446-9236**

LGBTQIA+ Programs and Initiatives

**757-683-4406**

Human Resources

**757-446-6043**

Transportation and Parking Services

**757-683-4004**

### STATE AND NATIONAL HOTLINES – DIAL 211

Suicide and Crisis Lifeline

**988**

National Domestic Violence Hotline

**1-800-799-SAFE (7233) OR TTY 1-800-787-3224**

National Suicide Prevention Lifeline

**1-800-273-TALK (8255)**

Substance Abuse & Mental Health

**1-800-662-HELP (4357) TTY 1-800-787-3224**

National Sexual Assault Hotline

**1-800-656-HOPE (4673)**

Substance Abuse & Mental Health

**1-800-662-HELP (4357) TTY 1-800-787-3224**

VA Family Violence and Sexual Assault Hotline

**1-800-838-8238**

### OFF-CAMPUS RESOURCES

Transitions Family Violence Services

**757-723-7774**

Norfolk CSB Substance Abuse Services

**757-640-0929**

LGBT Life Center

**757-640-0929**

### CONFIDENTIAL CONTACT<sup>26</sup>

ODU Victim Advocate Center<sup>27\*</sup>

**757-683-4109**

Student Counseling Services\*

**757-683-4401**

Student Mental Health\*

<sup>26</sup> Exceptions: For community safety reasons, there are some exceptions to confidentiality, which may require notifying other school officials or sharing personally identifying information about you. These include: 1. If you show signs that you intend to harm yourself or others. 2. In certain cases where there is suspected abuse or neglect of a minor, elders, or other vulnerable adults. 3. Under state and federal law, such as in response to a subpoena or court order. 4. If there is a medical emergency.

<sup>27</sup> 5. For the purposes of Clery Act reporting. Clery Act reports are determined by the geographical location of the crime and do not include personally identifying information. Victim Advocates are required to make a Clery report when they are aware that the crime occurred on ODU's Campuses. A form will be completed on limited reporting information and does not have to include any personally identifying information. The nature of the crime, location of the crime, the date and time the crime occurred, and the date and time the person reported it to the CSA is typically, all is shared unless otherwise consent given.

**757-446-5700**

YWCA of Hampton Roads<sup>1</sup>

**757-251-0144**

## HOSPITALS IN HAMPTON ROADS

### SENTARA NORFOLK GENERAL HOSPITAL

600 Gresham Drive  
Norfolk, VA 23507  
757-388-3000

### SENTARA LEIGH HOSPITAL

830 Kempsville Road  
Norfolk, VA 23502  
757-261-6700

### CHESAPEAKE REGIONAL MEDICAL CENTER

736 N Battlefield Blvd  
Chesapeake, VA 23320  
757-312-8121

### SENTARA PRINCESS ANNE HOSPITAL

2025 Glenn Mitchell Drive  
Virginia Beach, VA 23456  
757-507-1000

### SENTARA VIRGINIA BEACH GENERAL HOSPITAL

1060 First Colonial Road  
Virginia Beach, VA 23454  
757-395-8000

### SENTARA INDEPENDENCE

800 Independence Blvd  
Virginia Beach, VA 23455  
757-363-6100

### SENTARA BELLE HARBOR

3920A Bridge Rd  
Suffolk, VA 23435  
757-983-0000

### BON SECOURS MARYVIEW MEDICAL CENTER

3636 High St  
Portsmouth, VA 23707  
757-398-2200

## SERVICES PROVIDER SERVICES

### SUBSTANCE ABUSE AND MENTAL HEALTH SERVICES ADMINISTRATION (SAMHSA):

The Substance Abuse and Mental Health Services Administration (SAMHSA) is the agency within the U.S. Department of Health and Human Services that leads public health efforts to advance the behavioral health of the nation. SAMHSA's mission is to reduce the impact of substance and mental illness on America's communities.

### NATIONAL DOMESTIC VIOLENCE HOTLINE:

Highly trained advocates are available 24/7/365 to talk confidentially with anyone experiencing domestic violence, seeking resources or information, or questioning unhealthy aspects of their relationship.

### NATIONAL SEXUAL ASSAULT HOTLINE:

RAINN (Rape, Abuse & Incest National Network) is the nation's largest anti-sexual violence organization. RAINN created and operated the National Sexual Assault Hotline in partnership with more than 1,000 local sexual assault service providers across the country and operates the DoD Safe Helpline for the Department of Defense. RAINN also carries out programs to prevent sexual violence, help survivors, and ensure that perpetrators are brought to justice.

### THE NATIONAL SUICIDE PREVENTION HOTLINE:

The National Suicide Prevention Lifeline is a national network of local crisis centers that provides free and confidential emotional support to people in suicidal crisis or emotional distress 24 hours a day, 7 days a week. They are committed to improving services and advancing suicide prevention by empowering individuals, advancing professional best practices, and building awareness.

### VIRGINIA FAMILY VIOLENCE AND SEXUAL ASSAULT HOTLINE:

The Virginia Sexual & Domestic Violence Action Alliance is Virginia's leading voice on sexual and intimate partner violence. As an advocacy organization, they provide the expertise needed to ensure an effective response. As a service provider, they offer people resources for making informed choices. As a membership organization, they build diverse alliances across the state.

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#### SAMARITAN HOUSE:

Samaritan House (SH) is committed to fostering personal safety, growth and self-sufficiency in adults and their children through the freedom from sexual assault, domestic violence, human trafficking, and homelessness. Since 1984, SH has provided emergency and permanent housing, support, and community outreach to victims of domestic violence and homeless families.

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#### YWCA OF SOUTH HAMPTON ROADS/FAMILY JUSTICE CENTER:

The YWCA is the oldest and largest multicultural women's organization in the world providing programs and services related to sexual assault, interpersonal violence, and stalking with prevention, risk reduction and improved victim treatment. Since 1911, the YWCA South Hampton Roads has strengthened social movements that eliminate racism, empower women, and promote peace, justice, and dignity for all. For nearly forty years, the YWCA of South Hampton Roads has run an emergency shelter, providing the only place of refuge for families escaping domestic and sexual violence. In 2019, the YWCA formed the Family Justice Center which is a multi-agency, multi-disciplinary and safety focused center where public and private agencies provide resources and services to victims of interpersonal violence, including intimate partner violence, sexual assault, child abuse, elder and dependent abuse, and human trafficking in one location.

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#### CITY OF NORFOLK COMMUNITY SERVICE BOARD SUBSTANCE ABUSE:

The mission of the Substance Abuse Case Management Program is to improve the lives of individuals with substance abuse and/or co-occurring disorders. An adjunct to treatment services, case management improves post-treatment outcomes. Substance Abuse Case Management is designed to assist individuals and their family members in accessing services that are responsive to the person's individual needs. Case Managers will: identify and reach out to potential individuals receiving services; assess needs and plan services; link the individual to services and supports; assist the person directly in locating, developing, or obtaining needed services and resources; coordinate services with other providers; enhance community integration; make collateral contacts; monitor service delivery; and advocate for people in response to their changing needs.

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#### LGBT LIFE CENTER (FORMERLY ACCESS AIDS CARE/THE LGBT CENTER OF HAMPTON ROADS):

LGBT Life Center provides programs and services to individuals and families impacted by HIV/AIDS in Hampton Roads. Their services include medical case management, housing, meals, transportation, outreach, prevention, education, and free HIV/STI testing. LGBT Life Center also provides a safe space, services, resources, education, and support to the LGBTQ community.

## ON CAMPUS AND LOCAL SUBSTANCE USE/ABUSE RESOURCES FOR STUDENT AND EMPLOYEES

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| ODU Counseling Services*<br>1526 North Webb Center<br>Norfolk, VA 23529<br>(757) 683-4401  | ODU Student Health Services*<br>1007 South Webb Center<br>Norfolk, VA 23529<br>(757) 683-3132   |
| ODU Health Promotion*<br>1525 North Webb Center<br>Norfolk, VA 23529<br>(757) 683-5927   | Open Narcotics Anonymous:<br>First Lutheran Church<br>1301 Colley Ave, Norfolk (757) 625-1953<br>Fridays, 5:30pm Saturdays, 8pm Sundays   |
| Open Alcoholics Anonymous:<br>First Lutheran Church<br>1301 Colley Ave, Norfolk (757) 625-1953<br>Fridays & Saturdays 8pm  | E-toke and E-chug Self Assessments<br>Anonymous online assessment tools for<br>alcohol/marijuana<br><a href="http://interwork.sdsu.edu/echug2/ODU">http://interwork.sdsu.edu/echug2/ODU</a> |
| Community Services Boards<br>Norfolk - (757) 756-5600<br>VA Beach - (757) 385-0505<br>Chesapeake - (757) 547-9334<br>Hampton/Newport News - (757) 788-0300<br>Portsmouth - (757) 393-8618<br>Suffolk - (757) 966-2805  | Naval Medical Center Portsmouth<br>Active Military & Dependents<br>Substance Abuse Rehabilitation Program<br>620 John Paul Jones Circle<br>Portsmouth, VA 23708<br>(757) 953-9816           |
| Hampton Roads Clinic<br>Opioid Treatment Program<br>2712 Washington Avenue<br>Newport News, VA 23607<br>(757) 240-5223   | New Bridges<br>Outpatient Rehabilitation Center<br>3500 Virginia Beach Boulevard<br>Virginia Beach, VA 23452<br>(757) 455-8283  |
| Tidewater Intergroup Council of Alcoholics<br>Anonymous<br>4968 Euclid Rd., Suite F<br>Virginia Beach, Virginia 23462<br>Email: <a href="mailto:info@tidewatergroup.org">info@tidewatergroup.org</a><br>(757) 490-3980<br>** <a href="http://www.tidewaterintergroup.org/">http://www.tidewaterintergroup.org/</a> | Hampton Veterans Affairs (Medical Center)<br>100 Emancipation Drive<br>Hampton, VA 23667<br>(757) 722-9961x3607   |
| Western Tidewater Mental Health Center<br>Substance Abuse Department<br>135 South Saratoga Street<br>Suffolk, VA 23434<br>(757) 925-2222   | Riverside Behavioral Health Center<br>2244 Executive Drive<br>Hampton, VA 23666<br>(757) 827-1001   |
| Virginia Beach Psychiatric Center- Center for<br>Dual Treatment (Formerly the Recovery Place)<br>1100 First Colonial Road<br>Virginia Beach, VA 23454<br>(757) 496-6000  | Christian Alcoholism Treatment<br>5802 E. Virginia Beach Blvd., Suite 122<br>Norfolk, VA 23502<br>(757) 525-3780  |
| Rock Landing Psychological Group<br>11825 Rock Landing Drive<br>Newport News, VA 23606<br>(757) 873-1736   | Alcohol and Narcotics Help<br>8910 Granby Street<br>Norfolk, VA 23503<br>(757) 480-5210   |

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| <p>Adult Children of Alcoholics<br/> <a href="http://www.adultchildren.org/">www.adultchildren.org/</a><br/>                     Literature and worldwide meeting locator available for this recovery program for adults whose lives were affected as a result of being raised in an alcoholic or other dysfunctional family. (310) 534-1815</p> | <p>National Institute on Drug Abuse<br/> <a href="http://www.drugabuse.gov">www.drugabuse.gov</a><br/>                     Provides information on the effects of alcohol and drugs on the adolescent brain. Resources and interactive program materials are available.(301) 443-1124</p>   |
| <p>National Council of Alcoholism and Drug Dependence, Inc.<br/> <a href="http://www.ncadd-phx.org/">www.ncadd-phx.org/</a><br/>                     Call for a referral to a local affiliate and written information on alcoholism and related mental illnesses. 1-601-899-5880</p>   | <p>Alcoholics Anonymous<br/> <a href="http://www.aa.org">www.aa.org</a><br/>                     Call or visit the website for more information about Alcoholics Anonymous (212) 870-3400</p>   |
| <p>National Drug and Alcohol Treatment Referral:<br/>                     1-800-662-4357</p>   | <p>National Association of Social Workers<br/> <a href="http://www.naswdc.org">www.naswdc.org</a><br/>                     (202) 408-8600<br/>                     Find a social worker in your area.</p>   |
| <p>Al-Anon Group Headquarters, Inc.<br/> <a href="http://www.al-anon.alateen.org">www.al-anon.alateen.org</a><br/>                     For families and friends of alcoholics, call or visit their website.<br/>                     1-888-4AL-ANON</p>  | <p>Al-Anon Family Group Headquarters, Inc. 1600 Corporate Landing Parkway<br/>                     Virginia Beach, VA 23454<br/>                     (757) 563-1600<br/> <a href="http://www.al-anon.alateen.org">www.al-anon.alateen.org</a></p>   |
| <p>National Organization on Fetal Alcohol Syndrome<br/>                     1-800-66-NOFAS<br/>                     Call for educational materials and to speak with a health professional (on a call-back basis).</p>   | <p>National Institute on Alcohol Abuse and Alcoholism, NIAAA<br/> <a href="http://www.niaaa.nih.gov">www.niaaa.nih.gov</a><br/>                     Call or visit the NIAAA website for information and/or materials.<br/>                     (301) 443-3860</p>   |
| <p>American Association for Marriage and Family Therapy<br/> <a href="http://www.AAMFT.org">www.AAMFT.org</a><br/>                     Provided as a public service by AAMFT, TherapistLocator.net lists qualified marriage therapists in your area. These therapists deal regularly with the issues of alcohol and relationships</p>            | <p>American Psychological Association<br/> <a href="http://www.apa.org">www.apa.org</a><br/>                     Call a local referral to a psychologist. Call for materials about psychological problems that relate to alcohol disorders. For additional information visit the APA Help Center website.<br/>                     1-800-374-2721</p> |
| <p>SMART Recovery<br/>                     (440) 951-5357 <a href="http://www.smartrecovery.org">www.smartrecovery.org</a></p>   |   |





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# OLD DOMINION UNIVERSITY

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