**Template Syllabus Statement for Title IX/Sexual Misconduct/PADHR/Accommodations**

UVA is committed to providing a safe learning environment where all students, faculty, and staff members feel welcomed and valued. Discrimination, harassment, and sexual misconduct is antithetical to our values and is therefore prohibited on our Grounds and in this class. UVA strongly encourages all members of the community to take action, seek support, and report these incidents to either [the Title IX office](https://eocr.virginia.edu/title-ix) or [Office for Equal Opportunity and Civil Rights](https://eocr.virginia.edu/) (“EOCR”).

*Title IX/Sexual Misconduct*

Title IX of the Education Amendments Act of 1972 and [UVA policy](https://uvapolicy.virginia.edu/policy/HRM-041) prohibit sexual and gender-based harassment, sexual assault, intimate partner violence (dating/domestic violence), stalking, sexual exploitation, and retaliation. If you (or someone you know) has experienced or is experiencing these types of behaviors, know that you are not alone, and you deserve support.

At UVA, all faculty members and TAs are “responsible employees,” which means that if you tell me about a situation involving these forms of sexual misconduct (for example, during my office hours or in an email), I must share that information with the Title IX Office. This is to be sure you are connected with all the support the university can offer and learn about your options and rights. When you receive outreach from the University asking if you would like to meet, **you choose** **if you want to respond** and what resources you may need; you are under no obligation to respond.

Please know that I am not required to report disclosures students may make in academic coursework, including classroom discussions, papers, or other assignments, unless its shared for the purpose of obtaining help, such as academic accommodations, extensions, etc.

If you prefer to make a report directly to the University, you can do that through the online reporting system, [Just Report It](https://justreportit.virginia.edu/) (“JRI”). Or if you would rather speak about it with a confidential resource (where what you share is not reported to the University), you can turn to [Counseling & Psychological Services (“CAPS”)](https://www.studenthealth.virginia.edu/caps) and the [Women’s Center Counseling Staff and Confidential Advocates](https://womenscenter.virginia.edu/confidential-advocates) (for students of all genders). To learn more about the available resources and response options, visit [cavcare](https://cavcare.virginia.edu/), UVA’s comprehensive website regarding Title IX and sexual misconduct, or contact the Title IX office at titleixoffice@virginia.edu.

*Discrimination/Harassment/Retaliation*

[UVA also prohibits discrimination and harassment](https://uvapolicy.virginia.edu/policy/HRM-009) based on age, color, disability, family medical or genetic information, gender identity or expression, marital status, military status (which includes active duty service members, reserve service members, and dependents), national or ethnic origin, political affiliation, pregnancy (including childbirth and related conditions), race, religion, sex, sexual orientation, veteran status. [UVA policy](https://uvapolicy.virginia.edu/policy/HRM-010) also prohibits retaliation.

All faculty and TAs are also responsible employees for disclosures or reports of potential discrimination, harassment, and retaliation. But as explained in the prior section, I am not required to report disclosures you make in academic coursework, including classroom discussions, papers, or other assignments, unless you share for the purpose of obtaining help, such as academic accommodations, extensions, etc. Also, the same resources and options for individuals who experience sexual misconduct are available for you as well, which you can find at [eocr.virginia.edu/resources](https://eocr.virginia.edu/resources). If you are aware of someone who has experienced prohibited conduct, you are encouraged to submit a report to JRI or contact [EOCR](https://eocr.virginia.edu/).

*Disability and Pregnancy Accommodations*

If you anticipate or experience any barriers to learning in this course, please feel welcome to discuss your concerns with me. If you have a disability, or think you may have a disability, you may contact the Student Disability Access Center (“SDAC”), to request reasonable accommodation(s) for this course. You can find more information about SDAC, including how to apply for services online, through their [website](http://www.studenthealth.virginia.edu/SDAC). If you have already been approved for accommodations through SDAC, please make sure to send me your Faculty Notification Letter as soon as possible and meet with me so we can develop an implementation plan together.

Students may be entitled to reasonable accommodations for pregnancy, childbirth, or related medical issues. Please contact [SDAC](http://www.studenthealth.virginia.edu/SDAC) for additional information. Pregnant and parenting students are encouraged to contact SDAC or EOCR to discuss plans and ensure ongoing access to their academic courses and program. Information for pregnant and parenting students is also available on EOCR’s [Pregnancy and Parenting Resources webpage](https://eocr.virginia.edu/pregnancy-and-parenting/).

*Religious Accommodations*

UVA also provides reasonable accommodations when a student’s sincerely held religious beliefs or observances conflict with academic requirements. Students who wish to request an academic accommodation for a religious observance should submit their request to me by email as far in advance as possible.

If you have questions or concerns about your request, you may contact EOCR at UVAEOCR@virginia.edu or 434-924-3200 or visit their [Religious Accommodations webpage](https://eocr.virginia.edu/religious-accommodations) for additional information. Please note that receiving an accommodation does not relieve you of your responsibility to complete any coursework you miss as the result of the accommodation.